

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

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



**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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THE GRIFFIN SCHOOLS TRUST
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REFERENCE AND ADMINISTRATIVE DETAILS

Members	T Edinborough E Edwards (Appointed 31 July 2022) M O'Donnell T Cooke (Resigned 8 November 2021) J Adams (Resigned 25 January 2022) S Galvani (Resigned 31 July 2022) The Griffin Education Trust (Principal Sponsor)
Trustees	J Adams (Resigned 18 November 2021) P Barnes-Kemp (Appointed 4 October 2021) T Edinborough (Appointed 27 September 2022) E Fletcher (Appointed 25 January 2022) M Mcreeedy, Chair of Trustees (Appointed 27 September 2022) A Powell, Chief Executive A Rose M Stiansy M Upama M Davis (Resigned 25 January 2022) S Foster (Appointed 7 December 2022) J Adams (Appointed 25 January 2022)
Company registered number	07893665
Company name	The Griffin Schools Trust
Principal and registered office	The Talent Factory 4-14 Barmeston Road London SE6 3BH
Company secretary	R Ramsay
Chief executive officer	A Powell
Independent auditors	Bishop Fleming LLP Chartered Accountants Statutory Auditors Salt Quay House 4 North East Quay Sutton Harbour Plymouth PL4 0BN
Bankers	Lloyds Bank plc 6-8 Market Square Bromley BR1 1NA
Solicitors	Veale Wasbrough Vizards 86 Fetter Lane London EC4A 1AD

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022**

TRUSTEES' REPORT

The Trustees present their annual report together with the financial statements and auditors' report of the Charitable Company for the year ended 31 August 2022. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operated 10 primary and 2 secondary academies for pupils aged 2 to 19 in the Midlands and the South East of England during the year.

It has a pupil capacity of 6,735 and had a roll of 5,641 in the school census on 6 October 2022.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The Trustees of the Griffin Schools Trust (GST) are also the directors of the Charitable Company for the purposes of company law.

Details of the Trustees who served throughout the year and to the date the accounts are approved are included in the Reference and Administration Details.

Trustees' Liability

Each Trustee 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 Trustee, or within one year after he/she ceases to be a Trustee, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they cease to be a Trustee.

Trustees' Indemnities

Trustees benefit from indemnity insurance under the Department for Education's risk protection arrangement (RPA) which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Trust. This indemnity is limited to £10m.

Method of recruitment and appointment or election of Trustees

The Trustees are Directors of the charitable company. The term of office for a Trustee is four years but this will not apply to the Chief Executive Officer. The Chief Executive Officer serves ex officio for as long as s/he remains in office. Subject to remaining eligible, any Director may be reappointed or re-elected. There is no limit to the number of times a Trustee can be reappointed or re-elected. Members of the charitable company are one of the following: signatories to the Memorandum of Association (nominated by the Secretary of State for Education), nominated by the Principal Sponsor (Griffin Education Trust), the Chairman of the Directors or any person nominated by the other Members. The Trust must have at least 3 Members. The Articles of Association require there to be no fewer than three Directors and the Trust may have the following Directors: Directors appointed by the other Directors; Staff Directors; a maximum of 5 Academy Directors; the Chief Executive Officer; Parent Directors; Sponsor Directors; any Directors appointed by the Secretary of State.

Policies and Procedures adopted for the Induction and Training of Trustees

The training and induction provided for new Trustees will depend on their existing experience and includes training on charity, educational, safeguarding, legal and financial matters. All new Trustees meet with the CEO and Chair of Trustees, research the Trust's and all schools' websites and visit the Trust's schools to meet with staff and students. All Trustees are provided with copies of policies, procedures, compliance documentation, including the Academies Trust Handbook, minutes, accounts, budgets, strategic plans and other documents that they will need to undertake their role as Trustees.

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

Organisational Structure

From 1 September 2021 the Executive Team comprised of the Chief Executive Officer, Chief Finance Officer, School Improvement Officers and five Executive Headteachers in Medway, East London, North Warwickshire and the West Midlands.

The Chief Executive Officer reports directly to the Trust Board of Trustees. The Board of Trustees has approved and implemented a Scheme of Delegation that devolves roles and responsibilities to local governing bodies and individual Trust School Heads. This Scheme of Delegation is regularly reviewed to ensure it meets the needs of the Trust and the individual schools.

The Directors are responsible for strategic planning, adopting an annual plan and budget, monitoring the performance of the Trust's schools and making major decisions to secure the fulfilment of the Trust's founding vision through capital expenditure, large value contracts, appointing the CEO and contributing to the appointment of Heads. The directors also self-evaluate the efficacy of corporate governance, periodically commissioning external reviews to moderate their internal judgements. The Directors are responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management and HR of the Trust. The Chief Executive Officer is the Accounting Officer. The Audit, Finance & HR Committee is responsible for actively monitoring internal control systems and risk management, including audit activities.

Arrangements for setting pay and remuneration of key management personnel

The Trust operates a single pay policy. For teachers it adheres to the STRB and for support staff the NJC scales. All Trust staff receive the same annual cost of living increase. All are subject to the same rigorous performance management process and the Chair of the Board, with two other Trustees, uses that process to manage the performance management of the CEO. The CEO's Salary is pegged to the STRB Leadership scales.

The Trustees consider the CEO and the Executive Team as the key management personnel of the Trust in charge of directing, controlling and operating the Trust on a day to day basis. The CEO reports to the Trustees who are not remunerated for their work.

The pay of key management personnel is reviewed annually and in 2021/22 increases were applied, in line with the School Teachers' Pay and Condition Document and jointly advised by the teaching unions.

Trade union facility time

There were no relevant union officials for the year ended 31 August 2022.

Related Parties and other Connected Charities and Organisations

GST seeks to build fruitful relationships with a whole range of partners who share our values and can help to deliver our mission. A selection appears below:

- Universities across the Hubs, including the University of East London, Coventry University and University College Birmingham: fully funded Level 7 Masters Programmes, National Professional Qualifications in leadership and teaching and learning, the teaching apprenticeship and a wide range of other education setting related apprenticeships. We work with a range of Accredited Training Providers to deliver our apprenticeship programme.
- Teacher Apprenticeships- Riverley Primary is an accredited ITT provider and the Trust Lead School for the delivery of the apprenticeship. The Trust also works in partnership with Teach First and other ITT providers.
- Manchester Metropolitan University action research across Trust schools.
- University Partnerships to support student aspiration include: Cambridge, Oxford, Brunel, Queen Mary, King's, UCL, Warwick and Birmingham
- Artsmark, accredited by Arts Council England, is a creative quality standard for schools and education settings. All GST schools are registered, reflecting the centrality of cultural education and experiences to our vision and ten have achieved Arts Mark Gold.
- Science Partnerships to promote and support the STEM curriculum include: Youth STEMM Award Programme, John Innes Centre and Teacher Science Network, OU, British Science Week initiative, the Royal Institute of Science.

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

- The Music in Secondary Schools Trust - in 2019 Nicholas Chamberlaine became the first school outside London to work in partnership with MiSST, a charity that supports secondary schools with disadvantaged student cohorts with opportunities to enable all students to learn a classical musical instrument free of charge.
- The Shakespeare Schools Foundation - a cultural education charity that gives young people the confidence derived from individual and group performance. All GST schools take part in the annual Shakespeare Schools Festival.
- Maths Mastery Secondary - as partner schools, GST secondaries have access to a KS3 curriculum designed by experts and supported by professional development and classroom resources.
- Read Write Inc - GST schools use RWI to provide a structured approach to the teaching of literacy, to create fluent readers, confident speakers and willing writers.
- Renaissance Learning – GST schools use the Accelerated Reader programme to help develop pupils' reading for pleasure whilst increasing their ability to read accurately for meaning across a wide range of texts.
- National Teaching and Support Staff Trade Unions: a recognition agreement is in place and regular discussions are held.
- The Trust is connected to Griffin Education Trust who is a Member and the main sponsor and whose sole function is to appoint Directors to the Griffin Schools Trust. Note 28 to the accounts provides further information on Related Party Transactions.
- Capital Talent is a small company which owns the space occupied by the Trust as its HQ. One of its Directors was a Member until 21 January 2021. The terms of the lease were transacted at arm's length and approved by ESFA.

There are no related party transactions.

Engagement with employees (including disabled persons)

The Trust engages with employees through many means and methods, including:

- consulting with employees on key matters, such as senior appointments
- engaging all staff in the planning, leadership, delivery and review of Trust-wide events, such as the Griffin Arts Festival and Griffin Sports Festival
- involving staff in regular professional networking sessions and CPD sessions in hubs and nationally
- using Give and Get to share good practice across Trust schools and beyond
- taking part in action research projects, including MA studies which are funded by the Trust
- feedback to the Trust through commissioned academic research
- taking part in action research and curriculum projects, including MA studies which are funded by the Trust.

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

We engage with our suppliers first and foremost by establishing relationships built on quality service and prompt payment. Our wider engagement forges links with the communities we serve and the local authorities and charities which also serve and support them.

OBJECTIVES AND ACTIVITIES

Objects and Aims

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

1. To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by:
2. Establishing, maintaining, carrying on, managing and developing schools ("the Academies") offering a broad and balanced curriculum and;
3. To promote for the benefit of the inhabitants of the areas in which the Academies are situated the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

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

In order to fulfil those objects, the Trust has established the following three organisational objectives:

- Providing the very best education, through a rich curriculum and broad provision in the arts and sports, for the most socially disadvantaged in order to close opportunity gaps between them and their most affluent peers.
- Preparing socially disadvantaged students for engagement with and contributions to public life: local, national and international.
- Contributing to education system improvement locally and more widely.

The Trust embraces government policies that allow the achievement of these aims.

The Trust aims to be the lead strategic education partner for each school within the Trust, enabling it to remain rooted in its local community whilst growing wider networks through the Trust.

The Trust has three sources of school improvement support as a matter of strategy:

1. A small and high-quality central team.
2. The MAT's internal capacity for school - school support, including Executive Heads based in hubs.
3. Partners such as Teaching Schools, MATs, Federations, Local Authorities, Universities and other providers.

We also continually develop relationships on a regional and national level to underpin our drive to system improvement (see Connected Organisations).

Objectives, Strategies and Activities

The Trust aims to establish and grow a network of schools in the Midlands and the South East of England, which provide the highest quality education based on proud traditions, wide horizons and high achievement. We are consciously educating the next generation of our society: its leaders, campaigners, artists, scientists, musicians, parents, innovators, volunteers, politicians and citizens.

Our strategy is to have a family of schools in the Midlands and South East providing education in local hubs, such that collegiate working is enabled. Our objective is to make a substantial and long-lasting difference to communities as well as to individual lives. Legacy and longevity are the twin drivers of our strategy. We have worked since 2012 with DfE brokers and subsequently through Regional Schools Commissioners to identify schools that will progress that vision.

The Trust operated the following schools in 2020/22:

- Nicholas Chamberlaine School which serves the town of Bedworth in Warwickshire
- Race Leys Junior School in Bedworth, which is a feeder school to Nicholas Chamberlaine
- Park Lane Primary School in Nuneaton Warwickshire (four miles from Bedworth)
- Chivenor Primary School in Birmingham, situated on the Castle Vale Estate
- Bramford Primary School in Dudley
- Perry Wood Primary School and Nursery in Worcester
- Riverley Primary School in Leyton, Waltham Forest
- Willow Brook Primary School in Leyton, adjacent to Riverley
- Lammas School and Sixth Form, adjacent to Riverley and Willow Brook
- Kingfisher Primary School in Walderslade, Medway
- Lordswood Primary School in Walderslade, Medway
- Saxon Way Primary School in Gillingham, Medway

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

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

The Trust aims to advance for the public benefit, education in Midlands and South East and the surrounding area. In particular, but without prejudice to the generality of the foregoing by estimating, maintaining, managing and development schools, offering a broad curriculum with a strong emphasis on, but in no way limited to the specialisms of the arts and sports.

The Trust provides facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of the said community.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

The Trustees have reviewed the significant activities undertaken by the charitable company during this period of operation to further its charitable purposes for the public benefit. The Trust's mission is to provide the highest quality education, with all the breadth and depth of experience that that implies, on the modest per capita funding available to the maintained sector.

We place strong emphasis on growing internal leadership capacity to lay the foundations of a self-improving system. A number of Heads continued to make exceptional progress in their schools and to have impact on others as Executive Heads. All Heads also work together in groups on strategic cross-Trust issues, in keeping with our mission to be a Head-led Trust, which continues to prove a positive force in developing and retaining excellent leaders. Our annual planning cycle engages Trustees, Heads and the Executive Team in working together to self-evaluate and to identify the strategic agenda for the year ahead.

Key Performance Indicators

All GST schools are working towards becoming Griffin Great Schools via Ofsted Outstanding. As of August 2022, 2 schools are Outstanding, 8 are Good, 1 RI and 1 was judged to have serious weaknesses.

All primary schools in the Trust are now Good or Outstanding and at July 2019 figured in the top 10% of Trusts. At least two schools meet the Great criteria and have been independently validated to have done so. All have developed a range of 'Great' features and are now working on refinements to make Outstanding an unequivocal Ofsted judgement and from there to meet all the required benchmarks of a GST Great school.

Like the primaries, both secondary schools worked more closely together during the pandemic, enabled by the universal adoption of virtual meetings. Students were supported to prepare for the first public examinations in three years and to aim high when planning for their future opportunities and destinations. This year saw a student awarded a place at Oxford University to read English, a first for Lammis, and good numbers securing places at Russell Group Universities. Strong A-level results won 38% of students places to study STEM courses, including medicine related degrees, as well as highly competitive apprenticeships ranging from marketing and business administration to nursing.

For our younger pupils, GST's Key Stage 2 results were again well above national averages. Assessments show that Covid has opened up gaps in Early Years and Key Stage 1. Research tells us that missing out on opportunities in early years, such as early language development, physical development and social and emotional development, impacts on all aspects of learning. Our provision, including oracy programmes and literacy interventions are making an impact in ensuring that every child is supported to reach and then exceed age related expectations.

However, achievement in GST schools is measured much more broadly than by national attainment measures, important though these are. The vast majority of our children are regularly engaged in extra-curricular clubs and enrichment activities with well over 700 such opportunities being provided every week across our Trust. Through these our children are discovering and demonstrating their ability to excel in a wide range of areas. GST schools resumed most of the trips, and artistic and sporting ventures, as soon as pandemic restrictions were relaxed. The Griffin Arts Festival 2022 saw a return to fully immersive, creative activities and residencies in London and also for the first time in Birmingham.

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

Our Heads and all our staff, teaching and support, school-based and central, must be commended for the exceptional service they provide to pupils and for the generous support they are giving to families, post Covid and during pressured economic times for our school communities.

Our Trustees continue to give unstinting support and wise guidance, meeting informally between scheduled Board meetings and regularly visiting schools and supporting Trust-wide events. Local Governance has also continued uninterrupted, offering support and challenge to our school leaders as well as ensuring that the school improvement agenda continues at pace.

School Improvement Processes

The Trust sets a clear agenda and timescale for getting first to 'Good' and then to 'Great' (which goes beyond Ofsted 'Outstanding') and gives each school targeted support through our school improvement model. Support comes from the central team, other Trust schools and a wide range of external partners (see Connected Charities and Organisations).

Developing Wide Horizons across the Trust

Our mission to provide a broad, all-round education which raises achievement and attainment and which makes fuller use of staff talents and interests continues and develops. Children are encouraged to look beyond their schools and localities and certainly beyond the timetabled curriculum to find interests, invest in their talents and make a difference to their communities. Likewise, staff are encouraged to bring their personal as well as their professional expertise to bear on the school and indeed the wider Trust community.

Leaders of Sport and Arts have made impressive and significant impact on the quality and range of experiences open to our pupils in both primary and secondary phases. The annual theme for 2021/22 was 'Change Makers', a challenge that pupils responded to with optimism and impressive imagination and insight.

The eighth Griffin Arts Festival was celebrated in each school and Trust-wide and this year pupils were once again able to travel, collaborate and interact. The creativity and determination of our staff and students are undiminished and these cross-Trust events and relationships proved even more important as we navigated the unknown territory of a global pandemic.

The communities we serve have been even further disadvantaged during the past few years and our pastoral teams have been expanded to support families facing a multitude of challenges. Both secondary schools have partnered with Place2Be, a children's mental health charity working with pupils, families and staff to provide mental health support. Attendance is a national priority and data for GST schools was tracked meticulously during 2021-2022. We are glad that attendance remained above national averages.

Our Trust is founded on the belief that there are no limits where commitment and enjoyment go together for students and staff. Breadth of provision and diversity of ambition are natural partners, yet the least affluent pupils are most likely to lack access to a full range of opportunities. GST ensures that a rich curriculum is enhanced by free and plentiful extra-curricular activities within and beyond the school day for every pupil. 33.3% of our families are eligible for free school meals.

More Schools are now oversubscribed with numbers rising at Chivenor where, historically, temporary housing has led to high levels of mobility. First choice applications are continuing to rise and many more children complete their primary education at Chivenor rather than moving when a place nearer to home becomes available. Riverley remains one of the most over-subscribed schools in Waltham Forest, whilst Lammas continues to be undersubscribed because of over provision of secondary places locally, despite steadily increasing transfer rates from GST feeder schools.

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

Going Concern

After making appropriate enquiries (also taking into consideration the current year transfer of Stantonbury International School and current financial pressures on the sector), the Board of Trustees has a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

Promoting the success of the company

The Trustees, in line with their duties under s172 of the Companies Act 2006, act individually and collectively in promoting the success of the Trust to achieve its educational purpose, and in doing so have regard, amongst other matters to:

- The likely consequences of any decision in the long term
- The interests of the Trust's employees
- The impact of the Trust's operations on the community and the environment
- The need to foster the Trust's business relationships with suppliers, customers, and others
- The desirability of the Trust maintaining a reputation for high standards of business conduct
- The need to act fairly as between members of the Trust.

The Trustees' regard for these matters is embedded in their decision-making process, through the Trust's strategy, culture, governance framework, management systems and stakeholder engagement processes.

In setting its strategy, the Board considers:

- School/ pupil performance data
- Financial performance and benchmarking
- Feedback from self-evaluation
- Risks identified by the Risk Register
- Stakeholders' feedback and views
- Independent feedback and validation.

The Trustees' strategy is focused on achieving its aims and priorities, underpinned by the vision of proud traditions, wide horizons and high achievement. Trustees regularly discuss issues concerning pupils, families, employees, suppliers, regulators and our communities. Stakeholder feedback, and partnership working, is central to our ethos.

FINANCIAL REVIEW

The majority of the Trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2022 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Trust also receives grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2015), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2022, total expenditure (excluding depreciation and pension fund movements) of £33,484K did not exceed recurrent grant funding from the ESFA together with other incoming resources. The surplus of expenditure over income for the period (excluding restricted fixed asset, pension funds and balances brought in on conversion and SCA) was £5,297K.

At 31 August 2022 the net book value of fixed assets was £48,483K and movements in tangible fixed assets are shown in Note 14 to the Financial Statements. The assets were used principally for providing education and the associated support services to the pupils of the Trust schools.

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

The Balance Sheet also reflects the FRS102 pension scheme deficit of £6,935K, following a scheme valuation of the Local Government Pension Scheme for Trust support staff. The pension scheme deficit is recognised against restricted funds.

Reserves Policy

The Trustees review the reserve levels of the Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The reserves levels have also been set to take into account any significant planned work for the schools.

The Trustees have determined that the appropriate level of unrestricted and restricted funds less pension deficit should be equivalent to 6 weeks expenditure, 10% of central income and 5% of Schools income approximately (£39,832K). This level is considered adequate 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 repairs or maintenance.

As at 31 August 2022, the Trust held spendable reserves of £6,750K. Within reserves there are designated funds specifically held. The timing of the spend will be carried out over the next 5 years as part of the trusts strategic development plan.

The designated funds are:

- Capital funding is designated to projects in arrears on the basis of funding. Funding for April 2022 to March 23 is due to be spent between April 2023 to March 2024. The projects are specifically allocated in line with the Trust condition surveys to prioritise projects.
- School and Estate improvement. In addition to the designated capital reserves which will fund the sustainable school estate improvement and energy efficiency, the Trust will designate spending from 2022/23 5% (£337K) of its overall reserves to fund developmental and resource needs as part of its systemised approach to school improvement which harnesses the power of our family of schools and ensures overall sustainable improvements.
- Bramford Equal Pay Loan. The Trust will designate reserves to ensure that the historic Bramford equal pay loan inherited on conversion repayments can be met (£266K).

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy Trust's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the Trust.

Investment Policy

All funds surplus to immediate requirements are invested to optimal effect. Due to the nature and timing of receipt of funding, the Trust may at times hold cash balances surplus to its short term requirements. Where appropriate, the Trust operates short term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised at present.

Trustees are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any cash not required for operating expenses is placed on deposit at the most favourable rate available from providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Heads and the Senior Accountant within strict guidelines approved by the Board of Trustees.

PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees and Directors are responsible for identifying risks faced by the Trust, assessing the likelihood of the risk occurring and its potential impact, and taking steps to mitigate, manage and control these risks, and ensuring that employees are aware of any risk management procedures and of the implications of failing to implement them.

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

The Trust has continued to strengthen its risk management process. The risks identified are recorded at Trust and school level and kept under review. The Trust risk register is reviewed at every Audit, Finance and HR Committee meeting. The Directors assess the major risks and uncertainties to which the Trust is exposed and set out strategies to manage, mitigate or remove these risks. Key risks and uncertainties in this year include the continuing reduction in funding to schools, high levels of inflation, recruitment of suitably qualified teachers and support staff and the financial difficulties of paying better rates should they be awarded without full funding, the costs of ongoing Covid recovery, high levels of poverty in our communities and cyber security. Strategies to manage, mitigate or remove these risks include recruitment to provide additional capacity, training on key areas, strong external partnerships and maintaining effective internal financial controls. Trustees have ensured that schools have systems in place to assess risks, in areas such as health and safety, safeguarding and asset management.

There is a cumulative deficit on the local government pension scheme of £6,935k. This does not imply an immediate crystallised liability, however it could result in a requirement for additional employer contributions to be made in the future from the Trust budget.

FUNDRAISING

Under the provisions of the Charities (Protection and Social Investment) Act 2016, the Trust's approach to fundraising is to:

- establish funds (currently a Sports and Arts fund) to support pupils to further their interests
- fundraise to enable pupils to take part in trips and events free of charge

We do not use professional fundraisers.

The Trust has a formal complaints procedure accessible on school websites and the Trust website.

The Trust protects the public, including vulnerable people, from unreasonable, intrusive or persistent fundraising approaches and undue pressure to donate.

STREAMLINED ENERGY AND CARBON REPORTING

UK Greenhouse gas emissions and energy use data for the period	1 September 2021 to 31 August 2022	1 September 2020 to 31 August 2021
Energy consumption used to calculate emissions (kWh)	1,293,762	2,606,766
Energy consumption break down (kWh) (optional)		
• gas,	838,136	1,968,008
• electricity,	455,626	638,758
• transport fuel	0	0
<u>Scope 1 emissions in metric tonnes CO₂e</u>		
Gas consumption	838	1968
Owned transport – mini-buses	0	0
Total scope 1	838	1,968
<u>Scope 2 emissions in metric tonnes CO₂e</u>		
Purchased electricity	723	639
<u>Scope 3 emissions in metric tonnes CO₂e</u>		
Business travel in employee owned vehicles	0	0

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**TRUSTEES' REPORT (CONTINUED)
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Total gross emissions in metric tonnes CO2e	1,561	2,607
<u>Intensity ratio</u>		
Tonnes CO2e per pupil	0.23	0.35

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 2021 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

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

Measures taken to improve energy efficiency

We have installed smart meters across all sites and increased video conferencing technology for staff meetings, to reduce the need for travel between sites, whilst acknowledging that face to face meetings and mutual visits are essential to the building of a shared identity and professional culture. School improvements have been made to windows, roofing and lighting informed by the Trust's schedule of condition surveys.

PLANS FOR FUTURE PERIODS

The Trust will continue to focus on using its resources, including the strategic use of reserves, on the continuous raising of educational standards and provision across all of its schools. We will also continue with our growth strategy in the primary phase where our schools and their leaders have a great deal to offer in their localities and in the school system more widely. Many Senior Leaders contribute to local and national initiatives and provide valuable expertise and support beyond the MAT. Partnership working and support for the improvement of schools beyond our Trust family was and remains central to the founding vision of GST.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Trust and its Trustees do not act as the Custodian Trustee of any other Charity.

AUDITOR

In so far as the Trustees are aware:

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

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Trustees' report, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 14 December 2022 and signed on the Board's behalf by:



M McCreedy
Chair of Trustees



A Powell
Accounting Officer

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2022**

GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer, 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 Griffin Schools 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 4 times during the year and additional meetings have been held to ensure effective oversight and respond to the needs of the Trust, particularly related to the pandemic. Individual Trustees have attended additional meetings, including: Joint Planning, Presentation of Plans, Curriculum Planning and Griffin Arts Festival. Management Accounts are produced monthly for presentation to Chair, Chair of AFHR committee and Accounting Officer. The Board brings depth of high -level experience in Primary, Secondary and Higher education, professional services, commercial and public sector expertise. The Board builds capacity and two additional Trustees joined in 2021-22 following a short period of induction. Trustees have discharged their responsibilities and have ensured robust governance and effective management arrangements throughout the year.

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

Board Meetings

Trustee	Meetings attended	Out of a possible
Anne Powell	4	4
Trevor Edinborough	3	4
Julie Adams	4	4
Marissa Davis	2	2
Elian Fletcher	1	2
Mike McCreedy	4	4
Alexis Rose	4	4
Mary Stiasny	3	4
Margaret Upama	3	4
Prue Barnes Kemp	4	4

Governance Review

Internal and external auditors have reviewed aspects of governance and Trustees have completed the MAT Self Evaluation document prior to an external review of governance planned for 2022/23. Skills audits inform training and planning.

The Audit, Finance and HR Committee is a sub-committee of the Board of Trustees. Its purpose is to advise the Trust Board on audit and risk, finance and HR matters, including proper planning, monitoring and probity in order to achieve best value for the Trust.

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

The Audit, Finance and HR Committee has met 4 times during the year and attendance is as follows:

Trustee	Meetings attended	Out of a possible
M McCreedy	4	4
M Upama	2	4
T Edinborough	4	4
P Barnes Kemp	4	4

REVIEW OF VALUE FOR MONEY

As Accounting Officer the Chief Executive Officer 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 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:

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 progressing hub working and increased economies of scale. This remains a key process for ensuring value for money and rigour in Griffin Schools Trust purchasing controls. Implemented across the whole Trust, this policy continues to be reviewed frequently with amendments actioned and approved by the Audit, Finance & HR Committee and Board.

The Board of Trustees is committed to securing value for money through sound procurement, however, the Trust relied upon single action tenders to procure associates and, upon further review, the Trust is of the opinion that due to insufficient documentation there is a weakness in demonstrating value for money. The Trust has now put in place more robust procedures since the year end, including training for all appropriate staff. The following additional actions have also been set in train:

- A planned sequence of Trust-wide procurement training for all relevant staff.
- Specific training for Executive Heads, Heads, Finance and Operations Managers on the leadership of procurement practices.
- Revision of the Trust Procurement Policy to ensure goods and services are acquired through fair and open competition, as this is considered the best way to secure value for money and ensure propriety and regularity with single action tenders only used in exceptional circumstance and only if the Trust can demonstrate value for money.
- The termination of existing Associate contracts at the earliest opportunity, and a competitive tendering process conducted to procure Associate services, without impacting on value for money.
- Robust scrutiny and challenge of the use of single action tender with improved approval and reporting process by the Audit, Finance and HR Committee/Full Board with single action tenders as a standing item for Trustee and Audit, Finance and HR Committee meetings.

The Trust's risk register which informs the Internal Audit programme of work has been updated accordingly and directional testing on value for money will be part of internal audits.

In 2021/22, the executive leadership team regularly reviewed, challenged and managed the performance of Heads, Operations Managers and Finance Business Partners to increase efficiencies, share knowledge and best practice, identify income generation opportunities and review contracts and costs. The schools have budgeted meticulously during uncertain times to retain and further develop high quality resources. They have negotiated deals with suppliers including bulk discounts and economies of scale in areas such as IT, HR and payroll. Crucially, they have also retained staff through good wellbeing practice, supportive and developmental CPD and transparent and inclusive leadership cultures.

**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

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 the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Griffin Schools Trust for the period from 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Trustees has reviewed the key risks to which the 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 have been in place for the period from 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

THE RISK AND CONTROL FRAMEWORK

The 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 of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided:

- To appoint RNSBS as internal auditor

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

- evaluate the suitability of, and level of compliance with, financial and other controls;
- offering advice and insight to the Board on how to address weaknesses in financial and other controls, acting as a catalyst for improvement, but without diluting management's responsibility for day to day running of the Trust;
- ensure all categories of risk are being adequately identified, reported to management and thus managed.

On a Termly basis the auditor reports to the Board of Trustees, through the Audit, Finance & HR Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

REVIEW OF EFFECTIVENESS

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

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

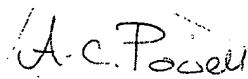
- the work of the internal reviewer;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the Board of Trustees on 14 December 2022 and signed on their behalf by:



M McCreedy
Chair of Trustees



A Powell
Accounting Officer

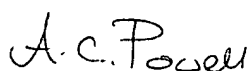
**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of The Griffin Schools 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 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 Academy Trust Handbook 2021.

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academy Trust Handbook 2021.

The Trust had identified an area of weakness in demonstrating it has secured value for money during the procurement process for consultants. The Trust has put in place more robust procedures since the year end, including training all appropriate staff. I confirm that except for the matter listed above, there are 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 Powell
Accounting Officer
Date: 14 December 2022

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

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

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

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

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

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

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

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



.....
M McCreedy
Chair of Trustees
Date: 14 December 2022

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
GRIFFIN SCHOOLS TRUST**

OPINION

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

In our opinion the financial statements:

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

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
GRIFFIN SCHOOLS TRUST (CONTINUED)**

OTHER INFORMATION

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

We have nothing to report in this regard.

OPINION OF OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

RESPONSIBILITIES OF TRUSTEES

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

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

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
GRIFFIN SCHOOLS TRUST (CONTINUED)**

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the Academy sector, control environment and the Academy Trust's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Academy Trust's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy Trust's documentation of their policies and procedures relating to: identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance; detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; the internal controls established to mitigate risks of fraud or noncompliance with laws and regulations;
- how the Academy Trust ensured it met its obligations arising from it being financed by the ESFA and other funders, and as such material compliance with these obligations is required to ensure the Academy Trust will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the Academy Trust ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal Academy specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud, which included incorrect recognition of revenue, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of revenue and management override using manual journal entries.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Academy Trust operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, Academy Trust Handbook, Charity law, Charity Statement of Recommended Practice, UK Companies Act and tax legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Academy Trust's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
GRIFFIN SCHOOLS TRUST (CONTINUED)**

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of Trustees and management and those charged with governance concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from an error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

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

USE OF OUR REPORT

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



Pamela Tuckett FCA (Senior statutory auditor)

for and on behalf of
Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
Salt Quay House
4 North East Quay
Sutton Harbour
Plymouth
PL4 0BN

Date: 14 December 2022

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE GRIFFIN SCHOOLS TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 21 October 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Griffin Schools Trust during the year 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

RESPECTIVE RESPONSIBILITIES OF THE GRIFFIN SCHOOLS TRUST'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The accounting officer is responsible, under the requirements of The Griffin Schools Trust's funding agreement with the Secretary of State for Education dated 31 May 2013 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

APPROACH

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

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

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

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

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the Academy Trust complied with the framework of authorities. We also reviewed the reports commissioned by the Trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

CONCLUSION

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

As disclosed in the Accounting Officer statement and the Governance Statement, the Trust has identified an area of weakness in demonstrating it has secured value for money during the procurement process for consultants. The Trust has put in place more robust procedures since the year end, including training all appropriate staff.



Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
Salt Quay House
4 North East Quay
Sutton Harbour
Plymouth
PL4 0BN

Date: 14 December 2022

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

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

		Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
	Note					
Income from:						
Donations and capital grants	3	40	1,417	-	1,457	1,920
Other trading activities	6	349	-	-	349	420
Investments		3	-	-	3	1
Charitable activities	4	697	36,275	-	36,972	45,359
Total income		1,089	37,692	-	38,781	47,700
Expenditure on:						
Raising funds		1	-	-	1	571
Charitable activities	8	868	39,147	1,633	41,648	48,049
Transfer out on academies leaving the academy trust	29	(12)	(6,520)	22,241	15,709	-
Total expenditure		857	32,627	23,874	57,358	48,620
NET INCOME/ (EXPENDITURE)		232	5,065	(23,874)	(18,577)	(920)
Transfers between funds	18	-	(3,401)	3,401	-	-
Net movement in funds before other recognised gains/(losses)		232	1,664	(20,473)	(18,577)	(920)
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit pension schemes	24	-	19,380	-	19,380	(3,257)
Net movement in funds		232	21,044	(20,473)	803	(4,177)

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

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

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Reconciliation of funds:					
Total funds brought forward	2,724	(24,196)	70,804	49,332	53,509
Net movement in funds	232	21,044	(20,473)	803	(4,177)
Total funds carried forward	2,956	(3,152)	50,331	50,135	49,332

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

The notes on pages 29 to 69 form part of these financial statements.

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:07893665

BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £000	2021 £000
Fixed assets			
Tangible assets	14	48,483	70,804
		<u>48,483</u>	<u>70,804</u>
Current assets			
Debtors	15	1,688	1,826
Cash at bank and in hand		11,898	12,393
		<u>13,586</u>	<u>14,219</u>
Creditors: amounts falling due within one year	16	(4,743)	(4,718)
Net current assets		<u>8,843</u>	<u>9,501</u>
Total assets less current liabilities		<u>57,326</u>	<u>80,305</u>
Creditors: amounts falling due after more than one year	17	(256)	(282)
Net assets excluding pension liability		<u>57,070</u>	<u>80,023</u>
Defined benefit pension scheme liability	24	(6,935)	(30,691)
Total net assets		<u><u>50,135</u></u>	<u><u>49,332</u></u>

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:07893665

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

	Note	2022 £000	2021 £000
Funds for the Academy Trust			
Restricted funds:			
Fixed asset funds	18	50,331	70,804
Restricted income funds	18	3,783	6,495
Restricted funds excluding pension liability	18	54,114	77,299
Pension reserve	18	(6,935)	(30,691)
Total restricted funds	18	47,179	46,608
Unrestricted funds	18	2,956	2,724
Total funds		50,135	49,332

The financial statements on pages 24 to 69 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by:

14 December 2022



M McCree
Chair of Trustees

The notes on pages 29 to 69 form part of these financial statements.

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £000	2021 £000
Cash flows from operating activities			
Net cash (used)/provided by operating activities	20	(362)	1,602
Cash flows from investing activities	21	(133)	825
Change in cash and cash equivalents in the year		(495)	2,427
Cash and cash equivalents at the beginning of the year		12,393	9,966
Cash and cash equivalents at the end of the year	22, 23	11,898	12,393

The notes on pages 29 to 69 form part of these financial statements

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES

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

1.1 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 historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Griffin Schools Trust meets the definition of a public benefit entity under FRS 102.

1.2 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.

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.3 INCOME

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

• **Grants**

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

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

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

• **Sponsorship income**

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of financial activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

• **Donations**

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

• **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the Academy Trust has provided the goods or services.

• **Donated fixed assets (excluding transfers on conversion or into the Academy Trust)**

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

1.4 EXPENDITURE

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

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

1. ACCOUNTING POLICIES (continued)

1.4 EXPENDITURE (CONTINUED)

- **Expenditure on raising funds**

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

- **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.

Transfer out on Academies leaving the Trust

Where assets and liabilities are transferred out of the Academy Trust, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risk and rewards of ownership cease to be that of the Academy's. An equal amount of expenditure is recognised for the transfer out the academy.

All resources expended are inclusive of irrecoverable VAT.

1.5 INTEREST RECEIVABLE

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

1.6 TAXATION

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

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

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

1. ACCOUNTING POLICIES (continued)

1.7 TANGIBLE FIXED ASSETS

Assets costing £2,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. Assets purchased as part of a batch/project purchase of more than £10,000 must also be capitalised as tangible fixed assets.

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

On conversion the Academy Trust was granted a 125 year lease from the Local Authority for the land and buildings previously occupied by the Local Authority school. On conversion the freehold property and long term leasehold property was recognised as a donation from the Local Authority and was valued using the depreciated replacement cost method.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use. A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

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

Freehold and long-term leasehold buildings	- straight line over 50 years
Long-term leasehold land	- over the length of the lease
Furniture and equipment	- straight line over 4-5 years
Computer equipment	- straight line over 3 years

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Financial Activities.

1.8 DEBTORS

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

1.9 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 and cash on deposit that has a notice period of less than 30 days.

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

1. ACCOUNTING POLICIES (continued)

1.10 LIABILITIES

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

1.11 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 bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.12 OPERATING LEASES

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

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.13 PENSIONS

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

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

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

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

1.14 AGENCY ARRANGEMENTS

The Academy Trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable application of the funds. The Academy Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at period end are disclosed in note 30.

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

1. ACCOUNTING POLICIES (continued)

1.15 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.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

Transfers are made between restricted funds and restricted fixed asset funds where restricted funds are used to purchase fixed assets.

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

The Academy Trust obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy Trust to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

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

3. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Donations	40	-	40
Capital Grants	-	1,417	1,417
TOTAL 2022	40	1,417	1,457

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000
Donations	40	-	40
Capital Grants	-	1,880	1,880
TOTAL 2021	40	1,880	1,920

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Education	644	35,270	35,914
Nursery	53	1,005	1,058
TOTAL 2022	697	36,275	36,972

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000
Education	401	43,937	44,338
Nursery	65	956	1,021
TOTAL 2021	466	44,893	45,359

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

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

5. FUNDING FOR THE ACADEMY TRUST'S EDUCATION

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
EDUCATION			
DfE/ESFA GRANTS			
General Annual Grant	-	30,164	30,164
OTHER DfE/ESFA GRANTS			
Pupil Premium	-	2,478	2,478
Other DfE/ESFA grants	-	809	809
	-	33,451	33,451
OTHER GOVERNMENT GRANTS			
High Needs	-	267	267
Nursery income funded	-	303	303
Other government grants	-	668	668
	-	1,238	1,238
Other income from the Academy Trust	644	294	938
COVID-19 ADDITIONAL FUNDING (DFE/ESFA)			
COVID 19 Catch Up Premium	-	287	287
	-	287	287
	644	35,270	35,914

Total academy received £287k (2021: £554k) of funding for catch-up premium and costs incurred in respect of this totalled £287k (2021: £554k).

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

5. FUNDING FOR THE ACADEMY TRUST'S EDUCATION (CONTINUED)

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000
EDUCATION			
DFE/ESFA GRANTS			
General Annual Grant	-	38,328	38,328
OTHER DFE/ESFA GRANTS			
Pupil Premium	-	2,845	2,845
Other DfE/ESFA grants	-	596	596
	-	41,769	41,769
OTHER GOVERNMENT GRANTS			
High Needs	-	276	276
Other government grants	-	1,105	1,105
	-	1,381	1,381
Other income from the Academy Trust's education	401	78	479
COVID-19 ADDITIONAL FUNDING (DFE/ESFA)			
COVID 19 Catch Up Premium	-	554	554
	-	554	554
COVID-19 ADDITIONAL FUNDING (NON-DFE/ESFA)			
Coronavirus Job Retention Scheme grant	-	155	155
	-	155	155
	401	43,937	44,338

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

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

6. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Lettings	157	157	77
Fees received	192	192	104
Leisure centre and theatre	-	-	239
TOTAL 2022	349	349	420

All 2021 amounts relate to unrestricted funds.

7. EXPENDITURE

	Staff Costs 2022 £000	Premises 2022 £000	Other 2022 £000	Total 2022 £000
Expenditure on fundraising trading activities:				
Direct costs	-	-	1	1
Education:				
Direct costs	24,345	1,393	2,277	28,015
Support costs	4,568	4,820	3,215	12,603
Nursery:				
Direct costs	284	22	702	1,008
Support costs	-	-	22	22
Transfer out of an academy	-	-	15,709	15,709
TOTAL 2022	29,197	6,235	21,926	57,358

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

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

7. EXPENDITURE (CONTINUED)

	Staff Costs 2021 £000	Premises 2021 £000	Other 2021 £000	Total 2021 £000
Expenditure on fundraising trading activities:				
Direct costs	451	70	50	571
Education	28,427	1,563	2,311	32,301
Support costs	5,585	5,480	3,635	14,700
Nursery				
Direct costs	517	22	493	1,032
Support costs	-	13	3	16
TOTAL 2021	34,980	7,148	6,492	48,620

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2022 £000	Support costs 2022 £000	Total funds 2022 £000
Education	28,015	12,603	40,618
Nursery	1,008	22	1,030
	29,023	12,625	41,648

	Activities undertaken directly 2021 £000	Support costs 2021 £000	Total funds 2021 £000
Education	32,301	14,700	47,001
Nursery	1,032	16	1,048
	33,333	14,716	48,049

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

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

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Education	Nursery	Total
	2022	2022	funds
	£000	£000	2022
			£000
Pension finance costs	153	-	153
Staff costs	4,247	-	4,247
Depreciation	220	-	220
Supply staff	369	-	369
Recruitment and support	72	1	73
Maintenance of premises and equipment	2,668	1	2,669
Cleaning	275	1	276
Rent and rates	1,128	1	1,129
Energy costs	330	9	339
Insurance	121	-	121
Security and transport	120	-	120
Catering	1,361	2	1,363
Technology costs	314	-	314
Office overheads	521	-	521
Other legal and professional	625	1	626
Bank charges	5	6	11
Governance	74	-	74
TOTAL 2022	12,603	22	12,625

THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)

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

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS (continued)

	Education 2021 £000	Nursery 2021 £000	Total funds 2021 £000
Pension finance costs	193	-	193
Staff costs	5,585	-	5,585
Depreciation	287	-	287
Supply staff	230	-	230
Recruitment and support	70	1	71
Maintenance of premises and equipment	2,635	1	2,636
Cleaning	425	1	426
Rent and rates	1,444	1	1,445
Energy costs	546	9	555
Insurance	144	-	144
Security and transport	156	-	156
Catering	1,062	2	1,064
Technology costs	636	-	636
Office overheads	491	-	491
Office legal and professional	691	1	692
Bank charges	11	-	11
Governance	94	-	94
TOTAL 2021	14,700	16	14,716

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) for the year includes:

	2022 £000	2021 £000
Operating lease rentals	2,063	2,282
Depreciation of tangible fixed assets	1,622	1,871
Loss on disposal of fixed assets	-	1
Transfer out of an academy asset value	15,709	-
Fees paid to auditors for:		
- audit	65	50
- other services	16	15

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

10. STAFF

a. STAFF COSTS

Staff costs during the year were as follows:

	2022 £000	2021 £000
Wages and salaries	19,835	24,671
Social security costs	1,916	2,322
Pension costs	6,036	6,778
	27,787	33,771
Agency staff costs	1,372	1,173
Staff restructuring costs	38	36
	29,197	34,980
	2022 £000	2021 £000
Severance payments	38	36
	38	36

Included in staff restructuring costs are non-statutory/non-contractual payments totalling £Nil (2021: £Nil).

b. STAFF NUMBERS

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

	2022 No.	2021 No.
Teachers	274	330
Administration and support	453	587
Management	66	77
	793	994

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

10. STAFF (CONTINUED)

c. HIGHER PAID STAFF

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

	2022 No.	2021 No.
In the band £60,001 - £70,000	11	18
In the band £70,001 - £80,000	6	5
In the band £80,001 - £90,000	1	2
In the band £90,001 - £100,000	2	2
In the band £100,001 - £110,000	1	-
In the band £110,001 - £120,000	1	1

d. KEY MANAGEMENT PERSONNEL

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £847,000 for 8 personnel (2021 - £1,001,000 for 10 personnel).

**THE GRIFFIN SCHOOLS TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

11. CENTRAL SERVICES

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

- Educational support services
- Financial services
- Human resources
- Leadership management

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

Flat percentage of income of up to 5% as agreed with individual schools.

The actual amounts charged during the year were as follows:

	2022 £000	2021 £000
Bramford Primary School	102	99
Chivenor Primary School	101	99
Kingfisher Primary School	53	50
Lammas School and Sixth Form	313	207
Lordswood Primary School	92	83
Nicholas Chamberlaine School	364	348
Park Lane Primary School	101	93
Perry Wood Primary and Nursery School	87	86
Race Leys Junior School	63	56
Riverley Primary School	121	119
Saxon Way Primary School	95	97
Stantonbury International School	-	485
Willow Brook Primary Academy	155	140
TOTAL	1,647	1,962

12. TRUSTEES' REMUNERATION AND EXPENSES

The Chief Executive Officer only receives remuneration in respect of services they provide undertaking the role of Chief Executive Officer under their contract of employment and not in respect of their services as a Trustee. Other Trustees did not receive any payments, other than expenses, from the Academy Trust in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows: A Powell, remuneration between one hundred and ten thousand and one hundred and fifteen thousand pounds (2021: one hundred and ten thousand and one hundred and fifteen thousand pounds), employer's pension contributions between twenty five thousand pounds and thirty thousand pounds (2021: twenty five thousand pounds and thirty thousand pounds).

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

During the year ended 31 August 2022, expenses totalling £31 were reimbursed or paid directly to 1 Trustee (2021 - £44 to 1 Trustee). The expenses reimbursed related to travel and subsistence.

**THE GRIFFIN SCHOOLS TRUST
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13. TRUSTEES' AND OFFICERS' INSURANCE

The Academy Trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme.

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14. TANGIBLE FIXED ASSETS

	Freehold property £000	Long-term leasehold property £000	Assets under construction £000	Furniture and equipment £000	Computer equipment £000	Total £000
COST OR VALUATION						
At 1 September 2021	22,975	54,685	-	2,080	1,352	81,092
Additions	-	669	594	200	89	1,552
Disposals	(22,975)	-	-	(530)	(139)	(23,644)
At 31 August 2022	-	55,354	594	1,750	1,302	59,000
DEPRECIATION						
At 1 September 2021	1,071	6,723	-	1,442	1,052	10,288
Charge for the year	-	1,308	-	170	144	1,622
On disposals	(1,071)	-	-	(262)	(60)	(1,393)
At 31 August 2022	-	8,031	-	1,350	1,136	10,517
NET BOOK VALUE						
At 31 August 2022	-	47,323	594	400	166	48,483
At 31 August 2021	21,904	47,962	-	638	300	70,804

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15. DEBTORS

	2022 £000	2021 £000
DUE WITHIN ONE YEAR		
Trade debtors	99	164
Other debtors	7	23
Prepayments and accrued income	1,021	1,335
Tax recoverable	561	304
	1,688	1,826

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £000	2021 £000
ESFA/LA Loans	10	57
Trade creditors	2,559	1,320
Other taxation and social security	457	568
Other creditors	537	689
Accruals and deferred income	1,180	2,084
	4,743	4,718

To ensure all staff within Dudley Local Authority schools were on equal pay, the Local Authority performed a pre-conversion review. This review established that certain staff in Bramford Primary School were owed additional pay, which was settled by the Local Authority on behalf of the School. At the year end £266k remains outstanding, of which £10k is due within 1 year. The loan is unsecured and is being repaid by instalments at a minimum rate of 4% reducing balance per annum, at an interest rate of 2.5%.

	2022 £000	2021 £000
Deferred income at 1 September 2021	396	367
Resources deferred during the year	292	396
Amounts released from previous periods	(396)	(367)
	292	396

At the Balance Sheet date the Academy Trust was holding funds received in advance for the provision of Universal Infant Free School Meals (UIFSM), Trip Income and Rates Relief during the 2022/23 academic year.

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17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022	2021
	£000	£000
ESFA/LA Loans	256	282

Included within ESFA/LA loans is an equal pay loan. Further details of these loans are included in Note 16.

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18. STATEMENT OF FUNDS

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
UNRESTRICTED FUNDS						
DESIGNATED FUNDS						
School and Estate improvement	-	-	-	337	-	337
Equal Pay settlement liability	-	-	-	266	-	266
	<u>-</u>	<u>-</u>	<u>-</u>	<u>603</u>	<u>-</u>	<u>603</u>
GENERAL FUNDS						
General funds	2,724	1,089	(857)	(603)	-	2,353
UNRESTRICTED FUNDS	<u>2,724</u>	<u>1,089</u>	<u>(857)</u>	<u>-</u>	<u>-</u>	<u>2,956</u>

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NOTES TO THE FINANCIAL STATEMENTS
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18. STATEMENT OF FUNDS (CONTINUED)

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
RESTRICTED GENERAL FUNDS						
General Annual Grant (GAG)	3,848	30,164	(30,043)	(175)	-	3,794
Other DfE/ESFA grants	76	809	(681)	-	-	204
Pupil Premium	5	2,478	(2,483)	-	-	-
Other government grants	-	1,975	(1,975)	-	-	-
Catch-up Premium	-	288	(288)	-	-	-
High Needs	-	267	(267)	-	-	-
Other restricted funds	18	294	(261)	-	-	51
Equal Pay settlement liability	(277)	-	-	11	-	(266)
SCA/ DFC	2,825	1,417	(1,005)	(3,237)	-	-
Pension reserve	(30,691)	-	4,376	-	19,380	(6,935)
	(24,196)	37,692	(32,627)	(3,401)	19,380	(3,152)

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18. STATEMENT OF FUNDS (CONTINUED)

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
RESTRICTED FIXED ASSET FUNDS						
Fixed assets transferred on conversion	49,147	-	(21,634)	-	-	27,513
Fixed assets purchased from GAG and other restricted funds	418	-	(49)	164	-	533
DfE/ESFA capital grants	21,239	-	(2,191)	1,389	-	20,437
Unspent SCA/DFC	-	-	-	1,848	-	1,848
	<u>70,804</u>	<u>-</u>	<u>(23,874)</u>	<u>3,401</u>	<u>-</u>	<u>50,331</u>
TOTAL RESTRICTED FUNDS	<u>46,608</u>	<u>37,692</u>	<u>(56,501)</u>	<u>-</u>	<u>19,380</u>	<u>47,179</u>
TOTAL FUNDS	<u>49,332</u>	<u>38,781</u>	<u>(57,358)</u>	<u>-</u>	<u>19,380</u>	<u>50,135</u>

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

Restricted Funds

General Annual Grant - Income from the ESFA which is to be used for the normal running costs of the Academy, including education and support costs.

Other DfE/ESFA Grants - This represents other revenue grants received from the DfE/ESFA including PE and Sports grant to be used for various restricted activities.

Pupil Premium - Pupil Premium represents funding received from the ESFA for children that qualify for free school meals to enable the Academy Trust to address the current underlying inequalities between those children and their wealthier peers.

Other Government Grants - This represents funding from the government including High Needs, exceptional Coronavirus funding and other non-capital government grants.

Coronavirus Job Retention Scheme - This is funding received from the government in respect of the Coronavirus Job Retention Scheme.

Catch-up Premium - This represents additional funding from the DfE/ESFA to support students and disadvantaged young people catch up on missed education because of Covid-19.

**NOTES TO THE FINANCIAL STATEMENTS
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18. STATEMENT OF FUNDS (CONTINUED)

High Needs - Funding received by the Local Authority to fund further support for students with additional needs.

Other Restricted Funds - This represents restricted income received from other entities; including Local Authorities and communities connected to the schools.

Equal Pay Settlement Liability - To ensure all staff within Dudley Local Authority schools were on equal pay the Local Authority performed a pre-conversion pay review. A loan of £428k was transferred to the Trust on conversion. Since this date the loan has been repaid by annual instalments.

SCA/DFC - These funds are received for direct expenditure on the maintenance and purchase of the Academy Trust's assets. During the year the Trust have changed their intention for the use of the SCA and DFC funding and therefore a transfer has been recorded between restricted funds and restricted fixed asset funds. The unspent balance SCA/DFC £1,848,000 was transferred to DfE/ESFA capital grants. In addition, a transfer of £1,389,000 has been recorded to allocate SCA and DFC funds spent on capital items.

Pension reserve - This represents the Academy Trust's share of the assets and liabilities in the Local Government Pension Scheme. As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an Academy. The Academy Trust is following the recommendations of the actuary to reduce the deficit by making additional contributions over a number of years.

Restricted Fixed Asset Funds

Fixed assets transferred on conversion - This represents the buildings and equipment donated to the school from the Local Authority on conversion to an Academy.

Fixed assets purchased from GAG and other restricted funds - This represents the NBV of fixed assets purchased from GAG and other restricted funds.

DfE/ESFA capital grants - This represents the NBV of fixed assets purchased from DfE/ESFA capital grants.

Other Information

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

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18. STATEMENT OF FUNDS (CONTINUED)

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

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2021 £000
UNRESTRICTED FUNDS						
General Funds	2,547	927	(745)	(5)	-	2,724
RESTRICTED GENERAL FUNDS						
General Annual Grant (GAG)	2,640	38,328	(37,039)	(81)	-	3,848
Other DFE/ESFA grants	118	596	(638)	-	-	76
Pupil Premium	-	2,845	(2,877)	37	-	5
Other government grants	19	2,061	(2,080)	-	-	-
Coronavirus Job Retention Scheme	-	155	(155)	-	-	-
Catch-up Premium	-	554	(554)	-	-	-
High Needs	-	276	(276)	-	-	-
Other restricted funds	-	78	(60)	-	-	18
Equal Pay settlement liability	(289)	-	-	12	-	(277)
SCA/DFC	2,410	1,880	(447)	(1,018)	-	2,825
Pension Reserve	(25,556)	-	(1,878)	-	(3,257)	(30,691)
	<u>(20,658)</u>	<u>46,773</u>	<u>(46,004)</u>	<u>(1,050)</u>	<u>(3,257)</u>	<u>(24,196)</u>

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18. STATEMENT OF FUNDS (CONTINUED)

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2021 £000
RESTRICTED FIXED ASSET FUNDS						
Fixed assets transferred on conversion	49,913	-	(766)	-	-	49,147
Fixed assets purchase from GAG and other restricted funds	427	-	(46)	37	-	418
DFE/ESFA capital grants	21,280	-	(1,059)	1,018	-	21,239
	<u>71,620</u>	<u>-</u>	<u>(1,871)</u>	<u>1,055</u>	<u>-</u>	<u>70,804</u>
TOTAL RESTRICTED FUNDS	<u>50,962</u>	<u>46,773</u>	<u>(47,875)</u>	<u>5</u>	<u>(3,257)</u>	<u>46,608</u>
TOTAL FUNDS	<u><u>53,509</u></u>	<u><u>47,700</u></u>	<u><u>(48,620)</u></u>	<u><u>-</u></u>	<u><u>(3,257)</u></u>	<u><u>49,332</u></u>

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18. STATEMENT OF FUNDS (CONTINUED)

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

	2022 £000	2021 £000
Bramford Primary School	(66)	(134)
Chivenor Primary School	796	683
Kingfisher Community Primary School	141	104
Lammas School and Sixth Form	303	177
Lordswood School	347	284
Nicholas Chamberlaine School	987	815
Park Lane Primary School	233	268
Perry Wood Primary and Nursery School	684	687
Race Leys Junior School	227	258
Riverley Primary School	645	614
Saxon Way Primary School	127	178
Stantonbury International School	-	(380)
Willow Brook Primary School Academy	1,198	1,223
Central	1,117	1,617
Central SCA/DFC	-	2,825
Total before fixed asset funds and pension reserve	6,739	9,219
Restricted fixed asset fund	50,331	70,804
Pension reserve	(6,935)	(30,691)
TOTAL	50,135	49,332

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18. STATEMENT OF FUNDS (CONTINUED)

The following academy is carrying a net deficit on its portion of the funds as follows:

	Deficit £000
Bramford Primary School	(66)

Bramford Primary School - This deficit is due to the Academy inheriting from Dudley Local Authority a share of a liability in relation to a historic council-wide equities claim. Without this share of liability, the school maintains a surplus and continues to serve its pupils and local community.

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FOR THE YEAR ENDED 31 AUGUST 2022

18. STATEMENT OF FUNDS (CONTINUED)

TOTAL COST ANALYSIS BY ACADEMY

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 2022 £000
Bramford Primary School	1,622	185	177	437	2,421
Chivenor Primary School	1,370	193	125	387	2,075
Kingfisher Community Primary School	716	84	75	224	1,099
Lammas School and Sixth Form	3,637	457	372	2,092	6,558
Lordswood School	1,393	166	103	357	2,019
Nicholas Chamberlaine School	4,892	774	526	1,386	7,578
Park Lane Primary School	1,742	235	134	495	2,606
Perry Wood Primary and Nursery School	1,420	210	123	343	2,096
Race Leys Junior School	813	188	90	297	1,388
Riverley Primary School	1,576	250	191	817	2,834
Saxon Way Primary School	1,617	134	121	405	2,277
Stantonbury International School	-	-	-	15,709	15,709
Willow Brook Primary School Academy	2,255	611	296	600	3,762
Central	505	541	386	(163)	1,269
ACADEMY TRUST	23,558	4,028	2,719	23,386	53,691

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18. STATEMENT OF FUNDS (CONTINUED)

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2021 £000
Bramford Primary School	1,584	195	177	231	2,187
Chivenor Primary School	1,268	183	136	213	1,800
Kingfisher Community Primary School	702	72	93	146	1,013
Lammas School and Sixth Form	3,603	375	265	1,944	6,187
Lordswood School	1,232	176	120	272	1,800
Nicholas Chamberlaine School	4,623	748	729	735	6,835
Park Lane Primary School	1,464	203	136	312	2,115
Perry Wood Primary and Nursery School	1,448	192	122	231	1,993
Race Leys Junior School	772	159	106	171	1,208
Riverley Primary School	1,394	173	144	681	2,392
Saxon Way Primary School	1,440	180	169	272	2,061
Stantonbury International School	6,155	1,990	538	1,459	10,142
Willow Brook Primary School Academy	1,843	476	227	424	2,970
Central	431	458	462	818	2,169
ACADEMY TRUST	27,959	5,580	3,424	7,909	44,872

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NOTES TO THE FINANCIAL STATEMENTS
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19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	-	-	48,483	48,483
Current assets	3,008	8,730	1,848	13,586
Creditors due within one year	(52)	(4,691)	-	(4,743)
Creditors due in more than one year	-	(256)	-	(256)
Provisions for liabilities and charges	-	(6,935)	-	(6,935)
TOTAL	2,956	(3,152)	50,331	50,135

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000
Tangible fixed assets	-	-	70,804	70,804
Current assets	2,762	11,457	-	14,219
Creditors due within one year	(38)	(4,680)	-	(4,718)
Creditors due in more than one year	-	(282)	-	(282)
Provisions for liabilities and charges	-	(30,691)	-	(30,691)
TOTAL	2,724	(24,196)	70,804	49,332

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20. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £000	2021 £000
Net expenditure for the year (as per Statement of financial activities)	(18,577)	(920)
ADJUSTMENTS FOR:		
Depreciation	1,634	1,871
Capital grants/donations from DfE and other capital income	(1,417)	(1,880)
Interest received	(3)	(1)
Defined benefit pension scheme cost less contributions payable	1,612	1,439
Defined benefit pension scheme finance cost	420	439
Decrease in debtors	138	200
(Decrease)/increase in creditors	(1)	453
Loss on disposal	22,240	1
Pension Liability Transferred out	(6,408)	-
NET CASH (USED IN)/PROVIDED BY OPERATING ACTIVITIES	(362)	1,602

21. CASH FLOWS FROM INVESTING ACTIVITIES

	2022 £000	2021 £000
Interest received	3	1
Purchase of tangible fixed assets	(1,553)	(1,056)
Capital grants from DfE Group	1,417	1,880
NET CASH (USED IN)/PROVIDED BY INVESTING ACTIVITIES	(133)	825

22. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 £000	2021 £000
Cash in hand and at bank	5,889	5,454
Notice deposits (less than 3 months)	2,186	4,617
Notice deposits (more than 3 months)	3,823	2,322
TOTAL CASH AND CASH EQUIVALENTS	11,898	12,393

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**NOTES TO THE FINANCIAL STATEMENTS
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23. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2021 £000	Cash flows £000	At 31 August 2022 £000
Cash at bank and in hand	12,393	(495)	11,898
Debt due within 1 year	(57)	47	(10)
Debt due after 1 year	(282)	26	(256)
	<u>12,054</u>	<u>(422)</u>	<u>11,632</u>

24. 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 West Midlands Pension Fund, Kent County Council Pension Fund, Worcestershire County Council Pension Fund, London Borough of Waltham Forest Pension Fund, Warwickshire County Council Pension Fund and Buckinghamshire County Council Pension Fund. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £484,767 were payable to the schemes at 31 August 2022 (2021 - £567,242) and are included within creditors.

TEACHERS' PENSION SCHEME

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

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

**NOTES TO THE FINANCIAL STATEMENTS
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24. PENSION COMMITMENTS (CONTINUED)

VALUATION OF THE TEACHERS' PENSION SCHEME

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

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

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

The employer's pension costs paid to TPS in the year amounted to £2,882,248 (2021 - £3,450,340).

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

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

LOCAL GOVERNMENT PENSION SCHEME

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £2,040,000 (2021 - £2,197,000), of which employer's contributions totalled £1,171,000 (2021 - £1,790,000) and employees' contributions totalled £307,000 (2021 - £407,000). The agreed contribution rates for future years are 16.5 per cent for employers and 5.5-12.5 per cent for employees.

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

PRINCIPAL ACTUARIAL ASSUMPTIONS

	2022	2021
	%	%
Rate of increase in salaries	4.06	3.98
Rate of increase for pensions in payment/inflation	2.98	2.87
Discount rate for scheme liabilities	4.27	1.67
Inflation assumption (CPI)	2.94	2.87

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24. PENSION COMMITMENTS (CONTINUED)

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

	2022 Years	2021 Years
RETIRING TODAY		
Males	21.7	22.1
Females	24.2	24.4
RETIRING IN 20 YEARS		
Males	23.1	23.6
Females	25.9	26.2

SHARE OF SCHEME ASSETS

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

	At 31 August 2022 £000	At 31 August 2021 £000
Equities	12,225	15,621
Corporate bonds	3,981	4,673
Property	2,033	2,168
Cash and other liquid assets	459	678
Other	632	1,786
TOTAL MARKET VALUE OF ASSETS	19,330	24,926

The actual return on scheme assets was £-722,000 (2021 - £3,961,000).

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

	2022 £000	2021 £000
Current service cost	(3,211)	(3,229)
Interest income	307	315
Interest cost	(727)	(754)
TOTAL AMOUNT RECOGNISED IN THE STATEMENT OF FINANCIAL ACTIVITIES	(3,631)	(3,668)

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NOTES TO THE FINANCIAL STATEMENTS
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24. PENSION COMMITMENTS (CONTINUED)

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

	2022	2021
	£000	£000
AT 1 SEPTEMBER	55,617	45,009
Transferred out on existing academies leaving the trust	(12,822)	-
Current service cost	3,211	3,229
Interest cost	727	754
Employee contributions	345	407
Actuarial (gains)/losses	(20,423)	6,883
Benefits paid	(389)	(665)
AT 31 AUGUST	26,266	55,617

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

	2022	2021
	£000	£000
AT 1 SEPTEMBER	24,926	19,453
Transferred in on existing academies joining the trust	(6,414)	-
Interest income	321	335
Actuarial (losses)/gains	(1,043)	3,626
Employer contributions	1,598	1,790
Employee contributions	345	407
Benefits paid	(389)	(665)
Administration expenses	(14)	(20)
AT 31 AUGUST	19,330	24,926

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25. OPERATING LEASE COMMITMENTS

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

	2022	2021
	£000	£000
Not later than 1 year	2,138	2,063
Later than 1 year and not later than 5 years	8,101	8,924
Later than 5 years	5,355	6,650
	15,594	17,637

Included above are future minimum lease payments under non-cancellable operating leases relating to the Trust's obligation under Private Finance Initiative (PFI) agreements. The Trust has given due regard to the guidance in the Academies Accounts Direction 2021/22 and FRS 102 and has determined that the schools which have PFI contracts are not required to account for any assets held under service concession arrangements. The core element of the PFI is fully funded.

26. MEMBERS' LIABILITY

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

27. GENERAL INFORMATION

The Griffin Schools Trust is a company limited by guarantee, incorporated in England and Wales. The registered office is The Talent Factory, 4-14 Barmeston Road, London, SE6 3BH.

28. 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 the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval before the transaction takes place where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

During the year, voluntary donations totaling £40 (2021: £nil) were received from two of the Trust's trustees. These transactions were made on terms equivalent to those that prevail in arm's length.

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**NOTES TO THE FINANCIAL STATEMENTS
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28. RELATED PARTY TRANSACTIONS (CONTINUED)

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

Connected organisations, including related party relationships

The Griffin Education Trust

The Griffin Education Trust "GET" is a member of The Griffin Schools Trust. This is a non-trading organisation.

Prior year disclosure:

Capital Talent Ltd

L Lewis, who was a member of The Griffin Schools Trust until 21 January 2021 and A Tyler (partner of L Lewis) an employee of the The Griffin Schools Trust, are Directors and 50% /50% shareholders of Capital Talent Ltd. L Lewis became an employee of the Griffin Schools Trust in February 2021.

- Capital Talent Ltd is a company which owns the Talent Factory.
- The Board approved a 6-year lease in July 2017, at arms' length in accordance with its financial regulations to rent part of the Talent Factory, a commercial building owned by Capital Talent.
- The Lease ends on 31 August 2023.
- The Board benchmarked the rent against other available properties in the area and more broadly in London. The rent paid is at cost and below market value.
- This provides workspace for 21 full or part-time office-based colleagues, meeting rooms and space for larger school meetings and regular Trust-wide training seminars.
- The Board has benchmarked the services contract against appropriate market rates. The services are paid below the market rate.
- L Lewis did not participate in the process nor influence the approval of the transactions.
- A connected party statement of assurance has been obtained in respect of the above transactions in accordance with the requirements of the Academies Financial Handbook.

Transactions in 2021:

- £29,868 was paid to the related party for the rent, insurance and related services of the Trust's head office.
- £74,250 paid for school improvement service contracts.
- The Board has benchmarked the services contract against appropriate market rates. The services are paid below the market rate.
- L Lewis did not participate in the process nor influence the approval of the transactions.
- A connected party statement of assurance has been obtained in respect of the above transactions in accordance with the requirements of the Academy Trust Handbook with all purchases delivered at cost, with no element of profit in accordance with the requirements of the Academy Trust Handbook.
- L Lewis did not receive any remuneration for her role as a Member of the Trust nor as Chair of a Local Governing Body (resigned from this role in 2019/20) in Accordance with the Academies Financial Handbook.

Capital Talent Ltd also developed and owns the school improvement model used by the Trust. This is provided free of charge to the Trust.

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28. RELATED PARTY TRANSACTIONS (CONTINUED)

Amounts due to the related party at the Balance Sheet date:

- There was no related party balance with Capital Talent Ltd.

A Tyler, partner of L Lewis (who was a member of Griffin Schools Trust until 21 January 2021) is employed by the Trust.

- A Tyler's appointment was made in an open competition/recruitment process and L Lewis did not participate in the recruitment and decision-making process regarding the appointment nor influence the appointment.
- A Tyler's employment is subject to the organisation's standard terms and conditions and the remuneration is within the organisation's normal pay scale for her role and receives no special treatment as a result of her relationship to a former member.
- The transaction was conducted in accordance with the requirements of the Academy Trust Handbook.

29. TRANSFER OUT ON ACADEMIES LEAVING THE ACADEMY TRUST

Stantonbury International School - transferred out of the Academy Trust on 1 September 2021.

	Transfer out on academy leaving the trust £000
TANGIBLE FIXED ASSETS	
Freehold property	21,904
Furniture and equipment	257
Computer equipment	79
CURRENT ASSETS	
Debtors due within one year	355
LIABILITIES	
Creditors due within one year	(439)
Creditors due after one year	(41)
PENSIONS	
Pensions - pension scheme liabilities	(6,408)
NET ASSETS	<u>15,707</u>

30. AGENCY ARRANGEMENTS

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ended 31 August 2022 the Academy Trust received £19,715 and disbursed £15,951 from the fund. An amount of £3,765 (2021: £2,729) is included in other creditors relating to undistributed funds that is repayable to ESFA.