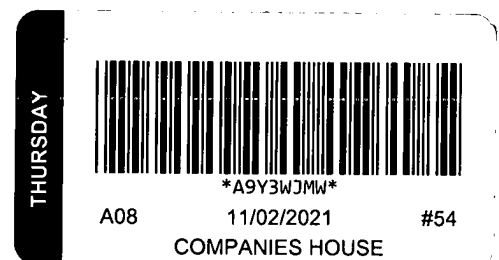


THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020



THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

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THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	P Tompkins R Wales D Smith
Trustees	C Bath, Chair ^{1,2,3} K Broughton ² S Brown ¹ D Jenkins, Vice Chair ^{2,3} H Cunningham (appointed 16 December 2019) A Ledger ^{1,3} A Moss ^{1,3} K Peraux ^{1,2} J Piper ³ P Stone ¹ E M Stones ^{2,3} M Young ^{2,3} ¹ Human Resources & Health and Safety Committee ² Finance, Audit & Premises Committee ³ Performance & Standards Committee
Company registered number	08561222
Company name	The Minerva Learning Trust (Dorset)
Principal and registered office	The Sir John Colfox Academy Ridgeway Bridport Dorset DT6 3DT

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Accounting Officer	A Lovett (from 01/09/2019)
Senior management team	A Lovett, Executive Principal (From 01/09/2019) A Shelley, Headteacher (from 01/09/2020) M Kite, Headteacher (from 01/09/2019) K Batorska, Headteacher C Staple, Headteacher G Jacobs, Finance Director
Independent auditors	Bishop Fleming LLP Chartered Accountants Statutory Auditors 2nd Floor Stratus House Emperor Way Exeter Business Park Exeter EX1 3QS
Bankers	Lloyds Bank 16 A High Street Cosham Portsmouth Dorset PO6 3BY
Solicitors	Taylor Culshaw 60 High Street Burnham-On-Sea TA8 1AG

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020**

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

The Trust operates 3 primary and 1 secondary academies in Bridport, Dorset. Its academies have a combined pupil capacity of 1,600 and had a roll of 1,523 in the school census on 1 October 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust opened as a Multi Academy Trust on April 2016 when the three primary schools joined the Sir John Colfox Trust. It 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 Minerva Learning Trust (Dorset) are also the directors of the charitable company for the purposes of company law. The charitable company is known as the Minerva Learning Trust (Dorset).

Details of the Trustees who served throughout the year, except as noted, are included in the Reference and Administrative Details on pages 1 to 2.

Members' liability

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

Trustees' Indemnities

In accordance with normal commercial practice the academy trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim.

Method of Recruitment and Appointment or Election of Trustees

There are three members, one of whom is appointed by the SDBE to satisfy the Church of England requirement for 25%

The members appoint nine Trustees and the SDBE appoint three Trustees ensuring 25% representation of the Church of England. The principles used to appoint the trustees are based on achieving a suitable skill mix to best serve the objects of the trust.

Trustees are appointed for a four year period. Any Trustee can be reappointed.

The Trustees may co-opt four additional trustees with the consent of the SDBE.

The Trustees elect a chair and vice-chair from among their number at the commencement of each school year.

The members appoint any new or replacement Trustees, having taken advice from the existing trustees. They consider the mix of skills and experience in order to ensure that the board has the necessary skills to contribute fully to the trust's development. A similar approach will be taken with those trustees appointed by the SDBE.

Each school has retained a local governing body (LGB) that acts as a committee of the Trust Board. The governors are appointed by the LGB with the approval of the Trust Board. The governors elect a chair and vice-chair from among their number at the commencement of each school year subject to the approval of the Trust Board. The functions and proceedings of the LGBs are subject to regulations made by the Trustees from time to time.

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

Policies and Procedures Adopted for the Induction and Training of Trustees

The training and induction provided for new trustees depends on their existing experience but will always include a tour of all the 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 two or three new trustees a year, induction is tailored specifically to the individual. Advantage is taken of specific courses offered by the local authority and other bodies.

Organisational Structure

The Board of Trustees normally meets six times a year. The Board establishes an overall framework for the governance of the MLT and determines membership, terms of reference and procedures of committees and other groups. It receives reports including policies from its committees for ratification. It monitors the activities of the committees through the minutes of their meetings. The Board may from time to time establish working groups to perform specific tasks over a limited timescale.

There are three committees as follows;

- Finance, Audit and Premises Committee - this meets at least three times a year (changing to six times a year in 2020-21) and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements. It also receives reports from the Director of Finance and internal auditors and drafts the annual budget. The Trust Board has overall responsibility for outcomes and standards as well as ensuring compliance with policies, including safeguarding.
- Performance and Standards Committee – this meets at least three times a year and monitors student outcomes, the quality of teaching and learning and self-evaluation processes.
- HR and Health and Safety Committee, incorporating the pay committee for teaching staff – this meets at least three times a year and approves pay progression, monitors HR policies and staff attendance and compliance with workload issues such as zero cover provisions. It also monitors health and safety and receives reports from the LGBs.

Local Governing Bodies – each school has a governing body which is responsible for the quality of education in the school, monitors the budget and policies, including health and safety, safeguarding and the appraisal process. Local governing bodies include parental and staff representatives and have a key responsibility to liaise and work with their community to ensure the best education for children in their school.

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 Executive Principal, headteacher and clerk to the Trustees, to approve the improvement plan and budget.

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

The Trustees and Board of Trustees have devolved responsibility for day to day management of the MLT to the Executive Principal and to the headteacher in each school.

The leadership group of the MLT comprises the Executive Principal, the headteachers of each school and the finance director. This meets every four weeks and reviews policies, sets targets and draws up improvement plans. It also monitors expenditure across the Trust and within schools.

In each school, the headteacher is responsible for the appointment of staff, through appointment panels which normally includes a governor or Trustee. The Executive Principal and the Trust Board is responsible for headteacher appointments.

The Executive Principal is the Accounting Officer.

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

Arrangements for Setting Pay and Remuneration of Key Management Personnel

National Pay award – the trust board considers the STRB recommendations and also the recommendations by Dorset County Council. They consider issues such as recruitment and retention and local market pressures and make recommendations to the Trust Board. The Trust Board approves pay awards.

Pay progression – each LGB oversees the processes for appraisal and pay progression within their school. Their pay committee meets annually to discuss the Head's recommendations on pay progression. The Executive Principal attends all LGB pay progression meetings to ensure consistency of judgements. The recommendations are taken to the HR and H&S committee which has delegated powers to agree pay progression. They then report to the Trust Board.

Pay Progression of heads and leadership group – the heads make recommendations on leadership pay to the Governors, Headteachers and Leadership Appraisal and Pay Review committee. The Governors Appraisal and Pay Review committee manage the appraisal of the headteacher advised by the Executive Principal. Where pay progression is to be awarded, they will make a recommendation to the HR and H&S committee for approval. The HR and H&S committee will report to the Trust Board. The pay progression of the Executive Principal is determined by a committee of the Trust Board.

All trustees give their time freely and no Trustee received remuneration in the year. When Trustees undertake training or attend meetings then travelling expenses are reimbursed.

Support Staff pay continues to follow the guidelines set out by Dorset County Council in job evaluation and increments are awarded after review.

Details of Trustees' expenses are disclosed in the notes to the accounts.

Trustees are committed to working with the representatives of employees (professional associations and trade unions). Two employees are union officials and they have the equivalent of 1 day per week union time.

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Relevant union officials

Number of employees who were relevant union officials during the relevant period	2
Full-time equivalent employee number	0.2

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

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

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	12.5%
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Connected Organisations, including Related Party Relationships

The MLT is a Multi-Academy Trust. It does not belong to any other federation or have commercial links with any other companies.

The MLT works with community groups such as the town council, the Rotary Club and Bridport Lions. All the schools are part of the Jurassic Coast Teaching Schools' Alliance. The Sir John Colfox Academy works in partnership with Beaminster School and Yeovil College to provide a wider range of courses and opportunities post 16.

Burton Bradstock School and St Mary's School continue to work closely with the Diocese of Salisbury. Burton Bradstock Primary School and St Mary's Primary School have Parent Teacher Associations, which have charitable status.

Engagement with employees (including disabled persons)

A staff representative is a member of the trustees' HR subcommittee and updates trustees on matters of concern for the staff. He is privy to all items on the agenda, save those of a personal nature for individuals.

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

The Executive Principal meets with the representatives of staff regularly to update them on any policy changes that affect them and to discuss wellbeing and workload issues. For example, in the period of the Covid 19 pandemic, the Executive Principal has shared risk assessments and plans for all MLT schools with these representatives. He has also ensured that the head teachers of all MLT schools discuss matters of concern with their staff. As a result of this engagement, the representatives have fed back into the HR sub committed that they and their colleagues are satisfied with the level of the engagement and with the risk assessments themselves. This engagement has helped to ensure that all MLT schools opened smoothly and in line with government guidance.

OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal objective and activity of the MLT is to provide high-quality education for the benefit of children and families in the Bridport area. In particular by establishing, maintaining, carrying on, managing and developing each school in the trust. The aims of the MLT during the period ended 31 August 2020 are summarised below:

- to ensure all students are safe and that their wellbeing is nurtured
- to continue to raise the standard of educational attainment and achievement of all pupils
- to provide a broad and balanced curriculum, including extra-curricular activities
- to develop students as more effective learners
- to develop the use of the outdoor environment so that it enables students to achieve their full potential
- to ensure that every child enjoys the same high-quality education in terms of resourcing, tuition and care
- to improve the effectiveness of the MLT by keeping the curriculum and organisational structure under continual review
- to maximise the number of students who achieve appropriate outcomes at all levels.
- to develop skills and attributes which will ensure students are prepared for life in modern Britain
- to preserve and develop the religious character of the Church of England schools (Burton Bradstock and St Mary's) in accordance with the principles of the Church of England
- to provide value for money for the funds expended
- to develop greater coherence, clarity and effectiveness in school systems
- to comply with all appropriate statutory and curriculum requirements
- to develop the MLT's capacity to manage change, and
- to conduct the MLT's business in accordance with the highest standards of integrity, probity and openness.

The MLT aims to achieve the best for, and from, each child. We intend to enable each child to realise his or her full academic, creative and physical potential and to develop positive social and moral values. The MLT is a community in which children, staff and parents should be part of a happy, safe and caring environment.

**THE MINERVA LEARNING TRUST (DORSET)
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

Objectives, Strategies and Activities

The Trust Standards Plan (TSP) is focused on four key areas. In each of the four, MLT schools work together to challenge and support each other. The plans focus on:

- Improving provision for Early Years Foundation Stage (EYFS) children in our three primary schools.
- Raising the quality of teaching, and hence standards, in mathematics in all key stages
- Raising the standards of reading across the trust
- Developing the foundation curriculum so that all pupils have an appropriately broad and relevant diet that prepares them for the next stages of their education and life.

Whilst obviously curtailed by the pandemic, the TSP has been successful on a number of fronts:

- When monitored by external consultants, and from the heads internal evidence, the quality of EYFS planning has substantially improved. Outcomes, measured prior to the pandemic were significantly better than in 2019
- The quality of teaching in mathematics has improved. Our monitoring evidence indicates raised expectations and a more consistent and structured approach to planning. This has largely been the result of one school in the trust, (St Mary's) sharing its expertise. Sharing expertise in this manner has been a major factor in supporting Bridport Primary School in its drive to improve its 'Requires Improvement' Ofsted grade.
- Reading has enjoyed an increased prominence in 2019-20 in all our schools. In the secondary sector, the school has audited and planned significant improvements in its reading curriculum. In primary, the in-year data, (prior to the pandemic school closure) showed continued strength. Burton Bradstock School received a letter of Commendation from the Minister of State for School Standards for its results in 2019.
- The curriculum in all our primary schools has been the focus of some joint work between schools. Our schools now work together to ensure the curriculum is covered and has sufficiently high expectations. Teachers from the schools now share ideas and strategies.

In 2019 the Trustees agreed to pool available income in future years. This is a major thrust of our strategy to ensure our drive for improvement is cohesive. It will allow us to push further with our Trust wide approach to school improvement.

The trust is also working on a number of structural improvements. However the pandemic has delayed our intended development of a more cohesive structure for supporting the maintenance of school premises and the efficient use of office support 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 Commission'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 MLT aims to advance for the public benefit, education in Bridport and the surrounding area. In particular, maintaining, managing and developing schools, offering a broad and balanced curriculum.

As a Multi-Academy Trust, we have a duty to support other schools. During 2019-20 the Executive Principal acted as the 'West Dorset Covid Coordinator'. This is a link between the LA and around 18 schools across the area. He provided information, advice and guidance to those schools and acted as an advocate for them during the early days of school closure. This role is continuing; the EP is advising the LA and schools on the joint response to the pandemic and school reopening.

One head teacher continues to act as a lead mathematics trainer with the Jurassic Coast Schools' Alliance, supporting schools across the Dorset/Devon area.

A member of staff in the secondary school also works for PIXL to develop character education as an Edge Ambassador.

**THE MINERVA LEARNING TRUST (DORSET)
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

The EP is working with a number of locally maintained schools as they prepare to academise and join MLT.

STRATEGIC REPORT

Achievements and Performance

The government cancelled all external assessment for primary schools in 2020. Our schools internal monitoring data showed that they were largely on track to sustain and improve their performance, however the impact of school closure in the spring and summer terms has been to lower standards. Heads and teachers are now reassessing pupils and adapting the curriculum to meet pupils' needs.

In the secondary sector, GCSE and A level grades were centre-assessed. This has led to a virtual stand-still in standards, compared to the previous years. These results have not been published are not used to evaluate the school's performance.

Awards and successes.

Burton Bradstock was congratulated by the government schools' minister, Nick Gibb MP, on the standards children in the school reached in reading. In the last set of results, every child achieved the government's expected standard meaning that Burton Bradstock Church of England Primary School is in the top 1% of schools in the country.

Key Performance Indicators

The main financial performance indicator is the level of reserves held at the balance sheet date. In particular, the management of spending against General Annual Grant (GAG) requires special attention, the amount of carry forward is unrestricted. In the period under review, £196,692. was carried forward.

As funding is based on pupil numbers, this is also a key performance indicator. Pupil numbers for 2019/20 were 1,523. Numbers are stable in the Sir John Colfox Academy and falling at KS1 in the primary schools. This needs to be taken into account in future financial planning.

Another key financial performance indicator is staffing costs as a percentage of GAG. For 2019/20 this was 85%, compared to 85% in 2018/19.

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 Going concern policy.

FINANCIAL REVIEW

Financial Review

Most of the Multi-Academy Trust's income is obtained from the DfE via the ESFA (Education and Skills Funding Agency) 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 2020 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Multi-Academy Trust also receives grants 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 multi-academy trust's accounting policies.

During the year ended 31 August 2020, the multi-academy trust received total income of £9,396,851 and incurred total expenditure of £9,209,654 (excluding depreciation and pension adjustments). The excess of income over expenditure, again excluding depreciation and pension adjustments, was £187,197. COVID is increasing expenditure in relation to the need to purchase PPE and additional cleaning materials, together with additional staffing costs needed to cover staff self isolating.

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

At 31 August 2020 the net book value of fixed assets was £6,652,136 and movements in tangible fixed assets are shown in note 15 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

The Academy has taken on the deficit in the Local Government Pension Scheme in respect of its non-teaching staff transferred on conversion. The deficit is incorporated within the Statement of Financial Activity with details in note 23 to the financial statements.

Key financial policies adopted or reviewed during the year include the Scheme of Delegation within the Financial Procedures Policy which lays out the framework for financial management, including financial responsibilities of the Board, Executive Principal, headteachers, managers, budget holders and other staff, as well as delegated authority for spending. Other policies reviewed and updated included the pay policy and the Trustees' and Governors' expenses policy.

Reserves Policy

The Trustees review the reserve levels of the Multi-Academy Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The trustees take into consideration the future plans of the Multi-Academy Trust, the uncertainty over future income streams and other key risks identified during the risk review.

The Trustees have determined that the appropriate level of free reserves should be approximately £500,000. The reason for this is 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. In 2019/20 we were unable to maintain this level of reserves due to unanticipated reductions in national and local funding (SEND). As a result, the reserves policy will be reviewed at the Trust Board meeting in December 2020. Total reserves of the Trust amount to £2,052,273, with £1,747,575 of this is invested in fixed assets, pension or represents non-GAG restricted funds. The remaining £392,394 (representing £108,006 unrestricted funds and £284,388 unspent GAG) is the balance that the Trustees monitor in accordance with the Board's reserves policy. This represents approximately half a month's staff costs.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Multi-Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Multi-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 Multi-Academy Trust.

Investment Policy

Due to the nature and timing of receipt of funding, the Multi-Academy Trust may at times hold cash balances surplus to its short-term requirements. The trustees have authorised the opening of additional short-term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

Principal Risks And Uncertainties

The Board of Trustees has reviewed the major risks to which the 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 Trust are as follows:

Financial: the Trust has considerable reliance on continued government funding through the ESFA. In the last year the majority of the Trust's incoming resources were ultimately government funded and whilst this level is expected to continue, there is no assurance that government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

The Local Authority provide funding from the High Needs Block for SEND students. However, they currently have a substantial deficit on this block so have reduced top up funding and the primary schools have lost significant amounts of tipping grant funding. This has put all budgets under pressure and it is now not possible to employ the number of TAs previously employed for 1:1 support. National Funding Formula (NFF) funding from the

**THE MINERVA LEARNING TRUST (DORSET)
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

ESFA is being allocated by the LA using their needs led formula. This is less beneficial to the trust schools. Originally this was for 2017/18 and 2018/19 but was extended to 2019/20. The LA intends to move closer to the methodology of NFF over the three years but until 2020 their formulas were used to distribute funds and reduce turbulence in the system. The DfE have confirmed the government's intention to move to a hard NF for schools where budgets will be set on the basis of a single national formula.

Failures in governance and/or management: the risk in this area arises from potential failure to effectively manage the Academy'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 Trust is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student 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 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 Trust has appointed an internal audit to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Trust has continued to strengthen its risk management process throughout the year by revising the process and ensuring staff understanding. A risk register is maintained and reviewed and updated on a regular basis.

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

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

The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in note 23 to the financial statements, represents a significant potential liability. However, as the trustees consider that the Trust is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

FUNDRAISING

Most fundraising in the MLT has tended to be for charitable purposes. Direct fundraising for the schools is carried out by parents through the PFA. These funds are used for specified purposes as agreed by the LGB.

The MLT also receives sponsorship from local businesses. This is again for specified purposes such as the trust's music strategy or for prize-giving rewards and is only spent in these areas and the sponsors are kept informed of how the money is spent.

The MLT has a policy of not using third party fundraisers. All funds raised are included in accounts and shown as income and expenditure under the appropriate headings.

PLANS FOR FUTURE PERIODS

Trust schools are working together increasingly closely to further improve provision. The Trust now pools its income so that it can direct resources to meet its priorities.

**THE MINERVA LEARNING TRUST (DORSET)
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

This year we will:

- Appoint an EYFS leader to lead that phase across the Trust. This will ensure that expectations and standards are uniformly high.
- Develop joint planning for mathematics across the Trust. This will, in particular help to address lower expectations in some remaining pockets across the Trust.
- Increase the emphasis on reading in the secondary sector – with focused additional reading sessions for all Y7 pupils.
- Develop a hub for the teaching of writing.
- Embed relationships education and anti-racist education across all phases.

The Trust is working with 6-10 other schools who are considering joining the Trust. Enlarging the Trust in this way will provide additional support for our schools, particularly our lone secondary school.

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.

EMPLOYEE INVOLVEMENT AND EMPLOYMENT OF THE DISABLED

The Minerva Learning Trust continues to ensure that appropriate standards of recruitment and retention are approached in a fair, consistent, equitable, transparent manner, with due regard for Equal Opportunities.

TRUSTEES INDEMNITIES

There were no third party indemnity provisions made during the year or at the date of approval of the Trustees' report.

EMPLOYEE CONSULTATION

A consultative group of staff including Unions and volunteers has been established made up of staff at all levels from all schools. There is also a separate Staff Wellbeing Group who meet termly to consider workload and relevant issues and report to the Leadership group of heads.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

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

The Trustees' Report, incorporating a strategic report, was approved by order of the board of Trustees, as the company directors, on 17 December 2020 and signed on its behalf by:



**C Bath
Chairman**

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

GOVERNANCE STATEMENT

Scope of responsibility

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

The Board of Trustees has delegated the day to day responsibility to the Executive Principal (EP), as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Minerva Learning Trust (Dorset) and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally and virtually met 7 times during the year.

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

Trustee	Meetings attended	Out of a possible
C Bath, Chair	7	7
K Broughton	6	7
S Brown	0	7
D Jenkins, Vice Chair	7	7
H Cunningham	4	4
A Ledgard	5	7
A Moss	6	7
K Peraux	7	7
J Piper	7	7
P Stone	7	7
E M Stones	5	7
M Young	6	7

The Minerva Learning Trust Board of Trustees welcomed new Trustee Hilary Cunningham on 16 December 2019.

There were no changes to the committee structure during the period 1 September 2019 to 31 August 2020, the three committees being Finance, Audit and Premises Committee, the Human Resources/Health and Safety Committee and the Performance and Standards Committee.

A workshop of chairs of local governing bodies, members and trustees took place as an opportunity for Trustees, members and governors to consider the next steps in the development of the MLT.

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Trust uses the National Governance Association (NGA) documentation to review the effectiveness of Governance practices within the trust.

The Executive Principal collects and analyses performance data and submits the results to the Board and its subcommittees for scrutiny. This data is deemed by the committee and the Trust Board to be of good quality, succinct and, most importantly in an understandable format for all.

A key challenge being faced by the MLT and all Trusts alike is the pressure on funding. The finance, audit and premises committee regularly review the budget profiles and budget projections to have oversight of the changing picture. As a result of the processes in place, the financial stability of the Trust and its trajectory are positive.

The Executive Principal works with his leadership team (consisting of the school's heads and the finance director) to steer improvement in the Trust's schools. In 2019-20 the Trust agreed to pool its resources so that school improvement resources could be addressed more directly. The effectiveness of this strategy will be evaluated in 2020-21.

The Finance, Audit and Premises Committee is a sub-committee of the main Board of Trustees. Its purpose is to consider and monitor regularly the MLT's short term and long-term revenue and capital budget and financial planning to ensure the MLT's long term sustainability and report to the Board. The finance, audit and premises committee also assists with the management and identification of risk, and the sound management and control of the Trust's finances and other resources. Other responsibilities of the finance, audit and premises committee include:

- Recommending to the members the appointment, re appointment or removal of the external auditors and report to the ESFA;
- Reviewing and considering the auditor's management letter in order to ensure it is based on a good understanding of the trust's business and to establish whether any recommendations have been acted upon;
- Reviewing the findings of the external auditors and recommending to the Trust Board an action plan arising from it;
- Ensuring that the audited accounts are filed with Companies House;
- Ensuring that suitable accounting records are maintained and to provide publicly accessible accounts in line with the Statement of Recommended Practice (SORP) for Charities;
- Ensuring that the MLT's accounts are published on the website and are available to any one that requests a copy;
- Identifying the risks to internal financial control across the trust and agree a programme of work that will address these risks, inform the statement of internal control and, so far as is possible, provide assurance to the external auditors;
- Ensuring there is a continuous and sufficient review of the risks. It must agree a programme of work that will address the risks identified;
- Driving the process for independent checking of financial controls, systems, transactions and contracts. It should ensure that arrangements for protecting the trust's assets are in place and recommend the appointment, re appointment or removal of Internal Auditors;
- Advising the Board on the minimum and optimum level of internal and external audit arrangements;
- Ensuring regular audits cover the following areas: legal, risk, financial (including statutory annual audits, VAT, PAYE), health and safety, investments and insurance, and to contribute to these reviews;
- Monitoring responsible officer/internal audit reviews and to advise the Board of Trustees accordingly.
- Investigate on behalf of the Board any financial or administrative matter which may put the trust at risk;
- Examining reports on special investigations and advise the board of trustees accordingly;
- Considering the appropriateness of executive action following responsible officer/internal audit reviews and advise senior management on any additional or alternative steps to be taken;
- Ensuring there is coordination between Accounting Officer, finance director, internal audit, external audit and any other review bodies that have been set up;
- Encouraging a culture within the Trust whereby each individual feels that he or she has a part to play in guarding the probity of the Trust, and is able to take any concerns or worries to an appropriate member of

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

the management team or in exceptional circumstances directly to the chair of the audit committee or chair of the trust Board;

The finance, audit and premises committee formally met 4 times in the period 1 September 2019 to 31 August 2020.

Attendance at meetings during the period 1 September 2019 to 31 August 2020 was as follows:

Trustee	Meetings attended	Out of a possible
K Broughton	3	4
D Jenkins	4	4
K Peraux	3	4
E M Stones	4	4
M Young	3	4

The Performance and Standards Committee is a sub-committee of the main Board of Trustees. Its purpose is to agree, monitor and review performance targets as set out in the MLT Improvement Plan. It plays a crucial role in ensuring the success of the Trust and in supporting the Executive Principal and headteachers in improving the quality of teaching and learning and outcomes for all the children across the Trust. The performance and standards committee formally met 3 times in the period 1 September 2019 to 31 August 2020.

Attendance at meetings during the period 1 September 2019 to 31 August 2020 was as follows:

Trustee	Meetings attended	Out of a possible
D Jenkins	3	3
A Ledgard	1	3
A Moss	1	3
J Piper	2	3
M Stones	1	3
M Young	2	3

The Human Resources/Health and Safety Committee is a sub-committee of the main Board of Trustees. Its purpose is to scrutinise policies, review performance and make recommendations to the Board in accordance with the agreed terms of reference. This committee has the following responsibilities with regard to HR:

- Approval of academy staffing structures within the academy's budget, including approval of any restructuring;
- The organisation of procedures for the appointment of senior staff at the academies;
- The appointment of headteachers (with the Executive Principal and the LGB) and the Executive Principal;

The human resources/health and safety committee is also responsible for:

- Recommending the Pay Policy to the Trust Board for adoption;
- Advising each local governing body/finance committee on current and future pay levels;
- Ratifying appropriate salary ranges and starting salaries for lead practitioners, and members of the leadership group and recommending these to the board for adoption;
- Determining the annual pay progress for teachers (by 31 October at the latest) as set out in the Pay Policy taking account of recommendations made by the local governing body in accordance with the Pay Policy;
- Approving applications to be paid on the upper pay range;

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

- Recommending to the board the approval of any pay progression for the Executive Principal (by 31 December at the latest), taking account of the recommendation made by the performance review panel, following the annual review;
- Monitoring and reviewing the performance and pay of all headteachers in the Trust;
- Monitoring and reporting to the local governing body on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for pupils;
- Ensuring that the appraisal policy in each school is followed;
- Monitoring recruitment and staff attendance;
- Ensuring high quality training and CPD, including appropriate induction and support for career progression and this should be reviewed annually;
- Recognising and celebrating the good work of staff and keeping the Board informed in such circumstances;
- Ratifying all HR policies and recommending those to the Trust Board for approval;
- Ensuring consultation with recognised Unions where appropriate;
- Encouraging a culture within the trust whereby each individual feels that he or she has a part to play in guarding the probity of the trust, and is able to take any concerns or worries to an appropriate member of the management team or in exceptional circumstances directly to the chair of the audit committee or chair of the Trust Board;
- Monitoring health and safety compliance on all sites.

The human resources/health and safety committee met formally and virtually 3 times in the period 1 September 2019 to 31 August 2020.

Attendance at meetings during the period 1 September 2019 to 31 August 2020 was as follows:

Trustee	Meetings attended	Out of a possible
S Brown	0	3
A Ledgard	2	3
A Moss	2	3
K Peraux	2	3
P Stone	2	3

The Staff Discipline, Capability, Grievances and Redundancy Committee is a sub-committee of the main board of trustees. Its purpose is to ensure adherence to policies approved by the board which include:

- disciplinary rules and procedures for staff;
- rules and procedures for dealing with capability issues for staff;
- capability procedures for staff.
- procedures for addressing grievances or complaints by staff about their employment; and
- procedures to follow if a member of staff may be made redundant.

This committee will be called as and when necessary to deal with issues when appropriate. An HR Adviser from Dorset Council may attend as required.

The Staffing Appeals Committee is a sub-committee of the Main Board of Trustees. It will be established to hear any appeals in relation to decisions taken by the HR committee or the staff discipline, capability, grievances and redundancy committee as appropriate. The membership of this committee will be drawn from Trustees who are not members of the staff discipline, capability, grievances and redundancy committee or the HR committee. An HR Adviser from Dorset Council may attend as required.

The staffing appeals committee did not have requirement to meeting in the period 1 September 2019 to 31 August 2020.

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

GOVERNANCE STATEMENT.(CONTINUED)

REVIEW OF VALUE FOR MONEY

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

The Accounting Officer considers whether the Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Trust has delivered improved value for money during the year by:

- Robust financial governance and budget management.
- Value for money purchasing.
- Reviewing controls and managing risk.
- Considering allocation/targeting/use of resources.
- Challenging proposals and examining their effectiveness and efficiency.
- Deploying staff effectively.
- Reviewing quality of curriculum provision and quality of teaching.
- Reviewing quality of children's learning to enable children to achieve nationally expected progress.
- Outlining procedures for accepting best value quotes, noting that this is not necessarily the cheapest quote.

THE PURPOSE OF THE INTERNAL CONTROL SYSTEM

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of 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 Minerva Learning Trust (Dorset) for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Multi-Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Multi-Academy Trust's significant risks that has been in place for the year 1 September 2019 to 31 August 2020 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 Multi-Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the finance, audit and premises 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 MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint Bishop Fleming LLP as internal auditor. An internal audit was conducted by Bishop Fleming in the summer term 2020.

Bishop Fleming completed additional checks during the year 2020, with scope of the work and the work programme agreed before the new standards came into force. Advantage was therefore taken advantage of the transitional arrangements to complete the assignment. For 2021 the Trust will look to engage a new partner to undertake this work.

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

- Compliance
- a strategic and operational review,
- budgets and financial monitoring
- governance

The internal auditor's report is awaited shortly.

On an annual basis, the internal auditor reports to the Board of Trustees through the finance, audit and premises committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

Review of effectiveness

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

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the finance, audit and premises committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 17 December 2020 and signed on their behalf by:


C Bath
Chair of Trustees


A Lovett
Accounting Officer

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2019.

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



A Lovett
Accounting Officer

Date: 17 December 2020

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

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

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

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

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

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

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

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



C Bath
Chair of Trustees

Date: 17 December 2020

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

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

Opinion

We have audited the financial statements of The Minerva Learning Trust (Dorset) (the 'Academy Trust') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to Going Concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

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

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

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

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 Auditors' Report thereon. Other information includes the Reference and Administrative Details, the Trustees' Report including the Strategic Report, and the Governance Statement. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

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

Responsibilities of Trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

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



Tim Borton FCA DChA (Senior Statutory Auditor)

for and on behalf of

Bishop Fleming LLP

Chartered Accountants

Statutory Auditors

2nd Floor Stratus House

Emperor Way

Exeter Business Park

Exeter

EX1 3QS

28 January 2021

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

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

In accordance with the terms of our engagement letter dated 25 April 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Minerva Learning Trust (Dorset) during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of The Minerva Learning Trust (Dorset)'s Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of The Minerva Learning Trust (Dorset)'s funding agreement with the Secretary of State for Education dated 19 March 2015 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

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

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

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

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

Conclusion

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



Tim Borton FCA DChA (Reporting Accountant)

Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
2nd Floor Stratus House
Emperor Way
Exeter Business Park
Exeter
EX1 3QS

Date: 28 January 2021

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	3	11,541	157,440	38,445	207,426	277,993
Charitable activities	4	228,817	8,965,547	-	9,194,364	8,644,473
Other trading activities	5	33,030	-	-	33,030	104,551
Investments	6	476	-	-	476	410
Total income		273,864	9,122,987	38,445	9,435,296	9,027,427
Expenditure on:						
Charitable activities:						
Grants		-	-	-	-	5,815
Other charitable activities		363,113	9,260,541	170,288	9,793,942	9,581,741
Total expenditure	7	363,113	9,260,541	170,288	9,793,942	9,587,556
Net movement in funds before other recognised gains/(losses)		(89,249)	(137,554)	(131,843)	(358,646)	(560,129)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	23	-	(1,036,000)	-	(1,036,000)	(495,000)
Net movement in funds		(89,249)	(1,173,554)	(131,843)	(1,394,646)	(1,055,129)
Reconciliation of funds:						
Total funds brought forward		197,255	(3,653,058)	6,902,722	3,446,919	4,502,048
Net movement in funds		(89,249)	(1,173,554)	(131,843)	(1,394,646)	(1,055,129)
Total funds carried forward		108,006	(4,826,612)	6,770,879	2,052,273	3,446,919

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

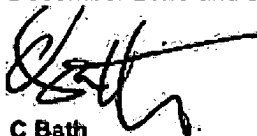
The notes on pages 29 to 58 form part of these financial statements.

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:08561222

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	14	6,652,136	6,790,026
		<u>6,652,136</u>	<u>6,790,026</u>
Current assets			
Debtors	15	282,254	241,672
Cash at bank and in hand		761,184	650,739
		<u>1,043,438</u>	<u>892,411</u>
Creditors: amounts falling due within one year	16	(532,301)	(574,518)
Net current assets		<u>511,137</u>	<u>317,893</u>
Total assets less current liabilities		<u>7,163,273</u>	<u>7,107,919</u>
Net assets excluding pension liability		<u>7,163,273</u>	<u>7,107,919</u>
Defined benefit pension scheme liability	23	(5,111,000)	(3,661,000)
Total net assets		<u><u>2,052,273</u></u>	<u><u>3,446,919</u></u>
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	17	6,770,879	6,902,722
Restricted income funds	17	284,388	7,942
		<u>7,055,267</u>	<u>6,910,664</u>
Restricted funds excluding pension asset	17	7,055,267	6,910,664
Pension reserve	17	(5,111,000)	(3,661,000)
Total restricted funds	17	<u>1,944,267</u>	<u>3,249,664</u>
Unrestricted income funds	17	<u>108,006</u>	<u>197,255</u>
Total funds		<u><u>2,052,273</u></u>	<u><u>3,446,919</u></u>

The financial statements on pages 26 to 58 were approved by the Trustees, and authorised for issue on 17 December 2020 and are signed on their behalf, by:



C Bath
Chair of Trustees

The notes on pages 29 to 58 form part of these financial statements.

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	19	103,922	(109,788)
Cash flows from investing activities	20	6,523	85,961
Change in cash and cash equivalents in the year		110,445	(23,827)
Cash and cash equivalents at the beginning of the year		650,739	674,566
Cash and cash equivalents at the end of the year	21, 22	761,184	650,739

The notes on pages 29 to 58 form part of these financial statements

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

1. ACCOUNTING POLICIES

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

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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

The Minerva Learning Trust (Dorset) meets the definition of a public benefit entity under FRS 102.

1.2 GOING CONCERN

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

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

1. ACCOUNTING POLICIES (continued)

1.3 INCOME

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

Grants 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 grant are reflected in the Balance Sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

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

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

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

1.4 INTEREST RECEIVABLE

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

**THE MINERVA LEARNING TRUST (DORSET)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

1. ACCOUNTING POLICIES (continued)

1.5 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.

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

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All resources expended are inclusive of irrecoverable VAT.

1.6 TANGIBLE FIXED ASSETS

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

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

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

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

1. ACCOUNTING POLICIES (continued)

1.6 TANGIBLE FIXED ASSETS (continued)

Long-term leasehold property	- 50 - 125 years straight-line
Furniture and fixtures	- 20% straight-line
Computer equipment	- 33% straight-line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

Where the Academy Trust has been granted use of the school buildings from the Diocese under Supplemental Agreements, the Academies Accounts Direction prescribes that under this agreement the risks and rewards of ownership remain with the Diocese. A donation from the Diocese has been recognised equal to the deemed rental expense, based on the rateable value of the buildings.

1.7 DEBTORS

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

1.8 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account and cash on deposit that has a notice period of less than 30 days.

1.9 LIABILITIES

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

1.10 FINANCIAL INSTRUMENTS

The Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Trust and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

1. ACCOUNTING POLICIES (continued)

1.11 TAXATION

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

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

1.12 PENSIONS

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

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

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

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

1.13 FUND ACCOUNTING

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

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

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

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

**THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

1. ACCOUNTING POLICIES (continued)

1.14 OPERATING LEASES

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

1.15 AGENCY ARRANGEMENTS

The Academy Trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable application of the funds. The Academy Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at period end are disclosed in Note 28.

1.16 PRIVATE FINANCE INITIATIVE (PFI)

The Academy Trust has in place an agreement with Dorset County Council (DCC) for The Sir John Colfox Academy concerning a Private Finance Initiative (PFI) Agreement dated 19 March 2015. The principal PFI Agreement which includes an annual charge for rent and services is between DCC and the PFI provider. The duration of the Agreement is 15 years. There is then a secondary Agreement to which the Trust is a party and this arrangement is treated in these accounts as an operating lease, charged to the Statement of Financial Activities on a straight-line basis over the lease term. The full liability over the life of the lease has been included in the operating lease commitment note 26, with the value based on the current annual charge without any inflationary adjustment.

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

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

3. INCOME FROM DONATION AND CAPITAL GRANTS

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	11,541	157,440	-	168,981	164,396
Capital Grants	-	-	38,445	38,445	113,597
Total 2020	11,541	157,440	38,445	207,426	277,993
Total 2019	6,956	157,440	113,597	277,993	

THE MINERVA LEARNING TRUST (DORSET)
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

4. FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
DfE/ESFA grants				
General Annual Grant	-	7,814,446	7,814,446	7,516,953
Other DfE/EFSA grants	-	839,090	839,090	625,449
	-	8,653,536	8,653,536	8,142,402
Other Government grants				
High Needs	-	299,080	299,080	209,927
	-	299,080	299,080	209,927
Other funding				
Other government grants: capital	-	-	-	3,000
Internal catering income	6,362	-	6,362	6,475
Sales to students	1,162	-	1,162	2,730
Other	221,293	-	221,293	279,939
	228,817	-	228,817	292,144
Exceptional government funding				
Coronavirus funding	-	12,931	12,931	-
Total 2020	228,817	8,965,547	9,194,364	8,644,473
Total 2019	289,144	8,355,329	8,644,473	

The Academy Trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under 'Exceptional government funding'.

The funding received for coronavirus exceptional support covers £12,931 of free school meals, additional cleaning and premise costs. These costs are included in notes 8 and 9.

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

5. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Lettings	13,175	13,175	11,005
Consultancy	19,855	19,855	93,546
Total 2020	33,030	33,030	104,551

All prior year funds were unrestricted funds.

6. INVESTMENT INCOME

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Bank interest	476	476	410
Total 2020	476	476	410

All prior year funds were unrestricted funds.

7. EXPENDITURE

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £	Total 2019 £
Education:					
Direct costs	5,975,202	351,787	480,268	6,807,257	6,653,305
Support costs	705,801	151,213	2,129,671	2,986,685	2,928,436
Total 2020	6,681,003	503,000	2,609,939	9,793,942	9,581,741
Total 2019	6,388,960	494,834	2,697,947	9,581,741	

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

8. ANALYSIS OF EXPENDITURE BY ACTIVITY

	Activities undertaken directly 2020 £	Grant funding of activities 2020 £	Support costs 2020 £	Total funds 2020 £	Total funds 2019 £
Education	6,807,257	-	2,986,685	9,793,942	9,587,556
Total 2019	6,653,305	5,815	2,928,436	9,587,556	

Analysis of direct costs

	Total funds 2020 £	Total funds 2019 £
Pension expenditure	70,000	71,000
Staff costs	5,947,590	5,702,360
Depreciation	151,213	163,311
Educational supplies	302,393	349,959
Examination fees	50,130	69,564
Staff development	21,544	35,415
Other costs	202,278	214,746
Supply teachers	27,612	18,478
Technology costs	34,497	28,472
Total 2020	6,807,257	6,653,305

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

8. ANALYSIS OF EXPENDITURE BY ACTIVITY (continued)

Analysis of support costs

	Total funds 2020 £	Total funds 2019 £
Staff costs	705,801	669,365
Depreciation	19,075	19,435
Recruitment and support	8,046	10,235
Maintenance of premises and equipment	73,138	116,197
Cleaning	14,399	11,642
Rent and rates	223,642	219,443
Energy costs	19,519	20,648
Insurance	41,282	38,035
Security and transport	2,014	3,799
Catering	125,032	117,811
Technology costs	78,894	61,987
Office overheads	27,028	39,898
Legal and professional	76,486	68,120
PFI Charges	1,534,401	1,493,430
Governance costs	37,928	38,391
Total 2020	2,986,685	2,928,436

9. NET EXPENDITURE

Net expenditure for the year includes:

	2020 £	2019 £
Operating lease rentals	12,851	14,812
Depreciation of tangible fixed assets	170,288	182,746
PFI costs	1,534,401	1,493,430
Fees paid to auditors for:		
- audit	10,000	9,850
- other services	3,400	3,330

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

10. STAFF

a. Staff costs

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	4,841,361	4,793,582
Social security costs	426,652	424,259
Pension costs	1,385,378	1,153,884
	<u>6,653,391</u>	<u>6,371,725</u>
Agency staff costs	27,612	17,235
	<u>6,681,003</u>	<u>6,388,960</u>

b. Staff numbers

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

	2020 No.	2019 No.
Teachers	83	84
Administration and support	131	133
Management	12	13
	<u>226</u>	<u>230</u>

The average headcount expressed as full-time equivalents was:

	2020 No.	2019 No.
Teachers	68	70
Administration and support	71	72
Management	12	12
	<u>151</u>	<u>154</u>

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

10. STAFF (continued)

c. Higher paid staff

The number of employees whose employee benefits (excluding employer's National Insurance contributions and employer pension costs) exceeded £60,000 was:

	2020	2019
	No.	No.
In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	1	2
In the band £100,001 - £110,000	1	-
In the band £130,000 - £140,000	-	1
	=====	=====

d. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees (who do not receive remuneration for their role as Trustees) and the senior management team as listed on page 2. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £475,297 (2019 £488,107).

11. CENTRAL SERVICES

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

- Finance and administration
- Legal costs
- Human resources
- General support costs

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

The central function charges for these services are based on specific cost savings made for each Academy by using the central function.

The actual amounts charged during the year were as follows:

	2020	2019
	£	£
The Sir John Colfox Academy	224,950	123,013
Burton Bradstock Church of England School	21,065	10,150
Bridport Primary School	99,602	36,970
Bridport St Mary's Church of England Primary School	50,451	20,349
Total	=====	=====
	396,068	190,482

**THE MINERVA LEARNING TRUST (DORSET)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

12. TRUSTEES' REMUNERATION AND EXPENSES

Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and other staff members under their contracts of employment, and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows: K Taylor: remuneration £Nil (2019: £130,000 - £135,000), Employer's pension contributions £Nil (2019: £15,000 - £20,000).

Other related party transactions involving the Trustees are set out in note 26.

During the year, retirement benefits were accruing to no Trustees (2019 - 1) in respect of defined benefit pension schemes.

During the year ended 31 August 2020, expenses totalling £NIL were reimbursed or paid directly to Trustee (2019 - £443 to 1 Trustees).

13. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £5,000,000 (2019: £5,000,000) on any one claim and the cost for the year ended was £716 (2019: £745).

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

14. TANGIBLE FIXED ASSETS

	Long-term leasehold property £	Furniture and fixtures £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2019	7,248,414	11,544	246,669	7,506,627
Additions	2,640	1,915	27,843	32,398
At 31 August 2020	<u>7,251,054</u>	<u>13,459</u>	<u>274,512</u>	<u>7,539,025</u>
Depreciation				
At 1 September 2019	494,816	4,473	217,312	716,601
Charge for the year	144,968	2,109	23,211	170,288
At 31 August 2020	<u>639,784</u>	<u>6,582</u>	<u>240,523</u>	<u>886,889</u>
Net book value				
At 31 August 2020	<u>6,611,270</u>	<u>6,877</u>	<u>33,989</u>	<u>6,652,136</u>
At 31 August 2019	<u>6,753,598</u>	<u>7,071</u>	<u>29,357</u>	<u>6,790,026</u>

15. DEBTORS

	2020 £	2019 £
Due within one year		
Trade debtors	40,612	21,996
Other debtors	70	-
Prepayments and accrued income	173,649	130,029
VAT recoverable	67,923	89,647
	<u>282,254</u>	<u>241,672</u>

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade creditors	-	43,256
Other taxation and social security	96,175	100,656
Other creditors	124,646	104,601
Accruals and deferred income	311,480	326,005
	<u>532,301</u>	<u>574,518</u>

	2020 £	2019 £
Deferred income		
Deferred income at 1 September 2019	142,727	152,102
Resources deferred during the year	78,953	142,727
Amounts released from previous periods	(142,727)	(152,102)
Deferred income at 31 August 2019	<u>78,953</u>	<u>142,727</u>

At the balance sheet date the Academy Trust was holding funds received in advance for ESFA infant free school meals income and rates relief relating to the 2020/21 year.

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

17. STATEMENT OF FUNDS

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds					
Unrestricted funds	197,255	273,864	(363,113)	-	108,006
Restricted general funds					
General Annual Grant (GAG)	7,942	7,814,446	(7,538,000)	-	284,388
High Needs	-	299,080	(299,080)	-	-
Pupil Premium	-	306,958	(306,958)	-	-
Other DfE/ESFA grants	-	532,132	(532,132)	-	-
Diocesan property rental	-	157,440	(157,440)	-	-
Coronavirus funding	-	12,931	(12,931)	-	-
Pension reserve	(3,661,000)	-	(414,000)	(1,036,000)	(5,111,000)
	<u>(3,653,058)</u>	<u>9,122,987</u>	<u>(9,260,541)</u>	<u>(1,036,000)</u>	<u>(4,826,612)</u>
Restricted fixed asset funds					
Fixed assets transferred on conversion	6,723,839	-	(144,969)	-	6,578,870
DfE/ESFA Capital Grants	177,322	38,445	(23,758)	-	192,009
Fixed Assets purchased from GAG	1,561	-	(1,561)	-	-
	<u>6,902,722</u>	<u>38,445</u>	<u>(170,288)</u>	<u>-</u>	<u>6,770,879</u>
Total Restricted funds	<u>3,249,664</u>	<u>9,161,432</u>	<u>(9,430,829)</u>	<u>(1,036,000)</u>	<u>1,944,267</u>
Total funds	<u>3,446,919</u>	<u>9,435,296</u>	<u>(9,793,942)</u>	<u>(1,036,000)</u>	<u>2,052,273</u>

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

UNRESTRICTED FUNDS

Unrestricted funds - This represents other amounts of unrestricted funds, which are to be used for educational purposes.

RESTRICTED FUNDS

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

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

**THE MINERVA LEARNING TRUST (DORSET)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

17. Statement of funds (continued)

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

Other DfE/ESFA grants - This represents funding received from the ESFA for rates relief and Universal Infant Free School Meals.

Other restricted funds - This represents other small amounts of restricted funds, which are to be used for educational purposes.

Diocesan property rental - This is a notional rental charge payable to the diocese for the use of the church buildings. There is an equal notional rental donation received from the diocese to offset this charge.

Pension reserve - This represents the Academy Trust's share of the assets and liabilities in the Local Government Pension Scheme. As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an Academy Trust.

RESTRICTED FIXED ASSET FUNDS

Fixed assets transferred on conversion - This represent the buildings and equipment donated to the School from the Local Authority on conversion to an Academy Trust.

DfE/ESFA Capital Grants - These funds are received for direct expenditure on fixed asset projects. The fixed asset fund balance at the year end represents the NBV of assets and any unspent grant amounts.

Fixed assets purchased from GAG - This represents funds transferred from GAG to fund fixed asset purchases.

OTHER INFORMATION

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

17. Statement of funds (continued)

Total funds analysis by Academy

Fund balances at 31 August 2020 were allocated as follows:

	2020	2019
	£	£
The Sir John Colfox Academy	249,781	9,302
Bridport Primary School	86,289	94,428
Burton Bradstock Church of England School	(14,003)	(24,579)
Bridport St Mary's Church of England Primary School	103,703	114,465
Central	(33,376)	11,581
Total before fixed asset funds and pension reserve	392,394	205,197
Restricted fixed asset fund	6,770,879	6,902,722
Pension reserve	(5,111,000)	(3,661,000)
Total	2,052,273	3,446,919

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

	Deficit
	£
Burton Bradstock Church of England School	(14,003)

Burton Bradstock Church of England School

This was due to a fall in numbers in September 2018 from 84 to 76.

The Academy Trust is taking the following action to return the academy to surplus:

A recovery plan is in place, which has included the restructuring of Senior Leadership and support services, and the opening of a Foundation Unit. This has enabled the school to set a balanced in year budget in 2019/20 and 2020/21.

Central

The central deficit was caused by the Executive Principal's contract being increased from 3 days a week to 4 due to additional work caused by Covid and MAT growth. The decision to move to pooled funding in 2020/21 will rectify the position.

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17. Statement of funds (continued)

Total cost analysis by Academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £	Total 2019 £
The Sir John Colfox Academy	3,031,519	257,435	493,316	1,737,297	5,519,567	5,612,446
Bridport Primary School	1,178,558	159,542	70,834	130,640	1,539,574	1,648,452
Burton Bradstock Church of England School	335,843	40,758	13,943	87,065	477,609	492,729
Bridport St Mary's Church of England Primary School	867,262	95,361	53,457	214,027	1,230,107	1,176,033
Central	604,408	152,705	6,904	92,780	856,797	475,150
Academy Trust	6,017,590	705,801	638,454	2,261,809	9,623,654	9,404,810

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

17. Statement of funds (continued)

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
Designated funds						
ICT sinking fund	79,294	-	-	(79,294)	-	-
General funds						
Unrestricted funds	176,754	401,061	(459,854)	79,294	-	197,255
Unrestricted fixed assets	4,139	-	(4,139)	-	-	-
	<u>180,893</u>	<u>401,061</u>	<u>(463,993)</u>	<u>79,294</u>	<u>-</u>	<u>197,255</u>
Total Unrestricted funds	<u>260,187</u>	<u>401,061</u>	<u>(463,993)</u>	<u>-</u>	<u>-</u>	<u>197,255</u>
Restricted general funds						
General Annual Grant (GAG)	11,129	7,516,953	(7,520,140)	-	-	7,942
High Needs	-	209,927	(209,927)	-	-	-
Pupil Premium	-	300,071	(300,071)	-	-	-
Other DfE/ESFA grants	-	325,378	(325,378)	-	-	-
Other restricted funds	-	3,000	(3,000)	-	-	-
Diocesan property rental	-	157,440	(157,440)	-	-	-
Pension reserve	(2,737,000)	-	(429,000)	-	(495,000)	(3,661,000)
	<u>(2,725,871)</u>	<u>8,512,769</u>	<u>(8,944,956)</u>	<u>-</u>	<u>(495,000)</u>	<u>(3,653,058)</u>
Restricted fixed asset funds						
Fixed assets transferred on conversion	6,868,180	-	(144,340)	-	-	6,723,840
DfE/ESFA Capital Grants	96,429	113,597	(32,705)	-	-	177,321

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

17. Statement of funds (continued)

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Fixed Assets purchased from GAG	3,123	-	(1,562)	-	-	1,561
	<u>6,967,732</u>	<u>113,597</u>	<u>(178,607)</u>	<u>-</u>	<u>-</u>	<u>6,902,722</u>
Total Restricted funds	<u>4,241,861</u>	<u>8,626,366</u>	<u>(9,123,563)</u>	<u>-</u>	<u>(495,000)</u>	<u>3,249,664</u>
Total funds	<u>4,502,048</u>	<u>9,027,427</u>	<u>(9,587,556)</u>	<u>-</u>	<u>(495,000)</u>	<u>3,446,919</u>

18. ANALYSIS OF NET ASSETS BY FUND

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	6,652,136	6,652,136
Current assets	108,006	816,689	118,743	1,043,438
Creditors due within one year	-	(532,301)	-	(532,301)
Pension scheme liability	-	(5,111,000)	-	(5,111,000)
Total	<u>108,006</u>	<u>(4,826,612)</u>	<u>6,770,879</u>	<u>2,052,273</u>

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NOTES TO THE FINANCIAL STATEMENTS
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18. ANALYSIS OF NET ASSETS BY FUND (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	6,790,026	6,790,026
Current assets	197,255	582,460	112,696	892,411
Creditors due within one year	-	(574,518)	-	(574,518)
Pension scheme liability	-	(3,661,000)	-	(3,661,000)
Total	197,255	(3,653,058)	6,902,722	3,446,919

19. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net expenditure for the period (as per Statement of Financial Activities)	(358,646)	(560,129)
Adjustments for:		
Depreciation	170,288	182,746
Capital grants from DfE and other capital income	(38,445)	(113,597)
Interest received	(476)	(410)
Defined benefit pension scheme cost less contributions payable	344,000	358,000
Defined benefit pension scheme finance cost	70,000	71,000
(Increase)/Decrease in debtors	(40,582)	(66,151)
(Decrease)/Increase in creditors	(42,217)	19,424
Depreciation on disposal	-	(671)
Net cash provided by/(used in) operating activities	103,922	(109,788)

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. CASH FLOWS FROM INVESTING ACTIVITIES

	2020 £	2019 £
Interest received	476	410
Purchase of tangible fixed assets	(32,398)	(30,059)
Proceeds from the sale of tangible fixed assets	-	2,013
Capital grants from DfE Group	38,445	113,597
Net cash provided by investing activities	6,523	85,961

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2020 £	2019 £
Cash at bank and in hand	761,184	650,739
Total cash and cash equivalents	761,184	650,739

22. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	650,739	110,445	761,184
	650,739	110,445	761,184

23. PENSION COMMITMENTS

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

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

Contributions amounting to £114,788 were payable to the schemes at 31 August 2020 (2019 - £69,912) and are included within creditors.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

23. PENSION COMMITMENTS (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 full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

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

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £777,555 (2019 - £550,529).

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

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

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23. PENSION COMMITMENTS (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £332,000 (2019 - £317,000), of which employer's contributions totalled £256,000 (2019 - £244,000) and employees' contributions totalled £ 76,000 (2019 - £73,000). The agreed contribution rates for future years are 20% per cent for employers and 5.5%-12.5% per cent for employees.

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

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

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	3.25	3.70
Rate of increase for pensions in payment/inflation	2.25	2.20
Discount rate for scheme liabilities	1.60	1.90
Inflation assumption (CPI)	2.25	2.20

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

	2020	2019
	Years	Years
<i>Retiring today</i>		
Males	23.3	22.9
Females	24.8	24.8
<i>Retiring in 20 years</i>		
Males	24.7	24.6
Females	26.2	26.6

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NOTES TO THE FINANCIAL STATEMENTS
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23. PENSION COMMITMENTS (continued)

Sensitivity analysis

	2020	2019
	£000	£000
Discount rate +0.1%	(205)	(172)
Discount rate -0.1%	211	176
Mortality assumption - 1 year increase	303	225
Mortality assumption - 1 year decrease	(292)	(233)
CPI rate +0.1%	186	149
CPI rate -0.1%	(181)	(145)

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

	2020	2019
	£	£
Equities and gilts	1,904,000	1,879,000
Debt instruments	238,000	209,000
Cash	31,000	76,000
Property and infrastructure	500,000	461,000
Other investments	322,000	306,000
Total market value of assets	2,995,000	2,931,000

The actual return on scheme assets was £(131,000) (2019 - £223,000).

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

	2020	2019
	£	£
Current service cost	(600,000)	(510,000)
Past service cost	-	(92,000)
Interest income	56,000	67,000
Interest cost	(126,000)	(138,000)
Total amount recognised in the Statement of Financial Activities	(670,000)	(673,000)

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23. PENSION COMMITMENTS (continued)

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

	2020 £	2019 £
At 1 September	6,592,000	5,222,000
Current service cost	600,000	510,000
Interest cost	126,000	138,000
Employee contributions	76,000	73,000
Actuarial losses	752,000	649,000
Benefits paid	(40,000)	(92,000)
Past service costs	-	92,000
At 31 August	8,106,000	6,592,000

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

	2020 £	2019 £
At 1 September	2,931,000	2,485,000
Interest income	58,000	69,000
Actuarial (losses)/gains	(284,000)	154,000
Employer contributions	256,000	244,000
Employee contributions	76,000	73,000
Benefits paid	(40,000)	(92,000)
Administration expense	(2,000)	(2,000)
At 31 August	2,995,000	2,931,000

THE MINERVA LEARNING TRUST (DORSET)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

24. OPERATING LEASE COMMITMENTS

At 31 August 2020 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Within 1 year	1,539,705	1,541,304
Between 1 and 5 years	6,124,486	6,133,335
After more than 5 years	7,636,502	9,163,803
	15,300,693	16,838,442

The Academy Trust has in place a School Agreement with Dorset County Council concerning a Private Finance Initiative (PFI) Agreement dated 19 March 2015. The annual commitment for the Academy Trust is made up of fixed and variable costs depending on the level of activity for the year. The costs are adjusted annually based on the RPI percentage for the past year.

The annual commitment for the year ended 31 August 2021 of £1,527,300 included in the above is based on the amount due for the year ended 31 March 2020 without any inflationary adjustment. £1,269,604 of the commitment will be paid from General Annual Grant. The balance of £257,697 is covered by additional funding from the ESFA.

25. MEMBERS' LIABILITY

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

26. RELATED PARTY TRANSACTIONS

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

No related party transactions took place in the period of account other than certain Trustees' remuneration and expenses already disclosed in note 12.

27. AGENCY ARRANGEMENTS

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ended 31 August 2020 the Academy Trust received £12,800 and disbursed £14,527 from the fund. At the beginning of the period, the Academy held £7,261 in other creditors relating to undistributed funds. An amount of £8,988 is therefore included in other creditors relating to undistributed funds for the period ended 31 August 2020 that is repayable to ESFA.

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**NOTES TO THE FINANCIAL STATEMENTS
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28. GENERAL INFORMATION

The Minerva Learning Trust (Dorset) is a company limited by guarantee, incorporated in England and Wales. The registered office is The Sir John Colfox Academy, Ridgeway, Bridport, Dorset, DT6 3DT.