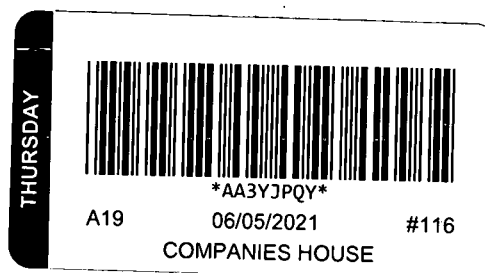


The Hallam Schools' Partnership Academy Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2020



The Hallam Schools' Partnership Academy Trust

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The Hallam Schools' Partnership Academy Trust

Reference and Administrative Details

Members	Diocese of Hallam Schools' Partnership Rt Rev R Heskett Rev P D McGuire J Metcalfe (appointed 16 June 2020) P R Patterson (appointed 13 January 2020) R A Prior (appointed 16 June 2020) The Church of England Diocese of Leeds (appointed 13 January 2020) The Diocese of Sheffield (appointed 13 January 2020)
Trustees (Directors)	Rt Rev R Heskett (resigned 13 January 2020) P R Patterson A Dewhurst (appointed 13 January 2020) C Thorpe (appointed 13 January 2020) E J Whittaker (appointed 13 January 2020) Rev W H Thomas (appointed 14 September 2020) Rev P D McGuire (appointed 13 January 2020) R J Noake (appointed 14 September 2020) S McClafferty (appointed 23 September 2020) M L Janvier (appointed 20 October 2020)
Chief Executive Officer	R B Sawyer
Company Secretary	E J Whittaker
Senior Management Team	P R Patterson C Thorpe E J Whittaker H Simmerson, Head Teacher - Emmaus F Barratt, Head Teacher - St John Fisher N Kelly, Head Teacher - St Joseph's L Saxton, Head Teacher - Our Lady of Sorrows A Dickson, Head Teacher - Holy Trinity
Principal and Registered Office	Hallam Pastoral Centre St. Charles Street Sheffield South Yorkshire S9 3WU
Company Registration Number	08665067
Auditors	Marriott Gibbs Rees Wallis Limited Chartered Certified Accountants and Registered Auditors 13 - 17 Paradise Square Sheffield South Yorkshire S1 2DE
Solicitors	Browne Jacobson Mowbray House Castle Meadow Road Nottingham NG12 1BJ

The Hallam Schools' Partnership Academy Trust

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 purposes of both a trustees' report, and a directors' report under company law.

The trust operates four primary academies and one 3-16 academy in South Yorkshire as follows:

St. John Fisher Catholic Primary School, A Catholic Voluntary Academy
St. Joseph's Catholic Primary School, A Catholic Voluntary Academy
Emmaus Catholic and Church of England Primary School, A Catholic and Church of England Voluntary Academy
Our Lady of Sorrows, Catholic Primary School, A Catholic Voluntary Academy
Holy Trinity, A Catholic and Church of England Voluntary Academy

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and is an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The company registration number is 08665067.

The trustees act as the trustees for the charitable activities of The Hallam Schools' Partnership Academy Trust and are also the directors of the charitable company for the purposes of company law. The charitable company operates as The Hallam Schools' Partnership Academy Trust.

Details of the trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on page 1.

Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while 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.

Trustees' indemnities

The academy trust through its Articles has indemnified its Trustees to the fullest extent permissible by law. During the period the Academy also purchased and maintained liability insurance for its Trustees.

Method of recruitment and appointment or election of Trustees

As set out in the Memorandum and Articles of Association for the Hallam Schools' Partnership Academy Trust.

A Local Governing Body (LGB) for each individual school was set up post conversion to undertake the day to day running of the school in line with the agreed Scheme of Delegation. The individual schools methods are stated below:

St Joseph's School, a Catholic Voluntary Academy

The Diocesan Bishop appoints a minimum of 6 Foundation Governors so as to ensure that at all times the number of Foundation Governors exceeds the total number of other Governors (excluding Foundation Governors) by at least 2. In 2019-2020 there were 5 Foundation Governors at the beginning of the academic year. Applications are being sought for the vacant Foundation Governor positions.

The arrangements made for the election of a Parent Governor provides for every person who is entitled to vote in the election to have an opportunity to do so by post or, if they prefer, by having their ballot paper returned to the Academy Trust by a registered pupil at the Academy. The parent receiving the highest number of votes shall be appointed.

The arrangements made for the election of a Staff Governor provides for every member of staff who is entitled to vote in the election to have an opportunity to do so. The Staff member who receives the highest number of votes shall be appointed.

An Executive Officer was appointed by the Hallam Schools' Partnership Academy Trust to attend Governors' meetings.

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

St John Fisher Primary, a Catholic Voluntary Academy

The Diocesan Bishop appoints a minimum of 6 Foundation Governors so as to ensure that at all times the number of Foundation Governors exceeds the total number of other Governors (excluding Foundation Governors) by at least 2. At the end of 2019 -2020 there are 5 foundation governors. Applications are being sought for the vacant governor position.

The arrangements made for the election of a Staff Governor provides for every member of staff who is entitled to vote in the election to have an opportunity to do so. The Staff member who receives the highest number of votes shall be appointed.

An Executive Officer was appointed by the Hallam Schools' Partnership Academy Trust to attend Governors' meetings.

Emmaus Catholic and Church of England Primary School, A Catholic and Church of England Voluntary Academy

The Bishop of Hallam and The Bishop of Sheffield appoint a minimum of 8 Foundation Governors - 4 from the Diocese of Sheffield and 4 from the Diocese of Hallam so as to ensure that at all times the number of Foundation Governors exceeds the total number of other Governors (excluding Foundation Governors) by at least 2. There is a full complement of Foundation Governors in place.

The arrangements made for the election of a Parent Governor provides for every person who is entitled to vote in the election to have an opportunity to do so by post or, if they prefer, by having their ballot paper returned to the Academy Trust by a registered pupil at the Academy. The parent receiving the highest number of votes shall be appointed.

The arrangements made for the election of a Staff Governor provides for every member of staff who is entitled to vote in the election to have an opportunity to do so. The Staff member receiving the highest number of votes shall be appointed.

An Executive Officer was appointed by the Hallam Schools' Partnership Academy Trust to attend Governors' meetings.

Our Lady of Sorrows Catholic Primary School, A Catholic Voluntary Academy

The Diocesan Bishop appoints a minimum of 6 Foundation Governors so as to ensure that at all times the number of Foundation Governors exceeds the total number of other Governors (excluding Foundation Governors) by at least 2. There are currently five Foundation Governors in place. Applications are being sought for the vacant Foundation Governor position.

The arrangements made for the election of a Parent Governor provides for every person who is entitled to vote in the election to have an opportunity to do so by post or, if they prefer, by having their ballot paper returned to the Academy Trust by a registered pupil at the Academy. The parent receiving the highest number of votes shall be appointed.

The arrangements made for the election of a Staff Governor provides for every member of staff who is entitled to vote in the election to have an opportunity to do so. The Staff member who receives the highest number of votes shall be appointed.

An Executive Officer was appointed by the Hallam Schools' Partnership Academy Trust to attend Governors' meetings.

Holy Trinity 3-16 School, a Catholic and Church of England Voluntary Academy

The school became an academy on 1st May 2018, The Bishop of Hallam and The Anglican Bishop of Leeds appoint a minimum of 8 Foundation Governors - 4 from the Diocese of Leeds and 4 from the Diocese of Hallam so as to ensure that at all times the number of Foundation Governors exceeds the total number of other Governors (excluding Foundation Governors) by at least 2. There is a full complement of Foundation Governors.

The arrangements made for the election of a Parent Governor provides for every person who is entitled to vote in the election to have an opportunity to do so by post or, if they prefer, by having their ballot paper returned to the Academy Trust by a registered pupil at the Academy. The parent receiving the highest number of votes shall be appointed.

The arrangements made for the election of a Staff Governor provides for every member of staff who is entitled to vote in the election to have an opportunity to do so. The Staff member receiving the highest number of votes shall be appointed.

An Executive Officer was appointed by The Hallam Schools' Partnership Academy Trust to attend Governors' meetings.

Trade union facility time

There were no employees of the Academy Trust who were relevant union officials during the period under review.

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Organisational structure

The Board meets regularly to closely monitor the academic progress of previously underperforming schools within the MAT, as required by Ofsted and the Department for Education (DfE). The MAT utilises the professional expertise of the teaching schools and other school leaders within the Diocese of Hallam to ensure rapid recovery. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale. The focus of the Board is to oversee the rapid improvement of any school in serious difficulty until it is judged to be securely good by Ofsted. The Diocese of Hallam is currently investigating how best the MAT can move forward as part of a wider diocesan plan and discussion and studies are currently taking place.

The Board of Directors/Governors have delegated to the LGB responsibility for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy by the use of budgets and other data, and making major decisions about the direction of the Academy, capital expenditure and staff appointments with the exception of the appointment of the Headteacher/Deputy Headteacher.

The Trustees and Board of Directors/Governors have devolved responsibility for day to day management of each academy to the LGB and Headteacher/Principal. The LGB of each school has sub-committees looking at:

- school improvement and staffing
- finance, premises and resources
- ethos (this includes members of the local worshipping community)
- Admissions / admission appeals

The leadership structure of each individual school within the MAT is tailored to meet the needs of the specific school, dependent on its number on roll, its academy action plan, its levels of SEN and its budget.

Arrangements for setting pay and remuneration of key management personnel

Finance Committees at each academy meet annually to review the recommendations for pay progression of the staff by the Head teacher, if staff successfully meet their performance management objectives in line with the pay policy.

Governors on the head teacher appraisal panels at each academy also meet annually with an external advisor to carry out the appraisal of the Head teacher and consider any pay increments if performance management objectives are successfully met in line with the pay policy.

Pay ranges for principals/headteachers, deputy headteachers and assistant headteachers are determined in line with STPCD for new appointments, where responsibilities significantly change if the academy trust chooses to review pay of leadership posts it will be in line with STPCD.

Risk management

The Academy Trust has appointed Executive Officers to work with the five schools currently in the MAT to monitor the delegated risk management processes as detailed in the individual school reports.

Related parties and other connected charities and organisations

The Diocese of Hallam (a company limited by guarantee with company registration number 1593544) is a related party as the Bishop of Hallam is a Director of the Academy Trust and he is also a Trustee of the Diocese of Hallam.

Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for new Directors/Governors will depend upon their existing experience.

Director/Governor induction tends to be done informally and is tailored specifically to the individual. LGB training has included a standard session for all LGB members, provided by the Multi-Academy Trust (MAT) governance consultant with subsequent additional training courses as per the skill set needs of the individual LGBs, taking advantage of specific courses offered by the Local Authority and other bodies.

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Objectives and activities

Objects and aims

The principal object and activity of the Academy Trust is to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Catholic Schools designated as such ("the Academies") which shall offer a broad and balanced curriculum and shall be conducted in accordance with the principles, practices and tenets of the Catholic Church and all Canon Law.

The principal object and activity of the charitable Company is the operation to support five schools to provide free education and care for pupils of different abilities.

From September 2018 a designated CEO has been in place, this post is paid for by the schools for the equivalent of one day per week (term time) enabling the MAT to function with additional drive and visions without being overburdened with additional expenditure. The CEO works closely with the schools and other diocesan officers and has been a further catalyst in bringing the five schools together to share good practice and take part in professional development for the benefit of all the schools in the MAT.

The aims of the Academy during the year ended 31 August 2020 are summarised below:

- to provide rapid and sustained improvement to the standard of educational attainment and achievement of all pupils
- to establish high quality leadership in each school
- to provide a broad and balanced curriculum, including extra curricular activities
- to develop students as more effective and independent learners
- to develop each school site to enable 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 Academy by keeping the curriculum and organisational structure under continual review
- to ensure that the learning needs of all pupils are effectively met, including disadvantaged pupils and those with SEN/D and EAL
- to provide value for money for the funds expended
- to comply with all appropriate statutory and curriculum requirements
- to develop links with high quality providers
- to develop the ethos of each school within the context of each individual community
- to conduct the Academy's business in accordance with the highest standards of integrity, probity and openness
- to ensure a work-life balance for all staff

Through the Hallam Schools' Partnership Academy Trust, we aim to get 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, set within a distinctively Catholic or Catholic and Church of England context.

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Objectives, strategies and activities

Key priorities for the year are contained in our Academy Action Plan for each of the five schools. Areas for improvement were identified following the Ofsted inspection of each school.

Faith

To create an environment where the Gospel values can be clearly seen and felt in all aspects of school life. This will be achieved by:

- Effective, thorough planning of the 'Come & See' syllabus, daily act of collective worship and other liturgies.
- The practice of gospel values by staff, especially the demonstration of tolerance, forgiveness and honesty.
- Showing children they are valued within the Parish Community who are partners in the spiritual and moral development of children.
- Encourage in the sense of responsibility that comes with being a citizen in our school and to realise their part in the global community.
- Regular newsletters and involvement of Parents in school on a daily basis - visits, maths, reading and other events.
- Invitations to Parents and Governors to welcome them to attend assemblies and Masses.

Curriculum

To achieve the highest academic standards possible for every child. This will be achieved by:

- reviewing and monitoring our whole approach to long term curriculum planning, ensuring continuity and progression
- reviewing and monitoring our medium term planning
- policy documents for each area
- weekly planning showing a variety of teaching styles and differentiation of work
- maintaining thorough systems of assessment, which will inform future planning
- bright, regularly changed interactive, informative displays, including a mixture of two and three-dimensional work
- providing easily accessible and well-labelled resources in all areas of school
- numerical and curricular targets set for each year
- providing interesting activities and experiences across the whole curriculum and ensuring that all children have equal access to the curriculum
- encouraging and developing parental support and understanding of the curriculum
- two open evenings per year for reporting on progress and an end of year written report
- encouragement and praise of good effort, behaviour, learning and progress
- teachers will endeavour to foster a sense of respect for all individuals and experiences across a variety of cultures

Moral

To establish a sense of worth, which will lead to - respect for self and others. This will be achieved by:

- Behaviour policy which includes, positive behaviour incentives
- Continuation of school council to which representatives are elected by their peers, where they can discuss, reflect and value other pupils
- High expectations of standards of behaviour and academic achievement
- Opportunities for older children to support and help younger children e.g. playground friends, sport leaders and buddies
- Regular reporting of pupils' successes to parents
- Encouragement of collaborative work across the curriculum
- Extra-curricular activities available where children will be encouraged to work as team members
- Inviting school community service groups - police, health etc. into school to discuss their work
- Maintaining regular contact with the school Parishes

Public benefit

The Academy provides educational services to all children in the local area. The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the public benefit guidance provided by the Charity Commission. They have referred to this guidance when reviewing the Academy Trust's aims and objectives and in planning its future activities.

The Academy Trust aims to advance for the public benefit, education in the Diocese of Hallam. In particular, but without prejudice to the generality of the foregoing by estimating, maintaining, managing and developing schools, offering a broad curriculum set within a distinctively Catholic context.

The schools in the MAT provide opportunities for children, their parents, the parish and the local communities that they serve through a range of extra-curricular activities and opportunities.

As a MAT, we are working to support all of the schools within the MAT and to develop a culture of mutual support and development across these schools and the wider Catholic community. Within the broader diocesan context, each of these schools remains part of the broader family of church schools and part of that network. The commitment to developing a high quality curriculum, delivered by well trained and effective teaching and support staff, and the sharing of expertise is already under way.

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Strategic Report

Achievements and performance

The support structures provided and action taken by the Academy Trust have enabled five schools to address successfully areas of under-performance so that three schools which entered the Trust are now performing at a level regarded by Ofsted as 'Good' February 2020.

Due to Covid-19 the Trust has no statutory data to report or comparisons with national data sets.

Key performance indicators

The Trustees consider that the following are key performance indicators for the academy trust:

Key performance indicator (KPI)

- Pupil numbers
- General financial stability – aim for income to match expenditure each year
- Percentage of income received from ESFA spent on total staff costs
- Income per pupil
- Staff costs as a percentage of grant income
- Staff costs as a percentage of total costs
- Ofsted inspection results: Good for 3 of the schools
- Capital expenditure per pupil
- The quality of teaching across the schools is at least "Good"
- Any other KPI's that are relevant to the trust

The trustees are of the opinion that expectations for all key performance indicators listed have been successfully met during the period under review.

Key financial performance indicators

	2020	2019
Fund balance (excluding fixed assets and pension) (£)	746,696	721,117
Cash in bank (£)	1,169,416	1,217,539
Total staff costs (£)	9,285,226	8,890,951
Staff costs to ESFA revenue income (%)	90.99	90.19
Staff costs to total income excluding fixed asset funds (%)	81.11	79.31
Staff costs as proportion of total expense (%)	77.77	76.29

The main financial performance indicators are the level of reserves held and cash in the bank at the balance sheet date.

Going concern

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

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Strategic Report

Financial review

Income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes.

During the year, the academy trust had a surplus on restricted general funds (excluding pension reserve) and unrestricted funds of £25,579 (2019: £134,256).

At the year ended 31 August 2020 the total Fund balances at individual academies (note 15) amounted to a deficit of £4,442,097 (2019: £3,535,043), however this included the pension liability of £7,430,000 (2019: £6,519,000).

The Academy has taken on the deficit of 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 25 to the financial statements. This liability would be met by the Department for Education in the event of Academy closure.

At 31 August 2020 the net book value of fixed assets was £2,227,521 (2019: £2,172,563) and movements in tangible fixed assets are shown in note 12 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

Key financial policies adopted or reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Board, Headteacher, managers, budget holders and other staff, as well as delegated authority for spending. Other policies reviewed and updated include Charges and Lettings, Asset Management and Insurance.

Trustees have devolved responsibility for delivering assurance at each school. Each school has appointed an external agent to undertake a programme of internal checks on the financial controls.

Reserves policy

The Board of Directors have reviewed the reserve levels of the individual schools. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The board have approved individual school plans to spend the majority of its revenue income each year on the students in its care; but also to maintain a level of free reserves that will be adequate to provide a stable base for the continuing operation of the Academy whilst ensuring that excessive funds are not accumulated. The level of reserves required will be reviewed each year by the Board.

These free reserves are held for the investment in buildings, smooth any change in pupil led funding and to provide for any unforeseen liabilities. These reserves will provide a cushion to deal with unexpected emergencies such as urgent maintenance, as well as sums that are set aside from this each year for planned replacement of capital items such as ICT infrastructure etc.

At 31 August 2020 the level of free reserves held was £222,429 which shows an increase of £27,969 on the 2019 total of £194,460.

The balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds amounted to £746,696 (2019: £721,117) and the Trust has an overall balance of £2,241,207 (2019: £2,262,840) on restricted fixed asset funds.

Investment policy

The Board of Directors are firmly committed to ensuring that all funds under their control are administered under a risk adverse investment strategy. As such the Board do not consider the investment of surplus funds as a primary activity.

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Strategic Report

Principal risks and uncertainties

The principal risk and uncertainty the Trust faces is the continued funding from the Department of Education. To mitigate against this risk the Trust ensures that these funds are used for the purpose they were provided for and only in accordance with guidance laid out in the DfE Academies Financial Handbook. The Trust ensures proper stewardship of those funds, economy, efficiency and effectiveness in their use, using its discretion reasonably and takes into account any and all relevant guidance on accountability or propriety.

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

At the year end, the Academy had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on liquidity.

The Board of Trustees recognises that the defined benefit scheme deficit (Local Government Pension Scheme), which is set out in Note 25 to the financial statements, represents a significant potential liability. However, 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 of Education. This guarantee came into force on 18 July 2013.

The principal risks identified for the Trust during the next few years will be the fluctuation in student numbers which directly impacts on both funding and anticipated ever tighter financial constraints. These, and the lagged effect of funding pupil places, means that tight budget monitoring is key. Individual Academies are expected to closely monitor applications for places and to model the financial implications of any trends.

Risk management

The Risk Register will be set up and reviewed regularly as part of the Academy Trust Strategic Plan to ensure that the Trust is not exposed to major risks, and in particular those related to core operations and financial viability of the Trust. Trustees will ensure that systems and procedures are in place to mitigate exposure to the major risks.

Increasing financial deficits across the Trust schools will be addressed through use of Integrated Curriculum Financial planning tool.

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Strategic Report

Fundraising

The Hallam Schools' Partnership Academy Trust (HSP) will fundraise under the provisions of the Charities (Protection and Social Investment Act 2016, Section 13).

The funding of equipment and services from funds outside the Academies revenue budgets is becoming increasingly important in maintaining the quality of education for children.

HSP will support fundraising initiatives as long as correct procedures are adhered to.

HSP fundraising must be a legitimate means of improving the academy Trust's ability to purchase goods, equipment or services, which are not available within the capital or revenue budget. Public donations of cash, equipment, or actively raising funds is seen as a positive way of supporting the academies.

The HSP trustees and LGB's are responsible for ensuring that:

1. Correct fundraising procedures are in place, procedures are followed and monitored
2. Expenditure is properly validated
3. All funds raised are properly accounted for and audited
4. The money is expended in accordance with the objectives agreed with fund raisers.

Fundraising activities will be recognised providing that they are generally within the strategic direction of the Trust's plans and ethos. Fundraising must be approved in advance, by the Academy Head. Other fundraising by external bodies will be recognised, although such bodies will be encouraged to advise the Trust of their intentions and be guided by the Trust.

In the event of funds raised or donated, to the Trust, for purposes outside the Trust's plans or ethos the Trust may decline to accept the donation but will encourage the donor / organiser to allow the donation to be used for more appropriate purposes.

In the event of a member of staff becoming aware of an external body fundraising on behalf of an academy or the Trust, he / she should notify the Trustees so that the fundraising can be approved (if this has not already occurred).

Fundraisers shall adhere to all policies and procedures adopted by the Academy's local governing body or by the Trust.

Donors have the right to obtain complete and timely information on how their funds are used.

Public and promotional activities are to be truthful and non-deceptive with a clear statement of use.

HSP expects commitment to the highest standards of good practice to ensure that all fundraising activities are transparent, legal and fair.

Members of the public must not be subject to persistent unreasonable intrusive fundraising approaches that would put them under any undue pressure to donate.

Anyone having concerns or complaints regarding the Trust's fundraising scheme should discuss these with the Trustees.

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Strategic Report

Plans for future periods

Future plans can be difficult to manage based upon changes in government policy and the educational landscape. However, the Academy Trust's core focus is to ensure improvement in teaching and learning in our schools.

Each academy manages its plans for future periods. Priorities are as follows:

St Joseph's School Catholic Primary School

- To promote the wellbeing of pupils and staff through a focus on mental health in the curriculum, continued CPD on wellbeing, a weekly timetabled wellbeing afternoon and a staff buddy system to support and mentor each other
- To provide high quality teaching, learning and intervention for all pupils to ensure they remain in line with age related expectations after COVID 19/home schooling
- To develop the teaching of reading to raise attainment at Key Stage 2
- To continue embedding the 'Commando Joe' curriculum through further CPD and adaptations, embarking on the instructor led programme and beginning this in EYFS for a whole school approach
- Ensure there is a smooth transition when the Head teacher returns from her maternity leave
- To embed the interventions offered for Pupil Premium children to increase outcomes and progress
- To establish and teach the new Relationship Health Education (RHE) curriculum consistently across school through the delivery of the Ten Ten scheme and Big Talk

St John Fisher Catholic Primary School

- Progress and attainment at the end of each year group (and ultimately each Key Stage) will be at least good and sometimes better.
- Teaching over time will continue to improve so that the proportion of 'Good' and 'Outstanding' teaching across all phases of school increases by July 2021.
- The development of a rich and exciting curriculum which engages learners because it is visible and relevant to the children throughout school.
- Leadership and management at all levels is effective in tackling all priority development areas indicated by the SEF/SES, which is evidenced by an effective response to the challenges of the COVID pandemic.
- St John Fisher has a rich and vibrant Catholic life visible in its ethos, ways of working, environment and curriculum.

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Strategic Report

Our Lady of Sorrows Catholic Primary School

Quality of Education:

- Continue to improve the teaching of Grammar, Punctuation, Spelling and Handwriting
- To improve reading comprehension outcomes and close the gaps across school. (Post Covid)
- Continue to enthuse and encourage pupils to use interesting and adventurous vocabulary in their writing
- To further develop and personalise the school's art curriculum

Behaviour and Attitudes

- To continue to raise attendance for disadvantaged and SEND children. (to 96%)
- To establish high quality teaching of PSHCE and promote SMSC throughout the curriculum and the school environment
- To continue to create, develop and foster positive relationships within our school community.
- To raise the profile and importance to children's wellbeing
- To ensure a consistent approach to behaviour across school.

Personal Development

- To raise the profile and importance to children's wellbeing
- To continue to ensure pupil voice is secure across school.

Leadership and Management

- To be proactive in managing staff workload and wellbeing.
- To embed the Governor's Action Plan
- To continue to develop the role of middle leaders so that they can make a valuable contribution to improving teaching and learning and pupils' achievements.

The Quality of Early Education

- Develop valuable and effective links with parents that will establish a primary school long partnership between staff and parents to ensure children reach their full potential. (with the challenge of Covid)
- Improve the teaching of phonics, reading and writing to ensure the lowest 20% of children are making good progress.
- To develop further a personalised curriculum.

Holy Trinity

- Our vision is clear for all in our community and at the heart of all decision making.
- Mental health and wellbeing of pupils and staff is prioritised
- Behaviour is good and where it is not, systems and structures ensure it is dealt with swiftly and effectively.
- Attendance is at least in line with national in both phases, especially for key groups
- SEND pupils have access to an ambitious and appropriate curriculum and make good progress
- The intent of our curriculum is clear to all those delivering it. It is broad, varied and ambitious, meeting the needs and aspirations of all our pupils.
- There is a consistent approach and high expectations in teaching and learning
- A reading culture develops
- A strategy is in place to effectively target catch-up funding so that all pupils are supported to meet age related expectations and to make progress in line with prior attainment
- A strategy is in place to ensure effective remote education in case of further lockdown and in order to maximise pupil progress and independent working
- A culture of research and Development is embedded.
- All leaders are confident in fulfilling their roles
- Teachers are supported to fulfil their roles effectively

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Strategic Report

Emmaus Catholic & Church of England Primary School

To further improve the quality of education

- To improve outcomes by 10% on the 2018 Phonics check by 2021.
- To increase the levels of challenge in all subjects
- To improve the quality of the Curriculum
- To ensure pupils with SEND are supported to achieve their potential.

Improve the quality of Leadership at all levels

- To improve the accountability of Governors
- To improve the accountability of Leaders including Subject Leaders

The Hallam Schools' Partnership Academy Trust

Trustees' Report for the Year Ended 31 August 2020 (continued)

Employment of disabled persons

The Academy Trust gives full consideration to all applications for employment from disabled persons where the candidate's particular aptitudes and abilities are consistent with adequately meeting the requirements of the job. Opportunities are available to disabled employees for training, career development and promotion.

Where existing employees become disabled, it is the company's policy to provide continuing employment wherever practical in the same or an alternative position and provide appropriate training to achieve this aim.

Description of employee consultation

The Academy Trust encourages the involvement of its employees through the regular dissemination of information of particular concern to employees.

The Trust actively engages with its employees to ensure a two way dialogue which informs the direction and approach of the Trust as an employer.

Funds held as Custodian Trustee on behalf of others

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

Auditor

Insofar as the Trustees are aware:

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

Reappointment of auditor

The auditors Marriott Gibbs Rees Wallis Limited are deemed to be reappointed under section 487(2) of the Companies Act 2006.

The trustees' report, incorporating a Strategic Report, was approved by order of the members of the board of trustees on 28 January 2021 and signed on its behalf by:


.....
P R Patterson
Trustee

The Hallam Schools' Partnership Academy Trust

Governance Statement

Scope of responsibility

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

As trustees, we have reviewed and taken account of the guidance in DfE's Government Handbook and competency framework for governance.

The board of trustees has delegated the day-to-day responsibility to R B Sawyer, 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 Hallam Schools' Partnership Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met five times during the year. Attendance during the year at meetings of the board of trustees was 80%, which included finance and general purpose matters.

Governance reviews

The board of trustees annually audit the skill set of the governors and use this information to allocate governors to specific roles and committees. Governors are encouraged to attend training sessions to fill any particular skillsets.

Effective oversight of funds

Monthly management accounts are reviewed by the the Accounting Officer on a monthly basis and discussed with the individual school business managers. These are then discussed in detail, along with up to date budgets, at the Finance Committee meetings and Full Governing Body meetings.

However, following the issue of a Financial Notice to Improve on 11 January 2021, the ESFA does not consider the trust to have effective oversight of funds and steps are being taken to rectify this.

Review of value for money

As accounting officer the R B Sawyer has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The Executive Officers, by their attendance at Finance and Full Governing Body meetings ensure that all delegated responsibilities are adhered to and that Value for money is proven. The accounting officer for the academy trust, through devolved responsibilities has delivered improved value for money during the year by:

- Regularly benchmarking financial performance against other academy trusts to demonstrate that the Trust provides good value for money.
- Arranging joint CPD/Inset day training with other schools, where appropriate to spread the cost.
- Tender exercises are undertaken to ensure that high value contracts are assessed against the marketplace on a regular basis to ensure that long term contracts remain competitive. The Academy does not enter into any contracts longer than 3 years in length.
- Explores every opportunity to generate income through hire of Academy facilities. Income is also generated from small grant applications which help to support the wider curriculum.
- Reviews expenditure within each budget heading annually and make adjustments based on the effectiveness of strategies introduced in previous years, curriculum offer and any new strategies identified in the Academy Development Plan.
- Where possible, collaborates with other Trusts to keep procurement costs are kept to a minimum.

The Hallam Schools' Partnership Academy Trust

Governance Statement (continued)

The purpose of the system of internal control

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

Capacity to handle risk

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

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

The board of trustees has decided:

- to buy-in an internal audit service from Marriott Gibbs Rees Wallis Limited, carried out by team members not involved in the statutory audit, up until 31 August 2020. The trustees are aware of the revised FRC Ethical Standard for auditors which states that a firm providing external audit services to an entity shall not also provide internal audit services to it, subject to transitional arrangements which permit existing audit engagements at 15 March 2020 to conclude.

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

- testing of purchasing/procurement systems including ensuring that authorisation and value for money policies are adhered to;
- testing of payroll systems;
- testing of income systems;
- testing of bank control and reconciliation procedures;
- testing of VAT reporting;
- testing of procedures for the recording of financial information and reporting to governors; and
- testing of the requirements of the Academies Financial Handbook.

On a quarterly basis, the internal auditor reports to the board of trustees, through the audit committee on the operation of the systems of control and on the discharge of the board of trustees financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The Hallam Schools' Partnership Academy Trust

Governance Statement (continued)

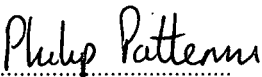
Review of effectiveness

As Accounting Officer, R B Sawyer 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 auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the board of trustees on 28 January 2021 and signed on its behalf by:


.....
P R Patterson
Trustee

The Hallam Schools' Partnership Academy Trust

Statement on Regularity, Propriety and Compliance

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

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2019.

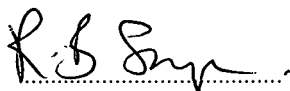
On 11 January 2021, the ESFA published a Financial Notice to Improve letter, the details of which can be found on the ESFA website. This listed instances of material funding non-compliance. There have been no instances of material impropriety or improper use of funds.

The Hallam School's Partnership Trust fully accepts the findings of the Financial Notice to Improve. The directors and I are disappointed with the report, but a rigorous action plan to address all of the outstanding issues identified in the Financial Notice To Improve has been drawn up and will be implemented at pace to rectify these.

The Trust has already appointed a new chair and vice chair to the Board and in addition is actively looking to recruit new expert members. The Trust are also in the process of appointing a new full-time Chief Executive Officer and Chief Financial Officer.

The Trust is committed to giving all of our young people the very best education that they deserve and our response to this notice will enable the directors to strengthen their ambition to build on the good provision that currently exists in our schools that is led by highly committed staff

I confirm that there have been no additional 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.



R B Sawyer
Accounting officer

28 January 2021

The Hallam Schools' Partnership Academy Trust

Statement of Trustees' Responsibilities

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 apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 on 28 January 2021 and signed on its behalf by:


.....
P R Patterson
Trustee

The Hallam Schools' Partnership Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of The Hallam Schools' Partnership Academy Trust

Opinion

We have audited the financial statements of The Hallam Schools' Partnership Academy Trust (the 'Academy') for the year ended 31 August 2020, which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy trust's affairs 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2019 to 2020.

Basis for opinion

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

Conclusions relating to going concern

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'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.

Other information (covers the Reference and Administrative Details, the Trustees' Report and Strategic Report and the Governance Statement)

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

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

Matters on which we are required to report by exception

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

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

The Hallam Schools' Partnership Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of The Hallam Schools' Partnership Academy Trust (continued)

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 19], the Trustees 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'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 or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

This report is made solely to the Academy's Trustees, 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's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy and its Trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

A. Pickstone

Alan Pickstone FCCA (Senior Statutory Auditor)
For and on behalf of Marriott Gibbs Rees Wallis Limited,
Chartered Certified Accountants and Statutory Auditor

13 - 17 Paradise Square
Sheffield
South Yorkshire
S1 2DE

Date: 28 January 2021

The Hallam Schools' Partnership Academy Trust

Independent Reporting Accountant's Report on Regularity to The Hallam Schools' Partnership Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 31 August 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Hallam Schools' Partnership Academy Trust during the period 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 Hallam Schools' Partnership Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we may state to The Hallam Schools' Partnership Academy Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than The Hallam Schools' Partnership Academy Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of the Governing Body's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of the board of trustees' funding agreement with the Secretary of State for Education dated 28 November 2013 and subsequently updated 27 April 2017, 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 from 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- The assessment and evaluation of relevant control procedures adopted by the Academy Trust
- Assessing the risk of material irregularity
- Undertaking limited testing of income and expenditure, including identifying and testing funding agreements in place

The Hallam Schools' Partnership Academy Trust

Independent Reporting Accountant's Report on Regularity to The Hallam Schools' Partnership Academy Trust and the Education and Skills Funding Agency (continued)

Conclusion

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

- Matter 1 - On 11 January 2021, the ESFA issued a Financial Notice to Improve letter, full details of which will be published on the ESFA website. Their main concerns relate to a lack of central oversight by the board and poor financial management at trust level.
- Matter 2 - The trust has failed to comply with section 2.48 of the Academies Financial Handbook 2019 by not keeping its website up to date with details of its governance arrangements.

Marriott Gibbs Rees Wallis Limited

Marriott Gibbs Rees Wallis Limited
Chartered Certified Accountants and Reporting Accountant

13 - 17 Paradise Square
Sheffield
South Yorkshire
S1 2DE

28 January 2021

The Hallam Schools' Partnership Academy Trust

Statement of Financial Activities for the Year Ended 31 August 2020 (including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2019/20 Total £
Income and endowments from:					
Donations and capital grants	2	8,133	264,312	36,957	309,402
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	-	10,819,274	-	10,819,274
Other trading activities	4	76,376	278,347	-	354,723
Investments	5	1,254	-	-	1,254
Total		85,763	11,361,933	36,957	11,484,653
Expenditure on:					
<i>Charitable activities:</i>					
Academy trust educational operations	7	24,660	11,847,066	66,981	11,938,707
Net income/(expenditure)		61,103	(485,133)	(30,024)	(454,054)
Transfers between funds		(33,134)	24,743	8,391	-
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes	23	-	(453,000)	-	(453,000)
Net movement in funds/(deficit)		27,969	(913,390)	(21,633)	(907,054)
Reconciliation of funds					
Total funds/(deficit) brought forward at 1 September 2019		194,460	(5,992,343)	2,262,840	(3,535,043)
Total funds/(deficit) carried forward at 31 August 2020		222,429	(6,905,733)	2,241,207	(4,442,097)

The Hallam Schools' Partnership Academy Trust

Statement of Financial Activities for the Year Ended 31 August 2019 (including Income and Expenditure Account)

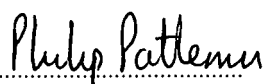
	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2018/19 Total £
Income and endowments from:					
Donations and capital grants	2	20,266	346,637	11,527	378,430
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	-	10,400,022	-	10,400,022
Other trading activities	4	72,321	368,606	-	440,927
Investments	5	2,091	-	-	2,091
Total		94,678	11,115,265	11,527	11,221,470
Expenditure on:					
<i>Charitable activities:</i>					
Academy trust educational operations	7	14,574	11,585,388	54,493	11,654,455
Net income/(expenditure)		80,104	(470,123)	(42,966)	(432,985)
Transfers between funds		(37,372)	25,647	11,725	-
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes	23	-	(1,773,000)	-	(1,773,000)
Net movement in funds/(deficit)		42,732	(2,217,476)	(31,241)	(2,205,985)
Reconciliation of funds					
Total funds/(deficit) brought forward at 1 September 2018		151,728	(3,774,867)	2,294,081	(1,329,058)
Total funds/(deficit) carried forward at 31 August 2019		194,460	(5,992,343)	2,262,840	(3,535,043)

The Hallam Schools' Partnership Academy Trust

(Registration number: 08665067)
Balance Sheet as at 31 August 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	12	2,227,521	2,172,563
Current assets			
Debtors	13	406,740	317,876
Cash at bank and in hand		<u>1,169,416</u>	<u>1,217,539</u>
		1,576,156	1,535,415
Creditors: Amounts falling due within one year	14	<u>(815,774)</u>	<u>(724,021)</u>
Net current assets		<u>760,382</u>	<u>811,394</u>
Total assets less current liabilities		<u>2,987,903</u>	<u>2,983,957</u>
Net assets excluding pension liability		2,987,903	2,983,957
Pension scheme liability	23	<u>(7,430,000)</u>	<u>(6,519,000)</u>
Net liabilities including pension liability		<u>(4,442,097)</u>	<u>(3,535,043)</u>
Funds of the Academy:			
Restricted funds			
Restricted general fund		511,231	515,067
Restricted fixed asset fund		2,241,207	2,262,840
Restricted pension fund		(7,430,000)	(6,519,000)
Other restricted fund		<u>13,036</u>	<u>11,590</u>
		(4,664,526)	(3,729,503)
Unrestricted funds			
Unrestricted general fund		<u>222,429</u>	<u>194,460</u>
Total funds		<u>(4,442,097)</u>	<u>(3,535,043)</u>

The financial statements on pages 24 to 48 were approved by the Trustees, and authorised for issue on 28 January 2021 and signed on their behalf by:


P R Patterson
Trustee

The Hallam Schools' Partnership Academy Trust

Statement of Cash Flows for the Year Ended 31 August 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by operating activities	18	47,381	71,954
Cash transferred on conversion to an academy trust		-	-
Cash flows from investing activities	19	<u>(95,504)</u>	<u>(65,793)</u>
Change in cash and cash equivalents in the year		(48,123)	6,161
Cash and cash equivalents at 1 September		<u>1,217,539</u>	<u>1,211,378</u>
Cash and cash equivalents at 31 August	20	<u><u>1,169,416</u></u>	<u><u>1,217,539</u></u>

The Hallam Schools' Partnership Academy Trust

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.

Basis of preparation

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

Going concern

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

Income

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

Grants

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the 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 in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and not deferred over the life of the asset on which they are expended.

Donations

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

Other income

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

Donated goods, facilities and services

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

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

Transfer on conversion

Where assets and liabilities are received by the academy trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised as transfer on conversion within Donations and capital grant income to the net assets received.

Donated fixed assets

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

Expenditure

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

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

Tangible fixed assets

Each school within the MAT has set a de minimis limit at which items above 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.

With the exception of land that is held under a 125 year lease from Sheffield City Council, all of the Trust's premises consist of land and buildings owned by, or leased by the Diocese of Hallam. The Trustees of Diocese of Hallam are the providers to the academy on the same basis as when the schools within the academy trust were maintained. The academy trust occupies the land and buildings under a mere licence. The continuing permission of the Diocese of Hallam is pursuant to, and subject to, the Diocese's charitable objects, and is part of the Catholic Church's contribution since 1847 to provide state funded education in partnership with the State. The licence delegates aspects of the management of the land and buildings to the academy trust company for the time being, but does not vest any rights over the land in the academy trust company. The Diocese of Hallam has given an undertaking to the Secretary of State that they will not give the academy trust less than 2 years notice to terminate the occupation of the land and buildings. Having considered the factual matrix under which the academy trust company is occupying the land and buildings, the trustees have concluded that the value of the land and buildings occupied by the academy trust company should not be recognised on the balance sheet of the company.

An amount based upon the rateable value of these land and buildings has been recognised in these accounts within income and expenditure.

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, per the table below. Where an asset comprises of two or more components which have substantially different useful lives, each component is depreciated separately over its useful economic life.

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.

Asset class	Depreciation method and rate
Leasehold land	Over the life of the lease - 125 years
Building improvements	2% straight line
Furniture and equipment	10, 20 and 25% straight line
Computer equipment	25 and 33% straight line

Liabilities

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

Provisions

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

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

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

Leased assets

Rentals under operating leases are charged on a straight line basis over the lease term.

Financial Instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. 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 measured at amortised cost as detailed in note 14. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

Taxation

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

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

Pension benefits

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes. The TPS is an unfunded scheme and contributions are calculated 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 based on 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 net income/(expenditure) 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.

Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy trust at the discretion of the trustees.

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

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

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

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 (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 2016 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 main school buildings are held on licence from the trustees of the Diocese of Hallam. The trustees of The Hallam School's Partnership Academy Trust have assessed the risks and rewards of ownership and in their judgement, and after holding discussions with The Diocese of Hallam, these have not been transferred to the academy trust.

2 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total 2020 £	Total 2019 £
Educational trips and visits	670	56,675	-	57,345	135,666
Capital grants	-	-	36,957	36,957	11,527
Other donations	7,463	207,637	-	215,100	231,237
	<u>8,133</u>	<u>264,312</u>	<u>36,957</u>	<u>309,402</u>	<u>378,430</u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

3 Funding for the Academy Trust's educational operations

	Restricted funds £	2019/20 Total £	2018/19 Total £
DfE/ESFA revenue grants			
General Annual Grant	8,735,162	8,735,162	8,650,663
Other DfE Group grants	<u>1,469,868</u>	<u>1,469,868</u>	<u>1,207,083</u>
	<u>10,205,030</u>	<u>10,205,030</u>	<u>9,857,746</u>
Other government grants			
Local authority grants	573,599	573,599	542,276
Exceptional government funding			
Coronavirus exceptional support	33,995	33,995	-
Coronavirus Job Retention Scheme grant	<u>6,650</u>	<u>6,650</u>	<u>-</u>
	<u>40,645</u>	<u>40,645</u>	<u>-</u>
Total grants	<u>10,819,274</u>	<u>10,819,274</u>	<u>10,400,022</u>

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 £33,995 of cleaning and additional classroom resources costs. These costs are included in notes 6 and 7 below as appropriate.
- The academy furloughed some of its staff under the government's CJRS. The funding received of £6,650 relates to staff costs in respect of 4 staff which are included within note 8 below as appropriate.

4 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Hire of facilities	-	15,544	15,544	20,165
Catering income	-	177,863	177,863	258,463
Recharges and reimbursements	72,977	9,245	82,222	79,875
Other sales	<u>3,399</u>	<u>75,695</u>	<u>79,094</u>	<u>82,424</u>
	<u>76,376</u>	<u>278,347</u>	<u>354,723</u>	<u>440,927</u>

5 Investment income

	Unrestricted funds £	Total 2020 £	Total 2019 £
Short term deposits	<u>1,254</u>	<u>1,254</u>	<u>2,091</u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

6 Expenditure

	Non Pay Expenditure			2019/20	2018/19
	Staff costs £	Premises £	Other costs £	Total £	Total £
Academy's educational operations					
Direct costs	7,738,155	-	289,767	8,027,922	7,695,316
Allocated support costs	<u>1,547,071</u>	<u>1,229,996</u>	<u>1,133,718</u>	<u>3,910,785</u>	<u>3,959,139</u>
	<u>9,285,226</u>	<u>1,229,996</u>	<u>1,423,485</u>	<u>11,938,707</u>	<u>11,654,455</u>

Net incoming/outgoing resources for the year include:

	2020 £	2019 £
Fees payable to auditor - audit	18,500	18,000
- other audit services	23,976	10,381
Depreciation of tangible fixed assets	<u>78,757</u>	<u>65,546</u>

7 Charitable activities

	Total 2020 £	Total 2019 £
Direct costs - educational operations	8,027,922	7,695,316
Support costs - educational operations	<u>3,910,785</u>	<u>3,959,139</u>
	<u>11,938,707</u>	<u>11,654,455</u>

	Educational operations £	Total 2020 £	Total 2019 £
Analysis of support costs			
Support staff costs	1,547,071	1,547,071	1,531,548
Depreciation	78,757	78,760	65,546
Technology costs	76,050	76,050	95,874
Premises costs	1,151,240	1,151,240	1,121,533
Other support costs	1,015,191	1,015,188	1,116,257
Governance costs	<u>42,476</u>	<u>42,476</u>	<u>28,381</u>
Total support costs	<u>3,910,785</u>	<u>3,910,785</u>	<u>3,959,139</u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

8 Staff

Staff costs

	2019/20 £	2018/19 £
Staff costs during the year were:		
Wages and salaries	6,512,599	6,293,976
Social security costs	567,184	541,259
Pension costs	1,954,311	1,720,875
	<u>9,034,094</u>	<u>8,556,110</u>
Supply teacher costs	251,132	334,841
	<u>9,285,226</u>	<u>8,890,951</u>

Staff numbers

The average number of persons employed by the academy trust during the year was as follows:

	2019/20 No	2018/19 No
Charitable Activities		
Teachers	109	107
Administration and support	216	216
Management	6	6
	<u>331</u>	<u>329</u>

Higher paid staff

The number of employees whose emoluments exceeded £60,000 was:

	2020 No	2019 No
£60,001 - £70,000	4	5
£70,001 - £80,000	2	1
£90,001 - £100,000	1	1

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £492,108 (2019: £452,667).

9 Central services

The trust has delegated authority to each individual school and as such, no central services were provided by the trust to its academies during the year under review and no charges arose.

10 Related party transactions - trustees' remuneration and expenses

No trustees were paid remuneration or received other benefits from an employment with the academy trust in the current or previous year.

During the year ended 31 August 2020, travel and subsistence expenses totalling £Nil (2019 - £Nil) were reimbursed or paid directly to 0 trustees (2019 - 0).

Other related party transactions involving the trustees are set out in note 25.

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

11 Trustees' and officers' insurance

In accordance with normal commercial practice the Academy has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £1,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

12 Tangible fixed assets

	Leasehold land and buildings £	Furniture and equipment £	Plant and equipment £	Total £
Cost				
At 1 September 2019	2,155,037	136,936	134,733	2,426,706
Additions	37,021	8,391	88,303	133,715
At 31 August 2020	2,192,058	145,327	223,036	2,560,421
Depreciation				
At 1 September 2019	77,770	78,157	98,216	254,143
Charge for the year	36,806	10,988	30,963	78,757
At 31 August 2020	114,576	89,145	129,179	332,900
Net book value				
At 31 August 2020	2,077,482	56,182	93,857	2,227,521
At 31 August 2019	2,077,267	58,779	36,517	2,172,563

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

13 Debtors

	2020 £	2019 £
Trade debtors	6,300	2,083
Prepayments	151,482	123,037
Accrued grant and other income	145,024	100,944
VAT recoverable	91,566	83,511
Other debtors	12,368	8,301
	<u>406,740</u>	<u>317,876</u>

14 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	285,570	235,951
Other taxation and social security	122,549	131,364
Other creditors	8,872	11,316
Pension scheme creditor	136,679	97,280
Accruals	84,916	75,224
Deferred income	177,188	172,886
	<u>815,774</u>	<u>724,021</u>
	2020 £	2019 £

Deferred income

Deferred income at 1 September 2019	172,886	156,610
Resources deferred in the period	177,188	172,886
Amounts released from previous periods	<u>(172,886)</u>	<u>(156,610)</u>
Deferred income at 31 August 2020	<u>177,188</u>	<u>172,886</u>

Deferred income includes devolved formula capital, rates relief, and free school meals funding for the 2020/21 academic year.

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

15 Funds

	Balance at 1 September 2019 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2020 £
Restricted general funds					
General Annual Grant	515,067	8,735,162	(8,763,741)	24,743	511,231
Other DfE Group grants	-	1,510,513	(1,510,513)	-	-
Local authority grants	-	573,599	(573,599)	-	-
	<u>515,067</u>	<u>10,819,274</u>	<u>(10,847,853)</u>	<u>24,743</u>	<u>511,231</u>
Restricted fixed asset funds					
Restricted fixed assets	2,262,840	36,957	(66,981)	8,391	2,241,207
Restricted pension funds					
Defined pension liability	(6,519,000)	-	(458,000)	(453,000)	(7,430,000)
Other restricted funds					
Other restricted funds	<u>11,590</u>	<u>542,659</u>	<u>(541,213)</u>	<u>-</u>	<u>13,036</u>
Total restricted funds	(3,729,503)	11,398,890	(11,914,047)	(419,866)	(4,664,526)
Unrestricted funds					
Unrestricted general funds	<u>194,460</u>	<u>85,763</u>	<u>(24,660)</u>	<u>(33,134)</u>	<u>222,429</u>
Total funds	<u>(3,535,043)</u>	<u>11,484,653</u>	<u>(11,938,707)</u>	<u>(453,000)</u>	<u>(4,442,097)</u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

15 Funds (continued)

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

	Balance at 1 September 2018 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2019 £
Restricted general funds					
General Annual Grant	380,090	8,650,663	(8,541,333)	25,647	515,067
Other DfE Group grants	-	1,207,083	(1,207,083)	-	-
Local authority grants	-	542,276	(542,276)	-	-
	<u>380,090</u>	<u>10,400,022</u>	<u>(10,290,692)</u>	<u>25,647</u>	<u>515,067</u>
Restricted fixed asset funds					
Restricted fixed assets	2,294,081	11,527	(54,493)	11,725	2,262,840
Restricted pension funds					
Defined pension liability	(4,210,000)	-	(536,000)	(1,773,000)	(6,519,000)
Other restricted funds					
Other restricted funds	<u>55,043</u>	<u>715,243</u>	<u>(758,696)</u>	<u>-</u>	<u>11,590</u>
Total restricted funds	(1,480,786)	11,126,792	(11,639,881)	(1,735,628)	(3,729,503)
Unrestricted funds					
Unrestricted general funds	<u>151,728</u>	<u>94,678</u>	<u>(14,574)</u>	<u>(37,372)</u>	<u>194,460</u>
Total funds	<u>(1,329,058)</u>	<u>11,221,470</u>	<u>(11,654,455)</u>	<u>(1,773,000)</u>	<u>(3,535,043)</u>

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

Restricted general funds

General Annual Grant (GAG) - Income receivable from the Education Funding Agency to fund the educational operations and running costs of the Academy.

Other DfE group grants - Other funding received including Universal Free School Meals, Pupil Premium, Rates Relief, Devolved Formula Capital and PE and Sport.

Local authority grants - Additional funding given to schools including Special Educational Needs and Nursery Grants.

Academy sponsorship - Money received from DCSF to fund the educational operations and running costs of the Academy.

Other restricted funds - Restricted voluntary funds received for activities, trips and other fundraising activities which in turn is used for the benefit of the pupils.

Defined pension liability - The deficit on the local government pension scheme has been recognised against restricted funds in order to match it against GAG as recommended by the Accounts Direction published by the ESFA.

Restricted fixed asset funds

DfE capital grants - Funding provided for capital maintenance/items.

Unrestricted general funds

Funds available to spend for the general purposes of the Academy.

Transfers were made during the year under review to support restricted general fund expenditure. Also, transfers from unrestricted funds to restricted fixed asset funds were invested in improving school facilities and equipment.

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

15 Funds (continued)

Analysis of academies by fund balance

Fund balances at 31 August 2020 were allocated as follows:

	2020 £	2019 £
Emmaus Catholic and Church of England Primary School	127,372	12,288
St John Fisher Primary - A Catholic Voluntary Academy	178,803	100,249
St Joseph's School, A Catholic Voluntary Academy	354,687	245,806
Our Lady of Sorrow Catholic Voluntary Academy	56,059	57,015
Holy Trinity, Catholic and Church of England Voluntary Academy	29,728	305,712
Central services	47	47
Total before fixed assets and pension reserve	746,696	721,117
Restricted fixed assets	2,241,207	2,262,840
Defined pension liability	<u>(7,430,000)</u>	<u>(6,519,000)</u>
Total	<u><u>(4,442,097)</u></u>	<u><u>(3,535,043)</u></u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

15 Funds (continued)

Analysis of academies by cost

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 £
Emmaus Catholic and Church of England Primary School	1,184,936	210,005	32,771	392,889	1,820,601	1,916,776
St John Fisher Primary - A Catholic Voluntary Academy	690,355	151,708	7,964	198,179	1,048,206	1,072,984
St Joseph's School, A Catholic Voluntary Academy	701,490	148,443	10,081	295,823	1,155,837	1,196,320
Our Lady of Sorrow Catholic Voluntary Academy	649,770	135,181	18,683	228,881	1,032,515	1,001,001
Holy Trinity, Catholic and Church of England Voluntary Academy	4,511,604	901,734	156,594	1,232,859	6,802,791	6,401,775
Central services	-	-	-	-	-	53
Academy Trust	<u>7,738,155</u>	<u>1,547,071</u>	<u>226,093</u>	<u>2,348,631</u>	<u>11,859,950</u>	<u>11,588,909</u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

16 Analysis of net assets between funds

Fund balances at 31 August 2020 are represented by:

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets	-	17,774	2,209,747	2,227,521
Current assets	222,429	1,319,738	33,989	1,576,156
Current liabilities	-	(813,245)	(2,529)	(815,774)
Pension scheme liability	-	(7,430,000)	-	(7,430,000)
Total net assets	<u>222,429</u>	<u>(6,905,733)</u>	<u>2,241,207</u>	<u>(4,442,097)</u>

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

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets	-	16,729	2,155,834	2,172,563
Current assets	194,460	1,220,088	120,867	1,535,415
Current liabilities	-	(710,160)	(13,861)	(724,021)
Pension scheme liability	-	(6,519,000)	-	(6,519,000)
Total net assets	<u>194,460</u>	<u>(5,992,343)</u>	<u>2,262,840</u>	<u>(3,535,043)</u>

17 Commitments under operating leases

Operating leases

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

	2020 £	2019 £
Amounts due within one year	16,389	15,784
Amounts due between one and five years	<u>26,933</u>	<u>22,695</u>
	<u>43,322</u>	<u>38,479</u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

18 Reconciliation of net expenditure to net cash inflow/(outflow) from operating activities

	2020 £	2019 £
Net expenditure	(454,054)	(432,985)
Depreciation	78,757	65,545
Donated capital and capital grants	(36,957)	(11,527)
Interest receivable	(1,254)	(2,091)
Defined benefit pension cost less contributions payable	458,000	536,000
(Increase)/decrease in debtors	(88,864)	118,953
Increase/(decrease) in creditors	<u>91,753</u>	<u>(201,941)</u>
Net cash inflow from operating activities	<u><u>47,381</u></u>	<u><u>71,954</u></u>

19 Cash flows from investing activities

	2020 £	2019 £
Dividends, interest and rents from investments	1,254	2,091
Purchase of tangible fixed assets	(133,715)	(79,411)
Capital funding received from sponsors and others	<u>36,957</u>	<u>11,527</u>
Net cash used in investing activities	<u><u>(95,504)</u></u>	<u><u>(65,793)</u></u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

20 Analysis of cash and cash equivalents

	2020 £	2019 £
Cash at bank and in hand	1,169,416	1,217,539
Total cash and cash equivalents	<u>1,169,416</u>	<u>1,217,539</u>

21 Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash	1,217,539	(48,123)	1,169,416
Total	<u>1,217,539</u>	<u>(48,123)</u>	<u>1,169,416</u>

22 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.

23 Pension and similar obligations

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 South Yorkshire Pensions Authority. 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 £136,679 (2019 - £97,280) were payable to the schemes at 31 August and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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 member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

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

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

23 Pension and similar obligations (continued)

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 period amounted to £914,779 (2019: £608,807).

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

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

Local government pension scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £699,000 (2019 - £711,000), of which employer's contributions totalled £566,000 (2019 - £572,000) and employees' contributions totalled £133,000 (2019 - £139,000). The agreed contribution rates for future years are 14.9 to 19.0 per cent for employers and variable per cent according to salary for employees.

As the scheme is in deficit, the trustees have agreed to make annual contributions of £206,091 in addition to normal funding levels.

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

Principal actuarial assumptions

	At 31 August 2020 %	At 31 August 2019 %
Rate of increase in salaries	3.63	3.35
Rate of increase for pensions in payment/inflation	2.50	2.20
Discount rate for scheme liabilities	1.80	1.80
Inflation assumptions (CPI)	<u>2.40</u>	<u>2.10</u>

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

	2020	2019
Retiring today		
Males retiring today	22.40	23.10
Females retiring today	25.20	25.90
Retiring in 20 years		
Males retiring in 20 years	23.90	25.30
Females retiring in 20 years	<u>27.10</u>	<u>28.30</u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

23 Pension and similar obligations (continued)

Sensitivity analysis

	2020 £	2019 £
Discount rate +0.1%	(238,000)	(222,000)
Mortality assumption – 1 year increase	331,000	186,000
CPI rate +0.1%	<u>245,000</u>	<u>227,000</u>

The academy trust's share of the assets in the scheme were:

	2020 £	2019 £
Equities	2,041,000	2,107,000
Government bonds	633,000	577,000
Other bonds	379,000	294,000
Property	361,000	350,000
Cash and other liquid assets	154,000	129,000
Other	<u>736,000</u>	<u>571,000</u>
Total market value of assets	<u>4,304,000</u>	<u>4,028,000</u>

The actual return on scheme assets was (£8,000) (2019 - £259,000).

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

23 Pension and similar obligations (continued)

Amounts recognised in the statement of financial activities

	2019/20 £	2018/19 £
Current service cost	902,000	708,000
Past service cost	-	281,000
Interest income	(77,000)	(97,000)
Interest cost	188,000	207,000
Admin expenses	11,000	9,000
Total amount recognized in the SOFA	<u>1,024,000</u>	<u>1,108,000</u>

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

	2019/20 £	2018/19 £
At start of period	10,547,000	7,300,000
Current service cost	902,000	708,000
Interest cost	188,000	207,000
Employee contributions	133,000	139,000
Actuarial (gain)/loss	193,000	1,933,000
Benefits paid	(229,000)	(21,000)
Past service cost	-	281,000
At 31 August	<u>11,734,000</u>	<u>10,547,000</u>

Changes in the fair value of academy's share of scheme assets:

	2019/20 £	2018/19 £
At start of period	4,028,000	3,090,000
Interest income	77,000	97,000
Actuarial gain/(loss)	(260,000)	160,000
Employer contributions	566,000	572,000
Employee contributions	133,000	139,000
Benefits paid	(229,000)	(21,000)
Effect of non-routine settlements	(11,000)	(9,000)
At 31 August	<u>4,304,000</u>	<u>4,028,000</u>

The Hallam Schools' Partnership Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

24 Annual PFI commitment

At 31 August 2020 the total of the Academy Trust's future minimum school contributions under the agreement was:

	2020 £	2019 £
Within 1 year	600,236	600,236
Between 1 and 5 years	2,400,945	2,400,945
After more than 5 years	7,202,835	7,803,072
	<u>10,204,016</u>	<u>10,804,253</u>

The building is subject to a PFI contract between the academy trust and the local authority until 2 September 2037 which covers facilities management costs. The charge also covers the provision and renewal of fixtures and fittings. The same agreement also includes energy costs which are charged by the local authority to the academy trust. Charges are determined by the contract and are subject to annual inflationary increases over which the academy trust has no influence.

25 Related party transactions

Owing to the nature of the academy trust and the composition of the board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

During the year the academy made the following related party transactions:

The Diocese of Hallam

During the year under review, the academy trust had free use of the school premises and land owned by the Diocese of Hallam Trust. The accounts include a notional rent of £180,250 (2019: £180,250) for the period, which is included in voluntary income and premises costs.

In addition, the Academy trust reimbursed the Diocese of Hallam at cost, £28,000 (2019 - £27,992) relating to salary, pension contributions, national insurance and expenses for the duties performed by the Chief Executive Officer to the Academy Trust.

At the balance sheet date the amount due to The Diocese of Hallam Trust was £nil (2019: £nil).

Diocese of Hallam Schools' Partnership

During the year the Diocese of Hallam Schools' Partnership charged the academy £19,713 (2019 - £20,373) for professional services and subscriptions.

At the balance sheet date the amount due to Diocese of Hallam Schools' Partnership was £Nil (2019 - £Nil).

In entering into these transactions the academy trust has complied with the requirements of the Academies Financial Handbook 2019.