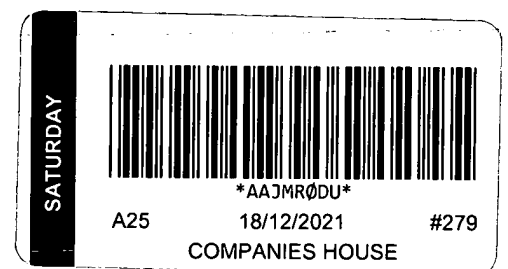


Company Registration Number: 7935515 (England & Wales)

**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**



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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**CONTENTS**

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	Page
Reference and administrative details	1 - 2
Trustees' report	3 - 17
Governance statement	18 - 22
Statement on regularity, propriety and compliance	23
Statement of Trustees' responsibilities	24
Independent auditors' report on the financial statements	25 - 28
Independent reporting accountant's report on regularity	29 - 30
Statement of financial activities incorporating income and expenditure account	31 - 32
Balance sheet	33 - 34
Statement of cash flows	35
Notes to the financial statements	36 - 68

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**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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**Members**

Mr Ian Else (Chair)  
Mr Peter Bamford (resigned 21 April 2021)  
Mr Tony Stacey (appointed 1 May 2020)  
Mr Philip Brown  
Ms Barbara Walsh (appointed 10 November 2020)  
Ms Maggie Riley (appointed 10 November 2020)

**Trustees**

Ms Karen Robinson, Chair  
Ms Dawn Walton, Vice Chair  
Mr Nigel Sternberg  
Mr Philip Brown  
Mr Mark Sheikh (appointed 16 September 2020)  
Mr Philip Taylor (resigned 17 March 2021)  
Ms Lorraine Gosnell (resigned 4 March 2021)  
Ms Maureen Hemingway (appointed 3 December 2020)

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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<b>Company registered number</b>	7935515
<b>Company name</b>	Cavendish Learning Trust
<b>Principal and registered office</b>	Ralph Road Staveley Chesterfield Derbyshire S43 3PU
<b>Senior management team</b>	Mr Dave Williams, (Chief Executive Officer) Mrs Joanne Mappin, (Executive Primary Lead) Miss Laura Needham, (Chief Finance Officer) Mr Paul Braithwaite, (Business and Commercial Accountant)
<b>Independent auditors</b>	BHP LLP Chartered Accountants 2 Rutland Park Sheffield S10 2PD
<b>Bankers</b>	Lloyds Bank Butt Dyke House 33 Park Row Nottingham NG61 6GY
<b>Solicitors</b>	Browne Jacobson Castle Meadow Road Nottingham NG2 1BJ

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The trust operates a number of schools in Derbyshire. The Trust started the academic year with 1 secondary and five primary schools. However, two primary schools Poolsbrook Primary Academy and Whitecotes Primary Academy were re-brokered out of the Trust on 31st December 2020 to the Flying High Trust.

Academy	Number of Roll	PAN
Barrow Hill	84	15
Dunston	271	45
Netherthorpe	1206	170
Gilbert Heathcote	65	40

***Structure, governance and management***

***a. Constitution***

The Academy Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum of Association is the primary governing document of the Academy Trust.

The Trustees of Cavendish Learning Trust are also the directors of the charitable company for the purposes of company law.

The charitable company operates as Cavendish Learning Trust.

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

The principal objects of the Academy Trust are as follows:

- a. to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum ("the Academy"); and
- b. to promote for the benefit of individuals living in Chesterfield and the surrounding area who have need by reason of their age, infirmity or disability, financial hardship or social and economic circumstances or for the public at large the provision of facilities for recreation or other leisure time activities in the interests of social welfare and with the object of improving the condition of life of the said individuals

***b. Members' liability***

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

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

***c. Method of recruitment and appointment or election of Trustees***

Subject to Articles 48, 49 and 53, the Academy Trust shall have the following Trustees:

- (a) Up to 7 Member appointed Trustees (currently 3);
- (b) Further co opted Governors (currently 2).

The Chief Executive Officer of the Trust is an ex officio trustee.

The Local Governing Bodies called Academy Improvement Boards of each School have two parent Governors who are appointed by locally held elections and parents of all registered pupils attending the academy have the opportunity to stand and to vote. Barrow Hill, Dunston and Gilbert Heathcote Academies have one shared Academy Improvement Board.

The Academy Improvement Boards of Netherthorpe School have up to two representatives of the staff. Where possible, these are one member of the support staff and one member of the teaching staff.

The appointment of Board members follows a 4 stage process:

- (1) The Senior Leadership Team of the Trust identifies possible candidates based on their skills;
- (2) Initial visit is arranged to meet two members of the Corporate team to explain the vision of the Trust and discuss the required commitment;
- (3) An application form and CV or equivalent are required from the candidate;
- (4) The candidate is interviewed by two representatives of the Members (for Member appointed) or Trustees (for co opted).

New Trustees are selected on the basis of their skills and ability to perform the roles required by the Trust to be an effective addition to the Board. The Trust will prioritise addressing imbalances and gaps in Trustee skills and experience while considering diversity (in all of its forms) to ensure that the Board is as effective as it can be. There are additional provisions to allow the Secretary of State to appoint Trustees in certain limited circumstances.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

***d. Policies adopted for the induction and training of Trustees***

New Board members are welcomed by the Chair of the Board and are issued with a comprehensive handbook which outlines their roles and responsibilities, expected code of conduct and ensures that they understand their responsibility to declare any conflicts of interest.

New Board members will:

- be invited by the Chief Executive officer to visit any of our schools to experience their atmosphere and understand their ethos. Have the opportunity to tour the school and meet staff and children;
- meet with a representative of the Executive Team to discuss further the mission of the Trust and the part that a Board member can play;
- have the opportunity to meet informally with an existing Board member who will then act as their mentor. They will explain how the Board and its Committees work;
- be encouraged to join the Committee(s) of their choice;
- be accompanied by their mentor to their first Board Meeting (if required);
- have the opportunity to review their first meeting with the mentor;
- be given background material on the Trust and current issues;
- be encouraged to ask questions about their role and/or the Trust;
- be encouraged to access training including induction training for Board members.

New Board members will receive and be encouraged to read:

- The Department for Education and Skills 'Guide to the Law for Governors';
- School Prospectus of the member schools;
- Ofsted Report and Action Plans (if appropriate in the last 4 years);
- Trust Development Plan;
- Last Chief Executive Officer's Report to the Trust Board;
- List of Board members' names and responsible areas (committee member etc);
- Location and nature of schools in the Trust;
- List of school holidays;
- Copy of the minutes of the last two Trust Board meetings (not the confidential minutes);
- Copy of the budget of the Trust;
- Dates of forthcoming Board meetings and Committees.

**Structure, governance and management (continued)**

***e. Organisational structure***

The Board's Role in the Trust is, essentially, a strategic one. Acting on the advice of the Chief Executive Officer, the Board sets aims and objectives for the schools and approves policies and targets which will achieve those aims and objectives. It also monitors the progress of the schools towards the achievements of their aims and objectives, and in the light of that progress, reviews the strategic framework it has established.

To facilitate the working of the Trust Board, some of its functions are delegated to Academy Improvement Board, the Chief Executive Officer and Senior Leadership Team. The Board has one subcommittee which is the Finance and Resources committee which meets 3 times per year. Additional subcommittees may occasionally be set up to carry out particular projects or reviews.

There are six Board meetings per year and Members meet twice during the year. Each Board meeting is preceded by Academy Improvement Board meetings (6 per year) which review the performance of their school prior to the Board meeting.

The Finance and Resources Committee considers Finance; Audit and Personnel. It has delegated powers to control financial expenditure, appoint staff, review policies (including pay policies) and allocate resources within the Trust.

With advice from the senior leadership of the Trust, a sub-committee of the Trust Board have responsibility for approving pay increases following appraisal for all staff at individual schools and the Chief Executive Officer.

The Chief Executive Officer is responsible for: monitoring the Trust budget; miscellaneous financial decisions; entering into contracts/agreements provided they are under £50,000 and within budget (this limit is £15,000 if outside of the budget); appointment of staff; dismissal of staff; suspension of staff (except Head Teacher); establishing and implementing all Trust policies; high standards of teaching; the quality of individual children's education; implementing the performance management policies; ensuring all pupils take part in a daily act of worship; ensuring the health and safety regulations are followed; ensuring the school meets for 380 sessions in a school year; ensuring that the school lunch nutritional standards are met; ensuring the provision of free school meals for eligible students; additional needs services; ensuring delivery of services provided and acting as the Academy Trust's Accounting Officer.

The Trustees commissioned a review of Governance at all levels in the Trust, that was completed by the National Governors Association. This is now being implemented, which includes a review of the schemes of delegation. An audit of skills and strengths of the Board was completed as part of the review and this is being used to determine the skills, knowledge and experience of the potential new Trustees.

***f. Arrangements for setting pay and remuneration of key management personnel***

Senior management remuneration is set by allocating each role a specific range of pay, within which each individual can progress subject to performance. The range of senior staff remuneration is reviewed by benchmarking against similar roles in the sector (and more generally in the marketplace where possible). External advice is taken where necessary to ensure that the process is fair and objective. Any progression in pay is linked to the achievement of agreed performance measures.



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**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
*FOR THE YEAR ENDED 31 AUGUST 2021*

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**Structure, governance and management (continued)**

***g. Trade union facility time***

***Relevant union officials***

Number of employees who were relevant union officials during the year	2
Full-time equivalent employee number	2

***Percentage of time spent on facility time***

<b><i>Percentage of time</i></b>	<b>Number of employees</b>
0%	-
1%-50%	1
51%-99%	-
100%	1

***Percentage of pay bill spent on facility time*** £

Total cost of facility time	-
Total pay bill	-
Percentage of total pay bill spent on facility time	- %

***Paid trade union activities***

Time spent on paid trade union activities as a percentage of total paid facility time hours	6 %
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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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***Objectives and activities***

***a. Objects and aims***

Vision Statement

We are a family of schools working together focused on supporting the needs of our individual communities, providing excellent education to maximise children and young adults' life choices.

Values Statements

Teaching and Learning

To provide a range of innovative, engaging and challenging learning experiences for children and young adults, in order to nurture talent and promote the development of the whole person by:

- Maintaining high expectations in the classroom
- Displaying an enthusiasm and passion for what we teach
- Providing achievable but challenging learning experiences both in and out of the classroom, ensuring that children and young adults make progress and achieve excellence
- Delivering a knowledge rich curriculum that encourages high aspirations, broadens horizons and develops leaders for life
- Exhibiting mutual respect, patience and responsibility in all aspects of teaching and learning

Professional Development

To provide professional development opportunities for all staff at every stage of their career, and in doing so nurture potential and motivation. To all ensure all staff feel valued as employees by:

- Recruiting the best staff and ensuring a clear career pathway in order to develop and retain them
- Identifying the potential of our staff, the capacity they can offer the Trust and developing them as leaders for the future
- Giving the opportunity for staff to develop their talent through appropriate professional learning opportunities and enabling them to become experts in their chosen field
- Ensuring professional learning will equip the staff to meet the needs of children and young adults
- Keeping pace with new ideas and practices of others working in education in order to future proof the Trust and the profession

Children, Young Adult and Staff Well-Being

To ensure that every child, young adult and member of staff in the organisation develops knowledge and skills to be independent and resilient individuals. To promote a learning and working environment that is safe and supports children, young adults and staff well-being by:

- Having clear and effective safeguarding policies
- Providing a pastoral structure that supports individual needs
- Promoting positive mental health and signposting support for individuals
- Ensuring our schools are safe, well maintained and managed effectively
- Ensuring the well-being of children, young adults and members of staff are at the forefront of our decision making processes

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Objectives and activities (continued)**

**Ethical Leadership**

Embed the seven 'Principles of Public Life' of selflessness, integrity, objectivity, accountability, openness, honesty and leadership throughout the Trust by:

- Effectively communicating with our parents and wider school communities
- Ensuring all decisions that are made are aligned with our vision and values
- Leading in an impartial way without discrimination and bias
- Being relentless in our pursuit of excellence
- Ensuring the Trust is inclusive

**Collaboration**

To develop a culture within our family of schools which is founded on collaboration, mutual support and helping each other to continually improve for the benefit of our communities and all children, young adults and members of staff within them by:

- Ensuring positive relationships and engagement with the benefactors of the Trust to provide greater opportunity for our school communities
- Sharing best practice across our family of schools
- Building positive relationships within our parents and wider school communities
- Committing to support all schools within the Trust and remove barriers to success, emphasising the schools are the Trust and the Trust are the schools
- Supporting Trust-wide events and activities that bring together our family of schools

***b. Objectives, strategies and activities***

Our Key Aim for 2021/22 is to secure improving outcomes for all schools within the Trust. In order to achieve this, the Trust has the following central objectives:

1. To further develop strategic leadership at all levels within the Trust, supporting the development of all schools;
2. To further develop the role of the Trust's 'Shared Services' in supporting the schools;
3. To ensure that the Trust is financially viable and is providing value for money by responding to the feedback of the SRMA review;
4. To further develop structures, processes and procedures within the Trust in order to fulfil statutory requirements;
5. To ensure all areas of the risk register are closely monitored and reviewed.
6. Respond to the needs of each school in relation to COVID to ensure all children and staff are safe..

***c. Public benefit***

The Board of the Trust has complied with its duty to manage and develop schools offering broad and balanced curricula for the benefit of the public.

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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***Strategic report***

***Achievements and performance***

***a. Key performance indicators***

**2020/21**

Due to the lockdown and the subsequent cancelling of all external assessments, it is not possible to publish the results for this academic year for any of the schools within the Trust.

This will also mean that there will be no published league tables this year and no performance data will be published at a national level. However, the attainment data provided by Netherthorpe through Teacher Assessed Grades (TAGs) was broadly in line with the school's results in 2019, although direct comparisons cannot be made.

All schools within the Trust followed the assignment guidance detailed by QCA and ensured that moderation and robust checking took place where necessary.

The schools provided the necessary support for individual children during the lockdown, switching to remote learning when the schools were directed to close by the DFE.

**Ofsted – 2020/21**

Due to the COVID lockdown, none of the schools within the Trust were inspected in the last academic year. The Ofsted judgments of each of the schools is therefore as follows:

Barrow Hill:	Requires Improvement
Dunston:	Awaiting First Inspection as an Academy
Gilbert Heathcote:	Awaiting First Inspection as an Academy
Netherthorpe:	Good

**Leadership Changes**

During the academic year, the following leadership changes were made:

- Mark Parkinson resigned as Headteacher of Dunston Primary and Nursery Academy. An interim leadership structure was put in place until an appointment could be made.
- Fiona O'Hara was appointed as Head of Academy of Dunston Primary and Nursery Academy with effect from 1st September 2021 following an external appointment process.
- Helen McVicar was promoted from Head of Academy to Headteacher of Netherthorpe School following an external appointment process. This was required due to David Williams moving full time into the Chief Executive Officer role.

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Strategic report (continued)**

**Achievements and performance (continued)**

***b. Going concern***

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

***c. Promoting the success of the Trust***

The Trustees confirm that as directors, they have acted in a way most likely to promote the success of the Trust as required in Section 172 of the Companies Act 2016 and in doing so, have had regard (amongst other matters) to:

a) the likely consequences of any decision in the long term – The core strategic objective is to sustain and improve the quality and effectiveness of all aspects of each school and the Trust as a whole. All strategy and decision making (short, medium and long-term) is carefully considered by all trustees, and always has recourse back to the impact on this core objective.

b) the interests of the Trust's employees – The health, safety, well-being, workload, support, development and retention of staff is a core trust commitment enshrined in its 'pledge' to staff. Procedures, policy and monitoring ensure that these commitments are delivered consistently and the interests of employees are always considered.

c) the need to foster the Trustee's business relationships with suppliers, customers and others – The Trust has clear protocols and expectations which it maintains at all times.

d) the impact of the Trust's operations on the community and the environment – The Trust and each school is very aware of its importance and impact within the community and environment. Whenever possible, actions attempt to reduce this impact, and foster strong external community links.

e) the desirability of the Trust maintaining a reputation for high standards of business conduct – The trust is committed to maintaining a strong reputation and the highest standards of business conduct.

f) the need to act fairly as between members of the company – the Trust works with its members, keeping them suitably informed of the trust's activities, plans and governance arrangements so that they are able to fulfil their role effectively.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Strategic report (continued)**

**Achievements and performance (continued)**

***d. Impact of Covid-19***

Cavendish Learning Trust schools were closed and reopened in line with DFE guidance throughout the academic year.

A remote learning package was effectively implemented, that allowed students to access their work through on-line systems. This included some face-to-face teaching through Microsoft Teams.

The schools within the Trust also ensured that all children received well being checks in order to ensure that they were supported. This included phone calls and home visits where appropriate to ensure the children were safe and able to access support where required. The schools also distributed ICT hardware to families in line with Government guidance.

All schools worked closely with outside agencies including Derbyshire County Council in order to deliver an appropriate service to our communities.

The trust provided continued support for pupils that were entitled to FSM. In primary schools, food was prepared daily by our catering provider and families who needed to self isolate were provided food parcels.

The school received additional funding through pupil premium funding as part of the catch-up premium. This has been used to support individual children as necessary in order for them to catch up on the work that they have missed. Plans have been put in place in line with DFE guidance in relation to how this money is spent. A summer school programme was also put in place at Netherthorpe School and the funding will be released by the DFE in the autumn term of academic year 2021-22.

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Strategic report (continued)**

**Financial review**

**a. Financial review**

The Trust reported an in year deficit of £4,645,239 for 2020/2021 excluding pension adjustments. In the year, two schools transferred out of the trust with net assets of £5,478,659 and this is included in the Statement of Financial Activities as a separate category of charitable expenditure.

At 31 August 2021, total revenue reserves of the Trust excluding pensions were £25,458,983.

The principal source of funding is the General Annual Grant which is received from the Education and Skills Funding Agency (ESFA). This funding is allocated to the Trust via a set formula for each individual school. General Annual Grant accounts for 81% of total Income from Charitable Activities (2020: 80%). The ESFA and Department for Education also provide additional grants towards the cost of Universal Infant Free School Meals and for Pupil Premium. The Trust receives income from the local authority towards the additional costs of students with special educational needs and disability, as well as for Early Years provision. Government funding remains very tight and the Trust is constantly reviewing its operations in order to deliver its objectives within the available funding envelope, as well as looking to supplement funding from other sources where these can be identified (for example by letting out premises and school fundraising).

Cash balances stood at £1,798,140 at 31 August 2021, compared to £2,079,600 in the previous year.

The trust is still focused on cost saving exercises, and identification of area where economies of scale and synergies can be achieved.

The trust is also still monitoring and developing further strategies to reduce agency supply cover which is the main area of budget over spend.

**b. Reserves policy**

At the year end, the Trust held the following levels of free reserves:

• Unrestricted reserves	£ 330,446
• GAG reserves	£ 905,144
Total free reserves	£1,235,590

The long term aim of the Trust is to maintain free reserves at 3%-5% of total income, which is between £361,000 and £602,000, to maintain financial sustainability. A Strategic plan is being developed to spend free reserves on key areas of development across the trust, the spend will take place next academic trust with the agreement of the Trustees.

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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***c. Investment policy***

Investments must be made only when approved by the Trust Board.

All investments must be recorded in sufficient detail to identify the investment and to enable the current market value to be calculated. The information required will normally be the date of purchase, the cost and a description of the investment. Additional procedures may be required to ensure any income receivable from the investment is received.

Periodically (at least annually) review interest rates and compare with other investment opportunities. A working balance of £250,000 to £500,000 should be maintained in the main academy's current account.

The Trust's current position is to only invest funds in risk free and easily accessible deposit accounts. Funds can be invested up to 12 months if appropriate. Investing cash over more than a year had to be approved by the Trust and referenced with detailed cash flow workings.

***d. Principal risks and uncertainties***

The Trustees are aware of the risks that the academies face in the short, medium and long term, the principal risks and uncertainties have been identified following the risk management process

Principal risks and uncertainties (other than pension deficit) are:

- Pupil numbers;
- Future funding levels;
- Public sector pension contribution rates;
- Success of applications for capital building projects and Trust expansion projects;
- Not achieving critical mass within the Trust to support the cost of managing a small number of schools;
- Having schools which are in a category re-brokered into another Trust on the orders of the DfE;
- Uncontrolled additional costs incurred through having to cover for absent staff;
- Unbudgeted increases in teaching or support staff costs.

The Trust is particularly open to risk surrounding staffing and income. Staffing, like other schools, accounts for the use of the majority of incoming financial resources. The Trust is particularly vulnerable to external pressures, such as pressures presented by external bodies, i.e. School Teachers' Review Body (and the various interpretations of their recommendations), who may recommend increases in pay despite there being no increase in funding in line with the increase in costs that this generates, and failure to follow through on such recommendations (or interpretations of these recommendations) may result in exposure to other risks associated with staffing.



**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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***Fundraising***

Most of the income to the Trust is in the form of grants from the ESFA, the local authority and the Department for Education.

The Trust does not charge for school activities and education that take place during school hours and are part of the school curriculum. Voluntary contributions may be requested to enable the Trust to run extra activities (including trips and visits) which are deemed educationally desirable. The Trust will make it clear in its communications to parents that these contributions are voluntary, and that no pupil will be treated differently according to whether or not his or her parent/carer has contributed. If insufficient funds are collected to cover costs, activities may be cancelled.

There are areas of the curriculum we are allowed to charge for. If parents wish to receive items made by their children, they will be asked to pay for materials used (e.g. baking and sewing). Ingredients will be provided for children who cannot pay, but the item will not be sent home. Charges may also be made for activities taking place outside of school hours to cover the cost of items such as transport, accommodation, food and drink, entrance fees, supervision, and insurance. Arrangements are in place to help the parents of disadvantaged families to ensure that their child can take part in such events. Further information is given in our Charges and Remittances policy which is available from our website.

Any contributions requested towards the costs of any such activities will be set at a level which does not generate a profit for the school after taking account of all expected costs of the event plus a small operational contingency.

The Trust will not repeatedly ask for contributions for the same payment (though some larger events may allow parents to pay in instalments) and will advise anyone struggling to pay to approach the school to discuss how support may be given where appropriate.

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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***Streamlined energy and carbon reporting***

The Academy Trust's greenhouse gas emissions and energy consumption are as follows:

	2021	2020
Energy consumption used to calculate emissions (kWh)	2,412,156	2,924,850
<b><i>Energy consumption breakdown (kWh):</i></b>		
Gas	2,193,867	2,294,407
Electricity	218,289	630,443
<b><i>Scope 1 emissions (in tonnes of CO2 equivalent):</i></b>		
Gas consumption	402	422
<b><i>Total scope 1</i></b>	<b>402</b>	<b>422</b>
<b><i>Scope 2 emissions (in tonnes of CO2 equivalent):</i></b>		
Purchased electricity	46	147
<b><i>Total gross emissions (in tonnes of CO2 equivalent):</i></b>	<b>448</b>	<b>569</b>
<b><i>Intensity ratio:</i></b>		
Tonnes of CO2 equivalent per pupil	0.3	0.3

The Academy Trust has followed and used the following quantification and reporting methodologies:

- the 2019 HM Government Environmental Reporting Guidelines;
- the GHG Reporting Protocol - Corporate Standard; and
- the 2020 UK Government's Conversion Factors for Company Reporting.

The chosen intensity ratio is total gross emissions in tonnes of CO2 equivalent per pupil, the recommended ratio for the sector.

***Employee involvement and employment of the disabled***

The Trust has a comprehensive Equality and Diversity Policy which is available on the Cavendish Learning Trust website. This policy covers disabled persons as well as inequality arising out of age, gender or sex, marital status, parenthood, race, sexual orientation and other forms of disadvantage such as isolation and rural deprivation. As a major employer and provider of education services CLT is committed to advancing equality of opportunity and providing fair access and treatment in employment. Recruitment is carried out fairly and we provide additional equipment or support to employees where it is reasonable to do so.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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***Employee consultation***

The Trust always consults with staff ahead of implementing any significant new arrangements which may affect employees. This includes dialogue with Trade Unions, meetings with affected groups of staff, and carrying out one to one meetings to advise employees of the potential effect of any proposed arrangements on them. During the year employees in the Shared Services Team were consulted about a reduction in staffing levels in advance of taking any decision which helped to reduce the number of compulsory redundancies by seeking expressions of interest for voluntary redundancies in a number of cases.

***Plans for future periods and post balance sheet events***

There are currently no further schools in the pipeline to join the Trust during 2021/22. The Trust is currently consolidating its position and ensuring that its current schools' outcomes are secured for the next year. We would welcome additional partner schools to become members of the Trust in due course if they are 'Good' or 'Outstanding', as such schools would add to our capacity to support one another. In particular, we would welcome a secondary school to join the Trust to enable Netherthorpe School to get greater benefit from its continuing membership of the Trust.

***Future objectives of the Trust***

1. To further develop strategic leadership at all levels within the Trust, supporting the development of all schools, leading to all schools being good or outstanding;
2. To further develop the role of the Trust's 'Shared Services' in supporting the schools;
3. To ensure that the Trust is financially viable and is providing value for money by responding to the feedback of the SRMA review;
4. To further develop structures, processes and procedures within the Trust in order to fulfil statutory requirements;
5. To ensure all areas of the risk register are closely monitored and reviewed.

***Disclosure of information to auditors***

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that 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 auditors are aware of that information.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on Dec 16, 2021 and signed on its behalf by:

  
KJRobinson (Dec 16, 2021 18:09 GMT)

**Mrs Karen Robinson**  
Chair of Trustees

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**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

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

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 6 times during the year.

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

Trustee	Meetings attended	Out of a possible
Ms Karen Robinson, Chair	10	10
Ms Dawn Walton, Vice Chair	10	10
Mr Nigel Sternberg	9	10
Mr Philip Brown	10	10
Mr Mark Sheikh	5	10
Mr Philip Taylor (Resigned 17 March 2021)	4	6
Ms Lorraine Gosnell (Resigned 4 March 2021)	3	5
Ms Maureen Hemingway	6	8

An external review of Governance was conducted by the National Governors Association in 2019. The Trust Board have been working to implement the recommendations of this review throughout the 2020/21 academic year. Due to the Covid19 pandemic, there was a need to delay the implementation of some of these recommendations but they are now in place. This included:

- A review of the scheme of delegation.
- A review of the roles of the Academy Improvement Boards (AIBs), including a single board for the primary schools.
- A development of the communication strategies between all levels of Governance in the Trust.

Since the external review and as part of the implementation process, meetings have been held with all Trustees on a one-to-one basis as well as regular meetings with the Chairs of the AIBs. These meetings have been held to identify the strengths of the Trustees/Governors and also determine gaps in expertise of the Trust Board. A review of the Trust's priorities has also been completed, which has led to the Board seeking to appoint additional Trustees with the necessary skills to fill these gaps. Recruitment for AIBs has also been required and this is on-going.

The Trust Board in November 2021 have worked with a 'The Connectives' a leadership company to review the current position of the Trust in relation to vision and values and the strategy for growth moving forward. This has also included a SWOT analysis of the Trust and how this can be developed moving forward. This has included a review of the Governance Handbook and also a reformatting of the Trust's Risk Register in order to determine the actions required to address the weaknesses and threats identified. This has led to a thorough evaluation being completed and the vision and values being redefined and distributed amongst all schools within the Trust.

During the next academic year, the Trustees intend to continue to develop this and have set up a task and finish group in order to further enhance and develop this work.

The Finance Committee is a sub committee of the main board of trustees. Its purpose is to consider finance, audit, personnel, health & safety and premises matters. It will also review the reports of the internal and external auditors. A list of its delegated powers can be found in the Trustees' Report.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Dawn Walton (Chair)	2	2

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

Dave Williams	2	2
Karen Robinson	2	2
Nigel Sternberg	2	2
Lorraine Gosnall (Resigned 4 March 2021)	1	1
Phil Taylor (Resigned 17 March 2021)	1	1
Mark Sheikh	2	2
Maureen Hemingway	0	2
Phil Brown	2	2

**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 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:

- Sharing procurement of services and the provision of training between several schools to generate economies of scale;
- Reviewing staffing requirements and reducing cost commitments where possible when staff vacancies occur;
- Benchmarking expenditure against that of similar Trusts to check that expenditure levels are not excessive in comparison to other similar organisations.
- Appointing a qualified accountant into a senior role at Trust level supported by a qualified management accountant and financial accountant to manage finances and drive cost efficiencies.
- Implementing elements of the SRMA review, including reviewing all contracts within the Trust.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Cavendish Learning Trust for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**GOVERNANCE STATEMENT (CONTINUED)**

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**Capacity to handle risk**

The board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

**The risk and control framework**

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

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

The Board of Trustees has decided to buy-in an internal audit service from Hart Shaws'

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

- Review of payroll system and controls

On a periodic basis, the internal auditor reports to the finance and resources 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 work of the internal auditor;
- 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 committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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

*K. Robinson*  
kJRobinson (Dec 16, 2021 18:09 GMT)

**Mrs Karen Robinson**  
Chair of Trustees  
Date: Dec 16, 2021

*D Williams*  
D Williams (Dec 17, 2021 07:23 GMT)

**Mr Dave Williams**  
Accounting Officer



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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Cavendish Learning Trust I have considered my responsibility to notify the Academy Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

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 Academies Financial Handbook 2020.

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

*D Williams*  
D Williams (Dec 17, 2021 07:23 GMT)

**Mr Dave Williams**  
Accounting Officer  
Date: Dec 17, 2021

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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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 . 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 2020 to 2021;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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:

  
KJRobinson (Dec 16, 2021 18:09 GMT)

**Mrs Karen Robinson**  
Chair of Trustees  
Date: Dec 16, 2021

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF CAVENDISH LEARNING TRUST**

---

**Opinion**

We have audited the financial statements of Cavendish Learning Trust (the 'academy trust') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 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 2021 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 2020 to 2021 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 Directors' 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.

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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

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**Other information**

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

We have nothing to report in this regard.

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

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

- the information given in the Trustees' Report (including the Strategic Report and the Director's Report) for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Strategic Report and the Director's 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 Strategic Report and the Director's Report.

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

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

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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

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**Responsibilities of trustees**

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

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

**Auditors' responsibilities for the audit of the financial statements**

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

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

We gained an understanding of the legal and regulatory framework applicable to the trust and the sector in which it operates, and considered the risk of such regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error.

We focussed on laws and regulations relevant to the trust which could give rise to a material misstatement in the financial statements. These laws and regulations include, but are not limited to, those issued by or relating to Ofsted, ESFA, GDPR, Safeguarding and Health and Safety. Our testing included discussions with management and directors with direct responsibility for the compliance of laws and regulations, agreeing financial statement disclosures to underlying supporting documentation, reviewing legal expenses and reviewing Ofsted reports. We also reviewed the trusts' website to ensure the required disclosures had been made in line with the Academies Trust Handbook. There are inherent limitations in the audit procedures described 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.

As part of our audit, we addressed the risk of management override of internal controls, including testing of journals and review of the nominal ledger. We evaluated whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

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

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**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

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

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**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 Charitable Company'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.

Philip Allsop

Philip Allsop (Dec 17, 2021 08:13 GMT)

**Philip Allsop (Senior statutory auditor)**

for and on behalf of

**BHP LLP**

Chartered Accountants

Statutory Auditor

2 Rutland Park

Sheffield

S10 2PD

Date: Dec 17, 2021

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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

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In accordance with the terms of our engagement letter dated 16 October 2017 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Cavendish Learning Trust during the year 1 September 2020 to 31 August 2021 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 Cavendish Learning Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Cavendish Learning 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 Cavendish Learning Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Cavendish Learning Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Cavendish Learning Trust's funding agreement with the Secretary of State for Education dated 28 February 2012, and the Academies Financial Handbook, extant from 1 September 2020, 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 2020 to 2021. 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 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

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**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

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

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**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.

The work undertaken to draw our conclusions includes:

- Detailed testing on a sample basis to assess the nature of expenditure and whether funds have been used appropriately;
- Review of the academy trust's internal financial procedures to ensure that controls are in place to prevent or identify regularity issues;
- Ensure that ESFA approval has been obtained for relevant transactions;
- Discussions with Trustees, Senior Leadership Team and the Accounting Officer throughout the audit process to ensure that all regularity threats have been addressed.

**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Philip Allsop  
Philip Allsop (Dec 17, 2021 08:13 GMT)

Philip Allsop  
**BHP LLP**  
Chartered Accountants  
Statutory Auditor

2 Rutland Park  
Sheffield  
S10 2PD

Date: Dec 17, 2021



**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

		Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
	Note					
<b>Income from:</b>						
Donations and capital grants	3	324	12,788	863,426	876,538	1,035,529
Charitable activities	4	111,278	10,993,165	-	11,104,443	11,483,801
Other trading activities	5	26,455	33,688	-	60,143	46,360
Investments	6	225	2	-	227	628
<b>Total income</b>		<b>138,282</b>	<b>11,039,643</b>	<b>863,426</b>	<b>12,041,351</b>	<b>12,566,318</b>
<b>Expenditure on:</b>						
Charitable activities:						
Transfer out on academies leaving the academy trust		-	82,613	5,396,046	5,478,659	-
Other charitable activities		193,753	10,255,740	758,438	11,207,931	12,522,832
<b>Total expenditure</b>		<b>193,753</b>	<b>10,338,353</b>	<b>6,154,484</b>	<b>16,686,590</b>	<b>12,522,832</b>
<b>Net income/ (expenditure)</b>		<b>(55,471)</b>	<b>701,290</b>	<b>(5,291,058)</b>	<b>(4,645,239)</b>	<b>43,486</b>
Transfers between funds	17	-	(228,785)	228,785	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(55,471)</b>	<b>472,505</b>	<b>(5,062,273)</b>	<b>(4,645,239)</b>	<b>43,486</b>
<b>Other recognised gains/(losses):</b>						
Actuarial (losses)/gains on defined benefit pension schemes	24	-	(1,304,000)	-	(1,304,000)	607,000
<b>Net movement in funds</b>		<b>(55,471)</b>	<b>(831,495)</b>	<b>(5,062,273)</b>	<b>(5,949,239)</b>	<b>650,486</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		385,917	(5,120,204)	29,122,509	24,388,222	23,737,736
Net movement in funds		(55,471)	(831,495)	(5,062,273)	(5,949,239)	650,486

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**(CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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	<b>Unrestricted funds 2021 £</b>	<b>Restricted funds 2021 £</b>	<b>Restricted fixed asset funds 2021 £</b>	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
<b>Note</b>					
<b>Total funds carried forward</b>	<b>330,446</b>	<b>(5,951,699)</b>	<b>24,060,236</b>	<b>18,438,983</b>	<b>24,388,222</b>

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

**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 7935515**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2021**

	<b>Note</b>	<b>2021 £</b>	<b>2020 £</b>
<b>Fixed assets</b>			
Tangible assets	14	<b>24,060,236</b>	28,774,423
		<b>24,060,236</b>	28,774,423
<b>Current assets</b>			
Debtors	15	<b>376,004</b>	483,925
Cash at bank and in hand		<b>1,798,140</b>	2,079,600
		<b>2,174,144</b>	2,563,525
Creditors: amounts falling due within one year	16	<b>(775,397)</b>	(1,219,726)
<b>Net current assets</b>		<b>1,398,747</b>	1,343,799
<b>Total assets less current liabilities</b>		<b>25,458,983</b>	30,118,222
<b>Net assets excluding pension liability</b>		<b>25,458,983</b>	30,118,222
Defined benefit pension scheme liability	24	<b>(7,020,000)</b>	(5,730,000)
<b>Total net assets</b>		<b>18,438,983</b>	24,388,222
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	<b>24,060,236</b>	29,122,509
Restricted income funds	17	<b>1,068,301</b>	609,796
		<b>25,128,537</b>	29,732,305
Restricted funds excluding pension asset	17	<b>25,128,537</b>	29,732,305
Pension reserve	17	<b>(7,020,000)</b>	(5,730,000)
<b>Total restricted funds</b>	17	<b>18,108,537</b>	24,002,305
<b>Unrestricted income funds</b>	17	<b>330,446</b>	385,917
<b>Total funds</b>		<b>18,438,983</b>	24,388,222

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2021**

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The financial statements on pages 31 to 68 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

*K. Robinson*

KJRobinson (Dec 16, 2021 18:09 GMT)

**Mrs Karen Robinson**

Chair of Trustees

Date: Dec 16, 2021

The notes on pages 36 to 68 form part of these financial statements.

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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	<b>Note</b>	<b>2021 £</b>	<b>2020 £</b>
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	19	<b>161,258</b>	1,154,788
<b>Cash flows from investing activities</b>	20	<b>(442,718)</b>	108,004
<b>Change in cash and cash equivalents in the year</b>		<b>(281,460)</b>	1,262,792
Cash and cash equivalents at the beginning of the year		<b>2,079,600</b>	816,808
<b>Cash and cash equivalents at the end of the year</b>	21, 22	<b><u>1,798,140</u></b>	<b><u>2,079,600</u></b>

The notes on pages 36 to 68 form part of these financial statements

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies**

Cavendish Learning Trust is a company limited by guarantee (no. 7935515). The registered office is Ralph Road, Staveley, Chesterfield, S43 3PU.

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

**1.1 Basis of preparation of financial statements**

The financial statements of the 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 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Cavendish Learning Trust meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared in £ sterling, which is the financial currency of the Trust and rounded to the nearest £.

**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.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

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**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.

- **Legacies**

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Academy Trust has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Academy Trust, can be reliably measured.

- **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.

- **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.

**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 2021

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**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

- **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.

All resources expended are inclusive of irrecoverable VAT.

**1.5 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.

**1.6 Tangible fixed assets**

Assets costing £500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following bases:

Property	- 2% - 3.33% straight line
Furniture and equipment	- 10 - 20% straight line
Plant and machinery	- 10 - 20% straight line

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.



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

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**1. Accounting policies (continued)**

**1.7 Debtors**

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

**1.8 Cash at bank and in hand**

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

**1.9 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.

**1.10 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. Amounts due to the Academy Trust are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

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

**1.11 Operating leases**

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.12 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.

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Governments 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. As stated in note 23, the TPS is a multi employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

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**1. Accounting policies (continued)**

**1.12 Pensions (continued)**

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.

**1.13 Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from EFA. Payments received from EFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 29.

**1.14 Fund accounting**

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

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

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

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

**1.15 Transfer of existing academies out of the academy trust**

When an academy is rebrokered to another academy trust, the related assets and liabilities are transferred out of this academy trust at their book value and de-recognised in the balance sheet at the point when the risks and rewards of ownership are passed over from the academy trust. An amount of expenditure equal to the net assets transferred is recognised for the transfer out within charitable activities expenditure.

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**2. Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

The 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 2021. 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.

**3. Income from donations and capital grants**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	324	12,788	-	13,112	19,685
Capital grants	-	-	863,426	863,426	1,015,844
	<u>324</u>	<u>12,788</u>	<u>863,426</u>	<u>876,538</u>	<u>1,035,529</u>
	<u>-</u>	<u>19,685</u>	<u>1,015,844</u>	<u>1,035,529</u>	
Total 2020	-	19,685	1,015,844	1,035,529	

**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
*FOR THE YEAR ENDED 31 AUGUST 2021*

**4. Funding for the Academy Trust's educational operations**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b><i>DfE/ESFA grants</i></b>				
General Annual Grant	-	8,918,226	<b>8,918,226</b>	9,164,503
Other DfE/ESFA grants				
Pupil Premium	-	617,560	<b>617,560</b>	714,500
Teachers' Pension Grant	-	314,557	<b>314,557</b>	343,261
Other	-	106,063	<b>106,063</b>	77,251
	-	-	<b>9,956,406</b>	10,299,515
<b><i>Other Government grants</i></b>				
Special Educational Needs	-	274,453	<b>274,453</b>	429,077
Other government grants non capital	714	441,204	<b>441,918</b>	290,903
	714	715,657	<b>716,371</b>	719,980
<b><i>Other income from the Academy Trust's education</i></b>	110,564	181,702	<b>292,266</b>	464,306
<b><i>COVID-19 additional funding (DfE/ESFA)</i></b>				
Catch-up Premium	-	114,120	<b>114,120</b>	-
	-	114,120	<b>114,120</b>	-
<b><i>COVID-19 additional funding (non-DfE/ESFA)</i></b>				
Other COVID-19 funding	-	25,280	<b>25,280</b>	-
	-	25,280	<b>25,280</b>	-
	<b>111,278</b>	<b>10,993,165</b>	<b>11,104,443</b>	<b>11,483,801</b>
Total 2020	<b>12,242</b>	<b>11,471,559</b>	<b>11,483,801</b>	

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the academy trust's funding for Universal Infant Free School Meals and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

The total costs relating to the above COVID Catch-Up premium were £27,679 during the year.

**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**5. Income from other trading activities**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Lettings	20,839	-	20,839	8,978
Other	5,616	33,688	39,304	37,382
	<u>26,455</u>	<u>33,688</u>	<u>60,143</u>	<u>46,360</u>
Total 2020	<u>13,229</u>	<u>33,131</u>	<u>46,360</u>	

**6. Investment income**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Investment income	225	2	227	628
	<u>605</u>	<u>23</u>	<u>628</u>	
Total 2020	<u>605</u>	<u>23</u>	<u>628</u>	

**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**7. Expenditure**

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £	Total 2020 £
Education:					
Direct costs	7,144,651	-	727,569	<b>7,872,220</b>	8,855,945
Allocated support costs	1,211,446	875,301	1,248,964	<b>3,335,711</b>	3,666,887
Transfer out on academies leaving the academy trust	-	-	5,478,659	<b>5,478,659</b>	-
	<u>8,356,097</u>	<u>875,301</u>	<u>7,455,192</u>	<u><b>16,686,590</b></u>	<u>12,522,832</u>
Total 2020	<u>9,560,652</u>	<u>904,146</u>	<u>2,058,034</u>	<u>12,522,832</u>	

**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
*FOR THE YEAR ENDED 31 AUGUST 2021*

**8. Analysis of expenditure by activities**

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Education	7,872,220	3,335,711	11,207,931	12,522,832
Transfer out on academies leaving the academy trust	5,478,659	-	5,478,659	-
	<u>13,350,879</u>	<u>3,335,711</u>	<u>16,686,590</u>	<u>12,522,832</u>
Total 2020	<u>8,855,945</u>	<u>3,666,887</u>	<u>12,522,832</u>	

**Analysis of direct costs**

	Education 2021 £	Transfers 2021 £	Total funds 2021 £	Total funds 2020 £
Pension finance costs (note 25)	95,000	-	95,000	107,000
Staff costs	7,118,403	-	7,118,403	8,189,325
Educational supplies	406,813	-	406,813	325,834
Examination fees	95,164	-	95,164	90,375
Staff development	30,057	-	30,057	32,116
Other costs	4,182	-	4,182	8,814
Technology costs	122,601	-	122,601	102,481
Transfer out on academies leaving the academy trust	-	5,478,659	5,478,659	-
	<u>7,872,220</u>	<u>5,478,659</u>	<u>13,350,879</u>	<u>8,855,945</u>
Total 2020	<u>8,855,945</u>	<u>-</u>	<u>8,855,945</u>	



**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Education 2021 £</b>	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Staff costs	1,227,322	<b>1,227,322</b>	1,352,538
Depreciation	771,026	<b>771,026</b>	865,378
Other support costs	212,070	<b>212,070</b>	209,005
Recruitment and other staff costs	8,594	<b>8,594</b>	13,016
Maintenance of premises and equipment	173,513	<b>173,513</b>	164,622
Cleaning	27,183	<b>27,183</b>	33,570
Rent and rates	87,919	<b>87,919</b>	89,806
Heat and light	180,300	<b>180,300</b>	158,783
Insurance	43,420	<b>43,420</b>	95,270
Security and transport	224,135	<b>224,135</b>	176,252
Catering	218,120	<b>218,120</b>	321,253
Office overheads	113,584	<b>113,584</b>	139,726
Bank interest and charges	2,466	<b>2,466</b>	2,989
Legal and professional fees	-	-	3,725
Governance costs (note 9)	46,059	<b>46,059</b>	40,954
	<b>3,335,711</b>	<b>3,335,711</b>	<b>3,666,887</b>
Total 2020	<b>3,666,887</b>	<b>3,666,887</b>	

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**9. Governance costs**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Auditor's remuneration	<b>29,437</b>	19,465
Other costs	<b>4,650</b>	2,850
Legal and professional	<b>1,600</b>	(150)
Wages and salaries	<b>10,372</b>	18,789
	<b>46,059</b>	<b>40,954</b>

**10. Net (expenditure)/income**

Net (expenditure)/income for the year includes:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Depreciation of tangible fixed assets	<b>771,026</b>	865,378
Fees paid to auditors for:		
- audit	<b>20,880</b>	19,350
- other services	<b>4,680</b>	4,350

**11. Staff**

**a. Staff costs**

**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**11. Staff (continued)**

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	6,256,250	6,576,701
Social security costs	565,503	602,774
Pension costs	1,217,884	1,973,800
	<u>8,039,637</u>	<u>9,153,275</u>
Agency staff costs	306,862	325,319
Staff restructuring costs	9,598	82,058
	<u><u>8,356,097</u></u>	<u><u>9,560,652</u></u>

Staff restructuring costs comprise:

	2021 £	2020 £
Redundancy payments	-	37,619
Severance payments	9,598	44,439
	<u>9,598</u>	<u>82,058</u>

Included in staff restructuring costs is one individual non-statutory/non-contractual severance payment totalling £9,598 (2020: £14,910).

**b. Staff numbers**

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

	2021 No.	2020 No.
Teachers	109	109
Admin	150	172
Management	17	18
	<u>276</u>	<u>299</u>

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**11. Staff (continued)**

**b. Staff numbers (continued)**

The average headcount expressed as full-time equivalents was:

	<b>2021</b>	<b>2020</b>
	<b>No.</b>	<b>No.</b>
Teachers	<b>100</b>	92
Admin	<b>88</b>	90
Management	<b>17</b>	16
	<b>205</b>	198

**c. Higher paid staff**

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

	<b>2021</b>	<b>2020</b>
	<b>No.</b>	<b>No.</b>
In the band £60,001 - £70,000	<b>3</b>	5
In the band £70,001 - £80,000	<b>1</b>	-
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	<b>1</b>	-

**d. Key management personnel**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £242,484 (2020: £298,072).

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**12. Central services**

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

- Human Resources
- Financial Services
- Legal Services
- Educational Support Services
- Strategic Management

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

5.4% of the General Annual Grant for each Academy (2020: 5.4%)

Facilities management services provided by central employees are recharged at cost

Insurance costs for staff absence cover

The latter two items are additional optional services provided to schools which request them.

The actual amounts charged during the year were as follows:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Netherthorpe	<b>330,511</b>	310,704
Barrow Hill	<b>25,185</b>	23,015
Poolsbrook	<b>9,007</b>	25,298
Whitecotes	<b>14,958</b>	44,315
Dunston	<b>64,310</b>	67,872
Gilbert Heathcote	<b>21,420</b>	26,974
<b>Total</b>	<b>465,391</b>	498,178

**13. Trustees' remuneration and expenses**

The Chief Executive only receives remuneration in respect of services he provides undertaking the roles of Chief Executive, and not in respect of his services as a Trustee.

The value of staff Trustees' remuneration and other benefits fell within the following bands: Mr D Williams: Remuneration £110,000 - £120,000 (2020: £100,000 - £110,000) Employer's pension contributions £25,000 - £30,000 (2020: £25,000 - £30,000).

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £NIL).

**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
*FOR THE YEAR ENDED 31 AUGUST 2021*

**14. Tangible fixed assets**

	Property £	Furniture and equipment £	Plant and machinery £	Computer equipment £	Total £
<b><i>Cost or valuation</i></b>					
At 1 September 2020	31,612,326	742,168	622,991	1,091,539	34,069,024
Additions	1,234,131	18,368	8,046	45,826	1,306,371
Disposals	(5,615,919)	(26,607)	(197,241)	(8,848)	(5,848,615)
At 31 August 2021	27,230,538	733,929	433,796	1,128,517	29,526,780
<b><i>Depreciation</i></b>					
At 1 September 2020	3,488,128	577,779	432,611	796,083	5,294,601
Charge for the year	555,314	74,779	30,031	110,902	771,026
On disposals	(534,676)	(9,725)	(63,566)	8,884	(599,083)
At 31 August 2021	3,508,766	642,833	399,076	915,869	5,466,544
<b><i>Net book value</i></b>					
At 31 August 2021	23,721,772	91,096	34,720	212,648	24,060,236
At 31 August 2020	28,124,198	164,389	190,380	295,456	28,774,423

Netherthorpe School occupies land held by the Netherthorpe School Foundation. This school is held on licence and the value of the land and buildings has been recognised within fixed assets on the basis that the school is responsible for all ongoing maintenance and makes decisions on the day to day operation of the site, and has control over access to the site without the need to consult the Foundation. In this way the arrangement is deemed to be akin to that of a long term lease as the school enjoys all future economic benefits of the site.

All of the other schools are held on a long term lease basis.

**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**15. Debtors**

	<b>2021</b>	2020
	<b>£</b>	£
<b><i>Due within one year</i></b>		
Trade debtors	<b>12,075</b>	25,003
Other debtors	<b>739</b>	3,244
Prepayments and accrued income	<b>299,414</b>	384,458
Tax recoverable	<b>63,776</b>	71,220
	<b>376,004</b>	483,925

**16. Creditors: Amounts falling due within one year**

	<b>2021</b>	2020
	<b>£</b>	£
Trade creditors	<b>204,297</b>	371,863
Other taxation and social security	<b>134,186</b>	143,046
Other creditors	<b>165,031</b>	173,280
Accruals and deferred income	<b>271,883</b>	531,537
	<b>775,397</b>	1,219,726

	<b>2021</b>	2020
	<b>£</b>	£
Deferred income at 1 September 2020	<b>102,517</b>	109,730
Resources deferred during the year	<b>44,293</b>	102,517
Amounts released from previous periods	<b>(102,517)</b>	(109,730)
	<b>44,293</b>	102,517

At 31 August 2021 £44,293 was recognised in deferred income in relation to income received which relates to the following financial year. The majority of this deferred income relates to parent pay canteen income and Universal infant income.

**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
*FOR THE YEAR ENDED 31 AUGUST 2021*

**17. Statement of funds**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b><i>Unrestricted funds</i></b>						
General Funds - all funds	385,917	138,282	(193,753)	-	-	330,446
<b><i>Restricted general funds</i></b>						
General Annual Grant (GAG)	574,826	9,018,028	(8,458,925)	(228,785)	-	905,144
Pupil premium	-	617,560	(617,560)	-	-	-
Special needs funding	-	527,942	(527,942)	-	-	-
Trips	8,526	74,320	(65,902)	-	-	16,944
UIFSM	-	55,617	(55,617)	-	-	-
Staff gifts	762	-	-	-	-	762
Charity fund	1,599	-	-	-	-	1,599
De Gruchy fund	24,083	2	-	-	-	24,085
Covid catch-up premium	-	114,120	(27,679)	-	-	86,441
Teacher's pension grant	-	314,557	(314,557)	-	-	-
LA Early years's funding	-	201,523	(201,523)	-	-	-
Restricted other	-	115,974	(82,648)	-	-	33,326
Pension reserve	(5,730,000)	-	14,000	-	(1,304,000)	(7,020,000)
	<b>(5,120,204)</b>	<b>11,039,643</b>	<b>(10,338,353)</b>	<b>(228,785)</b>	<b>(1,304,000)</b>	<b>(5,951,699)</b>
<b><i>Restricted fixed asset funds</i></b>						
Restricted Funds	29,122,509	863,426	(6,154,484)	228,785	-	24,060,236
<b><i>Total Restricted funds</i></b>	<b>24,002,305</b>	<b>11,903,069</b>	<b>(16,492,837)</b>	<b>-</b>	<b>(1,304,000)</b>	<b>18,108,537</b>



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**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS**  
*FOR THE YEAR ENDED 31 AUGUST 2021*

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**17. Statement of funds (continued)**

<i><b>Total funds</b></i>	<b>24,388,222</b>	<b>12,041,351</b>	<b>(16,686,590)</b>	<b>-</b>	<b>(1,304,000)</b>	<b>18,438,983</b>
	<u><u>                    </u></u>	<u><u>                    </u></u>	<u><u>                    </u></u>	<u><u>                    </u></u>	<u><u>                    </u></u>	<u><u>                    </u></u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**17. Statement of funds (continued)**

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

General Annual Grant (GAG): The GAG income must be used for the normal running costs of the Academy.

Pupil Premium: DfE funding to address the current underlying inequalities between children eligible for free school meals (FSM) and their wealthier peers by ensuring that funding to tackle the disadvantage reaches the pupils who need it most.

Special Needs funding: Funding received from the Local Authority for those students who have more than 9 hours of statement of special need and used to pay for Teaching Assistants to fulfil this increased support.

Trips: Funds from parents/carers for school trips.

Staff gifts: Contributions from staff towards gifts for other staff members.

Charity fund: Funds raised for charitable purposes.

De Gruchy: A hardship fund to assist ex students of Netherthorpe School in their move to higher education.

Covid catch-up premium: Funding received to fund extra costs incurred due to the coronavirus pandemic.

Teachers' pension grant: Funds to support the increased costs of employer contributions to the teachers' pension scheme.

LA Early years funding: Providers of Free Early Learning for 2, 3 and 4 year olds are able to claim funding from the Early Years Block Grant held by the Local Authority.

Restricted other: Funds received towards the cost of providing universal infant free school meals, high needs funding, and other funds raised by the school for specific projects or purposes.

Pension reserve: The deficit on the Local Government Pension Scheme has been recognised against restricted funds in order to match it against GAG as recommended by the EFA Accounts Direction.

Restricted fixed asset funds: Restricted funds set aside for capital items.

Transfers:

The transfer from GAG funds to restricted fixed asset funds is to temporarily finance a capital project that is yet to be finalised. This fund will be replenished by CIF monies expected to be received post year end.

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 2021.

**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**17. Statement of funds (continued)**

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
General Funds - all funds	289,253	26,076	(3,735)	74,323	-	385,917
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	9,164,503	(8,578,007)	(11,670)	-	574,826
Pupil premium	-	714,500	(714,500)	-	-	-
Special needs funding	-	429,077	(429,077)	-	-	-
Trips	8,346	81,744	(88,492)	6,928	-	8,526
UIFSM	16,459	-	(16,459)	-	-	-
Staff gifts	1,182	-	(420)	-	-	762
Charity fund	1,599	-	-	-	-	1,599
De Gruchy fund	25,072	11	(1,000)	-	-	24,083
Other restricted funds	27,201	1,134,563	(1,161,764)	-	-	-
Pension reserve	(5,673,000)	-	(664,000)	-	607,000	(5,730,000)
	(5,593,141)	11,524,398	(11,653,719)	(4,742)	607,000	(5,120,204)
<b>Restricted fixed asset funds</b>						
Restricted Funds	29,041,624	1,015,844	(865,378)	(69,581)	-	29,122,509
<b>Total Restricted funds</b>	23,448,483	12,540,242	(12,519,097)	(74,323)	607,000	24,002,305
<b>Total funds</b>	23,737,736	12,566,318	(12,522,832)	-	607,000	24,388,222

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**17. Statement of funds (continued)**

**Total funds analysis by academy**

Fund balances at 31 August 2021 were allocated as follows:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Central	<b>4,851</b>	170,032
Netherthorpe	<b>951,272</b>	469,300
Barrow Hill	<b>47,796</b>	(45,304)
Poolsbrook	-	85,874
Whitecotes	-	(50,929)
Dunston	<b>211,623</b>	169,787
Gilbert Heathcote	<b>183,205</b>	196,953
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	<b>1,398,747</b>	995,713
Restricted fixed asset fund	<b>24,060,236</b>	29,122,509
Pension reserve	<b>(7,020,000)</b>	(5,730,000)
	<hr/>	<hr/>
<b>Total</b>	<b>18,438,983</b>	24,388,222
	<hr/>	<hr/>

**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**17. 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 £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2021 £	Total 2020 £
Central	103,850	270,778	6,904	498,994	<b>880,526</b>	778,408
Netherthorpe	4,472,010	728,377	589,706	479,238	<b>6,269,331</b>	6,235,048
Barrow Hill	372,910	91,808	20,231	41,430	<b>526,379</b>	500,112
Poolsbrook	144,169	40,857	12,359	23,174	<b>220,559</b>	565,300
Whitecotes	215,389	83,472	4,840	40,590	<b>344,291</b>	943,945
Dunston	1,261,793	188,655	49,396	158,769	<b>1,658,613</b>	1,474,801
Gilbert Heathcote	361,073	120,357	12,035	57,741	<b>551,206</b>	495,840
Pensions	(109,000)	-	-	95,000	<b>(14,000)</b>	664,000
Transfer out of academies	-	-	-	5,478,659	<b>5,478,659</b>	-
<b>Academy Trust</b>	<b>6,822,194</b>	<b>1,524,304</b>	<b>695,471</b>	<b>6,873,595</b>	<b>15,915,564</b>	<b>11,657,454</b>

**18. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	24,060,236	<b>24,060,236</b>
Current assets	328,030	1,846,114	-	<b>2,174,144</b>
Creditors due within one year	2,416	(777,813)	-	<b>(775,397)</b>
Provisions for liabilities and charges	-	(7,020,000)	-	<b>(7,020,000)</b>
<b>Total</b>	<b>330,446</b>	<b>(5,951,699)</b>	<b>24,060,236</b>	<b>18,438,983</b>

**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
*FOR THE YEAR ENDED 31 AUGUST 2021*

**18. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	28,774,423	28,774,423
Current assets	385,917	1,829,522	348,086	2,563,525
Creditors due within one year	-	(1,219,726)	-	(1,219,726)
Provisions for liabilities and charges	-	(5,730,000)	-	(5,730,000)
<b>Total</b>	<b>385,917</b>	<b>(5,120,204)</b>	<b>29,122,509</b>	<b>24,388,222</b>

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

	2021 £	2020 £
Net (expenditure)/income for the year (as per Statement of financial activities)	<b>(4,645,239)</b>	43,486
<b>Adjustments for:</b>		
Depreciation	<b>771,026</b>	865,378
Capital grants from DfE and other capital income	<b>(863,426)</b>	(1,015,844)
Interest receivable	<b>(227)</b>	(628)
Defined benefit pension scheme cost less contributions payable	<b>(109,000)</b>	557,000
Defined benefit pension scheme finance cost	<b>95,000</b>	107,000
Decrease in stocks	-	5,565
Decrease in debtors	<b>107,921</b>	267,452
(Decrease)/increase in creditors	<b>(444,329)</b>	325,379
Assets transferred out on academies leaving the Trust	<b>5,249,532</b>	-
<b>Net cash provided by operating activities</b>	<b>161,258</b>	1,154,788

**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**20. Cash flows from investing activities**

	2021	2020
	£	£
Interest receivable	227	628
Purchase of tangible fixed assets	(1,306,371)	(908,468)
Capital grants from DfE Group	863,426	1,015,844
<b><i>Net cash (used in)/provided by investing activities</i></b>	<b>(442,718)</b>	<b>108,004</b>

**21. Analysis of cash and cash equivalents**

	2021	2020
	£	£
Cash in hand and at bank	1,798,140	2,079,600
<b><i>Total cash and cash equivalents</i></b>	<b>1,798,140</b>	<b>2,079,600</b>

**22. Analysis of changes in net debt**

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	2,079,600	(281,460)	1,798,140
	<b>2,079,600</b>	<b>(281,460)</b>	<b>1,798,140</b>

**23. Capital commitments**

	2021	2020
	£	£
<b><i>Contracted for but not provided in these financial statements</i></b>		
Acquisition of tangible fixed assets	109,743	299,276

**24. Pension commitments**

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**CAVENDISH LEARNING TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS**  
*FOR THE YEAR ENDED 31 AUGUST 2021*

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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 Derbyshire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £141,226 were payable to the schemes at 31 August 2021 (2020 - £160,879) 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.

**Valuation of the Teachers' Pension Scheme**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £919,240 (2020 - £1,018,639).

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.



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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**24. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £475,000 (2020 - £486,000), of which employer's contributions totalled £372,000 (2020 - £378,000) and employees' contributions totalled £ 103,000 (2020 - £108,000). The agreed contribution rates for future years are 19.3 per cent for employers and 5.50 - 12.50 per cent for employees.

As described in note 1.12 the LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

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**

	<b>2021</b>	<b>2020</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>3.60</b>	2.90
Rate of increase for pensions in payment/inflation	<b>2.90</b>	2.20
Discount rate for scheme liabilities	<b>1.65</b>	1.70
Commutation of pensions to lump sums	<b>50</b>	50

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

	<b>2021</b>	<b>2020</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
Males	<b>21.3</b>	21.6
Females	<b>23.9</b>	23.7
Retiring in 20 years		
Males	<b>22.5</b>	22.6
Females	<b>25.8</b>	25.1

**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**24. Pension commitments (continued)**

**Sensitivity analysis**

	<b>2021</b>	<b>2020</b>
	<b>£000</b>	<b>£000</b>
0.1% decrease in Real Discount Rate	<b>308,000</b>	1,424,000
0.1% increase in Salary Increase Rate	<b>34,000</b>	161,000
0.1% increase in the Pension Increase Rate	<b>270,000</b>	1,236,000

**Share of scheme assets**

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

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Equities	<b>3,725,150</b>	3,446,580
Corporate bonds	<b>1,318,130</b>	1,278,570
Property	<b>401,170</b>	444,720
Cash and other liquid assets	<b>286,550</b>	389,130
<b>Total market value of assets</b>	<b>5,731,000</b>	5,559,000

The actual return on scheme assets was £85,000 (2020 - £93,000).

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

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Current service cost	<b>(811,000)</b>	(933,000)
Past service cost	-	(2,000)
Interest income	<b>85,000</b>	93,000
Interest cost	<b>(180,000)</b>	(200,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(906,000)</b>	(1,042,000)

**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**24. Pension commitments (continued)**

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

	2021 £	2020 £
<b>At 1 September</b>	<b>11,289,000</b>	10,614,000
Transferred out on existing academies leaving the trust	(1,653,000)	-
Current service cost	811,000	935,000
Interest cost	180,000	200,000
Employee contributions	103,000	108,000
Actuarial losses/(gains)	2,101,000	(506,000)
Benefits paid	(80,000)	(62,000)
<b>At 31 August</b>	<b>12,751,000</b>	11,289,000

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

	2021 £	2020 £
<b>At 1 September</b>	<b>5,559,000</b>	4,941,000
Transferred out on existing academies leaving the trust	(1,105,000)	-
Interest income	85,000	93,000
Actuarial gains	797,000	101,000
Employer contributions	372,000	378,000
Employee contributions	103,000	108,000
Benefits paid	(80,000)	(62,000)
<b>At 31 August</b>	<b>5,731,000</b>	5,559,000

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**25. Operating lease commitments**

At 31 August 2021 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	50,571	47,684
Later than 1 year and not later than 5 years	97,468	18,987
	<u>148,039</u>	<u>66,671</u>

**26. Members' liability**

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

**27. Related party transactions**

Owing to the nature of the 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 where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

During the year ended 31 August 2020, vouchers totalling £100 were gifted to 2 retiring Trustees.  
No such transactions took place in the year ended 31 August 2021.

**28. Agency arrangements**

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. On 1 September 2020 it was holding undistributed funds of £11,682. During the accounting period ended 31 August 2021 the trust received £33,763 (2020: £22,916) and disbursed £21,638 (2020: £22,097) from the fund. An amount of £23,806 (2020: £11,682) is included in other creditors relating to undistributed funds that is repayable to the ESFA.

**29. Transfer out on academies leaving the academy trust**

**Poolsbrook**

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CAVENDISH LEARNING TRUST  
(A company limited by guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

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29. Transfer out on academies leaving the academy trust (continued)

	Transfer out on academy leaving the trust £
<b><i>Tangible fixed assets</i></b>	
Long leasehold property	1,251,751
Furniture and equipment	3,544
Plant and machinery	88,520
Computer equipment	14,768
<b><i>Current assets</i></b>	
Cash at bank and in hand	73,998
<b><i>Liabilities</i></b>	
<b><i>Pensions</i></b>	
Pensions - pension scheme assets	480,000
Pensions - pension scheme liabilities	(718,000)
<b><i>Net assets</i></b>	<hr/> 1,194,581 <hr/>

Whitecotes

	Transfer out on academy leaving the trust £
<b><i>Tangible fixed assets</i></b>	
Long leasehold property	3,780,986
Furniture and equipment	21,736
Plant and machinery	84,701
Computer equipment	3,526
<b><i>Current assets</i></b>	
Cash at bank and in hand	155,129
<b><i>Liabilities</i></b>	
<b><i>Pensions</i></b>	
Pensions - pension scheme assets	625,000
Pensions - pension scheme liabilities	(935,000)

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**CAVENDISH LEARNING TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**29. Transfer out on academies leaving the academy trust (continued)**

	<b>Transfer out on academy leaving the trust £</b>
<b><i>Net assets</i></b>	<hr/> <b>3,736,078</b> <hr/>