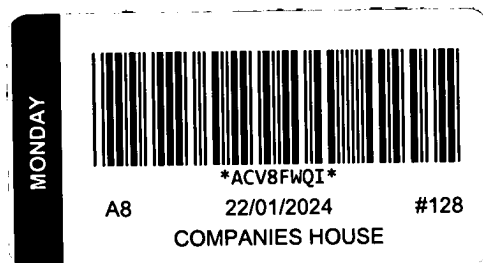


Company registration number 09203984 (England and Wales)

**NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**



# **NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST**

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# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

G Robinson  
G Moran  
P Warren  
N Mack  
T Draine

### Trustees

J Brown  
H Hegarty (CEO)  
J Hughes (Chair)  
M King  
N Mack  
M McCullagh  
Canon D Turnham (Resigned 17 February 2023)  
J Walton  
J Wilson (Resigned 31 August 2023)  
J Shipley (Appointed 1 September 2023)  
K Duffy (Appointed 1 September 2023)  
Reverend W Serplus (Appointed 4 April 2023)

### Senior management team

- Chief Executive Officer	H Hegarty
- Assistant Chief Executive (Corporate Services)	J Farquhar
- Assistant Chief Executive (Primary Standards)	N Jamalizadeh
- Assistant Chief Executive (Secondary Standards)	A White
- Director of Human Resources	K Clarke

### Company secretary

Prima Secretary Limited

### Company registration number

09203984 (England and Wales)

### Principal and registered office

Postgate House  
Trinity Catholic College  
Saltersgill Avenue  
Middlesbrough  
TS4 3JW

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Academies operated

St Gabriel's Catholic Primary  
St Peter's Catholic College  
St Margaret Clitherow's Catholic Primary  
St Mary's Catholic Primary (Redcar and Cleveland)  
St Paulinus Catholic Primary  
St Joseph's Catholic Primary (Redcar and Cleveland)  
St Bede's Catholic Primary  
St Benedict's Catholic Primary (Redcar and Cleveland)  
Sacred Heart Catholic Secondary  
Christ the King Catholic Primary  
St Therese of Lisieux Catholic Primary  
St Patrick's Catholic Primary  
St Patrick's Catholic College  
Corpus Christi Catholic Primary  
Sacred Heart Catholic Primary (Middlesbrough)  
St Alphonsus Catholic Primary  
St Augustine's Catholic Primary  
St Bernadette's Catholic Primary  
St Clare's Catholic Primary  
St Edward's Catholic Primary  
St Gerard's Catholic Primary  
St Joseph's Catholic Primary (Middlesbrough)  
St Thomas More Catholic Primary  
Trinity Catholic College  
St Pius X Catholic Primary  
St Francis Xavier School  
All Saint's Catholic Primary  
St Mary's Catholic Primary (Malton)  
St Joseph's Catholic Primary (North Yorkshire)  
St Mary's Catholic Primary (Richmond)  
St Benedict's Catholic Primary (North Yorkshire)  
Sacred Heart Catholic Primary (North Yorkshire)  
St Aelred's Catholic Primary  
St George's Catholic Primary  
St Wilfrid's Catholic Primary  
Our Lady Queen of Martyrs Catholic Primary  
St Hedda's Catholic Primary  
All Saints Catholic School

### Location

Redcar and Cleveland  
Redcar and Cleveland  
Redcar and Cleveland  
Redcar and Cleveland  
Redcar and Cleveland  
Redcar and Cleveland  
Redcar and Cleveland  
Redcar and Cleveland  
Redcar and Cleveland  
Stockton-on-Tees  
Stockton-on-Tees  
Stockton-on-Tees  
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Middlesbrough  
North Yorkshire  
North Yorkshire  
North Yorkshire  
North Yorkshire  
North Yorkshire  
North Yorkshire  
York  
York  
York  
York  
North Yorkshire  
York

### Independent auditor

Azets Audit Services  
Bulman House  
Regent Centre  
Gosforth  
Newcastle upon Tyne  
NE3 3LS

### Bankers

Lloyds Bank plc  
83 Linthorpe Road  
Middlesbrough  
TS1 5BU  
United Kingdom

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Solicitors

Muckle LLP  
Time Central  
32 Gallowgate  
Newcastle Upon Tyne  
Tyne And Wear  
NE1 4BF  
United Kingdom

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The Trustees, also referred to as the Company's Directors, present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' (or Members) report, and a Trustees' report under company law.

At its inception the Trust operated 21 primary academy schools and 4 secondary academy schools for pupils aged 3 to 19 across Middlesbrough, Stockton and Redcar & Cleveland, including all Catholic Diocesan schools in these catchment areas. Following the approval by the Regional Schools Commissioner during 2018/19 of the Trust as a primary sponsor, our twenty-sixth school, All Saints Primary School in Thirsk in North Yorkshire, joined the Trust on 1 June 2019. A further school, St. Hedda's Primary School joined the Trust on 1 September 2020.

Following a further reorganisation of existing structures across the Diocese of Middlesbrough a further 10 schools in North Yorkshire and the City of York, from the former St Margaret Clitherow Catholic Academy Trust, joined our Trust on 1 September 2022 and our final and thirty eighth school, All Saints Catholic School in York, joined NPCAT on 1 May 2023. The Trust had a pupil capacity, including sixth form, at October 2023 of 12,717 and pupils on roll of 11,873. These numbers exclude nursery places.

### **Structure, governance and management**

#### Constitution

The Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Nicholas Postgate Catholic Academy Trust are also the Trustees of the charitable company for the purposes of company law.

The charitable company is known as Nicholas Postgate Catholic Academy Trust.

The trustees of Nicholas Postgate Catholic Academy Trust are also the directors of the charitable company for the purposes of company law. 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 charitable company in the event of it being wound up while they are a member, or within one period after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

#### Trustees' indemnities

All of the schools within the Trust are members of the government's Risk Protection Arrangement (RPA) scheme which includes protection for Trustees from claims arising from negligent acts, errors or omissions occurring whilst undertaking trust business.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Method of recruitment and appointment or election of trustees

Trustees are appointed in relation to the type of trusteeship held and as follows:

- Under Article 50 the Diocesan Bishop shall appoint such a number of Foundation Trustees to ensure that at all times the number of Foundation Trustees exceeds the other Trustees (including any Co-opted Trustees) by at least two.
- Subject to Article 50 the Trustees shall appoint the Chief Executive Officer (CEO) to be a Trustee providing that the total number of Trustees who are employees does not exceed one third of the total number of Trustees
- In any circumstances where the Secretary of State for Education is entitled to serve a warning notice under the relevant funding agreement, or in the opinion of the Diocesan Bishop standards or the Catholic Life of the school have fallen unacceptably low, then the Diocesan Bishop may stipulate that the Diocesan Director of Schools shall be appointed as a Trustee, for the term as the Diocesan Bishop shall provide. The current Diocesan Director of Schools was appointed as a Trustee in the initial period of the Trust's formation and development but resigned during the reporting period.

The term of office for any Trustee shall be 4 years or a shorter period if specified at the time of appointment by the person or body appointing. This time limit does not apply to the Co-opted Trustees or any post which is held ex-officio. Co-opted Trustees are appointed for a period of one year. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be reappointed or re-elected.

### Policies and procedures adopted for the induction and training of trustees

The training and induction provided for new Trustees depends on their existing experience and an analysis of their own respective skills. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and any other documents as required to undertake their role as Trustees.

The Company has appointed an in-house governance team with external strategic support in addition delivered from Berry Education Limited during 2022/23. The Trust has adopted a Code of Conduct to support the development of Trustees. Specific CPD has also been made available in respect of the Trust's LINK governor areas and understanding the requirements for compliance with the Academy Trust Handbook.

During 2023/24 the Trust has plans to continue to deliver focused and tailored CPD to each Trustee based on updated individual action plans and a collective skills analysis.

### Organisational structure

The Trust comprises 32 primary schools and six secondary schools, two with a 6th form provision. The Trust's Board is responsible for the strategic direction of the Trust and has overall responsibility for academic standards, financial management, assets and other resources of the Trust. The Board is supported by 3 committees which are:

- Catholic Life & Standards
- Finance & Resources
- Audit & Risk

The Trust is the admissions authority and employer for all schools. Strategic leadership is provided by the Trusts' Executive Leadership Team, supported by individual head teachers. The Accounting Officer is the Chief Executive Officer of the Trust, Mr Hugh Hegarty.

Delegated authority and powers of decision making in relation to the Board and its committees, including each school's own Local Governing Body, are defined in the Trust's Scheme of Delegation which was approved by Trustees at its Shadow Board meeting on 16th July 2018. The Scheme of Delegation determines what responsibility resides at both individual school and Trust level and has been reviewed continuously during our first 5 years of operating.

The Trust has employed standards' leads for primary, secondary and behaviour and welfare who provide support to all of the Trust's schools based on a detailed risk assessment model set out in the Trust's School Improvement Framework.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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All school teaching and teaching support staffing appointments are made at a Local Governing Body level with the exception of reserved posts, including both Heads and Deputy Head Teachers, which are appointed by a panel established by the Trustees and with an advisory role played by the Diocesan Schools Service.

Following the formation of the Trust, a full review of administrative structures was undertaken during the first year with all administrative and business support appointments being the responsibility of the Trust with input from schools as required. During 2022/23 the Trust has continued with its full review of structures and contract provision across all areas of Estates and Facilities management to deliver service improvements and efficiencies. The Trust operates a single bank account and accounting systems and has one set of standardised Financial Regulations and procedures across all of its schools.

During 2022/23 the Trust has continued to update and develop a number of centrally approved policies covering all of the statutory areas, ensuring they comply with guidance from both the DfE, the Catholic Education Service and Middlesbrough Diocesan protocols. This work was supported by academic research into effective policy and planning development and review cycle which has been adopted by the Trust.

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

Key management personnel defines those persons of the Trust having authority and responsibility for planning, directing and controlling the activities of the Trust, directly or indirectly and including all Trustees. Trustees who are not employees of the Trust receive no remuneration for the roles they undertake. The Trust's key management personnel are therefore defined to be the members of the Trust's Executive Leadership Team and the Head Teachers of individual schools within the Trust.

Trust based executive posts, including the Chief Executive Officer, have their pay set in line with the Trust's Executive Pay and Appraisal Policy with progression based on a recommendation to the Trust's Pay Committee. For the position of Chief Executive Officer external independent input is obtained to support any progression decisions by the Trust.

Head Teachers have their pay set in line with the Trust's Pay Policy which is reviewed annually and set in accordance with the School Teacher's Pay and Conditions Guidance. A recommendation is made from the Office of the Chief Executive, through the work of the Assistant Chief Executives (Standards), for consideration by the Trust's Pay Committee in respect of pay progression for each respective Head Teacher.

In the case of an appeal by any of the Trust's key management personnel a separate panel of Trustees who are not members of the Pay Committee would be convened.

Head Teachers organise the performance management arrangements for all staff within each school and the objectives of staff are layered to reflect key priorities for the period both at a school and Trust level. This ensures performance of staff is linked to improvements identified by the Trust's Standards team and Head Teachers collectively and are in support of the Trust's overall vision and strategic priorities.

#### Engagement with employees

During 2022/23 the Trust has engaged with its employees through a broad variety of mechanisms to ensure they are fully aware and consulted on any matters affecting them. The Trust has an established framework in place for consultation and discussion with trade unions through a Joint Consultative Committee, with positive working relationships maintained during the year. This forum has dealt with policy development, HR related issues and has also included issues raised directly by our employees specific to their own school or workplace. In addition during 2022/23 a Health and Safety Working Group has been established with both employee and trade union representation as members.



# **NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2023**

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The Trust's common websites and e-mail communication platform significantly supports our ability to communicate with employees on a timely basis. This has been supported by a termly Trust magazine, regular newsletters, CEO updates and the effective use of social media platforms throughout the year.

The Trust communicates key decisions immediately after each Board meeting via our Leadership and Trust Business Manager forums which allows for updates to staff via each academy's regular leadership team meetings. Each Local Governing Body also communicates a summary sheet of "key issues" they wish the Trust to be aware of following each meeting. Moving into future periods and new arrangements the Trust will explore additional and innovative ways of communicating with its employees including the use of an Leadership feedback survey in addition to the system of regular pupil feedback mechanisms that we already have in place.

As a Trust we have put in place a wide ranging and comprehensive programme of CPD and leadership development and this will continue into future periods. The Trust ensures appropriate resources are ring-fenced to support this professional development and we also work very closely with the Diocese to utilise their CPD offer for our staff in addition. During the year our new online CPD portal has been launched to bring further enhancements in this provision.

On 18th September 2018 the Trust agreed its Equality Statement and Objectives in order to discharge its responsibilities under the Equality Act 2010 and to meet the Public Sector Equality Duty. This is now reviewed on an annual basis. This sets out our Trust's commitment to ban unfair treatment and achieve equal opportunities in the classroom, the workplace and in wider society and to embed equality considerations in day to day practice.

The duty to have "due regard" to equality considerations means that whenever significant decisions are being made or policies developed, thought will be given to the equality implications. Our policy sets out that as an employer, "the Trust will not discriminate against a potential employee in respect of whether to offer a job or the terms on which a position is offered and must not discriminate against an existing employee in respect of the benefits, facilities and services offered to employees, including training opportunities, promotion or dismissal".

All our schools are required to prepare and publish specific and measurable objectives to demonstrate how the Trust's Equality Objectives are being met. This includes the objective to continue to address workforce-based equality issues by conforming to agreed Human Resource procedures on appointments, promotions and other employment issues, but always appointing the best candidate.

#### Engagement with suppliers, customers and others in a business relationship with the academy trust

The Trust is a significant contributor to engagement with the DfE and ESFA through a variety of established mechanisms which include regional CEO and CFO forums. Our Trust also has an agreed communication protocol in place with all local authority areas that we operate across. Meaningful parental engagement is undertaken on a continuous basis both at an individual school level and led by the Trust to ensure key messages are both timely and accurate and to ensure the voices and opinions of our parents and pupils are accounted for when agreeing our strategic priorities.

Following the centralisation during 2019/20 of our Exchequer functions engagement with our suppliers is led primarily by the Trust team. This has included correspondence setting out key contacts for raising creditor payment queries and direct meetings as part of our Contractor Management Panels.

#### Related parties and other connected charities and organisations

The Trust is part of the Diocese of Middlesbrough and works alongside the Diocesan Education Office and has close links with the other Trust that is part of the Diocese of Middlesbrough. The Trust has no connected organisations but does work with local charities in pursuit of the activities defined by the objects of the Trust.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Objectives and activities**

#### Objects and aims

Our vision is for a caring Trust dedicated to academic excellence and the spiritual and moral development of our pupils. We are a faith-based community that plays a positive role in the life of all local parishes. We are a spiritually-centred community, living the Catholic faith as expressed through worship and service.

We will create an environment that ensures the best use of all our facilities in a positive atmosphere which reflects and supports family values.

We will endeavour to create modern facilities in order to offer the best educational experience for our pupils. We will encourage the support of our alumni, who value our strong commitment to academic excellence and spiritual formation.

Our Trust envisages learning taking place in communities inspired by the Spirit of Christ, where Christ's commandment to love God and neighbour inspires a caring ethos which is expressed in relationships within and beyond our schools. All our schools promote the dignity, self-esteem and full development of every person, who is each made in God's image and uniquely loved by him.

All our schools are inclusive and are respectful of and engage with people of all beliefs. Within our schools we have a culture of tolerance where people of diverse identities are recognised, welcomed, respected and cherished.

We seek to make a difference to all groups of children, especially ensuring the most vulnerable in our society are not disadvantaged. Our schools work in partnership with families and parishes to promote strong, positive links. Every school in the Trust is on a journey of continual improvement, aspiring for year-on-year excellence.

#### Objectives, strategies and activities

To help deliver this vision the Trust's Board approved a new Strategic Plan in 2023 to drive the Trust forward to 2026. This is set around 6 key objectives as follows:-

1. **Promote Catholic Values** - All pupils supported through faith formation, experiencing meaningful engagement at parish level.
1. **Raise Attainment and Improve Progression** - Ensuring all schools deliver valid assessment approaches allied to ongoing tracking and appropriate interventions, enabling pupils to maximise achievement and progress.
1. **Support a Culture of Safety and High Standards of Behaviour** - NPCAT is determined that every school is a positive and safe environment where discrimination and bullying is not accepted.
1. **Employability - Deepen Partnerships and Widen Enrichment Offer** - NPCAT recognises the essential need to work with industry and universities to ensure our pupils are best placed to a purposeful role in the economic development of the nation.
2. **To have Secure, Effective and Sustainable Leadership** - Sustainable leadership is best realised through engaging programmes of professional development, where leadership opportunities are identified for all staff and the necessary signposting options allow staff to have CPD tailored to their career goals.
3. **Ensure an Effective Infrastructure within the Trust** - Through ongoing monitoring and evaluation, ensuring our central services offer is fit for purpose, progressive and proactive in meeting our needs.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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The overarching principle of our School Improvement Strategy, delivered through the Trust's School Improvement Framework, is that every school in the Trust is to be at least a "Good" school and if not already "Outstanding", to be working towards that goal.

Our aim is to ensure we have sustained improvement in outcomes for all pupils. At the heart of our strategy is the Trust supporting all schools in their commitment to provide:

- High-quality teaching.
- Robust and verifiable self-assessment.
- Effective leadership and governance.
- High-quality professional development for staff, enabling sustained and continual improvement and developing a workforce that is in line with future succession planning needs and talent management policies.
- Opportunities for the identification and dissemination of effective practice and engagement in research and development opportunities, including teacher inquiry.
- High-quality Initial Teacher Training in order to enable a highly skilled supply of future teachers and leaders.
- Safe schools with fair access.
- Affordability and value for money.

In accordance with the Articles of Association the Trust has adopted a "Scheme of Delegation" which specifies, amongst other things, composition and appointment to Local Governing Bodies and the functions delegated to these bodies.

The Trust's School Improvement Framework ensures that at the heart of our strategy there is a commitment that well informed and knowledgeable governors work with all our schools and support them to be effective and self-improving. Local governors play a crucial role within our approach to school improvement by ensuring that school leaders are effectively challenged and supported to ensure the highest quality of education for our pupils. The Trust's Link Governance Framework identifies 6 key areas that our governors monitor within schools. Insightful governance ensures the appropriate challenge and support is given to our schools. This framework also provides clarity for all local governors on their role under the Trust's Scheme of Delegation.

Each academy has its own development plan and this through the Trust's School Improvement Framework, together with the Trust's Medium Term Financial Strategy, links into the delivery of Trust's overall Strategic Plan.

The Trust is committed to developing Trust wide policies and procedures where appropriate to do so in support of the effective operations in line with the Scheme of Delegation and uses the Catholic Education Services' HR documentation for contracts of employment.

The Trust's Executive Leadership Team meets fortnightly and reviews progress against the Strategic Plan. The Leadership Forum meets every month to discuss ongoing operational and strategic matters that support the objectives in the Trust's Strategic Plan, with reports on academic performance and the financial position of the Trust being reported to the Trust's Board and its sub-committees.

#### Public benefit

The Trust's aims and achievements are set out within this report and have been undertaken to further the charitable purposes for the public benefit, including the provision of state funded education. The Trustees have complied with the duty under section 4 of the Charities Act 2011, to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. The Trustees have considered this guidance in deciding what activities the Trust should undertake and consider its aims are demonstrably for the public benefit. Individual schools within the Trust contribute directly to their own community through initiatives such as the letting out of premises to community groups and working within their local parishes to develop community involvement in each academy and the church.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Strategic report

#### Achievements and performance

The year has been a challenging and rewarding period, working at pace to deliver our strategic priorities. Our key achievements against the Trust's stated objectives during 2022/23 include:

- Highly positive OFSTED outcomes across a number of schools including St. Peter's Catholic College receiving a Good judgement and the maintenance of Good and Outstanding judgements at our primary schools. During 2022/23 and up to the approval of the accounts the Trust has now reached a position where 37 out of 38 schools are either Good or Outstanding. Our one remaining Requires Improvement school, Trinity Catholic College, also received a monitoring visit during the reporting period which highlighted the progress leaders are making in improving the school.
- Delivery of a wide ranging and extensive induction programme for the 10 schools that joined the Trust on 1 September 2022 and All Saints Catholic School, which joined the Trust on 1 May 2023. This work has taken place at both the strategic and operational levels with a focus on staff CPD, ICT migration and the onboarding process in respect of any system changes.
- A high quality CPD programme delivered; focused at all staff and levels within the Trust, including the development and launch of our online booking platform.
- Development and enhancement to both our primary and secondary standards team capacity to further improve our offer and support to schools, with a strong focus on our Chaplaincy provision.
- A positive SRMA review was completed, with good overall feedback received.
- Delivery of our Trust procurement strategy to release significant savings back into the classroom and with preparation work completed in respect of the new Procurement Act, 2023.
- Further improvement in data delivery and quality assurance with the development of our internal insights application for school leaders.
- The continued roll out of our Trust wide and cloud based HR system, bringing together in one place for the first time access to key employee information.
- The embedding of our Trust wide LGB LINK Governor Framework for schools who have recently joined the Trust and the development and initial launch of our GovernorHub platform to streamline the administration of meetings.
- Continued activity and engagement through our Trust wide Sports Partnership that has transformed our PE provision and enabled our schools to offer the richest and most varied extracurricular programme possible
- The further development of our T6 Sixth Form Football Academy, in association with Middlesbrough Football Club. Success within the FA National Youth League being a key driver for sixth form growth and pupil development.
- The delivery of continued capital and condition improvements to our estate and ICT infrastructure, through a £1.9m annual investment plan, including major developments at St Edward's and St Joseph's Primary Schools in Middlesbrough.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### Key performance indicators

The tables below set out an overview of the Trust's key academic performance for 2022/23.

School	Ofsted Grade	CSI Grade (S48)	Attendance %	KS2 EXS+ % CRWM	AS+ %	KS2 AS+ % - GPS
All Saints Primary school	Inadequate	Good	94.9%	35.7%		71.4%
Christ the King	Good	Outstanding	94.2%	71.4%		79.6%
Corpus Christi	Good	Outstanding	93.7%	32.4%		28.6%
Our Lady Queen of Martyrs	Good	Good	94.7%	59.6%		76.6%
Sacred Heart (Northallerton)	Good	Good	92.2%	88.9%		66.7%
Sacred Heart Primary	Good	Good	94.7%	65.0%		75.0%
St Aelred's	Good	Good	93.0%	36.0%		56.0%
St Alphonsus'	Good	Good	95.1%	63.3%		77.4%
St Augustine's	Good	Outstanding	95.7%	80.0%		86.7%
St Bede's	Good	Good	95.8%	72.7%		90.9%
St Benedict's	Good	Outstanding	94.6%	49.1%		65.5%
St Benedict's (Ampleforth)	Good	Good	94.6%	66.7%		70.0%
St Bernadette's	Good	Outstanding	96.3%	58.6%		75.9%
St Clare's	Good	Outstanding	95.2%	55.2%		82.8%
St Edward's	Outstanding	Outstanding	95.9%	58.8%		80.4%
St Gabriel's	Good	Outstanding	92.9%	60.7%		71.4%
St George's	Good	Good	94.0%	60.0%		70.0%
St Gerard's	Good	Outstanding	94.6%	56.5%		69.6%
St Hedda's	Outstanding	Good	94.5%	100.0%		100.0%
St Joseph's (Loftus)	Outstanding	Good	94.6%	70.6%		88.2%
St Joseph's (M'boro)	Good	Outstanding	94.2%	61.9%		71.4%
St Joseph's (Pickering)	Good	Good	91.6%	60.0%		70.0%
St Margaret's	Good	Outstanding	93.8%	43.6%		60.0%
St Mary's	Outstanding	Good	93.4%	26.1%		33.3%
St Mary's (Malton)	Outstanding	Outstanding	95.9%	63.3%		66.7%
St Mary's (Richmond)	Good	Good	94.5%	59.1%		69.6%
St Patrick's Primary	Outstanding	Outstanding	95.3%	59.3%		69.5%
St Paulinus	Good	Good	95.4%	75.0%		84.4%
St Pius X	Good	Outstanding	93.3%	48.3%		48.3%
St Therese	Good	Outstanding	95.7%	83.9%		100.0%
St Thomas More	Good	Good	93.6%	53.6%		71.4%
St Wilfrid's	Good	Good	95.9%	76.2%		88.1%

#### Key

GPS - Spelling, Punctuation & Grammar

CRWM – Combined Reading, Writing, Maths

AS - Achieved the Expected Standard

EXS - Meeting the Expected Standard

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

School	Ofsted Grade	S. 48 Grade	Attendance %	Atmnt. English Maths	4+ & English Maths	5+ & P-8
All Saints Catholic College	Outstanding	Good	91.3%	74.9%	55.4%	0.41
Sacred Heart	Good	Good	92.8%	72.1%	55.7%	-0.16
St Francis Xavier	Outstanding	Outstanding	94.8%	86%	59.6%	0.78
St Patrick's College	Good	Good	87.1%	55.6%	37.8%	-0.38
St Peter's	Good	RI	88.1%	65.3%	48.0%	-0.59
Trinity Catholic College	RI	RI	84.5%	49.1%	28.9%	-0.87

### Going concern

After making appropriate enquiries, the board of trustees have 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 can be found in the Accounting Policies.

### Promoting the success of the academy trust

The Board of Trustees seeks to embed a culture within the Trust of the highest standards of conduct that matches our strategic objectives and in doing so delivers benefits to all our stakeholders including our members, employees and the local communities and families that we serve.

Decisions taken by the Board of Trustees will consider any impact over the longer term with reference to each of these stakeholder groups and the need to act fairly and with integrity at all times. As an example this will extend to ensuring we act as a caring employer and maintain effective working relationships with key suppliers who work with the Trust. We will also evaluate the impact of our operations on the environment and seek to lead by example in reducing our carbon footprint. By acting in this way we will ensure the success of Nicholas Postgate Catholic Academy Trust is promoted throughout our communities who will also then share in our success.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Financial review

The majority of the Trusts' income for the period of account is obtained from either the ESFA (Education & Skills Funding Agency) or Local Authorities as commissioners of pupil places, the use of which is restricted to particular purposes. The grants and funding received from these bodies for the period and the associated expenditure are shown as restricted funds in the statement of financial activities.

During the period ending 31 August 2023 total expenditure of £77,166,396 (excluding net inherited liabilities) was more than covered by grant funding from the ESFA and commissioned place income from Local Authorities together with other incoming resources. The excess of income over expenditure for the period (excluding restricted fixed asset funds and before pension transfer) was £2,180,930. The actual outturn position reported in the management accounts for the period, excluding transfers between funds and depreciation, was a surplus of £1,111,440, with the majority of this difference relating to the balances transferred on conversion.

As at 31 August 2023 the net book value of fixed assets was £15,450,253. The assets were used exclusively for providing education and associated support to the pupils in the schools within the Trust.

The Trust occupies land, including buildings, which are owned by its Members; the Diocese of Middlesbrough. The Members are the providers of the schools on the same basis as when they were maintained schools. The Trust therefore occupies the land and buildings under a licence. The continuing permission of the Members is pursuant to, and subject to, the Members' charitable objectives 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 Trust, but does not vest any rights over the land in the Trust. The Members have given an undertaking to the Secretary of State for Education that they will not give the Trust less than two years notice to terminate the occupation of the land and buildings. Having therefore considered the basis of which the Trust is occupying the land and buildings the Trustees have concluded that the value of these land and buildings will not be recognised on the Trust's balance sheet.

Seven of the schools within the Trust have loan balances owing to the Diocese of Middlesbrough. These liabilities were entered into prior to the incorporation of the Trust as local authority maintained schools and were for the purpose of capital investment in the condition of the assets. The total principal outstanding on these loans as at 31 August 2023 was £151,872.

Under accounting standard FRS102, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided for support staff, to the restricted Fund. This resulted in the pension fund showing a deficit of £182,000 which has been carried forward to 2023/24. It should be noted that this does not present a liquidity problem for the Trust and that we are reviewing contributions to the pension scheme in order to see a reduction in the pension deficit in future periods.

#### Reserves policy

The Trust holds both restricted and restricted funds which are detailed in the financial statements. Unrestricted funds are held:

- To provide funds which can be designated to specific areas to meet the wider charitable objectives of the Trust
- To cover ongoing costs in relation to the running of the Trust's schools

The level of reserves was reviewed by the Trustees regularly throughout the period and the minimum level of reserves for the ongoing needs of the academy is reviewed by Trustees on at least an annual basis and is set out in the Trust's Financial Reserves Policy. This review encompasses the nature of income and expenditure streams, the need to match income with spending commitments and the nature of the reserves held. In reviewing the sufficient level of reserves required during 2022/23 the Trustees decided to use a measure based on an amount equivalent to 4% of total budgeted revenue and capital expenditure. This was considered sufficient to mitigate financial management risks such as a falling roll and capital investment requirements. The overall minimum level on this basis has therefore been set at £3.8m.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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The Trust returned an in year revenue surplus/deficit of £2,180,930, which resulted in closing revenue reserves totalling £7,819,371 (comprising £nil of restricted reserves (excluding pension and fixed assets) and £7,819,371 of "free" or unrestricted reserves) and are therefore considered more than sufficient for the ongoing needs of the Trust.

The importance of reserves is recognised for the sustainability of the Trust's operations and its capacity to deal with unforeseen events. Ongoing reviews of the strategic risks that the Trust faces will help in informing the level of reserves required going forward.

Funds are accounted for centrally and managed by the Trust's Directors for the benefit of all schools within the Trust and in line with the Trust's Policy on Financial Reserves. This allows for the Trust to support individual schools and wider overarching strategic priorities by deploying funds in a flexible manner based on an ongoing assessment of needs and risks.

#### Investment policy

The Trust has a Treasury Management and Investment Policy which allows for the investment of surplus funds in term deposits with the Trust's banker or with another UK institution regulated by the Financial Conduct Authority or the Prudential Regulation Authority. The Board reviewed this policy in July 2022 taking a prudent view that investments would only be placed in term deposits with the Trust's current banker or with UK institutions that are regulated by the Financial Conduct Authority or the Prudential Regulation Authority and with financial limits based on respective FITCH ratings. In addition no deposit would be for a period of longer than 12 months, without specific separate consent from Directors and deposits would always be dependent on cash flow projections and likely levels of reserves. This has generated an additional income stream, albeit reduced from previous periods as a result of interest rate levels, while allowing the Trust to be mindful of both liquidity and counterparty risks.

#### Principal risks and uncertainties

The principal risks and uncertainties facing the Trust are recorded and monitored on an operational basis in each school's operational risk register which links into the Trust's overall strategic risk register. A further in depth risk assessment is undertaken as part of the Trust's tier placement system under its School Improvement Framework. This work is overseen by the Trustees in line with the Trust's Risk Management Policy.

Principal financial risks are centred on changes in the level of funding from the ESFA, the need for significant capital investment in the Trust's estate and the continued membership of the Local Government Pension Scheme which results in the recognition of a significant deficit on the Trust's balance sheet. Trustees have implemented a number of controls to ensure financial risks are well managed including the provision of insurance cover where residual risks remain.

The principal non-financial risks that the Trust faces are focused around ensuring effective governance and leadership to drive up and maintain academic standards, managing attendance and behaviour of pupils, maintaining effective cyber security measures and ensuring that safeguarding systems for the protection and well-being of the Trust's pupils are continuously effective.

Trustees have implemented a number of systems to assess and manage risks particularly in operational areas and these include the use of external health and safety consultants, robust safeguarding policies and procedures and ongoing CPD and training for all employees.

In addition the Trust has fully implemented the requirements of the Safer Recruitment procedures and all relevant staff have received training in this area.



# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### Fundraising

Our Trust's approach to fundraising is driven by our individual schools as we firmly believe they know their local communities the best. PTA organisations are locally based and subject to separate governance instruments. At the current time we do not work with any professional fundraisers or commercial parties to seek additional funds for the Trust with the exception of well publicised and school specific grants for areas such as breakfast clubs. We do however actively seek out external grants with partner organisations for specific areas such as staff development and these are governed by individual funding agreements.

All fundraising activity is covered by existing procedures including our Complaints and Whistleblowing policies and this ensures our approach is transparent and ethical at all times.

During 2022/23 we launched our Trust wide green lottery to support us on our journey to Net Zero and also our Trust Advocacy fund to support wider enrichment opportunities for our pupils.

### Streamlined energy and carbon reporting

As our Trust is a large company, as determined by sections 465 and 466 of the Companies Act 2006 and consumes more than 40,000 KWh of energy (in the UK) in a reporting period, we must now disclose certain information around our energy use and carbon footprint. The Trust's energy usage and methodology for the period is as set out below:

	2023 kWh	2022 kWh
<i>Energy consumption</i>		
Aggregate of energy consumption in the year		
- Gas combustion	8,613,457	6,734,110
- Fuel consumed for transport	100,069	7,065
- Electricity purchased	3,576,813	2,748,488
	<u>12,290,339</u>	<u>9,489,663</u>
	2023	2022
<i>Emissions of CO2 equivalent</i>	metric tonnes	metric tonnes
Scope 1 - direct emissions		
- Gas combustion	1,469.42	1,238.20
- Fuel consumed for owned transport	24.01	1.79
	<u>1,493.43</u>	<u>1,239.99</u>
Scope 2 - indirect emissions		
- Electricity purchased	740.66	640.78
Scope 3 - other indirect emissions		
- Fuel consumed for transport not owned by the academy trust	25.90	13.64
	<u>2,259.99</u>	<u>1,894.41</u>
Total gross emissions		
<i>Intensity ratio</i>		
Tonnes CO2e per pupil	<u>0.20</u>	<u>0.21</u>

### Quantification and reporting methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2021 UK Government's Conversion Factors for Company Reporting.

### Intensity measurement

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

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### *Measures taken to improve energy efficiency*

We are currently delivering a full LED lighting replacement scheme in our largest secondary and two primary schools as part of this strategy. Further decarbonisation projects have included replacement boilers with ultra-efficient boiler systems and are currently tendering for a full-primary school replacement BMS package which is intended to control usage and consumption.

Although the trust has increased its carbon output from 2021/22, this has coincided with a significant growth in the number of Trust schools, hence the increase in emissions data. However, the direction of travel for consumption is firmly reducing in a significant number of our schools, with an overall reduction in Intensity Ratio. The Trust has an Energy Management Strategy that is in further development, with Sustainability and Carbon reduction at the heart of our Capital plan. During 2022/23, we have implemented initiatives to encourage employees to switch to electric and ultra-low emission vehicles as part of an employees benefits package, including purchasing a hybrid vehicle for the Estates Team.

#### **Plans for future periods**

Our key areas of focus for the forthcoming year are as follows:-

- Continued support and interventions at Trinity Catholic College in its journey to becoming a Good school.
- Further development of our sixth form T6 growth strategy built around effective curriculum design and our football academy
- To move into the next phase of our school improvement strategy with a focus now on working towards "Outstanding" in OFSTED terms through high quality teaching and effective leadership.
- To continue with the embedding of our exciting LINK governor framework to ensure our local governors have the relevant depth of knowledge to fulfil their roles effectively and in order to contribute fully towards school improvement
- The development of additional unrestricted income generation streams for the Trust to support pupil development and wellbeing.
- Completing our review of SEND provision across the Trust, with alternative and more effective working models to support our most vulnerable pupils and families
- To further develop our data management strategy through the rationalisation and improved utilisation of management information systems and the development of further power-bi generated team reporting dashboards
- A continued focus on ensuring engagement with pupils, parents, staff, governors and other stakeholders is both timely and effective through clear and timely communications
- To fully complete our now expanded Trust wide review of estates and facilities management, linked to the implementation of our compliance system to deliver VFM and premises that are safe and enriching for all. This will focus on Trade Refuse services in 2023/24.
- Continuing with a programme of internal audit work that now has a specific focus beyond just finance, with a planned review of Estates Management in 2023/24.
- To continue to embed strong and effective financial management across the Trust, with a specific focus on our Yorkshire Hub schools following their first full reporting period in the Trust. This will include implementing agreed actions from our SRMA review in 2022/23

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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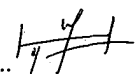
### **Auditor**

In so far as the trustees are aware:

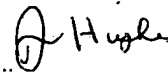
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

A resolution proposing that Azets Audit Services be reappointed as auditor of the charitable company will be put to the members.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on .....14/12/2023..... and signed on its behalf by:

...  .....

H Hegarty  
CEO

...  ...

J Hughes  
Chair

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that Nicholas Postgate Catholic 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.

The board of trustees has delegated the day-to-day responsibility to the Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Nicholas Postgate Catholic Academy Trust and the Secretary of State for Education. The accounting officer is 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 5 times during the period. Attendance during the period at meetings of the Board of Trustees was as follows:

Trustees	Meetings attended	Out of possible
J Brown	2	5
H Hegarty (CEO)	3	5
J Hughes (Chair)	5	5
M King	1	5
N Mack	2	5
M McCullagh	5	5
Canon D Turnham (Resigned 17 February 2023)	3	3
J Walton	5	5
J Wilson (Resigned 31 August 2023)	0	0
J Shipley (Appointed 1 September 2023)	0	0
K Duffy (Appointed 1 September 2023)	0	0
Reverend W Serplus (Appointed 4 April 2023)	1	2

### Conflicts of interest

Declaration of interests are obtained from Trustees, Senior Officers and Local governors on an annual basis and published on the Trust's website. Declarations and any change in circumstances are requested at every Trustee and LGB meeting and any mid-year changes updated are on the register accordingly. As part of the Staff Code of Conduct, all staff are required to declare any other paid employment outside of the Trust. Declarations are also requested from those with a role in financial matters such as the Exchequer Team, to ensure a comprehensive register is kept of all potential related parties. Any transactions are approved in line with the Academy Trust Handbook requirements and disclosed in these accounts.

# **NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST**

## **GOVERNANCE STATEMENT (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Governance reviews**

Trustees have reviewed the effectiveness of the Trust's governance arrangements for 2022/23 through a comprehensive approach and evaluation, which has included:

- Building on previous annual self-assessments of governance to review the operation and outputs from each Committee.
- Undertaking a further skills audit in 2022/23 to help inform Trustee recruitment, future plans and CPD requirements
- The update of key documents such as the Trust Scheme of Delegation to reflect the growth of the organisation

Reflecting on 2022/23 the Board are positive about the work undertaken to date in relation to the development of the trust's governance arrangements believing there is a clear shared long term vision in place for the Trust, with structures that meet compliance and regulatory requirements, effective clerking to the Board and with Trustees feeling secure in being able to articulate their own contribution into the progress made over the last 12 months.

Trustees recognise the continued and significant input and contribution from the Trust's local governors. This has been strengthened in 2022/23 through the update and further training around the Trusts well established Link Governance Framework which underpins the strategic overview and assurance across each of the agreed areas.

Key developments have been made during the year on monitoring performance data on academic attainment, pupil welfare and progress. In addition all Trustees receive our monthly management accounts and the Trust's Finance & Resources committee receives quarterly budget monitoring reports with key variances to budget highlighted and financial benchmarking data across a number of key indicators for all schools. This allows comparisons on staffing costs and value for money to be evaluated. As a result of this comprehensive approach the Board is satisfied in respect of the quality of performance information that it receives and is confident that it allows timely interventions across all of operations where required.

Areas that have been identified for future development include:

- Continuing to embed the new Trust schools to ensure effective two way communication is in place across the Trust at all levels and with all stakeholders
- Further development of the Trust Link Governance Framework to include Link Director areas and facilitation of forum events to enable Directors direct contact with local Governors to support governance monitoring and triangulation
- Delivery of Director level bite size CPD briefings by relevant SMEs.
- Ensuring there is effective succession planning in place for Board leadership roles
- Embedding of overall quality assurance systems across the Trust to provide Trustees with more regular assurance on issues of statutory compliance

The Finance & Resources and Audit & Risk Committees are 2 of the 3 sub-committees of the Board of Trustees and their purpose is to support the main board in ensuring strong financial and risk management systems operate across the Trust and to also have oversight of health and safety issues.

Their remits include:

- Overseeing compliance with the Academy Trust Handbook;
- Reviewing and monitoring budgets and the Trust's Medium Term Financial Strategy;
- Consideration of capital investment priorities;
- Reviewing the financial policies of the Trust;
- Overseeing the effective implementation of any audit recommendations;
- Reviewing insurance cover; and
- Ensuring the Trust achieves value for money and demonstrates regularity and propriety.

In this accounting period the Finance and Resources Committee and Audit & Risk Committee has met 7 times and monitored the financial position of the Trust, received assurance reports from the Trust's internal assurance provider, reviewed annual budgets and recommended these to the Board, overseen the awarding of any contracts with a value greater than £100,000 and reviewed the first iterations of the Trust's strategic risk register. The Trust's Accounting Officer, Chief Financial Officer and Head of Financial Management & Reporting attend all meetings and in addition Mr John Walton, Trustee, is a chartered accountant.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
J Brown	6	7
H Hegarty (CEO)	7	7
J Hughes (Chair)	7	7
M King	7	7
N Mack	6	7
J Walton	2	7

#### Review of value for money

The Trust's Accounting Officer has responsibility for ensuring that the 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 period, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Trust has delivered improved value for money during the period by:

- Increased automation, utilising data systems to produce monthly management accounts and other key decision making information more quickly.
- Use of the CCS Lot 2 framework for a single teaching supply agency with associated efficiencies and quality assurance mechanisms, appointment of a new building cleaning provider for 25 of the Trust's schools and the achievement of bulk purchasing savings for a wide range of goods and services from computers, multi-functional devices to software subscriptions. This has resulted in over £0.1m of non-staffing savings being achieved in 2022/23.
- Delivery of an enhanced capital programme using an integrated planning approach to reduce future revenue costs, including green energy initiatives.
- A fully integrated approach to the 23/24 budget setting process between finance and standards leads, led by the Trust's CFO who has SRMA experience and taking into account the Trust growth based
- Effective use of the Trust's School Improvement Framework risk assessment process informing priorities for resource allocation.
- An effective and creative approach to delivering in-year savings to address unplanned and higher than expected pay award pressures.

#### The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Nicholas Postgate Catholic Academy Trust for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts.

#### 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 period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of trustees.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **The risk and control framework**

The Trust's system of internal control is based on an assurance framework of regular management information, training, policies and procedures and a system of delegation and accountability which is enhanced by external providers of assurance based on need and assessment of risk. In particular it includes:

- OFSTED school level inspections
- Diocesan S.48 inspections
- External Health & Safety auditors
- External ICT annual penetration testing
- External audit of financial statements
- Internal comprehensive budgeting and monitoring systems with an annual budget and monthly financial reports which are reviewed and agreed by the Board of Trustees;
- Regular reviews by the Finance and Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- The setting targets to measure financial and other performance;
- 2022/23 SRMA review linked to the Trust's growth;
- Clearly defined purchasing (including asset purchase and capital investment) guidelines;
- Internal verification of key areas such as safeguarding and GDPR by Trust SMEs;
- Delegation of authority and segregation of duties; and
- Identification and management of risks.

In addition, the Board of Trustees has considered the need for a specific internal audit function and for 2022/23 appointed Veritau to undertake a programme of internal assurance checks twice a year in the Spring and Summer terms, covering all 37 schools, at the time and the Trust's central team. This role includes giving advice on financial matters and performing a range of checks on the Trust's financial and non-financial systems.

In particular the checks carried out in the current period included:

- testing of payroll systems;
- testing of purchase systems;
- testing of control account/ bank reconciliations;
- testing of expense claims;
- testing of gifts and hospitality;
- testing of income;
- testing of financial reporting procedures;
- testing of trustee and governor registers of business interests;
- testing of inventories and asset registers; and
- testing of the Trust's approach to Cyber Security

Following each assurance visit Veritau Audit Services report to the Board of Trustees, through the Trust's Audit & Risk Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

The internal auditor has undertaken two termly reviews in 2022/23 and during the period identified no high risk, 2 medium risk and 8 low risk findings.

### **Review of effectiveness**

The CEO as Accounting Officer has responsibility for reviewing the effectiveness of the system of internal control. During the period in question the review has been informed by:

- the work of the internal assurance reviews undertaken by the appointed provider and internal SMEs
- the work of other external providers of assurance as detailed in the Risk and Control Framework section above;
- the external audit of the Trust's financial statements for 2022/23; and
- the work of the Trust's Assistant CEO (nominated CFO) and central finance team who have responsibility for the development and maintenance of the internal control framework

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

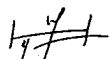
## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

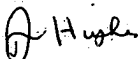
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The accounting officer has been advised of the implications of the result of their review of the system of internal control by the audit and risk committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on .....14/12/2023..... and signed on its behalf by:



H Hegarty  
CEO



J Hughes  
Chair



# **NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST**

## **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

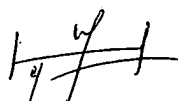
***FOR THE YEAR ENDED 31 AUGUST 2023***

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As accounting officer of Nicholas Postgate Catholic 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, including for estates safety and management, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the academy trust's 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 Academy Trust Handbook 2022.

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



H Hegarty  
**Accounting Officer**

...14/12/2023.....

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The trustees (who are also the directors of Nicholas Postgate Catholic Academy Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2022 to 2023 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 accounts for each financial year. Under company law, the trustees must not approve the accounts 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 accounts, the trustees are required to:

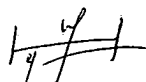
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts 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 accounts 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.

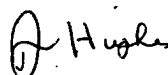
The trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring that grants received from ESFA/DfE have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

Approved by order of the members of the board of trustees on ....14/12/2023..... and signed on its behalf by:



H Hegarty  
CEO



J Hughes  
Chair

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Opinion

We have audited the accounts of Nicholas Postgate Catholic Academy Trust for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 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 the Academies Accounts Direction 2022 to 2023.

### 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 accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts 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.

### Emphasis of matter

We draw your attention to the key judgements made in relation to the accounting treatment and assumptions regarding the Local Government Pension Scheme ('LGPS'). The key judgements are disclosed in note 2 and the pension note includes the relevant pension scheme disclosures. It should be noted that for sector-wide comparability users of these financial statements should take into consideration differing sector judgements relating to asset ceiling calculations, where appropriate. Our Auditor's Report is unmodified in this respect.

### Conclusions relating to going concern

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

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

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

### Other information

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

We have nothing to report in this regard.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts 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, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the accounts**

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

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

- enquiries of management about any actual or potential litigation and claims;
- enquiries of management about any known or suspected instances of non-compliance with laws and regulations and fraud;
- challenging assumptions and judgements made by management in their significant accounting estimates;
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- reading correspondence with regulators including the OFSTED; and
- reviewing minutes of those charged with governance;
- reviewing internal assurance reports; and
- reviewing financial statement disclosures and testing support documentation.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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We identified the following areas as those most likely to have a material impact on the financial statements: Health and Safety; employment law (including the Working Time Directive); and compliance with the Charities Act 2011 and UK Companies Act.

Owing to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). For instance, the further removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognise the non-compliance.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Brian Laidlaw BA CA (Senior Statutory Auditor)**  
for and on behalf of Azets Audit Services

*Azets Audit Services*

.....

**Chartered Accountants**  
**Statutory Auditor**

Bulman House  
Regent Centre  
Gosforth  
Newcastle upon Tyne  
NE3 3LS  
20 December 2023

# **NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

***FOR THE YEAR ENDED 31 AUGUST 2023***

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In accordance with the terms of our engagement letter dated 22 April 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Nicholas Postgate Catholic Academy Trust during the period 1 September 2022 to 31 August 2023 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 Nicholas Postgate Catholic Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Nicholas Postgate Catholic Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Nicholas Postgate Catholic Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Nicholas Postgate Catholic Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Nicholas Postgate Catholic Academy Trust's funding agreement with the Secretary of State for Education dated 29 September 2014 and the Academy Trust Handbook, extant from 1 September 2022, 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 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

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

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

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

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

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The work undertaken to draw to our conclusion includes:

- Review of Governing Body and committee minutes;
- Review of available internal assurance reports;
- Completion of self assessment questionnaire by the Accounting Officer;
- Discussions with the Accounting Officer and finance team;
- Review documentation provided to Governors and Accounting Officer setting out responsibilities;
- Obtained a formal letter of representation detailing the responsibilities of Governors;
- Review of payroll, purchases and expense claims on a sample basis;
- Confirmation that the lines of delegation and limits set have been adhered to;
- Evaluation of internal control procedures and reporting lines;
- Review of cash payments and unusual transactions;
- Review of purchasing card transactions;
- Review of register of interests;
- Review of related party transactions;
- Review of borrowing arrangements;
- Review of land and building transactions;
- Review of potential and actual bad debts;
- Review of gifts and hospitality on a sample basis to ensure in line with policy; and
- Consideration of governance issues.

### Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Azets Audit Services*

### Reporting Accountant

Azets Audit Services  
Bulman House  
Regent Centre  
Gosforth  
Newcastle upon Tyne  
NE3 3LS

Dated: 20 December 2023

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £	Restricted funds: General £ Fixed asset £	Total 2023 £	Total 2022 £
<b>Income and endowments from:</b>					
Donations and capital grants	3	-	-	2,201,745	1,254,896
Donations - transfer from local authority on conversion	29	1,057,000	-	1,057,000	-
Donations - transfer of existing academy into the trust	29	311,545	(1,190,000)	(22,863)	-
Charitable activities:					
- Funding for educational operations	4	-	71,281,076	71,281,076	52,001,974
Other trading activities	5	4,930,913	-	4,930,913	3,416,457
Investments	6	53,951	-	53,951	3,384
Exceptional income		91,747	-	91,747	-
<b>Total</b>		<b>6,445,156</b>	<b>70,091,076</b>	<b>79,593,569</b>	<b>56,676,711</b>
<b>Expenditure on:</b>					
Charitable activities:					
- Educational operations	9	3,026,965	73,195,365	77,013,645	58,752,676
<b>Total</b>	7	<b>3,026,965</b>	<b>73,195,365</b>	<b>77,013,645</b>	<b>58,752,676</b>
<b>Net income/(expenditure)</b>		<b>3,418,191</b>	<b>(3,104,289)</b>	<b>2,266,022</b>	<b>(2,075,965)</b>
Transfers between funds	20	(1,237,261)	639,289	597,972	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	22	-	3,661,000	3,661,000	26,791,000
<b>Net movement in funds</b>		<b>2,180,930</b>	<b>1,196,000</b>	<b>2,863,994</b>	<b>6,240,924</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		5,638,441	(1,378,000)	13,547,438	17,807,879
Total funds carried forward		7,819,371	(182,000)	16,411,432	24,048,803



# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2022 £
<b>Income and endowments from:</b>					
Donations and capital grants	3	52,844	-	1,202,052	1,254,896
Charitable activities:					
- Funding for educational operations	4	-	52,001,974	-	52,001,974
Other trading activities	5	3,416,457	-	-	3,416,457
Investments	6	3,384	-	-	3,384
<b>Total</b>		<b>3,472,685</b>	<b>52,001,974</b>	<b>1,202,052</b>	<b>56,676,711</b>
<b>Expenditure on:</b>					
Charitable activities:					
- Educational operations	9	629,928	57,464,971	657,777	58,752,676
<b>Total</b>	7	<b>629,928</b>	<b>57,464,971</b>	<b>657,777</b>	<b>58,752,676</b>
<b>Net income/(expenditure)</b>		<b>2,842,757</b>	<b>(5,462,997)</b>	<b>544,275</b>	<b>(2,075,965)</b>
Transfers between funds	20	(2,551,901)	1,680,997	870,904	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	22	-	26,791,000	-	26,791,000
<b>Net movement in funds</b>		<b>290,856</b>	<b>23,009,000</b>	<b>1,415,179</b>	<b>24,715,035</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		5,347,585	(24,387,000)	12,132,259	(6,907,156)
Total funds carried forward		5,638,441	(1,378,000)	13,547,438	17,807,879

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

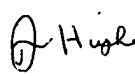
## BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
<b>Fixed assets</b>					
Tangible assets	13		15,450,253		12,515,500
<b>Current assets</b>					
Stock	14	-		2,534	
Debtors	15	3,774,474		1,923,130	
Investments	16	3,000,000		-	
Cash at bank and in hand		9,816,489		10,006,829	
		16,590,963		11,932,493	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	17	(7,704,927)		(5,130,242)	
<b>Net current assets</b>			8,886,036		6,802,251
<b>Total assets less current liabilities</b>			24,336,289		19,317,751
Creditors: amounts falling due after more than one year	18		(105,486)		(131,872)
<b>Net assets excluding pension liability</b>			24,230,803		19,185,879
Defined benefit pension scheme liability	22		(182,000)		(1,378,000)
<b>Total net assets</b>			24,048,803		17,807,879
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	20				
- Fixed asset funds			16,411,432		13,547,438
- Pension reserve			(182,000)		(1,378,000)
<b>Total restricted funds</b>			16,229,432		12,169,438
<b>Unrestricted income funds</b>	20		7,819,371		5,638,441
<b>Total funds</b>			24,048,803		17,807,879

The accounts on pages 30 to 63 were approved by the trustees and authorised for issue on .....14/12/2023..... and are signed on their behalf by:

  
.....  
H Hegarty  
CEO

  
.....  
J Hughes  
Chair

Company registration number 09203984 (England and Wales)

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	23	1,802,006		1,612,692	
Cash funds transferred on conversion	29	1,658,821		-	
		<u>3,460,827</u>		<u>1,612,692</u>	
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		53,951		3,384	
Capital grants from DfE Group		326,460		223,109	
Capital funding received from sponsors and others		1,875,285		978,943	
Purchase of tangible fixed assets		(2,870,477)		(2,183,054)	
Purchase of investments		(3,000,000)		3,000,000	
		<u>(3,614,781)</u>		<u>2,022,382</u>	
<b>Net cash (used in)/provided by investing activities</b>					
<b>Cash flows from financing activities</b>					
Repayment of other loan		(36,386)		(37,080)	
		<u>(36,386)</u>		<u>(37,080)</u>	
<b>Net cash used in financing activities</b>					
<b>Net (decrease)/increase in cash and cash equivalents in the reporting period</b>					
		(190,340)		3,597,994	
Cash and cash equivalents at beginning of the year		10,006,829		6,408,835	
<b>Cash and cash equivalents at end of the year</b>		<u>9,816,489</u>		<u>10,006,829</u>	

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

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

#### 1.1 Basis of preparation

The accounts 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 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

These financial statements are prepared in sterling which is the functional currency of the entity.

#### 1.2 Going concern

The trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable 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 accounts 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 accounts.

#### 1.3 Conversion to an academy trust

The conversion from a state maintained school to an academy trust involved the transfer of identifiable assets and liabilities and the operation of the school for £nil consideration. The substance of the transfer is that of a gift and it has been accounted for on that basis as set out below.

The assets and liabilities transferred on conversion from All Saints Catholic School York to the academy trust have been valued at their fair value. The fair value has been derived based on that of equivalent items. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in Donations – transfer from local authority on conversion in the Statement of Financial Activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds. Further details of the transaction are set out in note 29.

#### 1.4 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 period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

(Continued)

#### Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

#### Donations

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 accounts until they are sold. This income is recognised within 'Income from other trading activities'.

#### Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is 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.

### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are 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.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 1 Accounting policies

(Continued)

#### 1.6 Tangible fixed assets and depreciation

Land, buildings and improvements over £5,000 and plant, machinery, equipment, vehicles or ICT over £1,000 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 that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Long leasehold land improvements	20 years straight line
Long Church owned land improvements	20 years straight line
Long leasehold building	25 - 50 years straight line
Computer equipment	3 years straight line
Fixtures, fittings & equipment	7 years straight line
Motor vehicles	4 years straight line

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities.

#### 1.7 Liabilities

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

#### 1.8 Leased assets

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

#### 1.9 Investments

Current asset investments are included in the Balance Sheet at fair value. Fair value gains and losses are recognised in the Statement of Financial Activities.

#### 1.10 Financial instruments

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

##### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 1 Accounting policies

(Continued)

#### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### 1.11 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

#### 1.12 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.

#### 1.13 Pensions 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 and the assets are held separately from those of the academy trust.

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 quadrennial valuations using a prospective unit credit method. The 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 are 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 or 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.

#### 1.14 Fund accounting

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

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

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 1 Accounting policies

(Continued)

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

##### 1.15 Agency accounting

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities.

#### 2 Critical accounting estimates and areas of judgement

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

##### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact on 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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. 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. The UK corporate bond yields at 31 August 2023 are at their highest levels for many years resulting in higher accounting discount rates at the year end. This places a significantly lower value on the pension obligations compared to last year and will be one of the main reasons a net asset has been reported. We have ensured that our assumptions are appropriate for the academy trust and the valuation has been based on the following estimates:

- There is a minimum funding requirement in relation to LGPS
- There is the ability to recover a surplus through the ability to reduce future contributions (not refund)
- In calculating the surplus, the present value of current and past service costs is offset against the future contributions over the future period
- The present values in the above calculations are calculated using an annuity representing participation into perpetuity.

There is no known intention to exit the LGPS and therefore the economic benefit of a refund would be highly unlikely and on that basis recognition of an asset is considered inappropriate. We have however considered the economic benefit available to the academy trust as a future contribution reduction and whether it is appropriate to recognise the net asset in full. Under FRS 102, a net asset restriction may apply as the prevailing view is that a minimum funding requirement for future service exists in the LGPS. We requested our actuaries consider the impact of the minimum funding requirement on the asset ceiling and as a result we have restricted the asset based upon an asset restriction calculation. We consider this to be appropriate and a more accurate reflection of the pension positions as at the 31 August 2023.



# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 2 Critical accounting estimates and areas of judgement

(Continued)

#### Critical areas of judgement

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

#### Assessing indicator of impairment

In assessing whether there have been any indicators of impairment of assets the trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience of recoverability. There have been no indicators of impairment identified during the current financial year.

### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Capital grants	-	2,196,315	2,196,315	1,202,052
Other donations	-	5,430	5,430	52,844
	-	2,201,745	2,201,745	1,254,896

### 4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	57,843,204	57,843,204	42,768,940
Other DfE/ESFA grants:				
- UIFSM	-	928,786	928,786	628,072
- Pupil premium	-	4,837,188	4,837,188	3,342,206
- PE and sports grants	-	613,069	613,069	486,721
- Others	-	3,039,462	3,039,462	1,093,644
	-	67,261,709	67,261,709	48,319,583
<b>Other government grants</b>				
Local authority grants	-	3,876,272	3,876,272	3,117,550
Special educational projects	-	143,095	143,095	174,453
	-	4,019,367	4,019,367	3,292,003
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Other DfE/ESFA COVID-19 funding	-	-	-	390,388
<b>Total funding</b>	-	71,281,076	71,281,076	52,001,974

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Hire of facilities	96,826	-	96,826	56,652
Catering income	1,234,595	-	1,234,595	742,172
Other income	3,599,492	-	3,599,492	2,617,633
	<u>4,930,913</u>	<u>-</u>	<u>4,930,913</u>	<u>3,416,457</u>

### 6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Short term deposits	<u>53,951</u>	<u>-</u>	<u>53,951</u>	<u>3,384</u>

### 7 Expenditure

	Staff costs £	Non-pay expenditure		Total 2023 £	Total 2022 £
		Premises £	Other £		
Academy's educational operations					
- Direct costs	38,525,683	-	2,671,658	41,197,341	30,920,338
- Allocated support costs	<u>19,552,035</u>	<u>7,960,031</u>	<u>8,304,238</u>	<u>35,816,304</u>	<u>27,832,338</u>
	<u>58,077,718</u>	<u>7,960,031</u>	<u>10,975,896</u>	<u>77,013,645</u>	<u>58,752,676</u>

### Net income/(expenditure) for the year includes:

	2023 £	2022 £
Operating lease rentals	257,029	71,566
Depreciation of tangible fixed assets	791,315	657,777
Fees payable to auditor for:		
- Audit	31,500	18,250
- Other services	4,025	3,245
Net interest on defined benefit pension liability	<u>109,000</u>	<u>441,000</u>

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **8 Central services**

The academy trust has provided the following central services to its academies during the year:

- Human Resources
- Financial Management & Support
- Business Support Services
- Primary School Improvement
- Secondary School Improvement
- Estates Management & Compliance Support
- Governor Support Services
- Safeguarding & Welfare Support
- ICT and Data Support
- Attendance monitoring and intervention
- Careers

The academy trust charges for these services on the following basis:

The Academy Trust charges for these services by retaining up to 5.99% of annual GAG funding. 0.25% of this amount is ring-fenced to provide a Trust wide staff CPD programme.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 8 Central services

(Continued)

The amounts charged during the year were as follows:

	2023 £	2022 £
St Gabriel's Catholic Primary	58,224	49,416
St Peter's Catholic College	227,771	206,160
St Margaret Clitherow's Catholic Primary	86,660	69,996
St Mary's Catholic Primary (Redcar and Cleveland)	69,156	53,556
St Paulinus Catholic Primary	54,511	44,065
St Joseph's Catholic Primary (Redcar and Cleveland)	41,147	36,118
St Bede's Catholic Primary	46,502	38,626
St Benedict's Catholic Primary (Redcar and Cleveland)	108,873	79,223
Sacred Heart Catholic Secondary	261,717	243,758
Christ the King Catholic Primary	90,450	71,830
St Therese of Lisieux Catholic Primary	56,257	47,843
St Patrick's Catholic Primary	189,546	82,561
St Patrick's Catholic College	101,215	174,550
Corpus Christi Catholic Primary	75,014	60,301
Sacred Heart Catholic Primary (Middlesbrough)	89,817	73,298
St Alphonsus Catholic Primary	62,616	54,386
St Augustine's Catholic Primary	53,453	44,734
St Bernadette's Catholic Primary	52,895	43,235
St Clare's Catholic Primary	54,209	45,864
St Edward's Catholic Primary	98,256	81,853
St Gerard's Catholic Primary	46,216	40,404
St Joseph's Catholic Primary (Middlesbrough)	25,368	75,095
St Thomas More Catholic Primary	60,310	48,265
Trinity Catholic College	522,623	570,984
St Pius X Catholic Primary	63,877	51,529
St Francis Xavier School	203,532	-
All Saint's Catholic Primary	25,055	22,621
St Mary's Catholic Primary (Malton)	48,060	-
St Joseph's Catholic Primary (North Yorkshire)	92,625	-
St Mary's Catholic Primary (Richmond)	38,688	-
St Benedict's Catholic Primary (North Yorkshire)	21,456	-
Sacred Heart Catholic Primary (North Yorkshire)	24,504	-
St Aelred's Catholic Primary	46,692	-
St George's Catholic Primary	46,547	-
St Wilfrid's Catholic Primary	64,044	-
Our Lady Queen of Martyrs Catholic Primary	96,910	-
St Hedda's Catholic Primary	19,628	-
All Saints Catholic School	150,000	-
	<u>3,474,424</u>	<u>2,410,271</u>

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 9 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<b>Direct costs</b>				
Educational operations	-	41,197,341	41,197,341	30,920,338
<b>Support costs</b>				
Educational operations	3,026,965	32,789,339	35,816,304	27,832,338
	<u>3,026,965</u>	<u>73,986,680</u>	<u>77,013,645</u>	<u>58,752,676</u>
			<b>2023</b>	<b>2022</b>
			£	£
<b>Analysis of support costs</b>				
Support staff costs			19,675,215	15,574,255
Depreciation			791,315	657,777
Technology costs			762,433	552,809
Premises costs			7,168,716	4,963,366
Legal costs			1,089,614	760,916
Other support costs			6,092,380	5,307,280
Governance costs			236,631	15,935
			<u>35,816,304</u>	<u>27,832,338</u>

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 10 Staff

#### Staff costs

Staff costs during the year were:

	2023 £	2022 £
Wages and salaries	41,295,022	30,101,704
Social security costs	4,008,461	2,862,000
Pension costs	9,971,100	9,492,779
Staff costs - employees	55,274,583	42,456,483
Agency staff costs	2,655,982	1,831,981
Staff restructuring costs	147,153	225,657
	58,077,718	44,514,121
Staff development and other staff costs	327,246	201,421
Total staff expenditure	58,404,964	44,715,542

Staff restructuring costs comprise:

Redundancy payments	64,190	197,861
Severance payments	82,963	27,796
	147,153	225,657

#### Severance payments

The academy trust paid 6 severance payments in the year, disclosed in the following bands:

£0 - £25,000	5
£25,001 - £50,000	1

#### Staff numbers

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

	2023 Number	2022 Number
Teachers	601	447
Administration and support	1,242	755
Management	103	100
	1,946	1,302

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 10 Staff

(Continued)

#### Higher paid staff

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

	2023 Number	2022 Number
£60,001 - £70,000	30	24
£70,001 - £80,000	16	15
£80,001 - £90,000	5	2
£90,001 - £100,000	1	2
£100,001 - £110,000	-	3
£110,001 - £120,000	1	-
£120,001 - £130,000	1	-
£130,001 - £140,000	1	-
£150,001 - £160,000 +	1	1

#### Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £756,256 (2022: £755,221).

### 11 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The Chief Executive Officer and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of Chief Executive Officer and staff members under their contracts of employment, and not in respect of their services as trustees.

The value of trustees' remuneration and other benefits was as follows:

H Hegarty (Chief Executive Officer and trustee):

- Remuneration £190,000 - £195,000 (2022: £160,000-£165,000)
- Employer's pension contributions £30,000 - £35,000 (2022: £5,000-£10,000)

During the year, travel and subsistence payments totalling £2,675 (2022: £1,502) were reimbursed or paid directly to 2 trustees (2022: 2 trustees).

Other related party transactions involving the trustees are set out within the related parties note.

### 12 Trustees' and officers' insurance

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

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 13 Tangible fixed assets

	Long leasehold land improvements	Long leasehold building	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£	£	£	£
<b>Cost</b>						
At 1 September 2022	12,093,139	5,090	1,920,470	1,209,845	2,000	15,230,544
Transfer of school joining	206,257	-	256,936	392,399	-	855,592
Additions	2,375,732	-	189,289	282,928	22,528	2,870,477
At 31 August 2023	14,675,128	5,090	2,366,695	1,885,172	24,528	18,956,613
<b>Depreciation</b>						
At 1 September 2022	612,864	-	1,188,775	911,405	2,000	2,715,044
Charge for the year	345,002	(4,825)	358,977	91,036	1,126	791,316
At 31 August 2023	957,866	(4,825)	1,547,752	1,002,441	3,126	3,506,360
<b>Net book value</b>						
At 31 August 2023	13,717,262	9,915	818,943	882,731	21,402	15,450,253
At 31 August 2022	11,480,275	5,090	731,695	298,440	-	12,515,500

The academy trust occupies land (including buildings) which is owned by its trustees who are The Roman Catholic Diocese of Middlesbrough. The trustees are the providers of the academy on the same basis as when the academy was a maintained school. The academy trust occupies the land (and buildings) under a mere licence. This continuing permission of their trustees is pursuant to, and subject to, the trustees' 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 for the time being, but does not vest any rights over the land in the academy trust. The trustees have given an undertaking to the Secretary of State that they will not give the academy trust less than two years notice to terminate the occupation of the land (including buildings). Having considered the factual matrix under which the academy trust is occupying the land (and buildings) the trustees have concluded that the value of the land and buildings occupied by the academy trust will not be recognised on the balance sheet of the academy trust.

### 14 Stock

	2023 £	2022 £
Other stock	-	2,534



# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 15 Debtors

	2023 £	2022 £
Trade debtors	411,206	152,190
VAT recoverable	685,160	378,515
Other debtors	9,549	5,415
Prepayments and accrued income	2,668,559	1,387,010
	<u>3,774,474</u>	<u>1,923,130</u>

### 16 Current asset investments

	2023 £	2022 £
Fixed term deposits	<u>3,000,000</u>	<u>-</u>

### 17 Creditors: amounts falling due within one year

	2023 £	2022 £
Other loans	26,386	36,386
Trade creditors	2,701,141	1,471,821
Other taxation and social security	1,019,174	715,199
Other creditors	1,112,548	710,894
Accruals and deferred income	2,845,678	2,195,942
	<u>7,704,927</u>	<u>5,130,242</u>

### 18 Creditors: amounts falling due after more than one year

	2023 £	2022 £
Other loans	<u>105,486</u>	<u>131,872</u>

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 18 Creditors: amounts falling due after more than one year

(Continued)

	2023 £	2022 £
<b>Analysis of loans</b>		
Wholly repayable within five years	131,872	168,258
Less: included in current liabilities	(26,386)	(36,386)
Amounts included above	<u>105,486</u>	<u>131,872</u>
<b>Loan maturity</b>		
Debt due in one year or less	36,386	36,386
Due in more than one year but not more than two years	95,486	131,872
	<u>131,872</u>	<u>168,258</u>

Loans of £12,250 from Middlesbrough Diocese which is provided on the following terms: Loan from Diocese (St Paulinus Catholic Primary School) - interest free loan repayments in 6-monthly instalments of £6,125.

Loans of £66,789 from Middlesbrough Diocese which is provided on the following terms: Loan from Diocese (St Clare's RC Primary School) - interest free loan repayments in 6-monthly instalments of £5,000.

Loans of £39,080 from Middlesbrough Diocese which is provided on the following terms: Loan from Diocese (St Therese of Lisieux Catholic Primary School) - interest free loan payments in 6-monthly instalments of £2,500.

Loans of £13,754 from Middlesbrough Diocese which is provided on the following terms: Loan from Diocese (Christ the King Roman Catholic Primary School) - interest free loan repayments in 6-monthly instalments of £4,568.

### 19 Deferred income

	2023 £	2022 £
Deferred income is included within:		
Creditors due within one year	<u>1,430,254</u>	<u>1,132,500</u>
Deferred income at 1 September 2022	1,132,500	1,225,445
Released from previous years	(1,132,500)	(1,225,445)
Resources deferred in the year	<u>1,430,254</u>	<u>1,132,500</u>
Deferred income at 31 August 2023	<u>1,430,254</u>	<u>1,132,500</u>

At the balance sheet date the Trust was holding funds received in advance in respect of Local Authority Top Up fees, Universal Infant Free School Meals income, sports premium income, school trips and school led tutoring clawback.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 20 Funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	57,843,204	(58,482,493)	639,289	-
UIFSM	-	928,786	(928,786)	-	-
Pupil premium	-	4,837,188	(4,837,188)	-	-
Other DfE/ESFA grants	-	3,652,531	(3,652,531)	-	-
Other government grants	-	4,019,367	(4,019,367)	-	-
Pension reserve	(1,378,000)	-	(2,465,000)	3,661,000	(182,000)
	<u>(1,378,000)</u>	<u>71,281,076</u>	<u>(74,385,365)</u>	<u>4,300,289</u>	<u>(182,000)</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	1,664,023	-	-	-	1,664,023
DfE group capital grants	6,016,291	2,196,315	64,277	597,972	8,874,855
Capital expenditure from GAG	169,000	-	-	-	169,000
Big Lottery	15,000	-	-	-	15,000
Amounts on conversion	5,619,147	-	-	-	5,619,147
Unrestricted fixed assets	50,000	-	-	-	50,000
Private sector capital sponsorship	13,977	5,430	-	-	19,407
	<u>13,547,438</u>	<u>2,201,745</u>	<u>64,277</u>	<u>597,972</u>	<u>16,411,432</u>
<b>Total restricted funds</b>	<u>12,169,438</u>	<u>73,482,821</u>	<u>(74,321,088)</u>	<u>4,898,261</u>	<u>16,229,432</u>
<b>Unrestricted funds</b>					
General funds	5,545,818	6,133,611	(2,696,420)	(1,310,261)	7,672,748
Private school fund	7,000	-	-	73,000	80,000
Teaching alliance	66,623	-	(19,000)	-	47,623
PFI reserve	19,000	-	-	-	19,000
	<u>5,638,441</u>	<u>6,133,611</u>	<u>(2,715,420)</u>	<u>(1,237,261)</u>	<u>7,819,371</u>
<b>Total funds</b>	<u>17,807,879</u>	<u>79,616,432</u>	<u>(77,036,508)</u>	<u>3,661,000</u>	<u>24,048,803</u>

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### 20 Funds

(Continued)

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

The General Annual Grant (GAG) must be used for the normal running of the Academy Trust including salaries and related costs, overheads, repairs and maintenance, and insurance.

NCTL Teaching School funding is restricted grants received from the National College for Leadership and Teaching.

Other DfE/ESFA grants relates to pupil premium, universal infant free school meals, rates relief and PE sports grant.

SEN funding is funding to provide additional support to qualifying pupils. Other Government grants relates to early years funding, two year old income and SEN received from the council.

Other grant income related to conversion monies which have been received from the other academy trusts which joined the new Multi Academy Trust on 1 September 2018. This income is to be spent on the costs of conversion, of which a significant amount was incurred in the current period.

The pension reserves is the liability due to the deficit on the Local Government Pension Scheme. Further details are shown in note 26.

The restricted fixed asset funds represent monies received to purchase fixed assets. Depreciation is charged against each fund over the useful economic life of the associated assets.

Unrestricted funds includes income from trips, catering, before and after school club, teaching alliance and other income. Relevant costs have been allocated accordingly.

Transfers represent monies transferred from revenue to fund the purchase of fixed assets and to cover loan repayments in the year.

The costs and income associated with the defined benefit pension scheme have been recorded in the restricted fund. Staff costs are paid from this fund, including contributions to LGPS, and the pension liability has therefore been aligned with these funds.

The restricted funds are in deficit as a result of the deficit on the LGPS pension scheme alone.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 20 Funds

(Continued)

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

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	42,768,940	(44,449,937)	1,680,997	-
UIFSM	-	628,072	(628,072)	-	-
Pupil premium	-	3,342,206	(3,342,206)	-	-
Other DfE/ESFA COVID-19 funding	-	390,388	(390,388)	-	-
Other DfE/ESFA grants	-	1,580,365	(1,580,365)	-	-
Other government grants	-	3,292,003	(3,292,003)	-	-
Pension reserve	(24,387,000)	-	(3,782,000)	26,791,000	(1,378,000)
	<u>(24,387,000)</u>	<u>52,001,974</u>	<u>(57,464,971)</u>	<u>28,471,997</u>	<u>(1,378,000)</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	1,664,023	-	-	-	1,664,023
DfE group capital grants	4,603,089	1,202,052	(657,777)	870,904	6,018,268
Capital expenditure from GAG	169,000	-	-	-	169,000
Big Lottery	15,000	-	-	-	15,000
Amounts on conversion	5,619,147	-	-	-	5,619,147
Unrestricted fixed assets	50,000	-	-	-	50,000
Private sector capital sponsorship	12,000	-	-	-	12,000
	<u>12,132,259</u>	<u>1,202,052</u>	<u>(657,777)</u>	<u>870,904</u>	<u>13,547,438</u>
<b>Total restricted funds</b>	<u>(12,254,741)</u>	<u>53,204,026</u>	<u>(58,122,748)</u>	<u>29,342,901</u>	<u>12,169,438</u>
<b>Unrestricted funds</b>					
General funds	5,248,685	3,472,685	(623,651)	(2,551,901)	5,545,818
Private school fund	7,000	-	-	-	7,000
Teaching alliance	72,900	-	(6,277)	-	66,623
PFI reserve	19,000	-	-	-	19,000
	<u>5,347,585</u>	<u>3,472,685</u>	<u>(629,928)</u>	<u>(2,551,901)</u>	<u>5,638,441</u>
<b>Total funds</b>	<u>(6,907,156)</u>	<u>56,676,711</u>	<u>(58,752,676)</u>	<u>26,791,000</u>	<u>17,807,879</u>

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 20 Funds

(Continued)

#### Total funds analysis by academy

	2023	2022
	£	£
Fund balances at 31 August 2023 were allocated as follows:		
St Gabriel's Catholic Primary	1,000	1,000
St Peter's Catholic College	1,000	1,000
St Margaret Clitherow's Catholic Primary	1,000	1,000
St Mary's Catholic Primary (Redcar and Cleveland)	1,000	1,000
St Paulinus Catholic Primary	1,000	1,000
St Joseph's Catholic Primary (Redcar and Cleveland)	1,000	1,000
St Bede's Catholic Primary	1,000	1,000
St Benedict's Catholic Primary (Redcar and Cleveland)	1,000	1,000
Sacred Heart Catholic Secondary	1,000	1,000
Christ the King Catholic Primary	1,000	1,000
St Therese of Lisieux Catholic Primary	1,000	1,000
St Patrick's Catholic Primary	1,000	1,000
St Patrick's Catholic College	1,000	1,000
Corpus Christi Catholic Primary	1,000	1,000
Sacred Heart Catholic Primary (Middlesbrough)	1,000	1,000
St Alphonsus Catholic Primary	1,000	1,000
St Augustine's Catholic Primary	1,000	1,000
St Bernadette's Catholic Primary	1,000	1,000
St Clare's Catholic Primary	1,000	1,000
St Edward's Catholic Primary	1,000	1,000
St Gerard's Catholic Primary	1,000	1,000
St Joseph's Catholic Primary (Middlesbrough)	1,000	1,000
St Thomas More Catholic Primary	1,000	1,000
Trinity Catholic College	1,000	1,000
St Pius X Catholic Primary	1,000	1,000
St Francis Xavier School	1,000	-
All Saint's Catholic Primary	1,000	1,000
St Mary's Catholic Primary (Malton)	1,000	-
St Joseph's Catholic Primary (North Yorkshire)	1,000	-
St Mary's Catholic Primary (Richmond)	1,000	-
St Benedict's Catholic Primary (North Yorkshire)	1,000	-
Sacred Heart Catholic Primary (North Yorkshire)	1,000	-
St Aelred's Catholic Primary	1,000	-
St George's Catholic Primary	1,000	-
St Wilfrid's Catholic Primary	1,000	-
Our Lady Queen of Martyrs Catholic Primary	1,000	-
St Hedda's Catholic Primary	1,000	1,000
All Saints Catholic School	1,000	-
Central services	7,782,371	5,611,441
Total before fixed assets fund and pension reserve	7,820,371	5,638,441
Restricted fixed asset fund	16,411,432	13,547,438
Pension reserve	(182,000)	(1,378,000)
Total funds	24,049,803	17,807,879

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 20 Funds

(Continued)

#### Total cost analysis by academy

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

	Teaching and educational support staff	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2023	Total 2022
	£	£	£	£	£	£
St Gabriel's Catholic Primary	644,937	211,702	333,594	42,524	1,232,757	1,309,043
St Peter's Catholic College	2,204,334	473,380	1,052,392	189,604	3,919,710	3,629,340
St Margaret Clitherow's Catholic Primary	1,021,516	338,874	409,789	38,243	1,808,422	1,739,437
St Mary's Catholic Primary (Redcar and Cleveland)	836,517	342,068	376,258	40,912	1,595,755	1,478,091
St Paulinus Catholic Primary	616,855	221,416	281,213	40,343	1,159,827	1,079,838
St Joseph's Catholic Primary (Redcar and Cleveland)	446,020	190,693	248,096	16,689	901,498	886,265
St Bede's Catholic Primary	471,248	224,691	262,291	19,831	978,061	954,039
St Benedict's Catholic Primary (Redcar and Cleveland)	1,135,439	382,661	666,183	41,582	2,225,865	2,166,885
Sacred Heart Catholic Secondary	2,435,877	829,554	1,854,966	142,989	5,263,386	5,070,038
Christ the King Catholic Primary	974,296	358,621	500,759	56,559	1,890,235	1,761,442
St Therese of Lisieux Catholic Primary	596,073	198,034	326,989	38,469	1,159,565	1,134,001
St Patrick's Catholic Primary	1,993,352	623,014	804,943	132,654	3,553,963	2,161,760
St Patrick's Catholic College	1,094,995	458,722	542,442	55,088	2,151,247	3,450,777
Corpus Christi Catholic Primary	828,691	258,093	435,295	40,073	1,562,152	1,513,511
Sacred Heart Catholic Primary (Middlesbrough)	911,658	317,581	478,462	41,982	1,749,683	1,571,925
St Alphonsus Catholic Primary	5,758,747	2,503,826	347,724	35,167	8,645,464	1,189,196
St Augustine's Catholic Primary	600,982	195,298	350,058	43,465	1,189,803	1,085,886
St Bernadette's Catholic Primary	507,975	319,170	296,039	32,013	1,155,197	894,108
St Clare's Catholic Primary	549,839	222,295	319,423	36,864	1,128,421	1,052,156
St Edward's Catholic Primary	1,027,021	414,487	524,160	51,680	2,017,348	1,884,476
St Gerard's Catholic Primary	567,081	227,101	303,065	47,678	1,144,925	1,074,811
St Joseph's Catholic Primary (Middlesbrough)	958,900	442,242	431,134	48,402	1,880,678	1,756,373

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 20 Funds

(Continued)

	Teaching and educational support staff	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2023	Total 2022
	£	£	£	£	£	£
St Thomas More Catholic Primary	640,231	217,478	323,615	45,553	1,226,877	1,148,768
Trinity Catholic College	5,031,334	1,142,899	3,166,299	602,220	9,942,752	9,337,827
St Pius X Catholic Primary	647,659	177,373	412,951	36,754	1,274,737	1,273,339
St Francis Xavier School	2,067,479	992,636	1,098,679	180,882	4,339,676	-
All Saint's Catholic Primary	208,640	130,597	153,489	15,760	508,486	502,464
St Mary's Catholic Primary (Malton)	551,831	313,142	297,554	24,663	1,187,190	-
St Joseph's Catholic Primary (North Yorkshire)	310,931	130,041	115,025	12,297	568,294	-
St Mary's Catholic Primary (Richmond)	479,508	278,318	197,408	29,412	984,646	-
St Benedict's Catholic Primary (North Yorkshire)	269,211	90,297	102,988	10,882	473,378	-
Sacred Heart Catholic Primary (North Yorkshire)	307,574	166,562	152,225	19,084	645,445	-
St Aelred's Catholic Primary	625,869	412,335	241,184	33,667	1,313,055	-
St George's Catholic Primary	519,245	473,273	249,965	27,999	1,270,482	-
St Wilfrid's Catholic Primary	762,352	229,069	284,737	35,811	1,311,969	-
Our Lady Queen of Martyrs Catholic Primary	1,107,763	357,870	502,201	34,231	2,002,065	-
St Hedda's Catholic Primary	147,036	66,209	147,925	9,770	370,940	335,198
All Saints Catholic School	1,635,214	684,682	512,636	37,081	2,869,613	-
Central services	720,193	6,844,506	3,659,603	27,681	11,251,983	3,309,020
	<u>42,214,423</u>	<u>22,460,810</u>	<u>22,763,759</u>	<u>2,416,558</u>	<u>89,855,550</u>	<u>54,750,014</u>

### 21 Analysis of net assets between funds

	Unrestricted Funds	Restricted funds: General	Fixed asset	Endowment Funds	Total Funds
	£	£	£	£	£
<b>Fund balances at 31 August 2023 are represented by:</b>					
Tangible fixed assets	-	-	15,450,253	-	15,450,253
Current assets	7,819,371	7,810,413	961,179	-	16,590,963
Current liabilities	-	(7,704,927)	-	-	(7,704,927)
Non-current liabilities	-	(105,486)	-	-	(105,486)
Pension scheme liability	-	(182,000)	-	-	(182,000)
<b>Total net assets</b>	<u>7,819,371</u>	<u>(182,000)</u>	<u>16,411,432</u>	<u>-</u>	<u>24,048,803</u>



# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 21 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Endowment Funds £	Total Funds £
<b>Fund balances at 31 August 2022 are represented by:</b>					
Tangible fixed assets	-	-	12,515,500	-	12,515,500
Current assets	5,638,441	5,262,114	1,031,938	-	11,932,493
Current liabilities	-	(5,130,242)	-	-	(5,130,242)
Non-current liabilities	-	(131,872)	-	-	(131,872)
Pension scheme liability	-	(1,378,000)	-	-	(1,378,000)
<b>Total net assets</b>	<b>5,638,441</b>	<b>(1,378,000)</b>	<b>13,547,438</b>	<b>-</b>	<b>17,807,879</b>

### 22 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 a number of managers as disclosed below. All are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020, and that of the LGPS related to the period ended 31 March 2022.

Contributions amounting to £1,071,422 were payable to the schemes at 31 August 2023 (2022: £707,294) and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

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 academy trusts. All teachers have the option to opt out of the TPS following enrolment.

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

##### Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 30 October 2023.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 22 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million giving a notional past service deficit of £39,800 million
- the SCAPE discount rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 1.7% above the rate of CPI, and is based on the Office for Budget Responsibility's forecast for long-term GDP growth.

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

The employer's pension costs paid to the TPS in the period amounted to £5,780,242 (2022: £3,395,695).

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 pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 14.6% for employers and 5.5-12.5% for employees.

As described in note 29 the LGPS obligation relates to the employees of the academy trust, being the employees transferred as part of the conversion from the maintained school and new employees who joined the scheme in the period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy trust at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Total contributions made	2023 £	2022 £
Employer's contributions	2,531,000	1,670,000
Employees' contributions	834,000	555,000
Total contributions	<u>3,365,000</u>	<u>2,225,000</u>

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 22 Pension and similar obligations

(Continued)

Principal actuarial assumptions	2023 %	2022 %
Scheme 1		
Rate of increase in salaries	4.00	4.10
Rate of increase for pensions in payment/inflation	3.00	3.10
Discount rate for scheme liabilities	5.20	4.30
Inflation assumption (CPI)	3.00	3.10
	<u>      </u>	<u>      </u>
Scheme 2		
Rate of increase in salaries	3.85	4.10
Rate of increase for pensions in payment/inflation	2.60	3.10
Discount rate for scheme liabilities	5.00	4.30
Inflation assumption (CPI)	2.60	3.10
	<u>      </u>	<u>      </u>

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

	2023 Years	2022 Years
Scheme 1		
Retiring today		
- Males	20.5	21.70
- Females	23.5	23.50
Retiring in 20 years		
- Males	21.3	22.90
- Females	25.0	25.30
	<u>      </u>	<u>      </u>
Scheme 2		
Retiring today		
- Males	22.00	21.80
- Females	24.90	23.80
Retiring in 20 years		
- Males	22.90	23.50
- Females	25.50	25.70
	<u>      </u>	<u>      </u>

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 22 Pension and similar obligations

(Continued)

Scheme liabilities would have been affected by changes in assumptions as follows:

	2023	2022
	£'000	£'000
Discount rate + 0.1%	-1,020	-913
Discount rate - 0.1%	1,029	913
Mortality assumption + 1 year	-1,650	-1,565
Mortality assumption - 1 year	1,650	1,565
CPI rate + 0.1%	926	838
CPI rate - 0.1%	-926	-838

#### The academy trust's share of the assets in the scheme

	2023	2022
	Fair value	Fair value
	£	£
Equities	34,460,420	25,685,000
Bonds	943,000	28,000
Corporate bonds	614,000	16,000
Multi asset credit	471,000	11,000
Property	9,937,420	6,790,000
Other assets	3,121,060	5,296,900
Asset restriction	(5,316,000)	-
Total market value of assets	44,230,900	37,826,900

The actual return on scheme assets was £1,110,000 (2022: £2,091,000).

#### Amount recognised in the statement of financial activities

	2023	2022
	£	£
Current service cost	3,668,000	4,976,000
Past service cost	29,000	35,000
Interest income	(1,925,000)	(593,000)
Interest cost	2,034,000	1,034,000
Total operating charge	3,806,000	5,452,000

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 22 Pension and similar obligations

(Continued)

#### Changes in the present value of defined benefit obligations

2023

£

At 1 September 2022	37,826,900
Obligations acquired on conversion	9,053,000
Current service cost	3,668,000
Interest cost	2,034,000
Employee contributions	834,000
Actuarial gain	(9,792,000)
Benefits paid	(618,000)
Past service cost	29,000
At 31 August 2023	43,034,900

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

2023

£

At 1 September 2022	37,826,900
Assets acquired on conversion	7,863,000
Interest income	1,925,000
Actuarial loss/(gain)	(815,000)
Employer contributions	2,531,000
Employee contributions	834,000
Benefits paid	(618,000)
Asset restriction	(5,316,000)
At 31 August 2023	44,230,900

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 23 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	Notes	2023 £	2022 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)		2,579,924	(2,075,965)
Adjusted for:			
Net surplus on conversion to academy	29	(1,057,000)	-
Net deficit on transfer of academy in the trust	30	22,863	-
Capital grants from DfE and other capital income		(2,201,745)	(1,202,052)
Investment income receivable	6	(53,951)	(3,384)
Defined benefit pension costs less contributions payable	22	1,166,000	3,341,000
Defined benefit pension scheme finance cost	22	109,000	441,000
Depreciation of tangible fixed assets		791,315	657,777
Decrease in stocks		2,534	-
(Increase)/decrease in debtors		(1,851,344)	324,046
Increase in creditors		2,584,686	130,270
Stocks, debtors and creditors transferred on conversion	29	(290,276)	-
<b>Net cash provided by operating activities</b>		<b>1,802,006</b>	<b>1,612,692</b>

### 24 Analysis of changes in net funds

	1 September 2022 £	Cash flows £	31 August 2023 £
Cash	10,006,829	(190,340)	9,816,489
Loans falling due within one year	(36,386)	10,000	(26,386)
Loans falling due after more than one year	(131,872)	26,386	(105,486)
	<b>9,838,571</b>	<b>(153,954)</b>	<b>9,684,617</b>

### 25 Long-term commitments

#### Operating leases

At 31 August 2023 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2023 £	2022 £
Amounts due within one year	75,444	101,938
Amounts due in two and five years	42,027	59,010
	<b>117,471</b>	<b>160,948</b>

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 25 Long-term commitments

(Continued)

#### Other contractual commitments

At 31 August 2023 the total of the academy trust's future minimum lease payments under other contractual commitments was:

	2023 £	2022 £
Amounts due within one year	1,168,266	1,168,266
Amounts due in two and five years	4,673,065	4,673,065
Amounts due after five years	1,168,266	2,336,533
	<u>7,009,597</u>	<u>8,177,864</u>

The Academy Trust occupies premises which are subject to a private finance initiative (PFI) contract. The Academy Trust is itself not party to this service concession contract, however the Academy Trust has entered into a supporting agreement to make contributions towards the costs. The commitment covers the same period as the PFI agreement of 13 years. The current year cost was £1,169,696 and it is expected that future annual commitments will be at a similar level.

### 26 Related party transactions

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 11.

### 27 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

### 28 Agency arrangements

The academy trust distributes 16 - 19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2023 the academy trust received £3,677 and disbursed £3,677 from the fund. An amount of £Nil is included in other creditors relating to undistributed funds that is repayable to ESFA.

Comparatives for the accounting period ending 31 August 2022 are £11,972 received, £17,088 disbursed and £Nil included in other creditors.

# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 29 Conversion to an academy

On 1 May 2023 the All Saints Catholic School York converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Nicholas Postgate Catholic Academy Trust from the York Local Authority for £nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair values and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the statement of financial activities as transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the statement of financial activities.

<b>Academy</b>	<b>Location</b>	<b>Date of conversion</b>		
All Saints Catholic School	York	1 May 2023		
	<b>Unrestricted funds</b>	<b>Restricted funds:</b>		<b>Total</b>
		<b>General</b>	<b>Fixed asset</b>	
	£	£	£	£
<b>Net assets transferred:</b>				
Cash	1,057,000	-	-	1,057,000
	<b>Unrestricted funds</b>	<b>Restricted funds:</b>		<b>Total</b>
		<b>General</b>	<b>Fixed asset</b>	
	£	£	£	£
<b>Funds surplus/(deficit) transferred:</b>				
LA budget funds	1,057,000	-	-	1,057,000

#### 30 Transfer of existing academies into the academy trust

##### Some of the academies included within St Margaret Clitherow Catholic Academy Trust

The academies which were part of and joined Nicholas Postgate Catholic Academy Trust on 1 September 2022 were as follows:

- St Francis Xavier School
- St Mary's Catholic Primary School
- St Joseph's Catholic Primary School
- St Mary's Catholic Primary School
- St Benedict's Catholic Primary School
- Sacred Heart Catholic Primary School
- St Aelred's Catholic Primary School
- St George's Catholic Primary School
- St Wilfrid's Catholic Primary School
- Our Lady Queen of Martyrs Catholic Primary School



# NICHOLAS POSTGATE CATHOLIC ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### 30 Transfer of existing academies into the academy trust

(Continued)

	Transfer in recognised £
<b>Net liabilities acquired</b>	
Other tangible fixed assets	855,592
Stocks	51,028
Debtors	153,558
Creditors	(494,862)
Cash and cash equivalents	601,821
Pension scheme	(1,190,000)
<b>Total net liabilities</b>	<b>(22,863)</b>

There were no fair value adjustments required to the values reported by the transferring trust.