

REGISTERED COMPANY NUMBER: 08024396 (England and Wales)

**Report of the Trustees and**  
**Financial Statements**  
**for the Year Ended 31 August 2021**  
**for**  
**The Mead Academy Trust**

MHA Monahans  
Statutory Auditor  
Chartered Accountants  
Fortescue House  
Court Street  
Trowbridge  
Wiltshire  
BA14 8FA



**The Mead Academy Trust**

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**for the Year Ended 31 August 2021**

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**THE MEAD ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

<b>MEMBERS</b>	Christian Checkley Jon Clark (Resigned 31.08.21) Tracey Wright Peter Finn Mike Haines (appointed 27.09.21)
<b>TRUSTEES</b>	Christian Checkley – Chair of Trustees Bob Quick – Vice Chair of Trustees Lyssy Bolton – Chief Executive Officer Jayne Bullock Kim Baker (Lyne) (Appointed 12.11.20) Mike Haines (Resigned 31.08.21) Peter Finn Lesley Shellard (Resigned 31.08.21) Christine Folker (Appointed 27.09.21) Anne Millin (Appointed 27.09.21)
<b>REGISTERED OFFICE</b>	The Mead Community Primary School Hackett Place Hilperton Trowbridge Wiltshire. BA14 7GN
<b>REGISTERED COMPANY NUMBER</b>	08024396 (England and Wales)
<b>STRATEGIC LEADERSHIP TEAM</b>	L. Bolton, Chief Executive Officer L. Palmer, Head of Teaching School/Executive Leader K. Jamieson, Head of Inclusion / SEN M. Stenton, Headteacher, The Mead Harriet Phillips, Acting Head, Castle Mead (ceased 18.04.21) Emma Larkham, Headteacher, Castle Mead (from 19 April 2021) K. Austin, Headteacher, River Mead
<b>AUDITORS</b>	MHA Monahans Statutory Auditor Chartered Accountants Fortescue House Court Street Trowbridge Wiltshire. BA14 8FA
<b>BANKERS</b>	Lloyds Bank 64 Fore Street Trowbridge Wiltshire. BA14 8EU
<b>SOLICITORS</b>	Veale Wasbrough Vizards Orchard Court Orchard Lane Bristol BS1 5WS

**THE MEAD ACADEMY TRUST  
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**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2021**

The Trustees present their annual report together with the financial statements and auditors' report of the Charitable Company for the year ended 01 September 2020 to the 31 August 2021. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operated three primary academies in FY20/21 operating across four sites, incorporating four nursery provisions, two Complex Needs Resource Bases (RB), the Harbour (early intervention SEMH nurtured learning programme) and The Mead Teaching School.

TMAT academies had a roll of 940 pupils (Year R to 6) as at July 2021, with an additional 156 children in nursery provision, and 58 children in the Resource Base provision, totalling 1154 pupils.

	AVAILABLE PLACES	ACTUAL
Pupil numbers – The Mead Hilperton	420 + nursery	401 + 35 nursery
Pupil numbers – The Mead Wingfield	90	73 + 10 nursery
Pupil numbers – Castle Mead School	330 + 24 RB + nursery	281 + 28 RB + 54 nursery
Pupil numbers – River Mead School	210 + 30 RB + nursery	185 + 30 RB + 57 nursery

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Trustees of The Mead Academy Trust are also the Directors of the Charitable Company for the purposes of company law. The Charitable Company operates as The Mead Academy Trust.

Details of the Trustees who served throughout the year and to the date the accounts are approved are included in the Reference and Administration Details on page 1.

**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 they are a Member, or within one year after they cease to be a Member, such amount as may be required, not exceeding £10.00, for the debts and liabilities contracted before they cease to be Member.

**Trustees' Indemnities**

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £10,000,000 on any one loss and any one membership year.

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

**Method of Recruitment and Appointment or Election of Trustees**

On 1 May 2012 the Trustees appointed some of those that served the predecessor school (The Mead Community Primary School) to be Trustees of the newly formed Academy Trust.

The Articles of Association 2012 and funding agreement, state that the Academy Trust shall have the following Trustees:

- up to 3 Trustees who are appointed by Members
- Staff Trustees – provided that the total number of Trustees including the Chief Executive Officer, who are employees of the Company does not exceed one third of the total number of Trustees.
- Academy Trustees appointed under Article 51 or Article 52 (from Academy Advisory Groups)
- The Chief Executive Officer (Trust Leader), who is treated for all purposes as being an ex officio Governor.
- A minimum of 2 Parent Trustees who are elected or appointed from amongst the number of parent members of the Academy Advisory Groups
- Up to 1 Trustee appointed under Article 50AA by the Diocese of Salisbury Educational Trust; and
- Up to 3 Co-opted Trustees (not an employee if the number of Trustees exceeds one third of the total number of Trustees, including the Chief Executive Officer).

A review of governance arrangements within the academic year 2017-2018, in line with changes required as identified within the Academies Financial Handbook 2017, took place. Specifically, Staff Trustees were removed from the Trustees Board, and a level of independence achieved. The Trust Board now comprises: -

- x3 Trustees, as appointed by Members
  - The Chair of Trustees – also a Member
  - Chair of Resources Committee
  - Resources Committee trustee, also a Member
- Chairs of Academy Advisory Groups
- x1 School Improvement Lead
- (x2 Parent Trustees)
- The Chief Executive Officer (Trust Leader)
- One Trustee is designated lead for Safeguarding and Inclusion

Trustees are appointed for a four-year period, except that this time limit does not apply to the Trust Leader (Chief Executive Officer). Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Academy's development.

**Policies and Procedures Adopted for the Induction and Training of Trustees**

The Academy has a Trustee Recruitment, Induction and Training programme.

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the Academy schools and a chance to meet staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally only one or two new Trustees a year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered via CSL (Collaborative Schools Ltd) and other providers.

There is a Governance Development Session organised each year which includes training to keep the Board Members and Trustees updated on relevant developments impacting on their roles and responsibilities. Academy Advisory Groups also hold a Governance Day each year in each of the three academy schools.

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FOR THE YEAR ENDED 31 AUGUST 2021**

**Organisational Structure**

**The Board of Trustees** normally meets once each term (6 x per annum) with additional meetings as required throughout the year. The Board establishes an overall framework for the governance of the Academy Trust and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees/Groups for ratification. It monitors the activities of the Committees/Groups through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

The Board of Trustees has two subordinate Committees, which are the Resources Committee and the School Effectiveness Group.

**The Resources Committee** meets as scheduled eight times a year, with additional meetings as necessary. The Resources Committee is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with regulatory requirements and reporting, receiving scrutiny reports from the service providers, Wiltshire Council Accounting and Business Support Team, and drafting the annual budget including setting staffing levels. It also incorporates the role of an Audit Committee.

**The School Effectiveness Group** meets monthly with the core function of holding the executive team to account for the educational performance of the schools. Areas of focus include school improvement, SEND and safeguarding, qualitative data, quantitative data, stakeholder feedback, workforce development, digital strategy, staff wellbeing and appraisal.

**Academy Advisory Groups** - Each Academy School within the Trust also has an Academy Advisory Group that reports to the Board of Trustees.

The following decisions are reserved to the Board of Trustees:

- to consider any proposals for changes to the status or constitution of the Academy Trust and its committee structure,
- to appoint or remove the Chairman and/or Vice Chairman,
- to appoint the Trust Leader (Chief Executive Officer) and Secretary to the Trustees,
- to approve the Annual Trust Development Plan and budget.
- To approve expenditure over a designated limit of £20,000.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy Trust by the use of budgets and other data, and making major decisions about the direction of the Academy Trust, capital expenditure and appointments of strategic leaders.

The Members and Board of Trustees have devolved responsibility for day to day management of the Academy Trust to the Trust Leader (Chief Executive Officer), and the Executive leadership team (ELT). The ELT comprises the CEO, Headteachers/heads of Schools, Head of Teaching School (role ceased 31.08.21), Head of Inclusion.

The Academy Trust has a leadership structure which consists of the Trustees, the Executive Leadership Team (ELT), Deputy Headteachers, Senior Teachers, School Business Managers and Subject Leaders. The aim of the leadership structure is to delegate responsibility and encourage involvement in decision making at all levels.

The ELT controls the Academy Trust at an executive level, implementing the policies laid down by the Trustees and reporting back to them. The CEO, Headteachers/heads of School, School Business Managers and the Resources Committee, are responsible for the authorisation of spending within agreed budgets, a summary of this is in the Financial Scheme of Delegation. Some spending control is devolved to Budget Holders which must be authorised in line with the Financial Scheme of Delegation. The CEO with Headteachers/heads of School, are responsible for the appointment of staff, although appointment panels for strategic leadership posts always include a Trustee.

The Chief Executive Officer is the Accounting Officer.

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

Details of Trustees' expenses and related party transactions are disclosed in the notes to the accounts.

The pay of key management personnel is reviewed annually and normally increased in accordance with average earnings, and in line with the agreed Performance Management procedures. The Trust Leader's/Chief Executive Officer's Performance Management is carried out by a Sub-Committee of three Trustees, supported by an external advisor, and any associated pay increases agreed by Resources Committee and the Board of Trustees.

The Trustees benchmark against pay levels in other Academy Trusts of a similar size. The benchmark is the mid-point of the range paid for similar roles adjusting for a weighting for any additional responsibilities.

**Trade Union Facility Time**

**Relevant union officials**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
NIL	n/a

**Percentage of time spent on facility time**

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

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

Provide the total cost of facility time	n/a
Provide the total pay bill	n/a
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x 100	n/a

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:  (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) x 100	n/a
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FOR THE YEAR ENDED 31 AUGUST 2021**

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

In the 2020 statutory accounts the Trust disclosed a relationship with Collaborative Schools Limited, a small charity which supports schools in the local area. The Trust shares one Trustee with the enterprise and is also a member of the entity with voting rights at general meetings. The disclosure in the accounts was for transparency purposes only, and the Trust is satisfied that the relationship does not and did not constitute a related party transaction in line with accounting standards as neither entity can enjoy control or significant influence over the other. To prevent confusion, this relationship has not been disclosed in the statutory accounts this year. On this basis the Trust is satisfied that there are no related parties which either control or significantly influence the decisions and operations of The Mead Academy Trust.

**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

At the Mead Academy Trust, our purpose is:

- To work and learn together as a family of schools where staff work for and on behalf of each other and all of the children in our care.
- To ensure our schools are places where there are expectations of excellence, where individuals are valued, achievements celebrated and where children are happy and safe.
- To establish school communities where children and staff enjoy coming to school every day and take pride in moving their schools ever forward
- To encourage, support and develop every child so that they reach their full potential and
- To prepare children to live responsibly and peacefully in the spirit of understanding, tolerance, equality and friendship.

**The aims of The Mead Academy Trust during the year ended 31 August 2021 were:**

- To continue to raise the standard of educational attainment and achievement of all pupils across The Trust
- To provide a broad and balanced curriculum, including extra curricular activities.
- To develop children to be more effective learners.
- To develop the Academy Trust sites so that they enable students to achieve their full potential.
- To ensure that every child enjoys the same *high quality education in terms of resourcing, personalised learning and care.*
- To improve the effectiveness of the Academy Trust by keeping the curriculum and organisational structure under continual review.
- To provide value for money for the funds expended.
- To fulfil the role of a Teaching School (this function ceased 31 August 2021)
- To ensure effective professional learning from ITE through to Leadership development.
- To develop greater coherence, clarity and effectiveness in school systems within and between Trust schools.
- To comply with all appropriate statutory and curriculum requirements.
- To develop the Trust's capacity to manage change
- To conduct the Academy Trust's business in accordance with the highest standards of integrity, probity and openness.
- To aspire to achieve Ofsted Outstanding outcomes in Trust schools

Additionally, to ensure Covid safety measures are implemented consistently across all sites, at all times.



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

**Objectives, Strategies and Activities**

The Mead Academy Trust Key Strategic Priorities for 2020-21 were:

- **Purposeful Assessment**  
Focussed on improving and evaluating children's outcomes, with explicit reference to understanding what the children have learnt and in particular who needs any additional support or practice.
- **Inspirational Curriculum**  
Shaping enriched and memorable experiences; using effective teaching sequences that are purposeful, focussed on learning and have an end goal in mind; ensuring excellent progress in all subjects.
- **Effective Teaching**  
Developing practice and theory together to enhance teacher's subject knowledge and challenge their understanding of how children learn and how constructive pupil-teacher relationships are developed.
- **Maximising Learning Outcomes**  
An expectation that all pupils reach a minimum (but high) level of knowledge of the same content with a focus on reducing the attainment gap for disadvantaged learners. Extension for the highest attainers comes through greater depth rather than breadth or acceleration.
- **Courageous Leadership**  
Effective leaders with a clearly communicated vision and ethos focussed on shaping inspirational learning, driving excellent teaching and securing high outcomes. This means taking risks and learning from the outcomes; changing approaches if existing or new ones do not work and looking externally to find evidence and best practice to learn from. All contribute to, and benefit from, this culture of development.
- **Responsible Growth Strategy**  
Schools working closely together, with a shared ethos, principled leadership, mutual accountability and a genuine team approach. Building collective expertise, aiding transition and ensuring consistent and inspirational educational experiences.

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**The Trust's Key Priorities for 2020-21 were:**

**1. Return to BAU (business as usual):**

<b>Priorities - Identified Risks 20/21</b>	<b>Mitigations</b>
1. Children starting school without usual preparations	Transition into school plan
2. Increase in Persistent absence	Close monitoring of vulnerable group
3. Increase in exclusion	Blended timetables to support reintegration of children identified as 'at risk' Close monitoring of vulnerable group
4. Missed learning	Recovery plan – focus on phonics, English, maths
5. Reintegration of children Y3-6 in September who have not been attending since March	Revision of Protective Measures and SWAN – all classes Revised Behaviour policy – relentless routines, clear expectations
6. Cohort who will struggle to reintegrate and/or those who have had adverse experiences	Thrive site license
7. Resilience of children and communities	'Bounce back' - recovery plan
8. Resilience of staff	Maintenance of 'traditional' PPA model virtual team meetings Staff restrooms prioritised in premises plan
9. Y1 –necessary to consolidate EYFS outcomes to secure strong foundations for learning	Blended approach to Y1 curriculum with EYFS approach including continuous provision and outdoor learning
10. Curriculum development stalled	Curriculum development focus on identified priority subjects
11. Online learning business continuity	Review and further development of online strategy (Seesaw and Google Suite) Additional devices Implementation of CPOMS
12. Staff training to support highly effective delivery of core approaches	Virtual training hub (website) Purchase RWI training hub
13. Missed experiences in 2020/21 due to continued disruption to BAU	Provision of local trips. Memorable experiences provided online where available (e.g. virtual visitors, museum/gallery visits)

**Covid Response Priorities 2020/21**

- Remote and blended learning strategy - aligning work done remotely closely to the classroom curriculum
- Maintaining high standards in education through an effective curriculum that addresses identified Covid gaps in learning
- Catch-up strategy – effective approach/expenditure in closing the gaps
- Effective SEN, safeguarding, well-being, attendance and behaviour whilst implementing Covid Risk Assessments

All with a particular focus on the needs of disadvantaged pupils

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**Curriculum Priorities 20/21**

- Leaders at all levels, including governors, regularly review and quality assure curriculum implementation
- Leaders ensure that ongoing professional development/training is available for staff to ensure that curriculum requirements can be met
- Leaders enable curriculum expertise to develop across and between the schools
- There is a model of curriculum progression for every subject, ensuring sufficient depth and coverage of knowledge in each subjects
- Curriculum mapping ensures sufficient coverage across the subject over time
- There is no mismatch between the planned and the delivered curriculum
- Assessment is designed thoughtfully to shape future learning. Assessment is not excessive or onerous
- Assessments are reliable. Teachers ensure systems to check reliability of assessments in subjects are fully understood by staff

**Public Benefit**

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

The Academy Trust provides facilities for recreational and other leisure time occupations for the community at large in the interests of social welfare and with the interest of improving the life of the communities in which our schools are situated.

As an Academy Trust we have a duty to support other schools. Under the National Teaching School (ceased 31.08.21) remit we support other schools and academies through the provision of professional development, the training of new entrants to the profession, school to school support and research.

**STRATEGIC REPORT**

**ACHIEVEMENTS AND PERFORMANCE**

**School Effectiveness**

- There are no statutory outcomes to report for 2020/21 due to the covid pandemic.
- Appointment of Headteachers in each school - building capacity in the Trust for growth.
- Establishment of the School Effectiveness Group (SEG) – a committee of Trustees with the purpose of holding the Trust's executive leaders to account for the improvement of educational performance.
- Curriculum Working Group, comprised of Trust leaders, shaping curriculum design and implementation
- Trust Effectiveness teams providing curriculum expertise and peer networks for curriculum leadership
- Strong engagement of pupils in home learning through the use of Seesaw remote learning and google classroom platforms during lockdowns.
- SERs (School Effectiveness Reviews) termly (with external leadership, peer engagement, and the involvement of School Improvement Trustees) provide oversight and hold school leaders to account.
- Successful trialling of Curriculum Reviews (deep dives) to explore the effectiveness of curriculum intent, implementation and impact.

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**The Mead Teaching School**

- Streamlined processes for staff to be able to request CPD, with nearly 400 requests processed and booked in the year
- Implemented new recruitment processes, to ensure high quality candidates are sourced for all vacancies across The Trust
- Introduced new and effective induction processes for all staff across The Trust
- Delivered Initial Teacher Training to 13 students. All of the workshops and seminars were delivered successfully online. This was a huge undertaking for the facilitators who all provided excellent high quality training. Eleven students successfully completed the programme and were employed into ECT posts for September 2021.
- Recruited 14 students to the School Direct Programme for 2021-2022 who are now undertaking their first placements within Trust schools.
- Generated almost £11,000 income from delivering training and conferences. This figure is in line with the previous year despite all training and conferences being moved to online facilitation.
- Successful delivery of another year of the Leading SENCO programme, with almost 20 support visits completed virtually and CPD provided to all Leading SENCOs and supported schools who took up the offer.
- Communicated the de-designation of the Teaching School to all internal and external stakeholders.

**Inclusion & Safeguarding**

- The Mead has achieved Dyslexia Friendly status which is having a positive impact both within the school and across the Trust.
- Some of our most vulnerable children have continued to access highly specialised support during the Covid period from our inclusion and Nurtured Learning (NL) teams. The pandemic necessitated reduced inclusion time either in, or out of the NL provisions, which was challenging. By the end of the year the children were beginning to extend their inclusions across the school.
- Resource Base provision at Castle Mead has been extended temporarily following discussions with the LA regarding the lack of provision for very young children within local special schools. This new class environment is successfully meeting need and the Trust continues to liaise with the Local Authority regarding next steps.
- The Harbour has continued to support children, schools and families remotely and begun to reintroduce some face to face aspects. The team is currently engaging with Early Years settings to identify children who are at risk of SEMH needs as they transition into their local school and to offer support where appropriate.
- By the end of the year the Harbour secured time from a specialist sensory occupational therapist, who will extend the expertise within the team for both assessment purposes and providing direct work with some children and their families.
- The safeguarding focus for this year has been to train and support staff to report concerns, and the safeguarding teams in the schools to use this information effectively to ensure timely action to safeguard children.
- Our most vulnerable children have continued to be a focus this year and strong working with senior members of the Local Authority professional teams, via Team Around the School meetings, ensured collaborative working and at times, where appropriate, escalation of cases resulting in timely actions to safeguard those children.

**Additional Achievements**

- Further development of shared Business processes and alignment of services
- Attendance at school during lockdowns was well above national percentages
- A favourable SRMA (School Resource Management Adviser) evaluation.

**Going Concern**

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

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FOR THE YEAR ENDED 31 AUGUST 2021**

**FINANCIAL REVIEW**

Most of the Academy's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2021 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy Trust also receives grants (i.e. CIF grant) for fixed assets from the DfE which are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

During the year ended 31 August 2021, the Academy received total income of £7,336,745 and incurred total expenditure of £7,914,975. The excess of expenditure over income for the year was £578,230.

At 31 August 2021 the net book value of fixed assets was £13,493,462 and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

Key financial policies adopted or reviewed during the year include the Financial Regulations 2020/2021 which lays out the framework for financial management, including financial responsibilities of The Board, CEO, Heads of Schools, managers, budget holders and other staff, as well as delegated authority for spending. Other policies reviewed and updated included Charges and Lettings, and the Reserves Policy.

**Reserves Policy**

The Trustees review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy Trust, the uncertainty over future income streams, unforeseen emergency or day to day costs.

The Trust Board requires Academy Schools to maintain an appropriate level of reserves to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance and to deal with fluctuations in pupil numbers.

The value of reserves held as at 31 August 2021 is £395,010 after deductions have been made for the fixed asset fund of £14,246,470 and the long term LGPS pension deficit of £3,724,000; comprising £368,868 unrestricted reserves and £26,142 restricted reserves.

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

**Investment Policy**

The Trustees have discussed potential investment opportunities and the requirement to formalise an investment policy. In light of current interest rates and the future liquidity requirements of The Trust, the Trustees have decided that it would not be prudent to invest monies at this time. The policy, therefore, remains under review.

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**TRUSTEES' REPORT  
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**PRINCIPAL RISKS AND UNCERTAINTIES**

The Board of Trustees has reviewed the major 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 principal risks and uncertainties facing the Academy are as follows:

**Covid-19** – impacts on safety and wellbeing of staff and pupils; financial risks as a result of loss of income and additional expenditure incurred; impacts on educational outcomes; impact on staff retention and deployment.

**Financial** - the Academy Trust is totally reliant on continued Government funding through the ESFA and given the Government's unwillingness to provide equitable and adequate funding to provide the highest quality education possible, this is on-going and a risk that is difficult to mitigate. In the last year the vast majority of the Academy Trust's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practise will remain the same or that public funding will continue at the same levels or on the same terms. Development and provision that is non-statutory is reliant upon accessing further funding through grants and other sources.

**Failures in governance and/or management** - the risk in this area arises from potential failure to effectively manage the Academy Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

**Reputational** - the continuing success of the Academy Trust is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, Trustees ensure that pupil success and achievement are closely monitored and reviewed.

**Safeguarding and child protection** - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.

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

**Fraud and mismanagement of funds** - The Academy Trust has appointed the Wiltshire Council's Accounting and Business Support Team to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training and on-going support from a Wiltshire Council Accounting and Budget Support Accounting Technician to keep them up to date with financial practice requirements and develop their skills in this area.

**Risk Management Process** - The Academy Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained and reviewed and updated on a regular basis.

The Academy Trust has agreed a risk management strategy, a Risk Register and a risk management plan. These have been discussed by Trustees and include the financial risks to the Academy Trust. The register and plan are regularly reviewed in light of any new information and formally reviewed annually.

The Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to its finances, teaching, facilities and other operational areas. The Trustees have implemented a number of systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains they have ensured adequate insurance cover.

The Trustees examine financial health formally every term. They review performance against budgets and overall expenditure by means of regular update reports at all Board and Resource Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

**THE MEAD ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

At the year end, the Academy Trust had no significant liabilities arising from trade creditors or debtors that would have a significant effect on liquidity.

**Defined Benefit Pension Scheme Deficit** - The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in Note 21 to the financial statements, represents a significant potential liability. However, as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

**FUNDRAISING**

The Trust undertakes regular fundraising activities related to nominated charities. It is also supported by the Parent Teacher Associations (PTAs), organisations which support the Trust's schools through fundraising events. Grant funding applications are made for priority areas.

**PLANS FOR FUTURE PERIODS**

The Academy Trust will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all levels. The Academy Trust will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

The Academy Trust will continue to work with partner schools to improve the educational opportunities for students in the wider community.

The Academy Trust has been designated as a Teaching School and gains additional funding for its operations. The Teaching School designation ceased on the 31 August 2021 when the government implemented the new Teaching School Hub model.

**FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS**

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

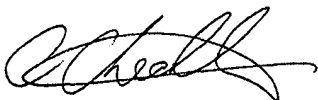
**AUDITOR**

In so far as the Trustees are aware:

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

The auditors, MHA Monahans, are willing to continue in office.

Trustees' report, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 6<sup>th</sup> December 2021 and signed on the board's behalf by:



**CHRISTIAN CHECKLEY  
CHAIR OF TRUSTEES**

# The Mead Academy Trust

## Governance Statement for the Year Ended 31 August 2021

### Scope of Responsibility

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

As Trustees, we have reviewed and taken account of the guidance in DfEs Governance Handbook and competency framework for governance.

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

### Governance

The information on governance included here supplements that described in the Trustee's Report and in the Statement of Trustees Responsibilities. The Board of Trustees has formally met six times during the year.

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

Trustees	Meetings Attended	Out of a possible
L Bolton (Staff: CEO; Accounting Officer)	6	6
J Bullock	5	6
C Checkley (Chair)	6	6
P Finn	6	6
M Haines (resigned 31/08/21)	5	6
R Quick	6	6
L Shellard (resigned 31/08/21)	2	6
Kim Baker (Lyne)	6	6

Members	Meetings Attended	Out of a possible
C Checkley (Chair)	6	6
P Finn	5	6
T Wright	4	6
J Clark (resigned 31/08/21)	2	6

### Other Attendees

In addition to the above, the Board of Trustee Meetings are regularly attended by:

- Members of the Executive Leadership Team, including the Head of Teaching School and Head of Inclusion
- The Chair of The Mead Academy Advisory Group who is not a Trustee



# The Mead Academy Trust

## Governance Statement for the Year Ended 31 August 2021

The Board of Trustees have reviewed the operation of the Governance arrangements and are satisfied they are working effectively. In the year, the following governance arrangements have been reviewed:

- The constitution of the Board of Trustees, as considered at each of its meetings, whereby all changes and new appointments are considered and if appropriate, agreed.
- The roles within the Board of Trustees, to support School Improvement
- The establishment of a School Effectiveness Group (SEG)
- The role within the Board of Trustees, to support Safeguarding/Inclusion/SEN.
- Changes to the composition of the Academy Advisory Groups, as a result of routine resignations and new appointments.
- The appointment of additional Parent Academy Advisors by Academy Advisory Groups.
- Providing additional capacity for the River Mead Academy Advisor Group through the attendance of a School Improvement trustee.
- Continued use of the existing recruitment systems, Academy Ambassadors, and Inspiring Governance, and the success of using local systems for appointment processes.
- The Articles of Association continue to be subject to review, in line with DfE guidance
- The individual school performance data/information – in the development of consistent template statistics across all schools for the consideration of the Board.
- The Scheme of Delegation and Operating Model for The Mead Academy Trust
- Governance arrangements in the light of strategic growth.

The Board of Trustees continues to review all governance arrangements on an on-going basis, in addition to full consideration at its Annual Strategic Development Meeting, which extends to all Groups and Committees within The Mead Academy Trust.

### Effective Oversight of Funds

The Board of Trustees maintained effective oversight of funds within its six meetings, as reported to the Board by the Chair of the Resources Committee and the Chief Executive Officer/Accounting Officer.

**The Resources Committee** is a sub-committee of the main Board of Trustees. The Resources Committee met eight times during the financial year to provide governance of the Finance, Personnel/Staffing, Infrastructure, Premises, Health and Safety, Procurement and Capital Works, arrangements for the wider Trust. Its Terms of Reference are: -

- The Resources Committee is an executive group of The Board of Trustees and receives its mandate from The Board and reports to The Board. The Resources Committee is responsible for resource management of The Academies within The Trust. It also oversees the financial performance of the schools/Trust and making sure its money is well spent.

# **The Mead Academy Trust**

## **Governance Statement for the Year Ended 31 August 2021**

The Resources Committee is chaired by one of the Trustees who is responsible for reporting back to The Board of Trustees. The Chair is elected at the beginning of each academic year The Resource Committee is comprised of a majority of Trustees:

- A Member (minimum of 1)
- Trustees with specialist knowledge; (minimum of 2)
- The Trust Leader: CEO/ Accounting Officer (1)
- School Business Manager – Lead on Finance (1)
- Business Manager – Trust Wide (1)
- School Business Manager – Academy Schools (2)
- Academy Advisors co-opted/approved by The Board of Trustees, as appropriate.

In addition to the scheduled Resources Committee Meetings, other associated Panels are scheduled, within the auspices of the Resources Committee. These include Staffing Panels, Pay Panel, and Appeals Panel of the Pay Panel.

The Resources Committee met eight times throughout the year and the Trustee/Academy Advisor attendance was as follows:

Trustee / Academy Advisor	Meetings Attended	Out of a possible
R Quick (Chair, Trustee)	8	8
P Finn (Member, Trustee)	7	8
C Checkley (Member, Trustee)	6	8
L Bolton (Accounting Officer, Staff, CEO, Trustee)	8	8

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

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

# The Mead Academy Trust

## Governance Statement for the Year Ended 31 August 2021

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:

- Value for money purchasing across The Trust
- Deploying staff effectively across The Trust
- Reviewing quality of curriculum provision and quality of teaching across The Trust
- Reviewing quality of children's learning to enable children to achieve nationally expected progress across The Trust
- Outlining procedures for accepting best value quotes, noting that the selected provider may not necessarily be the cheapest quote. (eg Catering Equipment maintenance and service agreement with discount achieved; Heating Suppliers, Maintenance Contracts with discounts achieved; ICT equipment and systems procurement – for example, chrome books, server, i-pads, teacher laptops.
- The purchase of a new Payroll system/provider.

### The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Mead Academy Trust for the period 01 September 2020 to the 31 August 2021 and up to the date of approval of the annual report and financial statements.

### Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 01 September 2020 to the 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 Resources 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 Mead Academy Trust**

## **Governance Statement for the Year Ended 31 August 2021**

The Board of Trustees has considered the need for a specific internal audit function and has put the following systems in place:

- The appointment of MHA Monahans as External Accountants
- The appointment of Wiltshire Council Accounting and Business Support Team for independent Financial Controls Assurance Reports, and
- The appointment of Wiltshire Council Accounting and Business Support Team for independent scrutiny, accounting and budget support – regular visits to each of the individual schools.
- Ad hoc visits/testing/sampling – by individual Trustees who are linked to Trust schools

The Internal Auditors/Reviewers role is to scrutinise and provide independent assurance that The Trust's financial and other controls, and risk management procedures, are operating effectively. The checks carried out in the current period included the following Financial Control Assurance Reports (FCARs):

- The Mead Academy Trust and all Schools – Review of all Trust and school websites – March 2021
- The Mead Academy Trust and all Schools – Review of Payroll Procedures – April 2021-July 2021

The Financial Control Assurance reports are presented to the Board of Trustees, through the Resources Committee, on the operation of the systems of control and on the discharge of the Board of Trustees financial responsibilities, providing details of any material control issues arising as a result of the audit work, and making recommendations as to remedial action.

**The material control issues identified during this financial year are**

- **Website Review**
  - No material control issues were identified this financial year.
  - Some recommendations, at low risk, have been considered and an action plan formulated to address.
- **Payroll Review**
  - No material control issues were identified this financial year.
  - Castle Mead School: One minor recommendation, at low risk, has been considered and action taken.

### **Review of Effectiveness**

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

- The work of the External auditor – MHA Monahans Accountants
- The SRMSA evaluation
- The work of the School Business Managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.
- The work of Wiltshire Council Accounting and Business Support Team as Internal Auditor
- The work, scrutiny and guidance of the Resources Committee
- The work, scrutiny and guidance of the Board of Trustees
- The individual recommendations made by Link Trustees to schools.
- Changes to the Academies Financial Handbook, and guidance from the ESFA.

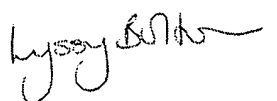
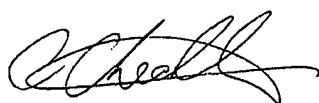
## **The Mead Academy Trust Governance Statement for the Year Ended 31 August 2021**

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by Wiltshire Council and a plan to address weaknesses (if relevant) and ensure continuous improvement of the system is in place.

Approved by order of the Members of the Board of Trustees on 6 December 2021 and signed on its behalf by:

Signed:

Signed:



CHRISTIAN CHECKLEY  
CHAIR OF TRUSTEES

LYSSY BOLTON  
ACCOUNTING OFFICER

**The Mead Academy Trust**

**Statement on Regularity, Propriety and Compliance**  
**for the Year Ended 31 August 2021**

As accounting officer of The Mead Academy Trust I have considered my responsibility to notify the charitable company board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the charitable company, under the funding agreement in place between the charitable company 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 charitable company board of trustees are able to identify any material irregular or improper use of funds by the charitable company, or material non-compliance with the terms and conditions of funding under the charitable company'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.



.....  
Lyssy Bolton - Accounting Officer

Date: 17/12/2021

**The Mead Academy Trust**

**Statement of Trustees' Responsibilities**  
**for the Year Ended 31 August 2021**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

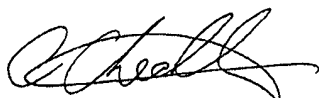
The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements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

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

In so far as the trustees are aware:

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

Approved by order of the members of the board of trustees on 17 December 2021 and signed on its behalf by:



.....  
C Checkley - Trustee

**Report of the Independent Auditors to the Members of**  
**The Mead Academy Trust**

**Opinion**

We have audited the financial statements of The Mead Academy Trust (the 'charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency (ESFA).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2020 to 2021.

**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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

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

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

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



**Report of the Independent Auditors to the Members of**  
**The Mead Academy Trust**

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, 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.

**Our 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 a Report of the Independent Auditors 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:

Based on our understanding of the academy and the education sector, we identified that the principal risks of non-compliance with laws and regulations related to the regulations prescribed in the Academies Trust Handbook, safeguarding, health and safety, employment law, and Companies Act 2006, and we considered the extent to which non-compliance might have a material effect on the financial statements of the academy. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Academies Accounts Direction, Charities Statement of Recommended Practice and Companies Act 2006.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to revenue recognition and management override. Audit procedures performed by the audit engagement team included:

- Enquiry of management and those charged with governance about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Understanding of management's internal controls designed to prevent and detect irregularities and fraud;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing analytical procedures to identify any unusual or unexpected relationship that might indicate a risk of material misstatement due to fraud;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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

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 Report of the Independent Auditors.

**Report of the Independent Auditors to the Members of**  
**The Mead Academy Trust**

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



James Gare (Senior Statutory Auditor)  
for and on behalf of MHA Monahans  
Statutory Auditor  
Chartered Accountants  
Fortescue House  
Court Street  
Trowbridge  
Wiltshire  
BA14 8FA

Date: 20 December 2021.....

**Independent Reporting Accountant's Assurance Report on Regularity to  
The Mead Academy Trust and the Education and Skills Funding Agency**

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

**Respective responsibilities of The Mead Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Mead Academy Trust's funding agreement with the Secretary of State for Education 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 period 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.

**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2020 to 2021 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion, includes, but is not limited to:

- Enquiry of senior management and the Academy's Trustees.
- Inspection and review of the accounting records, meeting minutes, prior year regularity report, internal control procedures, management representations and declarations of interest.
- Observation and re-performance of the financial controls.

**Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 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.



MHA Monahans  
Chartered Accountants  
Reporting Accountant  
Fortescue House  
Court Street  
Trowbridge  
Wiltshire  
BA14 8FA

Date: 20 December 2021.....

**The Mead Academy Trust**  
**Statement of Financial Activities**  
**(Incorporating an Income and Expenditure Account)**  
**for the Year Ended 31 August 2021**

					2021	2020
	Notes	Unrestricted funds £	Restricted funds £	Restricted fixed asset fund £	Total funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>						
Donations and capital grants	2	5,582	-	401,164	406,746	77,682
<b>Charitable activities</b>						
Funding for the academy's educational operations	3	116,177	6,651,717	-	6,767,894	6,324,946
Teaching schools	25	-	100,585	-	100,585	92,914
Other trading activities	4	11,286	50,103	-	61,389	57,259
Investment income	5	131	-	-	131	645
<b>Total</b>		133,176	6,802,405	401,164	7,336,745	6,553,446
<b>EXPENDITURE ON</b>						
<b>Charitable activities</b>						
Academy's educational operations	3	76,612	7,279,327	466,266	7,822,205	7,431,971
Teaching schools	25	-	92,770	-	92,770	104,391
<b>Total</b>	6	76,612	7,372,097	466,266	7,914,975	7,536,362
<b>NET INCOME/(EXPENDITURE)</b>		56,564	(569,692)	(65,102)	(578,230)	(982,916)
<b>Transfers between funds</b>	20	-	(4,907)	4,907	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains/(losses) on defined benefit schemes		-	(1,197,000)	-	(1,197,000)	153,000
<b>Net movement in funds</b>		56,564	(1,771,599)	(60,195)	(1,775,230)	(829,916)
<b>RECONCILIATION OF FUNDS</b>						
<b>Total funds brought forward</b>		312,304	(1,926,259)	14,306,665	12,692,710	13,522,626
<b>TOTAL FUNDS CARRIED FORWARD</b>		368,868	(3,697,858)	14,246,470	10,917,480	12,692,710

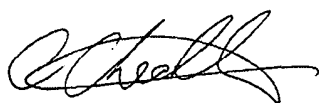
The notes form part of these financial statements

**The Mead Academy Trust**

**Balance Sheet**  
**31 August 2021**

	Notes	2021 £	2020 £
<b>FIXED ASSETS</b>			
Tangible assets	13	13,493,462	13,801,295
<b>CURRENT ASSETS</b>			
Debtors	14	513,861	195,590
Cash at bank		<u>1,039,101</u>	<u>1,103,371</u>
		1,552,962	1,298,961
<b>CREDITORS</b>			
Amounts falling due within one year	15	<u>(398,375)</u>	<u>(445,665)</u>
<b>NET CURRENT ASSETS</b>		<u>1,154,587</u>	<u>853,296</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		14,648,049	14,654,591
<b>CREDITORS</b>			
Amounts falling due after more than one year	16	(6,569)	(7,881)
<b>PENSION LIABILITY</b>	21	<u>(3,724,000)</u>	<u>(1,954,000)</u>
<b>NET ASSETS</b>		<u>10,917,480</u>	<u>12,692,710</u>
<b>FUNDS</b>	20		
Restricted funds:			
General Annual Grant		12,345	7,962
Restricted fixed asset fund		14,246,470	14,306,665
Pension fund		(3,724,000)	(1,954,000)
Teaching School		<u>13,797</u>	<u>19,779</u>
		<u>10,548,612</u>	<u>12,380,406</u>
Unrestricted income funds		<u>368,868</u>	<u>312,304</u>
<b>TOTAL FUNDS</b>		<u>10,917,480</u>	<u>12,692,710</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 17 December 2021 and were signed on its behalf by:



.....  
C Checkley - Trustee

The notes form part of these financial statements

**The Mead Academy Trust**

**Cash Flow Statement**  
**for the Year Ended 31 August 2021**

	Notes	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	26	(349,245)	(114,121)
Interest paid		<u>(133)</u>	<u>94</u>
Net cash used in operating activities		<u>(349,378)</u>	<u>(114,027)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(95,911)	(41,404)
Capital grants from DfE/EFA		382,200	56,283
Interest received		<u>131</u>	<u>645</u>
Net cash provided by investing activities		<u>286,420</u>	<u>15,524</u>
<b>Cash flows from financing activities</b>			
Loan repayments in year		<u>(1,312)</u>	<u>(1,313)</u>
Net cash used in financing activities		<u>(1,312)</u>	<u>(1,313)</u>
		<u>          </u>	<u>          </u>
<b>Change in cash and cash equivalents in the reporting period</b>		(64,270)	(99,816)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>1,103,371</u>	<u>1,203,187</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>1,039,101</u></u>	<u><u>1,103,371</u></u>

The notes form part of these financial statements

## **The Mead Academy Trust**

### **Notes to the Financial Statements** **for the Year Ended 31 August 2021**

#### **1. ACCOUNTING POLICIES**

##### **Basis of preparing the financial statements**

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006.

The Mead Academy Trust meets the definition of a public benefit entity under FRS 102.

##### **Going concern**

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

##### **Critical accounting judgements and key sources of estimation uncertainty**

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

##### **Critical accounting estimates and assumptions**

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 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.

##### **Critical areas of judgement**

There are no critical areas of judgement.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

##### **Grants**

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

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

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

##### **Donations**

Donations are recognised on a receivable basis (where there are no performance related conditions), where it is probable that the income will be received and the amount can be measured reliably.

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**1. ACCOUNTING POLICIES - continued**

**Other income**

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

**Donated goods, facilities and services**

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

**Expenditure**

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

All resources expended are inclusive of irrecoverable VAT.

**Raising funds**

Raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

**Charitable activities**

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

**Governance costs**

These include the costs attributable to the Academy's compliance with constitutional and statutory requirements, including audit, strategic management and governors' meetings and reimbursed expenses.

**Tangible fixed assets**

Assets costing over £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continues 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.

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 lives. Where an asset comprises of two or more components which have substantially different lives each component is depreciated separately over its useful economic life. The expected useful lives are as follows:

**Land and buildings**

Leasehold Land	Straight line over 125 years
Main Fabric	Straight line over 75 years
Roof	Straight line over 70 years
Windows & External Doors	Straight line over 30 years
Gas Boilers/ Fires	Straight line over 15 years
Bathrooms	Straight line over 20 years
Kitchens	Straight line over 30 years
Mechanical Systems	Straight line over 30 years
Electrics	Straight line over 40 years



**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**1. ACCOUNTING POLICIES - continued**

**Tangible fixed assets**

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

One of the buildings occupied by the academy trust is owned by the Salisbury Diocese. The academy trust has been granted use of the school from the Diocese. The Diocese retain the risks and rewards of ownership. Therefore the building does not meet the definition of an asset under FRS 102 'substance over form' concept and the building is therefore not included on the balance sheet of the academy. The ownership of the assets remains with the Diocese.

**Other fixed assets**

Fixtures and fittings	Straight line over 10 years
Computer equipment	Straight line over 3 years

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.

**Financial instruments**

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

**Financial assets** - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

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

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

**Taxation**

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

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Pension costs and other post-retirement benefits**

Retirement benefits to employees of the Academy 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 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 20, the TPS is a multi-employer scheme and therefore 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 Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**1. ACCOUNTING POLICIES - continued**

**Pension costs and other post-retirement benefits**

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 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.

**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.

**Provisions**

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

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

**2. DONATIONS AND CAPITAL GRANTS**

	2021	2020
	£	£
Donations	24,546	21,399
Capital grants	<u>382,200</u>	<u>56,283</u>
	<u>406,746</u>	<u>77,682</u>

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Capital grants	<u>382,200</u>	<u>56,283</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**3. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>DfE/ESFA grants</b>				
General Annual Grant(GAG)	-	4,511,961	4,511,961	4,167,645
Other DfE/EFSA Grants	-	23,842	23,842	1,321
Other DfE/EFSA grants	-	2,125	2,125	-
Pupil Premium	-	296,623	296,623	296,717
UIFSM	-	164,795	164,795	175,914
Teachers' Pay and Pension Grants	-	219,786	219,786	248,096
PE and Sports Grant	-	56,410	56,410	56,200
	-	5,275,542	5,275,542	4,945,893
<b>Other Government grants</b>				
Local Authority grants	-	861,613	861,613	750,277
Other Government Grants	-	55,195	55,195	-
	-	916,808	916,808	750,277
<b>COVID-19 additional funding</b>				
DfE/ESFA COVID-19 funding	-	70,053	70,053	-
Other COVID-19 funding	-	14,122	14,122	27,535
	-	1,000,983	1,000,983	777,812
<b>Other income from the academy's educational operations</b>	116,177	375,192	491,369	601,241
	<u>116,177</u>	<u>6,651,717</u>	<u>6,767,894</u>	<u>6,324,946</u>

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department for Education and ESFA, the academy trust's funding for Pupil Premium, UIFSM, Teachers' Pay and Pension Grants and PE and Sports Grant are 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 academy trust has been eligible to claim additional funding in the year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under COVID-19 additional funding.

**4. OTHER TRADING ACTIVITIES**

	2021 £	2020 £
Hire of facilities	10,919	15,584
Other	<u>50,470</u>	<u>41,675</u>
	<u>61,389</u>	<u>57,259</u>

**5. INVESTMENT INCOME**

	2021 £	2020 £
Deposit account interest	<u>131</u>	<u>645</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**6. EXPENDITURE**

	Non-pay expenditure			2021	2020
	Staff costs £	Premises £	Other costs £	Total £	Total £
<b>Charitable activities</b>					
<b>Academy's educational operations</b>					
Direct costs	4,816,159	-	275,161	5,091,320	4,832,493
Allocated support costs	1,431,719	693,519	605,647	2,730,885	2,599,478
<b>Teaching schools</b>					
Direct costs	81,515	-	-	81,515	88,914
Allocated support costs	-	-	11,255	11,255	15,477
	<u>6,329,393</u>	<u>693,519</u>	<u>892,063</u>	<u>7,914,975</u>	<u>7,536,362</u>

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Depreciation - owned assets	403,744	408,887
Auditor's remuneration - audit	10,687	10,500
Auditor's remuneration - non-audit	<u>1,500</u>	<u>1,500</u>

**7. CHARITABLE ACTIVITIES**

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Direct costs - academy's educational operations	46,073	5,045,247	5,091,320	4,832,493
Direct costs - teaching schools	-	81,515	81,515	88,914
Support costs - academy's educational operations	30,539	2,700,346	2,730,885	2,599,478
Support costs - teaching schools	-	11,255	11,255	15,477
	<u>76,612</u>	<u>7,838,363</u>	<u>7,914,975</u>	<u>7,536,362</u>

	2021 Total £	2020 Total £
<b>Analysis of support costs</b>		
Support staff costs	1,431,719	1,307,771
Depreciation	75,759	75,163
Technology costs	160,175	86,159
Premises costs	693,519	793,266
Other support costs	<u>380,968</u>	<u>352,596</u>
Total support costs	<u>2,742,140</u>	<u>2,614,955</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**8. TRUSTEES' REMUNERATION AND BENEFITS**

One trustee has been paid remuneration or has received other benefits from an employment with the academy. The CEO/Executive Headteacher and other staff academy advisers only receive remuneration in respect of services they provide undertaking the roles of CEO/Headteacher and staff members under their contracts of employment. The value of governors' remuneration and other benefits was as follows:

L Bolton (Head teacher and governor)

Remuneration: £90,000 - £95,000 - (2020: £90,000 - £95,000)

Employer's pension contributions: £20,000 - 25,000 - (2020: £20,000 - £25,000)

**Trustees' expenses**

During the year ended 31 August 2021 no Trustees received any reimbursement of expenses (2020: £nil) in respect of their role as a Trustee.

**9. STAFF COSTS**

	2021 £	2020 £
Wages and salaries	4,481,370	4,240,230
Social security costs	363,699	331,443
Operating costs of defined benefit pension schemes	<u>1,473,358</u>	<u>1,340,093</u>
	6,318,427	5,911,766
Supply teacher costs	<u>10,966</u>	<u>10,614</u>
	<u><u>6,329,393</u></u>	<u><u>5,922,380</u></u>

The average number of persons (including senior management team) employed by the charitable company during the year was as follows:

	2021	2020
Teachers	63	57
Administration and support	132	140
Management	<u>13</u>	<u>16</u>
	<u><u>208</u></u>	<u><u>213</u></u>

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

	2021	2020
£90,001 - £100,000	<u><u>1</u></u>	<u><u>1</u></u>

**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 national insurance and employer pension contributions) received by key management personnel for their services to the academy trust was £478,795 (2020: £494,120).

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**10. TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice the Academy has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £10,000,000 on any one claim.

The cost of this insurance is included in the total insurance cost.

**11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Restricted fixed asset fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and capital grants	-	21,399	56,283	77,682
<b>Charitable activities</b>				
Funding for the academy's educational operations	131,245	6,193,701	-	6,324,946
Teaching schools	-	92,914	-	92,914
Other trading activities	39,471	17,788	-	57,259
Investment income	<u>4</u>	<u>641</u>	<u>-</u>	<u>645</u>
<b>Total</b>	<b>170,720</b>	<b>6,326,443</b>	<b>56,283</b>	<b>6,553,446</b>
<b>EXPENDITURE ON</b>				
<b>Charitable activities</b>				
Academy's educational operations	87,840	6,708,618	635,513	7,431,971
Teaching schools	-	104,391	-	104,391
<b>Total</b>	<b>87,840</b>	<b>6,813,009</b>	<b>635,513</b>	<b>7,536,362</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>82,880</b>	<b>(486,566)</b>	<b>(579,230)</b>	<b>(982,916)</b>
<b>Transfers between funds</b>	<b>-</b>	<b>(56,770)</b>	<b>56,770</b>	<b>-</b>
<b>Other recognised gains/(losses)</b>				
Actuarial gains on defined benefit schemes	<u>-</u>	<u>153,000</u>	<u>-</u>	<u>153,000</u>
<b>Net movement in funds</b>	<b>82,880</b>	<b>(390,336)</b>	<b>(522,460)</b>	<b>(829,916)</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	<b>229,424</b>	<b>(1,535,923)</b>	<b>14,829,125</b>	<b>13,522,626</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b><u>312,304</u></b>	<b><u>(1,926,259)</u></b>	<b><u>14,306,665</u></b>	<b><u>12,692,710</u></b>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**12. CENTRAL SERVICES**

The academy trust recharges the costs of the Central Service hub to each of its Academies. The Central Services are comprised of both core Trust functions and Shared Services which are managed at Trust level to maximise efficient utilisation. These Shared Services are recharged to the individual Academy depending on usage.

The actual amounts charged during the year were as follows:

	2021 £	2020 £
River Mead Primary School	314,422	128,244
Castle Mead Primary School	206,906	152,278
The Mead Primary School	200,076	180,602
	<u>721,404</u>	<u>461,124</u>

Costs included within the Central and Shared service recharge increased by £260,280 during the year as a result of developments with the methodology used to calculate and recharge the costs of the Central Services and Shared Service.

The academy trust will continue to develop the methodology it uses to calculate and recharge the costs of its Central Services and Shared Services to ensure they are fairly and appropriately distributed to each school and to maximise the efficient use of resources.

**13. TANGIBLE FIXED ASSETS**

	Long leasehold £	Fixtures and fixtures £	Computer equipment £	Motor vehicles £	Totals £
<b>COST</b>					
At 1 September 2020	15,690,877	281,960	411,472	40,689	16,424,998
Additions	12,756	6,894	76,261	-	95,911
Disposals	-	-	(15,716)	-	(15,716)
At 31 August 2021	<u>15,703,633</u>	<u>288,854</u>	<u>472,017</u>	<u>40,689</u>	<u>16,505,193</u>
<b>DEPRECIATION</b>					
At 1 September 2020	2,109,594	138,677	364,581	10,851	2,623,703
Charge for year	327,985	27,157	44,533	4,069	403,744
Eliminated on disposal	-	-	(15,716)	-	(15,716)
At 31 August 2021	<u>2,437,579</u>	<u>165,834</u>	<u>393,398</u>	<u>14,920</u>	<u>3,011,731</u>
<b>NET BOOK VALUE</b>					
At 31 August 2021	<u>13,266,054</u>	<u>123,020</u>	<u>78,619</u>	<u>25,769</u>	<u>13,493,462</u>
At 31 August 2020	<u>13,581,283</u>	<u>143,283</u>	<u>46,891</u>	<u>29,838</u>	<u>13,801,295</u>

**14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021 £	2020 £
Trade debtors	3,970	1,091
Other debtors	-	14,206
VAT	34,877	44,047
Prepayments and accrued income	<u>475,014</u>	<u>136,246</u>
	<u>513,861</u>	<u>195,590</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021	2020
	£	£
Other loans (see note 17)	1,313	1,313
Trade creditors	81,841	108,035
Social security and other taxes	79,835	89,134
Other creditors	27,952	16,616
Accruals and deferred income	<u>207,434</u>	<u>230,567</u>
	<u><u>398,375</u></u>	<u><u>445,665</u></u>

**Deferred income**

**Deferred government grants**

	2021	2020
	£	£
Deferred Income at 1 September 2020	168,653	166,275
Resources deferred in the year	180,710	168,653
Amounts released from previous years	<u>(168,653)</u>	<u>(166,275)</u>
Deferred Income at 31 August 2021	<u><u>180,710</u></u>	<u><u>166,275</u></u>

Deferred income at the year end relates to funds received in advance for universal infant free school meals and other ESFA grants which relate to the 2021/22 academic year:

**16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2021	2020
	£	£
Other loans (see note 17)	<u>6,569</u>	<u>7,881</u>

**17. LOANS**

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due within one year on demand:		
Other loans	<u>1,313</u>	<u>1,313</u>
Amounts falling between one and two years:		
Other loans - 1-2 years	<u>1,313</u>	<u>1,313</u>
Amounts falling due between two and five years:		
Other loans - 2-5 years	<u>3,939</u>	<u>3,939</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Other loans more 5yrs instalments	1,317	2,629

Creditors due after more than one year at the end of the current year include a £20,000 loan from the ESFA under the Condition Improvement Fund. Repayments on the loan commenced in September 2019 and will be repaid over equal instalments over an 8 year period. Interest is charged on the loan at the rate of 2.04% per annum.



**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**18. 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 they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before they cease to be a member.

**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

			2021	
	Unrestricted funds £	Restricted funds £	Restricted fixed asset fund £	Total funds £
Fixed assets	-	-	13,493,462	13,493,462
Current assets	368,868	431,086	753,008	1,552,962
Current liabilities	-	(398,375)	-	(398,375)
Long term liabilities	-	(6,569)	-	(6,569)
Pension liability	-	(3,724,000)	-	(3,724,000)
	<u>368,868</u>	<u>(3,697,858)</u>	<u>14,246,470</u>	<u>10,917,480</u>

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

			2020	
	Unrestricted funds £	Restricted funds £	Restricted fixed asset fund £	Total funds £
Fixed assets	-	-	13,801,295	13,801,295
Current assets	312,304	481,287	505,370	1,298,961
Current liabilities	-	(445,665)	-	(445,665)
Long term liabilities	-	(7,881)	-	(7,881)
Pension liability	-	(1,954,000)	-	(1,954,000)
	<u>312,304</u>	<u>(1,926,259)</u>	<u>14,306,665</u>	<u>12,692,710</u>

**20. MOVEMENT IN FUNDS**

	At 1.9.20 £	Net movement in funds £	Transfers between funds £	At 31.8.21 £
<b>Restricted general funds</b>				
General Annual Grant	7,962	9,290	(4,907)	12,345
Restricted fixed asset fund	14,306,665	(65,102)	4,907	14,246,470
Pension fund	(1,954,000)	(1,770,000)	-	(3,724,000)
Teaching School	19,779	(5,982)	-	13,797
	<u>12,380,406</u>	<u>(1,831,794)</u>	<u>-</u>	<u>10,548,612</u>
<b>Unrestricted funds</b>				
Unrestricted fund	312,304	56,564	-	368,868
	<u>12,692,710</u>	<u>(1,775,230)</u>	<u>-</u>	<u>10,917,480</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021**

**20. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
General Annual Grant	4,511,961	(4,502,671)	-	9,290
Restricted fixed asset fund	401,164	(466,266)	-	(65,102)
Pension fund	-	(573,000)	(1,197,000)	(1,770,000)
Teaching School	100,585	(106,567)	-	(5,982)
Pupil Premium	296,623	(296,623)	-	-
UFSM	164,795	(164,795)	-	-
Other DfE/ESFA grants	25,967	(25,967)	-	-
Local Authority Grants	861,613	(861,613)	-	-
Other restricted income	425,295	(425,295)	-	-
Teachers' Pay and Pension Grants	219,786	(219,786)	-	-
PE and Sports Grant	56,410	(56,410)	-	-
COVID-19 Funding	84,175	(84,175)	-	-
Other government grants	55,195	(55,195)	-	-
	<u>7,203,569</u>	<u>(7,838,363)</u>	<u>(1,197,000)</u>	<u>(1,831,794)</u>
<b>Unrestricted funds</b>				
Unrestricted fund	133,176	(76,612)	-	56,564
	<u>133,176</u>	<u>(76,612)</u>	<u>-</u>	<u>56,564</u>
<b>TOTAL FUNDS</b>	<u>7,336,745</u>	<u>(7,914,975)</u>	<u>(1,197,000)</u>	<u>(1,775,230)</u>

**Comparatives for movement in funds**

	At 1.9.19 £	Net movement in funds £	Transfers between funds £	At 31.8.20 £
<b>Restricted general funds</b>				
General Annual Grant	53,821	10,911	(56,770)	7,962
Restricted fixed asset fund	14,829,125	(579,230)	56,770	14,306,665
Pension fund	(1,621,000)	(333,000)	-	(1,954,000)
Teaching School	31,256	(11,477)	-	19,779
	<u>13,293,202</u>	<u>(912,796)</u>	<u>-</u>	<u>12,380,406</u>
<b>Unrestricted funds</b>				
Unrestricted fund	229,424	82,880	-	312,304
	<u>229,424</u>	<u>82,880</u>	<u>-</u>	<u>312,304</u>
<b>TOTAL FUNDS</b>	<u>13,522,626</u>	<u>(829,916)</u>	<u>-</u>	<u>12,692,710</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**20. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
General Annual Grant	4,167,645	(4,156,734)	-	10,911
Restricted fixed asset fund	56,283	(635,513)	-	(579,230)
Pension fund	-	(486,000)	153,000	(333,000)
Teaching School	92,914	(104,391)	-	(11,477)
Pupil Premium	296,717	(296,717)	-	-
UIFSM	175,914	(175,914)	-	-
Other DfE/ESFA grants	16,888	(16,888)	-	-
Local Authority Grants	1,184,567	(1,184,567)	-	-
Other restricted income	59,967	(59,967)	-	-
Teachers' Pay and Pension Grants	248,096	(248,096)	-	-
PE and Sports Grant	56,200	(56,200)	-	-
COVID-19 Funding	27,535	(27,535)	-	-
	<u>6,382,726</u>	<u>(7,448,522)</u>	<u>153,000</u>	<u>(912,796)</u>
<b>Unrestricted funds</b>				
Unrestricted fund	170,720	(87,840)	-	82,880
	<u>6,553,446</u>	<u>(7,536,362)</u>	<u>153,000</u>	<u>(829,916)</u>

**Restricted Funds**

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

**General Annual Grant (GAG)** - Relates to the funding provided to the Academy by the DfE and expenditure incurred by the Academy spent in line with the terms of the Funding Agreement.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2021.

**Other DfE/ESFA grants, Pupil Premium, Teacher's Pay and Pension Grants** - Relates to additional government funding received in the year to be used on specific purposes.

**Local authority and other grants** - Relates to additional funding received in the year from local authorities and other sources to be used on specific purposes.

**COVID-19 additional funding** - Relates to additional funding received in the year from both the DfE/ESFA and other sources to contribute towards additional costs incurred as a result of the Covid-19 pandemic.

**Teaching School** - Relates to funding relating to teaching school activities.

**Other restricted income** - Relates to other income with restrictions attached.

**Pension reserve** - Relates to the academy trust's local government pension scheme liability.

**Fixed Asset Fund** - This equates to the net book value of fixed assets held by the academy trust plus any unspent capital grants less any accrued capital expenditure.

The balance on the fixed asset fund includes £394,989 of CIF grant funding brought forward from the year ended 31 August 2020 that had not been spent at 31 August 2021. An element of this funding will be repaid to the EFSA however at the time of signing the financial statements the figure is not known.

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**20. MOVEMENT IN FUNDS - continued**

**TOTAL FUNDS ANALYSIS BY ACADEMY**

Fund balances at 31 August 2021 were allocated as follows:

	Total 2021 £	Total 2020 £
The Mead Primary School	199,765	182,816
Castle Mead Primary School	100,921	41,788
River Mead Primary School	<u>94,324</u>	<u>115,441</u>
Total before fixed asset and pension reserve	395,010	340,045
Restricted fixed asset fund and capital maintenance fund	14,246,470	14,306,665
Pension reserve	<u>(3,724,000)</u>	<u>(1,954,000)</u>
<b>Total</b>	<b><u>10,917,480</u></b>	<b><u>12,692,710</u></b>

**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 £
The Mead Primary School	2,243,556	498,105	142,562
Castle Mead Primary School	1,420,474	256,656	70,451
River Mead Primary School	<u>1,113,715</u>	<u>219,386</u>	<u>34,377</u>
<b>Total</b>	<b><u>4,777,745</u></b>	<b><u>974,147</u></b>	<b><u>247,390</u></b>

	Other Costs (excluding) depreciation and LGPS movement £	Total 2021 £	Total 2020 £
The Mead Primary School	520,812	3,405,035	2,690,346
Castle Mead Primary School	252,789	2,000,370	2,073,835
River Mead Primary School	<u>195,194</u>	<u>1,562,672</u>	<u>1,642,289</u>
<b>Total</b>	<b><u>968,795</u></b>	<b><u>6,968,077</u></b>	<b><u>6,406,470</u></b>

**21. PENSION AND SIMILAR OBLIGATIONS**

The charity'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 Wiltshire Pension Fund. Both are multi-employer defined benefit schemes.

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

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

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**21. PENSION AND SIMILAR OBLIGATIONS - continued**

**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 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. The 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 period amounted to £563,249 (2020 - £533,774).

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

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

**Local government pension scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £548,000 (2020: £475,000), of which employer's contributions totalled £435,000 (2020: £377,000) and employees' contributions totalled £113,000 (2020: £98,000). The agreed contribution rates for future years are between 22 per cent for employers and between 5.5 per cent and 9.90 per cent for employees.

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

The amounts recognised in the balance sheet are as follows:

	2021	2020
	£	£
Present value of funded obligations	(9,643,000)	(6,693,000)
Fair value of plan assets	5,919,000	4,739,000
Deficit	<u>(3,724,000)</u>	<u>(1,954,000)</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**21. PENSION AND SIMILAR OBLIGATIONS - continued**

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

	Defined benefit pension plans	
	2021	2020
	£	£
Current service cost	970,000	828,000
Net interest from net defined benefit asset/liability	123,000	118,000
Past service cost	-	-
	<u>1,093,000</u>	<u>946,000</u>
Actual return on plan assets	<u>-</u>	<u>-</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Opening defined benefit obligation	6,693,000	5,688,000
Current service cost	970,000	828,000
Contributions by scheme participants	113,000	98,000
Interest cost	123,000	118,000
Benefits paid	(31,000)	137,000
Remeasurements:		
Actuarial (gains)/losses from changes in demographic assumptions	135,000	(53,000)
Actuarial (gains)/losses from changes in financial assumptions	1,741,000	193,000
Obligations other remeasurement	<u>(101,000)</u>	<u>(316,000)</u>
	<u>9,643,000</u>	<u>6,693,000</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Opening fair value of scheme assets	4,739,000	4,067,000
Contributions by employer	435,000	377,000
Contributions by scheme participants	113,000	98,000
Assets no descr	85,000	83,000
Benefits paid	(31,000)	137,000
Return on plan assets (excluding interest income)	<u>578,000</u>	<u>(23,000)</u>
	<u>5,919,000</u>	<u>4,739,000</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**21. PENSION AND SIMILAR OBLIGATIONS - continued**

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Actuarial (gains)/losses from changes in demographic assumptions	(135,000)	53,000
Actuarial (gains)/losses from changes in financial assumptions	(1,741,000)	(193,000)
Obligations other remeasurement	101,000	316,000
Return on plan assets (excluding interest income)	<u>578,000</u>	<u>(23,000)</u>
	<u>(1,197,000)</u>	<u>153,000</u>

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
UK Equities	55%	56%
Bonds	33%	32%
Property	11%	12%
Cash	<u>1%</u>	<u>-</u>
	<u>100%</u>	<u>100%</u>

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2021	2020
Discount rate	1.65%	1.70%
Future salary increases	3.30%	2.60%
Future pension increases	2.90%	2.20%
CPI inflation	2.90%	2.20%

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

Retiring today		
Males	21.9	21.7
Females	24.4	24.0
Retiring in 20 years		
Males	22.9	22.5
Females	26.2	25.5

Sensitivity analysis

	2021	2020
	£	£
Discount rate +0.1%	-	-
Discount rate -0.1%	266,000	193,600
Mortality assumption - 1 year increase	386,000	-
Mortality assumption - 1 year decrease	-	-
CPI rate +0.1%	244,000	176,200
CPI rate -0.1%	-	-

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**22. LONG-TERM COMMITMENTS, INCLUDING OPERATING LEASES**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021 £	2020 £
Within one year	1,003	7,659
Between one and five years	<u>-</u>	<u>2,668</u>
	<u>1,003</u>	<u>10,327</u>

**23. RELATED PARTY DISCLOSURES**

No related party transactions took place in the year, other than certain trustees' remuneration and expenses already disclosed in note 8.

**24. ULTIMATE CONTROLLING PARTY**

The company is under the joint control of the Trustees. There is no ultimate controlling party.

**25. TEACHING SCHOOL TRADING ACCOUNT**

	2021 £	2020 £
<b>INCOME</b>		
Teaching school grant income	100,585	92,914
<b>EXPENDITURE</b>		
Direct costs	(106,567)	(104,391)
<b>TRANSFERS BETWEEN FUNDS EXCLUDING DEPRECIATION</b>	<u>-</u>	<u>-</u>
<b>DEFICIT FROM ALL SOURCES</b>	(5,982)	(11,477)
<b>TEACHING SCHOOL BALANCES AT 1 SEPTEMBER 2020</b>	<u>19,779</u>	<u>31,256</u>
<b>TEACHING SCHOOL BALANCES AT 31 AUGUST 2021</b>	<u>13,797</u>	<u>19,779</u>

**26. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2021 £	2020 £
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	(578,230)	(982,916)
<b>Adjustments for:</b>		
Depreciation charges	403,744	408,887
Capital grants from DfE/ESFA	(382,200)	(56,283)
Interest received	(131)	(645)
Interest paid	133	(94)
DB pension finance cost	535,000	35,000
DB pension cost less contributions	38,000	451,000
Increase in debtors	(318,271)	(34,424)
(Decrease)/increase in creditors	<u>(47,290)</u>	<u>65,354</u>
<b>Net cash used in operations</b>	<u>(349,245)</u>	<u>(114,121)</u>



**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2021**

**27.. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.9.20 £	Cash flow £	At 31.8.21 £
<b>Net cash</b>			
Cash at bank and in hand	<u>1,103,371</u>	<u>(64,270)</u>	<u>1,039,101</u>
	<u>1,103,371</u>	<u>(64,270)</u>	<u>1,039,101</u>
<b>Debt</b>			
Debts falling due within 1 year	(1,313)	-	(1,313)
Debts falling due after 1 year	<u>(7,881)</u>	<u>1,312</u>	<u>(6,569)</u>
	<u>(9,194)</u>	<u>1,312</u>	<u>(7,882)</u>
<b>Total</b>	<u><u>1,094,177</u></u>	<u><u>(62,958)</u></u>	<u><u>1,031,219</u></u>