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Company Registration Number: 10375776

Thrive Co-operative Learning Trust
(A Company Limited by Guarantee)
Annual Report and Financial Statements

31st August 2022



Thrive Co-operative Learning Trust

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Thrive Co-operative Learning Trust

Reference and administrative details

Members	J Smith C Wood M Whitehead (resigned 31 October 2021) P Draper S Bailey (appointed 11 October 2021 and resigned 3 August 2022) C Shepherdson (appointed 11 October 2021) Prof R Huxley-Binns (appointed 27 September 2022)
Trustees (Directors)	C Wood S Jones B Maxwell (resigned 10 November 2021) A Smith P Britton P Thundercliffe (resigned 8 April 2022) M Wood (resigned 9 March 2022) S Leckenby (resigned 11 October 2022) C Douglas (resigned 22 July 2022) R Leary H Cooper Z Green S Woolhouse (appointed 31 January 2022) S Bailey (appointed 3 August 2022) K Battye (appointed 16 November 2022)
Company Secretary	S Carrington
Senior Management Team	S Carrington, Chief Financial Officer P Cavanagh, Executive Headteacher (Secondary) J Roe, Chief Executive Officer K Roe, Executive Headteacher (Primary) J Mitchell, Executive Headteacher (Primary)
Principal and Registered Office	Kelvin Hall School Bricknell Avenue Hull East Yorkshire HU5 4QH
Registration Number	10375776
Auditor	Smailes Goldie Regent's Court Princess Street Hull East Yorkshire HU2 8BA

Thrive Co-operative Learning Trust

Reference and administrative details (continued)

Bankers

Natwest Bank Plc
The Square
Willerby
HU10 7UA

Solicitors

Browne Jacobson LLP
Mowbray House
Castle Meadow Road
Nottingham
NG2 1BJ

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2022. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The Academy Trust operates 2 secondary and 7 primary academies in Kingston upon Hull, during the year ending 31 August 2022. Its nine academies have a combined pupil capacity of 4,700 and had a roll of 4,300 in the schools' census in October 2021 (4,248 in October 2020).

Structure, Governance and Management

Constitution

The Academy Trust is a company limited by guarantee and is an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Thrive Co-operative Learning Trust are also the Directors of the charitable company for the purposes of company law. The charitable company is known as Thrive Co-operative Learning Trust.

Members' Liability

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

Trustees' Indemnities

During the year the Academy Trust had in place third party indemnity provisions for the benefit of the Academy Trust's Members and Trustees.

Method of Recruitment and Appointment or Election of Trustees

All new Trustees are appointed by the Members or co-opted by the Trustees and current Trustees are responsible for exercising the powers of the Trustees as described in articles 93 to 96 in the Articles of Association.

Full details relating to the appointment and removal of Trustees are contained in the Articles of Association with a brief summary given below.

The Members may appoint up to 5 Trustees by ordinary resolution with their term of office being 4 years. Up to 2 Academy Trustees may be appointed in accordance with any policy decided by the Trustees for the purpose (subject to article 52). The Members may appoint the Chief Executive Officer by ordinary appointment as a Trustee but currently do not.

The Trustees may also appoint Co-opted Trustees. However, the Trustees may not co-opt an employee of the Academy Trust as a Co-opted Trustee if thereby the number of Trustees who are employees of the Academy Trust would exceed one third of the total number of Trustees including the Chief Executive Officer to the extent he or she is a Trustee.

Policies and Procedures Adopted for the Induction and Training of Trustees

All new Trustees are inducted to their role by the Chair of the Board of Trustees, Chief Executive Officer and Chief Financial Officer.

All Trustees are issued with a Trustees' Handbook, containing key information about their responsibilities as Trustees and Academy Trust information.

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Organisational Structure

The Trust has 3 levels of governance in operation and 2 levels of leadership as follows

Governance Levels

1. Members
2. Trustees
3. Local Governing Bodies

Trust Leadership

1. Executive Leadership Team
2. Local School Senior Leadership Teams

This structure is set up to ensure that decisions are made with the appropriate involvement at the correct level. These levels are set out in the Trust's Articles of Association and the Scheme of Delegation.

The Board of Trustees is responsible for the strategic direction of the Trust, monitoring of academic performance of the Trust's schools, setting the annual budget, making decisions in line with Trust priorities and making decisions about the Executive Leadership of the Trust. The Trustees have set up a Finance, Personnel and Audit Committee to meet their obligations and responsibilities as detailed in the Academies Financial Handbook. The Trustees have set up a Quality of Education Committee and have responsibility for evaluating and reporting on the 'Quality of Education' provided by the school.

Local Governing Bodies play a crucial role in assisting the Trustees in meeting the demands of this accountability, by providing focused governance at local school level, most particularly in representing the views of the school's stakeholders, including pupils, parents, staff and the local community.

The Executive Leadership Team consists of the Chief Executive Officer, School Development Lead (Secondary), School Development Lead (Primary) x2 and the Chief Financial Officer. The Executive Leadership Team is responsible for the day to day running of the Trust in line with the Trust's Scheme of Delegation.

Arrangements for setting pay and remuneration of key management personnel

Trustees meet annually to set pay arrangements for all staff, including key management personnel, when the Remuneration Committee meets.

When setting rates for the CEO and CFO, external HR support was sought and a report with recommendations was considered by the Trust Board.

Trade union facility time

There are no relevant union officials employed by the Academy Trust.

The Trust pays into a pooled budget, which enables trade union representatives of all teachers and support staff to represent their members in school on a wide range of issues. The cost of this pooled budget in 2021/22 was £19,868 (2020/21 £19,310).

Related Parties and other Connected Charities and Organisations

The Academy Trust currently has no connected organisations or related party relationships.

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Engagement with employees (including disabled persons)

The Trust regards the engagement of its employees as ultimately key to the success of all its pupil outcomes. The Trust canvasses staff opinions on the effectiveness of the Trust through its 'Staff Voice' process, engaging both employees and Trustees in the outcomes and actions from feedback.

The Trust has excellent relationships with all of the major Trade Unions with regular JCC meetings taking place to ensure consultation at all levels. We are committed to equal opportunities in employment and service delivery. The policies and practices of the Trust aim to promote an environment that is free from all forms of unlawful or unfair discrimination and values the diversity of all people. At the heart of our Trust, we seek to treat people fairly and with dignity and respect.

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

The Trust engages with all stakeholders to ensure business relationships are positive and benefit both the Trust and the stakeholders.

Strategic Report

Objectives and Activities

Objects and Aims

The Academy Trust's objectives are set to reflect the educational aims and ethos of each school within the Trust and in line with the co-operative values, within our Articles of Association:

- Openness - we believe in being open with colleagues in our schools and beyond, and with children and their families, sharing information and ideas to raise standards and life chances
- Honesty - we act honestly and with integrity, working in a professional and respectful manner in our dealings with everyone
- Social Responsibility - we maximise our impact on the people in our communities while minimising our footprint on the world Caring for others - we treat everyone with respect, care and sensitivity, understanding that children are our absolute priority
- Self-help and self-responsibility - we support learners, parents, carers and staff to help themselves and to take responsibility for their own actions The Academy Trust's aims are:
- To create school communities where people can thrive and talent can grow.
- To ensure learners have every opportunity to succeed, developing self-reliance and a love of learning.
- To promote a culture of the highest possible aspiration for all, ensuring good and outstanding schools continue to thrive, while schools in need of support rapidly improve
- To ensure staff are dedicated to achieving the best outcomes for all learners, understanding their own responsibilities and the need to be accountable for their impact
- To ensure staff are dedicated to being inspiring lifelong learners, committed to working creatively together to develop their own skills and knowledge
- To develop leaders who are flexible, innovative and supportive, whilst also ensuring that all systems are rigorous, robust and challenging in delivering the best possible outcomes for all learners
- To create a co-operative community of schools where by sharing resources and working together, we deliver a sustainable model of school improvement that is challenging, supportive and effective.

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Objectives, Strategies and Activities

The main objectives between 1st September 2021 and 31st August 2022 were:

- To ensure post pandemic education recovery is obtained across all Thrive schools.
- To develop the Trust's reputation with the DFE/RSC.
- To develop the profile of the Trust externally ensuring that the Trust becomes a leading partner both locally and nationally including within the co-operative movement.
- To develop the Trust's equitable financial procedures to ensure a comparable experience across all Thrive schools.

Public Benefit

We have referred to the public benefit guidance contained in the Charity Commission general guidance when reviewing the Academy Trust's aims and objectives and in planning future activities. The availability and access to the public of the Academy Trust's facilities is a key object within the Articles of Association.

Achievements and Performance

Primary Results

Attainment

To be counted in the data pupils need to make the expected standard in reading, writing and mathematics. Across Thrive this is 45.4% of pupils compared with 59% nationally (-14%). On closer inspection we see that Thrive schools aggregated are only -4% Reading and -3% Writing. We see these as strong results bearing in mind that deprived pupils across England have suffered most in terms of slowed progress during lockdowns. In fact in Reading disadvantaged pupils are +6% ahead of national in reading, and +3% ahead in writing. The picture is less strong in mathematics where results are disappointing across all schools. Maths results are -18% behind national for all pupils and -11% for disadvantaged pupils.

Primary Progress

Progress in all 3 disciplines is expected to be banded as average. This is seen as a significant achievement post pandemic and with higher deprivation than average.

Maths analysis and actions

Both Primary School Development Leads are confident that swift improvements can be made in mathematics and thereby in RWM combined. A full analysis of results has taken place. Children underperformed on paper A - arithmetic, and some children lacked stamina to get to the end of the other 2 papers.

- All KS2 children will have an additional daily 15 mins Arithmetic session to focus on these key skills. (KS 1 children already have an extra Mastering number session each day.)
- All schools have weekly arithmetic checking in place in Yr 6, every other week in Yr 5 and checks on multiplication tables knowledge in Yr3 and Yr4. The data from these is frequently reviewed by school leaders and SDLs.
- Pupil Progress checking is ongoing to develop an awareness in each teacher of which children need which element of mathematical learning to make a significant difference to their outcome.
- School Maths leads are reviewing data and curriculum coverage together and challenging each other at Maths Leads work days that are half termly, led by Karen Hill, our Maths Lead and Maths Hub leader.
- A full programme of moderation events is ongoing, half termly across all schools for EYFS, Yr 2 and Yr 6, and other half termly events for all year groups in addition.

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Secondary Results

Kelvin Hall

Overall attainment in school improved compared to 2019 (the last examined year), including improvements in threshold measures for EBacc subjects English, Maths, Science, Geography, French and Spanish. History attainment was lower in 2022 than in 2019 and is an area to review carefully.

Despite an increase in attainment, our Progress 8 measure is lower than in 2019. This is partially due to underperformance of some key cohorts, and also due to a number of students who are estimated to receive very low progress scores. These students were not receiving direct instruction from Kelvin teachers due to combinations of school refusal, poor attendance, medical need, and direction to alternative sites as a tool to improve behaviour and attitudes. Qualification review meetings are currently ongoing with school leaders.

Newland SfG

The results obtained this academic year demonstrate the highest attainment figures to date for inc Maths & English. 4+ English & Maths is this year 71%, compared to our previous best examination result of 55% and a national average of 71%. 5+ English & Maths this year is 52%, compared to our previous best examination result of 37% and a national average of 51%. The improvements seen are largely attributable to a significant rise in attainment in Maths. The attainment this year in Maths is above, or in line with that of TAG's and CAG's for all headline measures.

English results continue to be outstanding and the literature results obtained by examination in 2022 are in line with the language results obtained by the same students via Teacher assessment in 2021. The increasing trend in grades 9-7 continues this year in Maths at 21% of pupils, a rise of 5% from 2021. The percentage of 9-7 grades in English Literature has decreased by 3% from 2021. However, direct comparisons are difficult as the English Literature grades this year were obtained by examination and the cohort in 2022 was less able than that in 2021.

Attainment in Ebacc subjects has improved in 2022 with Humanities and Science attaining higher grades at the standard and strong pass and a notable increase in 9-7 grades in History and Triple Science which is significantly above the national average. Other results are equally as impressive; it is the best year (APS) for Art, Biology, Chemistry, Child Care, English Language and English Literature, Enterprise, History, Maths, Music, Physics, RE, Combined Science and Textiles; Geography exceeded their CAGs and TAGs.

Needless to say the results are not just excellent in one area, but many. We have 78 (equivalent) grade 9s, compared to 35 in 2019 - our last examined year and 54 in 2020 and 66 in 2021 (CAG and TAG non-examined years). As a school they should be celebrated and more so, due to the circumstances in which they have been achieved.

The attainment gap between disadvantaged and non-disadvantaged pupils has increased from 2.67 point gap in Attainment 8 in 2021 to 3.62 in 2022. The attainment gap however is small, a 3% gap in 4+ and a 4% gap in 5+ in English and Maths.

Going Concern

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

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Promoting the success of the academy

The Board of Trustees recognises the importance of promoting the success of each of its schools and the Academy Trust as a whole, to ensure that it meets its charitable purpose.

The Trustees make all decisions that have a direct impact on its pupils and wider community with the appropriate level of rigor. The Trustees are unpaid and have a diverse range of backgrounds. Their motivation to undertake the role is purely a commitment to the Trust and the development of its young people.

The Trustees, through the JCC meetings, have created positive relationships with both local and national trade union representatives. Nurturing these positive relationships ensures the staff voice is heard when consulting on any decision the Trust is taking or considering.

Staff views are sought as described earlier and staff wellbeing is of paramount importance to the Trustees and the continued development of the Trust.

As noted in the Trustees' Report, the Board of Trustees has sought to ensure excellent relationships between its suppliers, customers and other stakeholders.

Successes at each school are promoted via individual social media channels as well as the Academy Trust's website. The Trust has placed significant importance on the development of its Communication & Marketing Plan going forward

The Trust has taken its responsibility to reduce its carbon footprint seriously, as seen in the Streamlined Energy and Carbon Reporting Report, and is taking steps to reduce it further through its use of its School Condition Allocation grant across its school estate.

Trustees have created a culture that promotes exceptional levels of business conduct within the Trust. Financial procedures are rigorous and well embedded across the Trust and decisions are taken at the appropriate level with information presented that is scrutinised in detail before approval.

Financial review

The Financial results for the year were as expected.

The Academy Trust's main source of income was the General Annual Grant (GAG) and this consists of funding for pupils at both primary and secondary level. Other income streams included Universal Infant Free School Meals, Pupil Premium, Early Years and High Needs. This funding was from both the Local Authority and ESFA. This income is based on pupil numbers at each of our Academies.

Careful financial management has enabled the Academy Trust to operate with a surplus balance. At 31st August 2022, balances on the restricted and unrestricted funds of £86,489,000 (2021: £43,888,000) and £nil (2021: £142,000) were carried forward.

The Academy Trust's non-teaching staff are entitled to membership of the Local Government Pension Scheme (LGPS). The balance at 31 August 2022 was a net liability of £4,222,000 (2021: £18,281,000). The employers' contribution rate is currently 19.4% the LGPS pension liability is underwritten by the Department for Education.

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Reserves policy

The Trustees review the reserve levels of the Academy Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The educational obligations that the Academy Trust has on a day-to-day basis are funded from its restricted reserves that were provided for this purpose. The Trustees need to ensure that the Academy Trust has sufficient working capital to cover delays between receipt of grants and spending and to be able to deal with unexpected emergencies that may arise such as urgent maintenance. This is reflected in the level of cash balances held. The Academy Trust's current level of general reserves (restricted and unrestricted reserves, excluding Fixed Asset and Pension Funds) is £2,440,000 (2021 £1,944,000). The Trustees are of the view that reserves at this level are sufficient to cover its working capital needs.

Investment Policy

The Academy Trust aims to manage its cash balances to provide for the day-to-day working capital requirements of its operations, whilst protecting the real long term value of any surplus cash balances against inflation. In addition, the Academy Trust aims to invest surplus cash funds to optimise returns and to ensure the investment instruments are such that there is no risk to the loss of these cash funds.

The Academy Trust does not hold any investments at the current time.

Principal Risks and Uncertainties

The Academy Trust has identified certain principal risks and uncertainties including:

- Risk that the Trust or an Academy receives an unfavorable OFSTED report
- Fraud discovered at the Trust or any Academy attracts poor publicity
- Insufficient demand for any Academy's services leaves it unsustainable
- Risk that an Academy budget will be in deficit
- ESFA risk: Not complying with the "Musts" in the Academies Trust Handbook
- Risk that the Academy Trust's facilities have not been maintained appropriately

The Trustees have reviewed current examples of best practice and have

- Set policies on internal controls which cover the following
 - The type of risks the Academy Trust faces
 - The level of risks which they regard as acceptable
 - The likelihood of the risks materializing
 - The Academy Trust's ability to reduce the incidence and impact on the Academy Trust's operations of risks that do materialise
- Reviewed the Scheme of Delegation within the organisation to ensure risks are managed at the appropriate level
- Ensured control systems are in place for the Academy Trust operations to minimise the impact and likelihood of risk

Fundraising

The MAT does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Streamlined Energy and Carbon Reporting

UK energy use and associated greenhouse gas emissions

Annual energy usage and associated annual greenhouse gas ("GHG") emissions are reported pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

Organisational boundary

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those assets owned or operated within the UK only. This includes all 9 schools controlled during the reporting period along with minibuses and personal vehicles used for business mileage ("grey fleet").

Reporting period

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

Quantification and reporting methodology

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2022 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. The report has been reviewed independently by Briar Consulting Engineers Limited.

The electricity, gas and minibus diesel consumption has been compiled from reporting figures direct from the Trust and invoice records, with some pro rata consumption to align to the reporting timeline. Mileage claims were used to calculate energy use and emissions associated with grey fleet. Generally gross calorific values were used except for grey fleet mileage energy calculations as per Government GHG Conversion Factors.

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the direct combustion of fuels and the operation of facilities (scope 1), indirect emissions from purchased electricity (scope 2) and further indirect emissions that occur as a consequence of Trust activities (scope 3).

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Streamlined Energy and Carbon Reporting cont.

Breakdown of energy consumption used to calculate emissions (kWh):

Energy type	2020/21	2021/22
Mandatory requirements:		
Gas	5,181,131	4,549,177
Purchased electricity from the grid	1,935,470	1,921,025
Transport fuel	23,944	19,850
Total energy (mandatory)	7,140,544	6,490,052

Breakdown of emissions associated with the reported energy use (tCO₂e):

Emission source	2020/21	2021/22
Mandatory requirements:		
<u>Scope 1</u>		
Natural gas	949.0	830.4
Transport - Company owned vehicles (mini-buses)	1.1	1.3
<u>Scope 2</u>		
Purchased electricity (location-based)	411.0	371.5
<u>Scope 3</u>		
Transport – Business travel in employee-owned vehicles	4.8	3.6
Total gross emissions (mandatory)	1,365.8	1,206.8
<u>Intensity ratios (mandatory emissions only)</u>		
Tonnes of CO ₂ e per pupil	0.322	0.284
Tonnes of CO ₂ e per square meter floor area	0.034	0.029

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Streamlined Energy and Carbon Reporting

Intensity ratio

The primary intensity ratio is total gross emissions in metric tonnes CO₂e (mandatory emissions) per pupil, which is the recommended ratio for the sector for consistency and comparability. Pupil numbers are based on the Autumn 2021 Census.

A secondary intensity ratio based on floor area (Gross Internal Area) is also provided to reflect the energy efficiency of the buildings, which are the source of the majority of emissions.

Energy efficiency action during current financial year

The Trust is committed to reducing emissions and this year has seen the implementation of the following energy efficiency measures:

- The Trust are currently extending their ability to charge Chromebook trolleys (there are 60 across the Trust) at times when electricity is cheaper (between midnight and 7am) with timing plugs.
- The Trust is working on expanding its capacity to control IT system switch-offs. Systems are already functioning in secondary schools, they will extend systems into primary schools, ensuring that computers are powered down and cannot be left on overnight which will lead to a reduction in consumption.
- The Trust are also monitoring each school's energy usage month by month to give feedback on consumption compared with the same period last year. This information will be shared with schools, LGBs, and the Trust Board, to ensure that they continue to reduce energy usage.

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Plans for future periods

Internal Ambitions

1. Pupils are thriving

- Pupil outcomes are strengthened.
- Pupils receive high quality pastoral care and support that strengthens mental health and Wellbeing.
- Pupils have a growing sense of personal and collective agency.

2. Schools are thriving

- External and internal gradings indicate a strengthening school effectiveness.
- Improve S2SS systems to be more collaborative and result in accelerated school improvement.

3. People are thriving

- Improve job satisfaction.
- Improve and communicate staff benefits.
- Strengthen staff mental health and wellbeing.
- Improve 'safer recruitment'.
- Secure the next generation of school leaders.

4. The Academy Trust is thriving

- Reduce costs so that a Thrive surplus budget can be set for 23/24.
- Reduce carbon footprint.
- Improve internal communications so that all staff and pupils are aware of strategic direction.

External Ambitions

1. A lead Co-operative Academy Trust across England

- Thrive's reputation grows within Co-op Schools.
- Develop strong relationship with the Reach Foundation.

2. A lead MAT within Hull

- Thrive's reputation is established amongst Hull MATs and the LA.
- Extend reach of Thrive into the region.

3. Being the preferred MAT to join

- Thrive's reputation is established across potential workforce.
- Thrive's marketing plan results in a positively raised profile.

4. Growth

- The Boulevard Academy joins Thrive 2022/2023.

Thrive Co-operative Learning Trust

Trustees' report for the Year Ended 31 August 2022 (continued)

Auditor

Insofar as the Trustees are aware:

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

The Trustees' report, incorporating a Strategic Report, was approved by order of the Board of Trustees, as the Company Directors, on 7 December 2022 and signed on the Board's behalf by:



C Wood
Trustee

Thrive Co-operative Learning Trust

Governance statement

Statement of governance and internal control

Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that Thrive Co-operative Learning Trust Ltd 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 CEO, J Roe, 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 Thrive Co-operative Learning Trust Ltd and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 8 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
C Wood	8	8
S Jones	8	8
B Maxwell (resigned 10 November 2021)	1	2
P Britton	7	8
S Leckenby (resigned 11 October 2022)	5	8
A Smith	8	8
P Thundercliffe (resigned 8 April 2022)	5	6
M Wood (resigned 9 March 2022)	5	7
R Leary	6	8
C Douglas (resigned 22 July 2022)	3	7
H Cooper	6	8
Z Green	8	8
S Woolhouse (appointed 31 January 2022)	4	5
S Bailey (appointed 3 August 2022)	0	0
K Battye (appointed 16 November 2022)	0	0

Governance reviews

The Finance and Personnel Committee (F&PC) is a sub-committee of the main Board of Trustees. Its purpose is to be responsible for the detailed consideration as to the best means of fulfilling the Trust's responsibility to ensure sound management of the Trust, academy finances and resources, including proper planning, monitoring and probity. Attendance at meetings during the year was as follows:

Thrive Co-operative Learning Trust

Governance statement (continued)

Trustee	Meetings attended	Out of a possible
S Jones	6	6
C Wood	6	6
A Smith	5	6
M Wood (resigned 9 March 2022)	3	6
S Leckenby (resigned 11 October 2022)	4	6
R Leary	5	6
P Thundercliffe (resigned 8 April 2022)	4	4
H Cooper	4	6
Z Green	5	6

Review of value for money

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

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

- Reviewing the energy supplier for the schools within the Academy Trust
- Procuring new MIS provider across all schools within the Trust

Review of effectiveness

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

- the work of the internal auditor ;
- the work of the external auditor;
- the financial management and governance self assessment process;
- the work of the executive managers within the Multi-Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

Thrive Co-operative Learning Trust

Governance statement (continued)

The Risk and Control Framework

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- Regular reviews by the F&PC of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- Setting targets to measure financial and other performance
- Clearly defined purchasing (asset purchase or capital investment) guidelines
- Delegation of authority and segregation of duties
- Identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided:

- to **appoint Hull City Council** as its internal auditor (limited assurance was given by Hull City Council due to COVID-19 in line with ESFA guidance)

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems.

In particular, the checks carried out in the current period included assurance statements on the following:

- Cash Security Systems
- Banking Procedures
- Funding
- Community Use
- Income/Expenditure procedures
- Risk Management
- IT
- Stewardship
- School Meals

The Academy Trust's internal finance team provided additional assurance via an internal audit report focusing on transactional testing, bank reconciliation and bank transfer testing.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Multi-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 Thrive Co-operative Learning Trust for the year ended 31 August 2022 and up to the date of approval of the annual report and financial statements.


Thrive Co-operative Learning Trust

Governance statement (continued)

Capacity to handle risk

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

Approved by the Board of Trustees on 7 December 2022 and signed on its behalf by:



C Wood
Trustee



J Roe
Accounting Officer

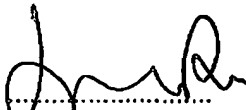
Thrive Co-operative Learning Trust

Statement of regularity, propriety and compliance

As Accounting Officer of Thrive Co-operative Learning Trust I have considered my responsibility to notify the Multi-Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Multi-Academy Trust, under the funding agreement in place between the Multi-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 2021.

I confirm that I and the Multi-Academy Trust Board of Trustees are able to identify any material irregular or improper use of funds by the Multi-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 2021.

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 the ESFA.



J. Roe
Accounting officer

7 December 2022

Thrive Co-operative Learning Trust

Statement of Trustees' Responsibilities

The Trustees (who act as governors of Thrive Co-Operative Learning Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Annual Accounts Direction published by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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


- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

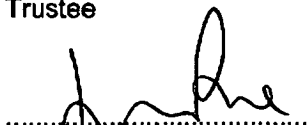
The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have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

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

Approved by order of the members of the Board on 7 December 2022 and signed on its behalf by:



C Wood
Trustee



J Roe
Chief Executive Officer

Thrive Co-operative Learning Trust

Independent Auditor's Report on the Financial Statements to the Members of Thrive Co-operative Learning Trust

Opinion

We have audited the financial statements of Thrive Co-operative Learning Trust (the 'Academy') for the year ended 31 August 2022, which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, Balance Sheet as at 31 August 2022, Statement of Cash Flows for the year ended 31 August 2022, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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.

Thrive Co-operative Learning Trust

Independent Auditor's Report on the Financial Statements to the Members of Thrive Co-operative Learning Trust (continued)

Other information

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

We have nothing to report in this regard.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Thrive Co-operative Learning Trust

Independent Auditor's Report on the Financial Statements to the Members of Thrive Co-operative Learning Trust (continued)

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 21], the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor Responsibilities for the audit of the financial statements

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

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:

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, Charities SORP 2019, Academies Accounts Direction 2020 to 2021, data protection, anti-bribery, employment, environmental and health and safety legislation. An understanding of these laws and regulations and the extent of compliance was obtained through discussion with management and inspecting legal and regulatory correspondence as necessary.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management and considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

Thrive Co-operative Learning Trust

Independent Auditor's Report on the Financial Statements to the Members of Thrive Co-operative Learning Trust (continued)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, and relevant regulators.

Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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

.....
Luke Taylor BSc(Hons) ACA (Senior Statutory Auditor)
For and on behalf of Smailes Goldie
Chartered Accountants
Statutory Auditor
Regent's Court
Princess Street
Hull
East Yorkshire
HU2 8BA

7 December 2022

Note:

The maintenance and integrity of the Academy Trust website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Thrive Co-operative Learning Trust

Independent Reporting Accountant's Assurance Report on Regularity to Thrive Co-operative Learning Trust Ltd and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 5 December 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Thrive Co-operative Learning Trust Ltd during the period 1 September 2021 to 31 August 2022 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 Thrive Co-operative Learning Trust Ltd and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we may state to Thrive Co-operative Learning Trust Ltd and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Thrive Co-operative Learning Trust Ltd and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Thrive Co-operative Learning Trust Ltd's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Thrive Co-operative Learning Trust Ltd's funding agreement with the Secretary of State for Education dated 28 October 2016 and the Academies Financial Handbook extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year from 1 September 2021 to 31 August 2022 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.

Thrive Co-operative Learning Trust

Independent Reporting Accountant's Assurance Report on Regularity to Thrive Co-operative Learning Trust Ltd and the Education and Skills Funding Agency (continued)

The work undertaken to draw to our conclusion includes:

- Ensuring value for money is sought for all goods/services procured by the Multi-Academy Trust, including those procured from related parties of the Multi-Academy Trust;
- Ensuring that fixed asset additions are made in line with the terms of the funding received and that fixed asset disposals are properly authorised by the DfE;
- Ensuring that expenditure incurred through the Multi-Academy Trust bank account and debit card is appropriate for the purposes of the Multi-Academy Trust and that there has been no personal expenditure from the Multi-Academy Trust funds;
- Ensuring pension contributions are paid to the respective schemes in a timely manner;
- Ensuring returns required by regulatory or funding authorities are completed on a timely basis.

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 year from 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Description of matters for concern

.....
Smailes Goldie ,
Chartered Accountants
Statutory Auditor
Regent's Court
Princess Street
Hull
East Yorkshire
HU2 8BA

7 December 2022

Thrive Co-operative Learning Trust


Statement of Financial Activities for the Year Ended 31 August 2022 (including Income and Expenditure Account)

	Note	Unrestricted Funds £ 000	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	2021/22 Total £ 000
Income and endowments from:					
Voluntary income					
Donations and capital grants	2	1	-	30,064	30,065
Other trading activities	4	145	-	-	145
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	674	27,965	-	28,639
Teaching school hub		-	1	-	1
Total		820	27,966	30,064	58,850
Expenditure on:					
Raising funds	5	45	-	-	45
<i>Charitable activities:</i>					
Academy trust educational operations	6	917	30,099	2,160	33,176
Total		962	30,099	2,160	33,221
Net (expenditure)/income		(142)	(2,133)	27,904	25,629
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes	24	-	16,829	-	16,829
Net movement in (deficit)/funds		(142)	14,696	27,904	42,458
Reconciliation of funds					
Total funds/(deficit) brought forward at 1 September 2021		142	(16,478)	60,367	44,031
Total (deficit)/funds carried forward at 31 August 2022		-	(1,782)	88,271	86,489

Thrive Co-operative Learning Trust
(Registration number: 10375776)
Balance Sheet as at 31 August 2022

	Note	2022 £ 000	2021 £ 000
Fixed assets			
Tangible assets	12	87,634	59,734
Current assets			
Debtors	13	861	965
Cash at bank and in hand		4,148	3,608
		<u>5,009</u>	<u>4,573</u>
Creditors: Amounts falling due within one year	14	<u>(1,932)</u>	<u>(1,996)</u>
Net current assets		<u>3,077</u>	<u>2,577</u>
Total assets less current liabilities		<u>90,711</u>	<u>62,311</u>
Net assets excluding pension liability		90,711	62,311
Pension scheme liability	24	<u>(4,222)</u>	<u>(18,281)</u>
Net assets including pension liability		<u>86,489</u>	<u>44,030</u>
Funds of the Academy:			
Restricted funds			
Restricted general fund		(1,782)	(16,479)
Restricted fixed asset fund		<u>88,271</u>	<u>60,367</u>
		<u>86,489</u>	<u>43,888</u>
Unrestricted funds			
Unrestricted general fund		-	142
Total funds		<u>86,489</u>	<u>44,030</u>

The financial statements on pages 28 to 56 were approved by the Trustees, and authorised for issue on 7 December 2022 and signed on their behalf by:


C Wood
Trustee

Thrive Co-operative Learning Trust

Statement of Cash Flows for the year ended 31 August 2022

	Note	2022 £ 000	2021 £ 000
Cash flows from operating activities			
Net cash provided by operating activities	18	318	1,325
Cash flows from investing activities	19	222	(110)
Change in cash and cash equivalents in the year		540	1,215
Cash and cash equivalents at 1 September		3,608	2,393
Cash and cash equivalents at 31 August	20	4,148	3,608

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022

1 Accounting policies

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

Basis of preparation

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

Impact from the Covid-19 pandemic

Going concern

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

Income

All incoming resources are recognised when the Academy Trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Grants

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

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

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

The Academy Trust is benefiting from ESFA's [Free School / Priority Schools Building Programme – tailor as applicable]. The funding for the programme is not recognised as a capital grant until there is unconditional entitlement from costs being incurred, and the development occurring on a site where the Academy Trust controls (through ownership, lease or licence) [tailor to circumstances] the site where the development is occurring. The expenditure is capitalised in assets under construction until the project is complete.

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

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 is certainty of receipt.

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 goods have been provided or on completion of the service.

Donated goods, facilities and services

The value of donated services and gifts in kind provided to the Academy Trust are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the Academy Trust can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with Academy Trust's policies.

Donated fixed assets

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

Expenditure

All expenditure is recognised in the period in which a liability is incurred and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs. All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities

These are costs incurred on the Academy Trust's educational operations.

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

Intangible fixed assets

Intangible assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment. Amortisation is provided on intangible 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:

Asset class	Amortisation method and rate
Purchased computer software	33.33% per annum

Tangible fixed assets

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

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

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

Asset class	Depreciation method and rate
Leasehold land	Over the period of the lease
Buildings	2% per annum
Furniture & Equipment	15% per annum
ICT Equipment	33.3% per annum

Liabilities

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

Provisions

These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

1 Accounting policies (continued)

Leased assets

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

Taxation

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

Pension benefits

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

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

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

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

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

1 Accounting policies (continued)

Fund accounting

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

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

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in the pension and similar obligations note 23, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. 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.

2 Donations and capital grants

	Unrestricted Funds £ 000	Restricted Fixed Asset Funds £ 000	2021/22 Total £ 000	2020/21 Total £ 000
Other voluntary income				
Capital grants	-	664	664	719
Other donations	1	29,400	29,401	404
	<u>1</u>	<u>30,064</u>	<u>30,065</u>	<u>1,123</u>

Other donations includes £29,399,813 relating to the value of leasehold land and buildings of Newland School for Girls which was transferred from the Local Authority during the year.

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

3 Funding for the Academy Trust's educational operations

	Unrestricted Funds £ 000	Restricted General Funds £ 000	2021/22 Total £ 000	2020/21 Total £ 000
Educational operations				
DfE/ESFA revenue grants				
General Annual Grant (GAG)	-	23,281	23,281	21,231
Pupil Premium	-	1,945	1,945	1,888
Teachers' pay	-	10	10	255
Teachers' pension	-	29	29	726
Other DfE/ ESFA grants	-	779	779	408
UIFSM	-	226	226	228
	-	26,270	26,270	24,736
Other government grants				
Local authority grants	-	1,242	1,242	1,081
Non-government grants and other income				
Other income from the academy trust's operations	674	144	818	549
Covid-19 additional funding (DfE/ESFA)				
Catch-up premium	-	97	97	339
National Tutoring Programme	-	212	212	7
Summer schools programme fund	-	-	-	35
	-	309	309	381
Covid-19 additional funding (non-DfE/ESFA)				
COVID-19 Mass testing funding	-	-	-	76
Total grants	674	27,965	28,639	26,823

The Academy Trust received £97,287 of funding for COVID-19 catch-up premium and £212,470 of funding for COVID-19 National tutor programme. All of this funding was spent in 2021/22.

4 Other trading activities

	Unrestricted Funds £ 000	2021/22 Total £ 000	2020/21 Total £ 000
Hire of facilities	111	111	51
Other sales	34	34	38
	145	145	89

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

5 Expenditure

	Non Pay Expenditure			2021/22	2020/21
	Staff costs £ 000	Premises £ 000	Other costs £ 000	Total £ 000	Total £ 000
Expenditure on raising funds					
Allocated support costs	-	-	45	45	50
Academy's educational operations					
Direct costs	19,251	1,499	1,987	22,737	21,125
Allocated support costs	6,090	1,823	2,526	10,439	8,910
Teaching school hub					
Teaching school hub - Direct costs	-	-	-	-	40
	<u>25,341</u>	<u>3,322</u>	<u>4,558</u>	<u>33,221</u>	<u>30,125</u>

Net income/(expenditure) for the year includes:

	2021/22 £ 000	2020/21 £ 000
Operating lease rentals	5	15
Depreciation	1,943	1,622
Amortisation of intangible fixed assets	-	1
Fees payable to auditor - audit	23	23
- other audit services	6	9
	<u>6</u>	<u>9</u>

6 Charitable activities

	2021/22 £ 000	2020/21 £ 000
Direct costs - educational operations	22,737	21,125
Support costs - educational operations	10,439	8,910
Direct costs - teaching school hub	-	40
	<u>33,176</u>	<u>30,075</u>

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

6 Charitable activities (continued)

	Educational operations £ 000	2021/22 Total £ 000	2020/21 Total £ 000
Analysis of support costs			
Support staff costs	6,090	6,090	4,976
Depreciation	444	444	411
Technology costs	122	122	128
Premises costs	1,379	1,379	1,159
Other support costs	2,378	2,378	2,203
Governance costs	26	26	33
Total support costs	10,439	10,439	8,910

7 Staff

Staff costs

	2021/22 £ 000	2020/21 £ 000
Staff costs during the year were:		
Wages and salaries	17,289	16,572
Social security costs	1,707	1,551
Operating costs of defined benefit pension schemes	5,988	4,910
	24,984	23,033
Supply staff costs	357	243
	25,341	23,276

Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £Nil 2021(: £Nil).

Staff numbers

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

	2021/22 No	2020/21 No
Teachers	259	251
Administration and support	481	492
Management	5	5
	745	748

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

Higher paid staff

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

	2021/22 No	2020/21 No
£60,001 - £70,000	9	10
£70,001 - £80,000	3	3
£80,001 - £90,000	2	1
£90,001 - £100,000	2	2
£110,001 - £120,000	1	1
	<hr/>	<hr/>

Key management personnel

The key management personnel of the Multi-Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Multi-Academy Trust was £621,808 (2021: £593,714).

8 Central services

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

- Human resources
- Financial services
- Legal services
- Educational support services
- Others as arising

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

- Secondary 7% and Primary 4.7% of GAG funding.

	31 August 2022 £ 000	31 August 2021 £ 000
Kelvin Hall School	620	556
Chiltern Primary School	98	90
Stepney Primary School	48	44
Ings Primary School	56	53
St Georges Primary School	51	49
Newland School for Girls	284	254
Priory Primary School	83	76
Sidmouth Primary School	74	69
Oldfleet Primary School	73	71
	<hr/>	<hr/>
	1,387	1,262

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

9 Related party transactions - trustees' remuneration and expenses

No Trustees were paid remuneration or received other benefits from employment with the Multi-Academy Trust in the current year or prior year.

During the year ended 31 August 2022, travel and subsistence expenses totalling £Nil (2021 - £66) were reimbursed or paid directly to Trustees (2021 - 1).

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

10 Trustees' and officers' insurance

The Multi 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 membership.

11 Intangible fixed assets

	Computer software £ 000	2021/22 Total £ 000
Cost		
At 1 September 2021	31	31
At 31 August 2022	31	31
Amortisation		
At 1 September 2021	31	31
At 31 August 2022	31	31
Net book value		
At 31 August 2022	-	-
At 31 August 2021	-	-

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

12 Tangible fixed assets

	Freehold land and buildings £ 000	Leasehold land and buildings £ 000	Furniture and equipment £ 000	Computer equipment £ 000	2021/22 Total £ 000
Cost					
At 1 September 2021	51,096	11,837	1,211	1,412	65,556
Additions	-	-	377	65	442
Inherited assets	-	29,400	-	-	29,400
At 31 August 2022	51,096	41,237	1,588	1,477	95,398
Depreciation					
At 1 September 2021	3,842	677	374	929	5,822
Charge for the year	997	502	175	268	1,942
At 31 August 2022	4,839	1,179	549	1,197	7,764
Net book value					
At 31 August 2022	46,257	40,058	1,039	280	87,634
At 31 August 2021	47,254	11,160	837	483	59,734

The academy trust's transactions relating to land and buildings include the granting of a leasehold on Newland School for Girls land and buildings for £29,399,813 over a term of 125 years.

13 Debtors

	2022 £ 000	2021 £ 000
Trade debtors	17	28
VAT recoverable	219	214
Other debtors	6	5
Prepayments	619	718
	<u>861</u>	<u>965</u>

Prepayments includes £40,769 (2021: £11,038) which is due after more than one year.

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

14 Creditors: amounts falling due within one year

	2022	2021
	£ 000	£ 000
Trade creditors	337	576
Other taxation and social security	375	370
Other creditors	484	401
Accruals	736	649
	<u>1,932</u>	<u>1,996</u>

	2022	2021
	£ 000	£ 000
Deferred income		
Deferred income at 1 September 2021	188	162
Resources deferred in the period	134	188
Amounts released from previous periods	<u>(188)</u>	<u>(162)</u>
Deferred income at 31 August 2022	<u>134</u>	<u>188</u>

Deferred income comprises monies relating to future academic years. Amounts carried forward relate to:

	31 August	31 August
	2022	2021
	£000	£000
Universal Infant Free School Meals	134	133
Rates Relief	-	54
High needs	-	-
Fundraising	-	1
	<u>134</u>	<u>188</u>

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

15 Funds

	Balance at 1 September 2021 £ 000	Incoming resources £ 000	Resources expended £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2022 £ 000
Restricted general funds					
General Annual Grant (GAG)	1,705	23,282	(22,654)	-	2,333
Pupil Premium	-	1,945	(1,945)	-	-
Other DfE/ESFA Grants	97	2,596	(2,586)	-	107
Pension fund	(18,281)	-	(2,770)	16,829	(4,222)
Other Grants	-	144	(144)	-	-
	<u>(16,479)</u>	<u>27,967</u>	<u>(30,099)</u>	<u>16,829</u>	<u>(1,782)</u>
Restricted fixed asset funds					
DfE Group Capital Grants	1,713	664	(217)	(1,523)	637
Capital Expenditure from GAG	342	-	-	(342)	-
Transfer on conversion	54,460	29,400	(1,429)	(127)	82,304
Other fixed assets	3,852	-	(514)	1,992	5,330
	<u>60,367</u>	<u>30,064</u>	<u>(2,160)</u>	<u>-</u>	<u>88,271</u>
Total restricted funds	43,888	58,031	(32,259)	16,829	86,489
Unrestricted funds					
Unrestricted general funds	142	820	(962)	-	-
Total funds	<u>44,030</u>	<u>58,851</u>	<u>(33,221)</u>	<u>16,829</u>	<u>86,489</u>

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

15 Funds (continued)

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

	Balance at 1 September 2020 £ 000	Incoming resources £ 000	Resources Expended £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2021 £ 000
Restricted general funds					
General Annual Grant (GAG)	1,375	21,232	(20,599)	(303)	1,705
Pupil Premium	-	1,888	(1,888)	-	-
Other DfE/ESFA Grants	-	2,482	(2,482)	-	-
Pension fund	(12,619)	-	(1,745)	(3,917)	(18,281)
Other Grants	-	451	(451)	-	-
Covid-19 Catch-up premium	-	340	(243)	-	97
Covid-19 National Tutoring Programme	-	6	(6)	-	-
Covid-19 Summer schools programme fund	-	35	(35)	-	-
Covid-19 Mass testing funding	-	76	(76)	-	-
	<u>(11,244)</u>	<u>26,510</u>	<u>(27,525)</u>	<u>(4,220)</u>	<u>(16,479)</u>
Restricted fixed asset funds					
DfE Group Capital Grants	1,045	1,123	(455)	-	1,713
Capital Expenditure from GAG	306	-	(267)	303	342
Transfer on conversion	55,602	-	(1,142)	-	54,460
Other fixed assets	3,922	-	(70)	-	3,852
	<u>60,875</u>	<u>1,123</u>	<u>(1,934)</u>	<u>303</u>	<u>60,367</u>
Total restricted funds	49,631	27,633	(29,459)	(3,917)	43,888
Unrestricted funds					
Unrestricted general funds	367	442	(667)	-	142
Total funds	<u>49,998</u>	<u>28,075</u>	<u>(30,126)</u>	<u>(3,917)</u>	<u>44,030</u>

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

15 Funds (continued)

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

General Annual Grant (GAG) must be used for the normal running costs of the Multi-Academy Trust. Under the funding agreement with the Secretary of State, the Multi-Academy Trust was not subject to a limit on the amount of GAG that it could carry forward as at 31 August 2020.

Other DfE/ESFA grants, other government grants and other grants and income, including Pupil Premium, must be used for the specific purposes for which they are given. Such grants and income enable the Multi-Academy Trust to fulfil its charitable objectives.

Restricted Pension Reserve relates to the deficit on the Local Government Pension Scheme.

Restricted Fixed Assets Funds include donated by the Local Authority on conversion to academy, DfE Group Capital Grants Fund and Capital Expenditure from GAG Fund. These funds represent fixed assets transferred on conversion to a Multi-Academy Trust, assets funded by capital grants and assets purchased from General Annual Grant funds.

The transfer from restricted general funds to restricted fixed asset funds represents capital expenditure not funded by capital grants.

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

	2022 £ 000	2021 £ 000
Kelvin Hall School	1,372	1,307
Chiltern Primary School	353	158
Stepney Primary School	112	87
St Georges Primary School	192	209
Ings Primary School	42	51
Newland School for Girls	492	319
Priory Primary School	133	88
Sidmouth Primary School	(44)	(71)
Oldfleet Primary School	59	17
Central Services	(271)	(221)
Total before fixed assets and pension reserve	2,440	1,944
Restricted fixed asset fund	88,271	60,367
Local Government pension reserve	(4,222)	(18,281)
Total	86,489	44,030

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

15 Funds (continued)

Sidmouth Primary School

The school is carrying a deficit of £44,000, which is largely due to staff restructuring costs during the previous year. The school generated a surplus of £27k and is working alongside the Trust's central team to bring its budget back to a balanced cumulative position.

Central Services

The historic deficit within central services is due to a one-time investment in primary IT, this has now not been recouped from the schools annually to support challenging budgets locally. Central services are now set with a surplus of c£50k per annum to reduce this deficit year on year.

Total cost analysis by academy

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

	Teaching and educational support staff costs £ 000	Other support staff costs £ 000	Educational supplies £ 000	Other costs (excluding depreciation) £ 000	Total 2022 £ 000
Chiltern Primary School	1,763	584	164	346	2,857
Ings Primary School	1,226	376	108	153	1,863
Kelvin Hall School	6,567	1,751	770	1,366	10,454
Newland School for Girls	2,798	679	504	570	4,551
Oldfleet Primary School	1,439	354	145	116	2,054
Priory Primary School	1,501	572	117	194	2,384
St Georges Primary School	925	386	96	115	1,522
Sidmouth Primary School	1,303	449	111	218	2,081
Stepney Primary School	821	334	58	112	1,325
Central services	907	603	67	566	2,143
Academy Trust	19,250	6,088	2,140	3,756	31,234

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

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

15 Funds (continued)

	Total 2021 £ 000
Chiltern Primary School	2,665
Ings Primary School	1,679
Kelvin Hall School	9,241
Newland School for Girls	4,198
Oldfleet Primary School	2,036
Priory Primary School	2,278
St Georges Primary School	1,448
Sidmouth Primary School	2,003
Stepney Primary School	1,275
Central services	<u>1,679</u>
Academy Trust	<u>28,502</u>

16 Analysis of net assets between funds

Fund balances at 31 August 2022 are represented by:

	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	Total Funds £ 000
Tangible fixed assets	-	87,634	87,634
Current assets	4,266	743	5,009
Current liabilities	(1,826)	(106)	(1,932)
Pension scheme liability	<u>(4,222)</u>	<u>-</u>	<u>(4,222)</u>
Total net assets	<u>(1,782)</u>	<u>88,271</u>	<u>86,489</u>

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

	Unrestricted Funds £ 000	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	Total Funds £ 000
Tangible fixed assets	-	-	59,734	59,734
Current assets	142	3,721	710	4,573
Current liabilities	-	(1,919)	(77)	(1,996)
Pension scheme liability	<u>-</u>	<u>(18,281)</u>	<u>-</u>	<u>(18,281)</u>
Total net assets	<u>142</u>	<u>(16,479)</u>	<u>60,367</u>	<u>44,030</u>

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

17 Commitments under operating leases

Operating leases

At 31 August 2022 the total of the Academy trust's future minimum lease payments under non-cancellable operating leases was:

	2022 £ 000	2021 £ 000
Amounts due within one year	7	12
Amounts due between one and five years	27	-
	<u>34</u>	<u>12</u>

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

	2022 £ 000	2021 £ 000
Net income/(expenditure)	25,629	(2,050)
Amortisation	-	2
Depreciation	1,943	1,622
Capital grants from DfE and other capital income	(30,064)	(719)
Defined benefit pension scheme cost less contributions payable	2,449	1,517
Defined benefit pension scheme finance cost	321	228
Decrease in debtors	104	516
(Decrease)/increase in creditors	(64)	209
Net cash provided by Operating Activities	<u>318</u>	<u>1,325</u>

19 Cash flows from investing activities

	2022 £ 000	2021 £ 000
Purchase of tangible fixed assets	(442)	(829)
Capital funding received from sponsors and others	664	719
Net cash provided by/(used in) investing activities	<u>222</u>	<u>(110)</u>

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

20 Analysis of cash and cash equivalents

	2022	2021
	£ 000	£ 000
Cash in hand and at bank	4,148	3,608
Total cash and cash equivalents	4,148	3,608

22 Analysis of changes in net debt

The only change in cash and cash equivalents in the year was in relation to cash flow and as such it has not been deemed appropriate to display a 'changes in net debt' note in a table format.

23 Member liability

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

24 Pension and similar obligations

The Multi-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 East Riding of Yorkshire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £403,116 (2021: £395,213) were payable to the schemes at 31 August 2022 and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pension Scheme Regulations 2010 (as amended) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014 (as amended). Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

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.

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

24 Pension and similar obligations (continued)

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

The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to TPS in the period amounted to £2,352,677 (2021: £2,289,021).

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

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

Local government pension scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £1,550,000 (2021 - £1,467,000), of which employer's contributions totalled £1,194,000 (2021 - £1,122,000) and employees' contributions totalled £356,000 (2021 - £345,000). The agreed contribution rates for future years are 19.4 per cent for employers and 5.5 per cent to 12.5 per cent for employees.

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

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

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

24 Pension and similar obligations (continued)

Principal actuarial assumptions

	2022	2021
	%	%
Rate of increase in salaries	3.95	3.80
Rate of increase for pensions in payment/inflation	3.05	2.90
Discount rate for scheme liabilities	4.25	1.65

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

	2022	2021
Retiring today		
Males	20.80	21.00
Females	23.50	23.70
Retiring in 20 years		
Males	22.00	22.20
Females	25.30	25.50

Sensitivity analysis

	2022	2021
	£ 000	£ 000
0.5% decrease in discount rate	2,470	4,240
0.5% increase in inflation rate	245	420
0.5% increase in pension increase rate	2,245	3,760

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

	2022	2021
	£ 000	£ 000
Equities	10,866	9,320
Government bonds	2,028	2,431
Property	1,449	1,486
Cash and other liquid assets	145	270
Total market value of assets	14,488	13,507

The actual return on scheme assets was a loss of (£451,000) (2021 - gain of £1,754,000).

Thrive Co-operative Learning Trust

Notes to the Financial Statements for the Year Ended 31 August 2022 (continued)

24 Pension and similar obligations (continued)

Amounts recognised in the statement of financial activities

	2021/22 £ 000	2020/21 £ 000
Current service cost	2,449	1,517
Interest income	(233)	(187)
Interest cost	554	415
Total amount recognized in the SOFA	2,770	1,745

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

	2021/22 £ 000	2020/21 £ 000
At start of period	31,788	22,999
Current service cost	3,643	2,635
Interest cost	554	415
Employee contributions	356	339
Actuarial (gain)/loss	(17,280)	5,671
Benefits paid	(351)	(271)
At 31 August	18,710	31,788

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

	2021/22 £ 000	2020/21 £ 000
At start of period	13,507	10,380
Interest income	233	187
Actuarial gain/(loss)	(451)	1,754
Employer contributions	1,194	1,118
Employee contributions	356	339
Benefits paid	(351)	(271)
At 31 August	14,488	13,507

25 Related party transactions

Owing to the nature of the academy trust and the composition of the board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest.

All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Multi-Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No other related party transactions took place in the year.