



# Unity Education Trust

**UNITY EDUCATION TRUST**  
(A company limited by guarantee)

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**



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**REFERENCE AND ADMINISTRATIVE DETAILS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**Members**

Mr A Jones (appointed 30 January 2017)  
Mr M Kimber (appointed 30 January 2017, resigned 20 July 2017)  
Prof. J Barclay (appointed 30 January 2017)  
Mr A Yellop (appointed 30 January 2017)  
Mr M Salt (appointed 30 January 2017)

**Trustees**

Mr A Jones, Chair (appointed 30 January 2017)  
Mr G Hambling, Chief Executive Officer (appointed 30 January 2017)<sup>1,2</sup>  
Mr S Godson (appointed 30 January 2017, resigned 6 March 2017)  
Mr R Barr (appointed 30 January 2017)  
Ms C Reid (appointed 1 January 2017, resigned 14 April 2017)  
Mr M Rose (appointed 26 April 2017)  
Mr G Redwood (appointed 30 January 2017)  
Ms H Smith (appointed 30 January 2017)<sup>2</sup>  
Ms N Youles, Vice Chair (appointed 30 January 2017)

<sup>1</sup> Accounting Officer

<sup>2</sup> Staff Trustee

**Company registered number**

10591822

**Company name**

Unity Education Trust

**Principal and registered office**

Dereham Sixth Form College, Crown Road, Dereham, Norfolk, NR20 4AG

**Chief executive officer**

Mr G Hambling

**Senior management team**

Mr G Hambling, CEO, Executive Headteacher  
Mrs S Charman, Executive Headteacher – Grove House and Kings Park Federation  
Mr M Farnan, Headteacher – Garvestone Primary School  
Mr A Mason, Head of School – Northgate High School, Dereham Sixth Form College  
Mrs V Norris, Head of School – Beeston Primary School  
Mrs D Steer, Head of Services

**Independent auditors**

MA Partners LLP, 7 The Close, Norwich, Norfolk, NR1 4DJ

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS  
FOR THE PERIOD ENDED 31 AUGUST 2017**

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**Advisers (continued)**

**Bankers**

Lloyds Bank plc, Dereham, NR19 2AT

**Solicitors**

Spire Solicitors, The Priory, Church Street, Dereham, Norfolk, NR19 1DW

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**TRUSTEES' REPORT**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 30 January 2017 to 31 August 2017. The Annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

Unity Education Trust commenced operations on 1 March 2017. It operates four infant/primary schools, one secondary school, including a sixth form college, in and around Dereham, mid Norfolk. Its academies have a combined pupil capacity of 1,580.

**Structure, governance and management**

**a. CONSTITUTION**

The academy is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum of Association is the primary governing document of the academy trust.

The Trustees of Unity Education Trust are also the directors of the charitable company for the purpose of company law.

The charitable company is known as Unity Education Trust.

Details of the Trustees who served during the period are included in the Reference and administrative details on page 1.

**b. MEMBERS' LIABILITY**

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

**c. TRUSTEES' INDEMNITIES**

In accordance with normal commercial practice the academy purchases insurance to protect governors from claims arising from negligent acts, errors of omissions occurring whilst on academy business. The insurance via the Academies Risk Protection Arrangement (RPA) provided cover for up to £10m.

**d. METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF TRUSTEES**

The composition of the Board of Trustees, as set out in its articles of association, is up to eleven Trustees appointed by the members. The Trustees may also appoint co-opted Trustees. The Trust has appointed local governing bodies for each of its schools and the requirement in the articles of association for parental representation is met by the provision for there to be at least two parent governors on each local governing body.

The Trust seeks to appoint trustees and local governors who are committed to promoting the aims and objectives of the Trust and its member schools, and who have appropriate knowledge, skills and experience.

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**TRUSTEES' REPORT (continued)**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**e. POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES**

New Trustees meet with the Chair, CEO and, perhaps, other Trustees for a briefing about the Trust, the work of the Board of Trustees and the level of engagement expected from individual Trustees. Similar procedures are in place for new local governors to meet with the chair of the local governing body and the Headteacher/Head of School.

The Trust also has written role descriptions and person specifications for Trustees and local governors which include a commitment to training and skills development, which the Trust will facilitate.

**f. ORGANISATIONAL STRUCTURE**

The Board of Trustees has established local governing bodies and two main committees - Finance and Standards – and has adopted a scheme of delegation setting out arrangements for the conduct of business. The scheme of delegation, which is published on the trust's website, describes the vision, ethos and underpinning principles of the trust; the overall levels of governance and education delegation; and the decisions reserved for the Trust Board, and those delegated to committees, local governing bodies and individuals. The scheme of delegation includes a formal decision matrix defining these delegations.

The Trust's finance policy and procedures defines in greater detail the responsibilities of the Board of Trustees, the Finance Committee, the Chief Executive Officer, Headteachers/Heads of Schools, the Chief Finance Officer and other staff members. It also covers accounting arrangements, financial planning, payroll, purchasing and other financial procedures and policies.

The Board of Trustees met on 3 occasions between 1 March and 31 August 2017. It sets the strategic direction of the trust and ensures high standards of achievement and improved performance. It is also responsible for ensuring sound financial practices and strong and robust governance.

**g. PAY POLICY FOR KEY MANAGEMENT PERSONNEL**

The pay ranges for the Chief Executive Officer, Headteacher/Heads of Schools and other members of the senior leadership team within each school for the period under review were determined by the Board of Trustees in accordance with the provisions of the School Teachers' Pay and Conditions Document.

The annual appraisal of the performance of each Headteacher/Head of School will be conducted by the CEO with two governors from the school. The annual appraisal of the CEO will be undertaken by two or three Trustees. The Board of Trustees, or a sub-group of trustees appointed by it, will make decisions relating to the pay of the CEO, Headteachers/Heads of Schools and such other posts as the Board may determine from time-to-time.

The CEO has delegated authority to make pay decisions within the Trust's pay policy for other posts, and the Board, or a sub-group appointed by it, will quality assure the implementation of the policy.

**h. CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS**

Owing to the nature of the academy's operations and the employment or charitable activities of the Trustees, it is possible that transactions may take place with organisations with which a Trustee has an interest. The Trust maintains a register of Trustees' interests and publishes relevant parts on the Trust's website. In addition, Trustees are required to declare an interest in matters under discussion at trust board and committee meetings. If there is any doubt about Trustees' ability to act impartially they are required to withdraw from the meeting and not vote. Any transactions involving organisations with which a Trustee has an interest are

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**TRUSTEES' REPORT (continued)**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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conducted in accordance with the academy's financial regulations and procedures.

The Academy Trust has links with a number of other organisations, including other local schools in initiatives operated by the Dereham and Litcham Clusters.

## **Objectives and Activities**

### **a. OBJECTS AND AIMS**

The principal object of UET is to advance, for the public benefit, the quality of education in mid-Norfolk by establishing, maintaining and developing schools to offer a broad and balanced curriculum in accordance with the provisions of its Articles of Association and its Master Funding Agreement with the Secretary of State for Education.

UET aims to develop like-minded schools to be outstanding through collaborative working and unity of purpose in all that we do.

The Trust sets high expectations in every aspect of our work. We aim to provide pupils with the best opportunities through outstanding teaching, the development of 21st century facilities, inspirational leadership, and a growth mind-set approach.

The Trust aims to ensure that its academies maintain their unique identities at the heart of their communities, as well as engaging with partners and stakeholders and other high performing educational organisations.  
The Trust:

- holds an unrelenting belief and focus that all students can achieve high standards, whatever their background and life experiences, when given a positive climate of support, challenge and the development of growth mind-set through outstanding teaching;
- is committed to the notion of 'raising aspirations to fulfil potential' ensuring our learners are encouraged to build confidence, expand their leadership qualities and embrace British values which enable all to thrive in an ever-changing society;
- values all members of UET for their individuality and nurtures them to achieve high levels of success through creative approaches which develop a passion for learning, the ability to be adaptable and a supportive approach all within our community.

### **b. OBJECTIVES, STRATEGIES AND ACTIVITIES**

UET believes in setting high aspirations for all its learners and that all children, regardless of their background, ability or life experiences, can achieve high standards and flourish in an outstanding education setting that cares for all.

- UET academies ensure a growth mind-set for all that does not place limitations on any of its learners and, as a result, learners' aspirations are high and strongly self-motivated.
- UET academies operate on the principle 'Unity of Purpose' in all that they do, supporting each other.
- UET is a multi-academy trust which recognises that successful academies are built upon the key foundations of:
  - excellent leadership and high expectations, standards and professional effectiveness;
  - an unrelenting focus on raising aspirations and the focus on progress and improvement for all;
  - high standards of behaviour, positive environments and work ethic - "The Unity Way"

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**TRUSTEES' REPORT (continued)**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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- innovative teaching and learning that is led by active teacher practitioners and researchers and that engages all learners;
  - precise and focussed improvement planning that is designed to develop all our academies incorporating cutting-edge developments and succession planning;
  - promoting a positive work life balance for all.
- UET core education, business, operational and governor services have been designed to effectively challenge and support leadership and management within our academies.
  - UET believes in maintaining local community schools and providing children and their families in those communities with access to those schools.
  - UET is not a selective trust and we follow the Local Authority admissions criteria.
  - UET will set up clear lines of support for our academy local governing bodies in terms of accountability, transparency and compliancy.
  - UET is an employer of excellence, providing high level continued professional development combined with detailed career development opportunities where all feel valued.

**c. PUBLIC BENEFIT**

The Trustees believe that by working towards the objects and aims set out above, they comply with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

**Strategic report**

**Achievements and performance**

**a. ACHIEVEMENTS AND PERFORMANCE**

The mission of the Trust is 'raising inspirations to fulfil potential'. In support of this mission we have ensured that pupils have achieved their potential in public examinations; encouraged a wide range of extra-curricular activities; developed and retained suitable staff and worked together as a group of schools to enhance outcomes both in terms of academic performance and economies of scale.



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**TRUSTEES' REPORT (continued)**  
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**KPI Section Statement.**

**Oftsed Inspection Outcomes**

Only one school has been inspected since conversion to Unity Education Trust in March 2017. (Northgate High School & Dereham Sixth Form College)

<i>School</i>	<i>Date of Last Inspection</i>	<i>Outcome</i>
Northgate High School & Dereham Sixth Form College	May 2017	Good
Beeston Primary School	June 2013	Good
Garvestone Primary School	July 2013	Good
Grove House Nursery & Infant	Dec 2013	Good
Kings Park Infant	Sept 2014	Good

**Outcomes for Children/ Learners**

Data provided at point of reporting does not include all validated data outcomes against national until these are released the Trust cannot report on them.

**Northgate High School**

<i>Subject Area</i>	<i>Percentage</i>
English Language 4+	63%
English Language 5+	46%
English Literature 4+	62%
English Literature 5+	43%
Mathematics 4+	67%
Mathematics 5+	47%
English & Maths combined 4+	57%
English & Maths Combined 5+	40%
Progress without remarks and un validated	-0.3

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**FOR THE PERIOD ENDED 31 AUGUST 2017**

**Dereham Sixth Form College**

Alps A level - Quality Indicator  
Dereham Sixth Form College | 2016/17 | A level | Report no: 1 | 31.08.17

Value Added Score	1 + $\left( \frac{\text{Actual pts} - \text{Expected pts}}{\text{Entries} \times 100} \right)$
	1 + $\left( \frac{43,160 - 44,221.96}{476 \times 100} \right) = 0.98$
A level QI score = 0.98      QI grade = 3	

Subject	Entries	Expected Points	Actual Points	Score	Grade
A - Mathematics	39	3,820.41	3,600	0.94	5
A - Maths (Further)	10	1,049.28	1,140	1.09	3
A - Media Studies	15	1,382.78	1,400	1.01	5
A - Physical Education	2	179.00	180	1.01	3
A - Physics	16	1,605.95	1,220	0.76	7
A - Psychology	38	3,555.39	3,260	0.92	5
A - Religious Studies	21	1,849.93	1,680	0.92	7
A - Sociology	17	1,455.57	1,600	1.09	4
A - Spanish	5	579.30	480	0.83	7
<b>Totals</b>	<b>476</b>	<b>44,221.96</b>	<b>43,160</b>		

Subject	Entries	Expected Points	Actual Points	Score	Grade
A - Applied ICT - S	10	845.64	740	0.89	5
A - Art (Craft)	3	264.00	360	1.31	2
A - Art (Fine Art)	5	424.19	640	1.43	1
A - Art (Graphic Design)	7	587.78	900	1.45	1
A - Art (Photography)	7	578.34	940	1.52	1
A - Art (Textiles)	6	575.61	750	1.21	2
A - Biology	37	3,695.29	3,280	0.89	4
A - Business Studies	15	1,242.74	1,180	0.95	5
A - Chemistry	21	2,118.43	1,680	0.79	7
A - Classical Civilisation	5	498.20	440	0.88	7
A - Computer Science	10	915.02	700	0.78	6
A - Computing	1	92.00	40	0.48	8
A - Dance	5	447.44	500	1.11	4
A - Drama & Theatre Studies	6	534.42	560	1.04	4
A - Electronics	8	674.50	760	1.10	5
A - English Lang. & Lit.	23	2,122.62	2,300	1.08	2
A - English Literature	19	1,765.21	1,720	0.98	5
A - Environmental Studies	9	807.72	740	0.92	3
A - French	6	403.32	340	0.84	6
A - Geography	16	1,554.54	1,780	1.14	2
A - Government & Politics	15	1,382.69	1,320	0.95	5
A - Health & Social Care - D	22	1,808.44	1,800	1.00	6
A - Health & Social Care - S	9	755.15	740	1.01	4
A - History	23	2,186.03	2,040	0.94	6
A - Law	27	2,454.05	2,340	0.95	5



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**Grove House Nursery & Infant / Kings Park Infant**

END OF KS1	2016		2017	
	Expected+	Greater Depth	Expected+	Greater Depth
<b>Reading</b>	83% (national = 74%)	34% (national = 24%)	68% (national = 76%)	24% (national = 25%)
<b>Writing</b>	83% (national = 65%)	21% (national = 13%)	72% (national = 68%)	12% (national = 16%)
<b>Maths</b>	79% (national = 73%)	24% (national = 18%)	80% (national = 75%)	28% (national = 21%)

**Garvestone Primary School.**

END OF KS1	2016		2017	
	Expected+	Greater Depth	Expected+	Greater Depth
<b>Reading</b>	58% (national = 74%)	8% (national = 24%)	55% (national = 76%)	11% (national = 25%)
<b>Writing</b>	58% (national = 65%)	25% (national = 13%)	0% (national = 68%)	0% (national = 16%)
<b>Maths</b>	58% (national = 73%)	8% (national = 18%)	33% (national = 75%)	0% (national = 21%)

END OF KS2	2016		2017	
	Expected+	Greater Depth	Expected+	Greater Depth
<b>Reading</b>	100% (national = 66%)	14% (national = 19%)	75% (national = 71%)	0% (national = 25%)
<b>Writing</b>	86% (national = 74%)	0% (national = 15%)	75% (national = 76%)	0% (national = 18%)
<b>Maths</b>	86% (national = 70%)	14% (national = 17%)	75% (national = 75%)	0% (national = 23%)

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**TRUSTEES' REPORT (continued)**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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***Beeston Primary School***

<b>END OF KS1</b>	<b>2016</b>		<b>2017</b>	
	<b>Expected+</b>	<b>Greater Depth</b>	<b>Expected+</b>	<b>Greater Depth</b>
<b>Reading</b>	67% (national = 74%)	33% (national = 24%)	91% (national = 76%)	9% (national = 25%)
<b>Writing</b>	50% (national = 65%)	0% (national = 13%)	73% (national = 68%)	9% (national = 16%)
<b>Maths</b>	67% (national = 73%)	0% (national = 18%)	82% (national = 75%)	27% (national = 21%)

<b>END OF KS2</b>	<b>2016</b>		<b>2017</b>	
	<b>Expected+</b>	<b>Greater Depth</b>	<b>Expected+</b>	<b>Greater Depth</b>
<b>Reading</b>	67% (national = 66%)	8% (national = 19%)	80% (national = 71%)	50% (national = 25%)
<b>Writing</b>	58% (national = 74%)	0% (national = 15%)	90% (national = 76%)	20% (national = 18%)
<b>Maths</b>	58% (national = 70%)	8% (national = 17%)	80% (national = 75%)	20% (national = 23%)

All schools within the Trust undertake effective curriculum reviews which provide a broad and balanced curriculum offer in line with national requirements, which are efficiently staffed.

A number of improvements have been made to Northgate High Schools premises following a successful Condition Improvement Fund bid. The works undertaken focus the improvement of roofing and windows.

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**TRUSTEES' REPORT (continued)**  
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**b. GOING CONCERN**

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the academy 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 Accounting Policies.

**Financial review**

**a. RESERVES POLICY**

In April 2017 the Trustees adopted a reserves and investment policy. Under the policy, the level of reserves will be reviewed and set on an annual basis as part of the budget setting process. No benchmark or figures was set for reserves for the period to 31 August 2017, the policy being first applied for the year ended 31 August 2018.

As at 31 August 2017 the academy trust had free reserves of £667,193.

**b. MATERIAL INVESTMENTS POLICY**

In April 2017 the Trustees adopted a reserves and investment policy. Unity Education Trust will invest its reserves and any surplus cash funds to optimise returns whilst always ensuring that security took precedence over revenue maximisation.

This will mean that any monies will be deposited in instant access or short-term notice accounts up to amounts covered by the Financial Services Compensation Scheme.

The Finance Committee will approve the opening of accounts in accordance with the above principles and agree the arrangements for depositing and withdrawing funds.

The Finance Committee review the performance of investments on a regular basis.

**c. PRINCIPAL RISKS AND UNCERTAINTIES**

The Trustees have a risk register which identifies the risks to which the academy trust is exposed together with actions and procedures to mitigate those risks.

The CEO has lead responsibility for risk management processes and for bringing trustees' attention to any changes to risk profiles. This responsibility includes:

- Monitoring the performance of risk management processes
- Ensuring that appropriate controls are in place to manage identified risks

The Board of Trustees have assessed the principal risks as falling into the following main categories all of which are assessed against existing controls and mitigating actions:

- Governance and Strategic
- Operational
- Compliance
- Financial

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**TRUSTEES' REPORT (continued)**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**Plans for future periods**

**a. FUTURE DEVELOPMENTS**

In a fast-changing world, bringing together leaders to shape and drive the educational ambition and operational management of a group of schools provides a powerful way to chart a successful path into the future.

Unity Education Trust is a small locally-based MAT working with primary and secondary schools. It is committed to working with like-minded organisations and, whilst initially, our plans for growth are to work with 'Outstanding' and 'Good Schools' will also look to continue to develop our capacity to be able to engage with schools which require support to improve outcomes for learners. Our plans are to build on existing partnerships, which have been underpinned by trust and mutual respect, a shared ethos and a history of being rooted in the community.

Unity Education Trust is committed to developing mutually beneficial partnerships with schools, businesses and other multi academy trusts.

**FUNDS HELD AS CUSTODIAN**

No funds are held as custodian Trustee on behalf of others.

**DISCLOSURE OF INFORMATION TO AUDITORS**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are 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 6 December 2017 and signed on its behalf by:

  
.....  
Mr A Jones, Chair

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**UNITY EDUCATION TRUST**  
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**GOVERNANCE STATEMENT**

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**SCOPE OF RESPONSIBILITY**

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

The board of Trustees has delegated the day-to-day responsibility to the CEO, 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 Unity Education Trust and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

**GOVERNANCE**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 3 times during the period. Attendance during the period at meetings of the board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr A Jones, Chair	3	3
Mr G Hambling, Chief Executive Officer	3	3
Mr G Redwood	3	3
Ms N Youles, Vice Chair	3	3
Mr R Barr	2	3
Ms H Smith	2	3
Ms C Reid	1	1
Mr M Rose	1	1

The Finance Committee is a sub committee of the main Board of Trustees. Its main purpose is to have general oversight of all matters relating to budgeting and finance, including consideration of the annual budget for the following year, compliance with financial regulations and ensuring the timely preparation of the annual accounts. It advises the governing body on these matters, as well as relevant statutory or ESFA regulatory requirements. It also acts as an audit committee and exercises powers delegated to it by the governing body.

Attendance at meetings in the period was as follows:

	Meetings attended	Out of a possible
Mr R Barr	3	3
Mr G Hambling	3	3
Mr A Jones	3	3
Ms N Youles	2	3

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**GOVERNANCE STATEMENT (continued)**

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**REVIEW OF VALUE FOR MONEY**

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

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

- reviewing service contracts, such as payroll, HR and Broadband, to ensure they are fit for purpose and obtaining quotes from a number of recommended suppliers to ensure value for money before any contract commitments were made;
- using the Crown Commercial Service, exploring various purchasing options both on line and direct through suppliers to find the best value;
- ensuring major purchases and contracts are always tendered, reviewed and discussed by the Finance Committee before any commitments are made.

**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 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 Unity Education Trust for the period 30 January 2017 to 31 August 2017 and up to the date of approval of the annual report and financial statements.

**CAPACITY TO HANDLE RISK**

The board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks, that has been in place for the period 30 January 2017 to 31 August 2017 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

**THE RISK AND CONTROL FRAMEWORK**

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

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



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**GOVERNANCE STATEMENT (continued)**

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The board of Trustees has considered the need for a specific internal audit function and has decided to appoint Educator Solutions as internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems, both centrally and within the member schools.

The results on these checks will be reported to the Finance Committee.

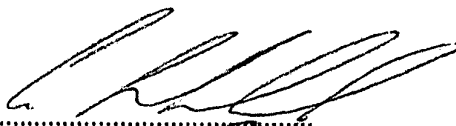
**REVIEW OF EFFECTIVENESS**

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

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

Approved by order of the members of the board of Trustees on 6 December 2017 and signed on their behalf, by:

  
.....  
Mr A Jones, Chair

  
.....  
Mr G Hambling, Chief Executive Officer  
Accounting Officer

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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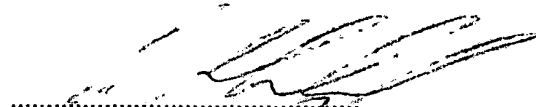
**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Unity Education Trust I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2016.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2016.

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



.....  
**Mr G Hambling, Chief Executive Officer**  
**Accounting Officer**

Date: 6 December 2017

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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The Trustees (who act as governors of Unity Education 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 issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of Trustees on 6 December 2017 and signed on its behalf by:

  
.....  
Mr A Jones, Chair

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF UNITY  
EDUCATION TRUST**

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**OPINION**

We have audited the financial statements of Unity Education Trust for the period ended 31 August 2017 which comprise the Statement of financial activities incorporating income and expenditure account, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017 issued by the Education and Skills Funding Agency.

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

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2017 and of its incoming resources and application of resources, including its income and expenditure for the period 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 2015 and the Academies Accounts Direction 2016 to 2017 issued by the Education and Skills Funding Agency.

**BASIS OF OPINION**

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

**CONCLUSIONS RELATING TO GOING CONCERN**

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

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

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF UNITY EDUCATION TRUST**

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**OTHER INFORMATION**

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

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

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

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

- the information given in the Trustees' report including the Strategic report for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic 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 academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the Strategic report.

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

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

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF UNITY  
EDUCATION TRUST**

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**RESPONSIBILITIES OF TRUSTEES**

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

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

**AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). The description forms part of our Auditor's report.



Frank Shippam BSc FCA DChA (Senior statutory auditor) (Senior statutory auditor)

for and on behalf of

**MA Partners LLP**

Statutory Auditors  
Chartered Accountants

7 The Close  
Norwich  
Norfolk  
NR1 4DJ  
19 December 2017

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO UNITY  
EDUCATION TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 21 September 2017 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2016 to 2017, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Unity Education Trust during the period 30 January 2017 to 31 August 2017 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 Unity Education Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Unity Education Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Unity Education Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF UNITY EDUCATION TRUST'S ACCOUNTING OFFICER AND THE  
REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of Unity Education Trust's funding agreement with the Secretary of State for Education, and the Academies Financial Handbook extant from 1 September 2016, 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 2016 to 2017. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 30 January 2017 to 31 August 2017 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**APPROACH**

We conducted our engagement in accordance with the Academies Accounts Direction 2016 to 2017 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO UNITY  
EDUCATION TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (continued)**

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Our procedures included, but were not limited to, the following:

- Reviewing the processes for identifying and declaring business interests, related parties and transactions with connected parties;
- Reviewing minutes of meetings and making enquiries of Trustees and management;
- Performing an evaluation of the general control environment;
- Sample testing of expenditure to ensure the Trust's lines of delegation and procurement policies have been adhered to, that employees have not personally benefitted from any transaction and that goods and services have been procured in an open and transparent manner;
- Sample testing of restricted income to ensure it has been spent as the purposes intended;
- Reviewing transactions which may not fall within the delegated authority of the Trust and ensuring any such transactions have been authorised and disclosed as necessary;
- Reviewing compliance with *Annex C: Schedule of requirements (the "musts")* of the Academies Financial Handbook 2016.

Where applicable, this work was integrated with our audit on the financial statements to the extent evidence from the conduct of the audit supports the regularity conclusion.

**CONCLUSION**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 30 January 2017 to 31 August 2017 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



**MA Partners LLP**

Statutory Auditors  
Chartered Accountants

7 The Close  
Norwich  
Norfolk  
NR1 4DJ

19 December 2017



**UNITY EDUCATION TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT  
FOR THE PERIOD ENDED 31 AUGUST 2017**

	Note	Unrestricted funds 2017 £	Restricted funds 2017 £	Restricted fixed asset funds 2017 £	Total funds 2017 £
<b>INCOME FROM:</b>					
Donations & capital grants:					
Donations - Transfer in on existing academies joining the trust	2	153,578	(938,593)	9,522,023	8,737,008
Donations - Transfer from Local Authority on conversion	2	509,544	(447,000)	6,799,480	6,862,024
Other donations and capital grants	2	584	4,738	-	5,322
Charitable activities	3	12,235	4,970,073	-	4,982,308
Other trading activities	4	46,284	-	-	46,284
Investments	5	258	-	-	258
<b>TOTAL INCOME</b>		<b>722,483</b>	<b>3,589,218</b>	<b>16,321,503</b>	<b>20,633,204</b>
<b>EXPENDITURE ON:</b>					
Charitable activities		158,652	4,256,070	153,126	4,567,848
<b>TOTAL EXPENDITURE</b>	8	<b>158,652</b>	<b>4,256,070</b>	<b>153,126</b>	<b>4,567,848</b>
<b>NET INCOME / (EXPENDITURE) BEFORE TRANSFERS</b>		<b>563,831</b>	<b>(666,852)</b>	<b>16,168,377</b>	<b>16,065,356</b>
Transfers between Funds	18	103,362	(145,718)	42,356	-
<b>NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES</b>		<b>667,193</b>	<b>(812,570)</b>	<b>16,210,733</b>	<b>16,065,356</b>
Actuarial gains on defined benefit pension schemes	24	-	321,500	-	321,500
<b>NET MOVEMENT IN FUNDS</b>		<b>667,193</b>	<b>(491,070)</b>	<b>16,210,733</b>	<b>16,386,856</b>
<b>RECONCILIATION OF FUNDS:</b>					
Total funds brought forward		-	-	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>667,193</b>	<b>(491,070)</b>	<b>16,210,733</b>	<b>16,386,856</b>

All of the academy's activities derive from acquisitions in the current financial period.

The notes on pages 26 to 52 form part of these financial statements.

**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 10591822**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2017**

	Note	£	2017 £
<b>FIXED ASSETS</b>			
Tangible assets	15		16,210,733
<b>CURRENT ASSETS</b>			
Debtors	16	872,951	
Cash at bank and in hand		1,130,008	
		<u>2,002,959</u>	
<b>CREDITORS: amounts falling due within one year</b>	17	<u>(582,836)</u>	
<b>NET CURRENT ASSETS</b>			<u>1,420,123</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>17,630,856</u>
Defined benefit pension scheme liability	24		<u>(1,244,000)</u>
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</b>			<u><u>16,386,856</u></u>
<b>FUNDS OF THE ACADEMY</b>			
Restricted income funds:			
Restricted income funds	18	752,930	
Restricted fixed asset funds	18	16,210,733	
		<u>16,963,663</u>	
Restricted income funds excluding pension liability		16,963,663	
Pension reserve		<u>(1,244,000)</u>	
Total restricted income funds			<u>15,719,663</u>
Unrestricted income funds	18		<u>667,193</u>
<b>TOTAL FUNDS</b>			<u><u>16,386,856</u></u>

The financial statements on pages 23 to 52 were approved by the Trustees, and authorised for issue, on 6 December 2017 and are signed on their behalf, by:

  
 .....  
**Mr A Jones, Chair**

The notes on pages 26 to 52 form part of these financial statements.

**UNITY EDUCATION TRUST**  
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

	Note	2017 £
<b>Cash flows from operating activities</b>		
Net cash provided by operating activities	20	295,285
<b>Cash flows from investing activities:</b>		
Dividends, interest and rents from investments		258
Purchase of tangible fixed assets		(42,356)
Cash transferred from Local Authority on conversion		509,544
Cash transferred on academy joining the MAT		367,277
<b>Net cash provided by investing activities</b>		834,723
<b>Change in cash and cash equivalents in the period</b>		1,130,008
Cash and cash equivalents brought forward		-
<b>Cash and cash equivalents carried forward</b>	21	1,130,008

The notes on pages 26 to 52 form part of these financial statements.

All of the cash flows are derived from acquisitions in the current financial period.

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**1. ACCOUNTING POLICIES**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the 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 2016 to 2017 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Unity Education Trust constitutes a public benefit entity as defined by FRS 102.

**1.2 Company status**

The academy is a private company limited by guarantee. The members and Trustees of the company are named on page 1. In the event of the academy being wound up, the liability in respect of the guarantee is limited to £10 per member of the academy.

**1.3 Going concern**

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy 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.

**1.4 Fund accounting**

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**1. ACCOUNTING POLICIES (continued)**

**1.5 Income**

All income is recognised once the academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities incorporating income and expenditure account 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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of financial activities incorporating income and expenditure account 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 when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**1.6 Expenditure**

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

Expenditure on charitable activities are costs incurred on the academy's educational operations, including support costs and those costs relating to the governance of the academy appointed to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**1. ACCOUNTING POLICIES (continued)**

**1.7 Tangible fixed assets and depreciation**

All assets costing more than £1,000 are capitalised 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 incorporating income and expenditure account 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 incorporating income and expenditure account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Leasehold land	-	over the term of the lease
Leasehold buildings	-	2% straight line
Furniture and equipment	-	25% straight line
Computer equipment	-	10%-33% straight line

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

The academy trust is party to lease agreements with Norfolk County Council for the school properties. The leases are for a period of 125 years and substantially all the risks and rewards of ownership have been transferred to the academy trust for £NIL rental. As such the school property has been recognised as a fixed asset in the Balance Sheet at a fair value of £16,195,028. The fair values are based upon the values written out of Norfolk County Council's financial statements on conversion and Northgate High School Trust's financial statements at the date of transfer.

**1.8 Operating leases**

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

**1.9 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

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**UNITY EDUCATION TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**1. ACCOUNTING POLICIES (continued)**

**1.10 Cash at Bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.11 Liabilities and provisions**

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

**1.12 Financial instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

**1.13 Taxation**

The academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**1. ACCOUNTING POLICIES (continued)**

**1.14 Pensions**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 24, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

**1.15 Conversion to an academy trust**

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

The assets and liabilities transferred on conversion from Northgate High School Trust to an academy trust have been valued at their fair value. The fair value has been derived based on that of equivalent items. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in Donations - transfer from local authority on conversion in the Statement of financial activities incorporating income and expenditure account and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds.

Further details of the transaction are set out in note 22.



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**NOTES TO THE FINANCIAL STATEMENTS  
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**1. ACCOUNTING POLICIES (continued)**

**1.16 Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2017. 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.

In assessing the carrying value of tangible fixed assets the Trustees estimate the anticipated useful lives and residual values of the assets. There have been no significant revisions to these estimations in the current financial year.

The fair value of land and buildings transferred in on conversion has been based upon the value written out of Norfolk County Council's financial records.

**2. INCOME FROM DONATIONS AND CAPITAL GRANTS**

	Unrestricted funds 2017 £	Restricted funds 2017 £	Restricted fixed asset funds 2017 £	Total funds 2017 £
Donations - Transfer in on existing academies joining the trust	153,578	(938,593)	9,522,023	8,737,008
Donations - Transfer from Local Authority on conversion	509,544	(447,000)	6,799,480	6,862,024
Subtotal detailed disclosure	663,122	(1,385,593)	16,321,503	15,599,032
Donations	584	4,738	-	5,322
	663,706	(1,380,855)	16,321,503	15,604,354

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**NOTES TO THE FINANCIAL STATEMENTS  
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**3. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds 2017 £	Restricted funds 2017 £	Total funds 2017 £
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	3,776,778	3,776,778
Pupil Premium	-	167,191	167,191
Devolved Formula Capital	-	43,461	43,461
UFSM Grant	-	29,825	29,825
Start Up Grant	-	100,000	100,000
Post 16 Bursary	-	11,702	11,702
PE Grant	-	13,788	13,788
Condition Improvement Fund	-	688,103	688,103
	-	4,830,848	4,830,848
<b>Other government grants</b>			
SEN funding	-	61,782	61,782
LAC - Pupil Premium	-	7,000	7,000
NCC - Nursery Income	-	19,186	19,186
	-	87,968	87,968
<b>Other funding</b>			
Educational visits	-	51,257	51,257
Music fees	1,465	-	1,465
Teacher training placement income	1,500	-	1,500
Sales of educational resources	4,342	-	4,342
Exam income	1,099	-	1,099
Catering income	3,829	-	3,829
	12,235	51,257	63,492
	12,235	4,970,073	4,982,308

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**NOTES TO THE FINANCIAL STATEMENTS  
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**4. OTHER TRADING ACTIVITIES**

	Unrestricted funds 2017 £	Restricted funds 2017 £	Total funds 2017 £
Rent income	848	-	848
Insurance claims	7,812	-	7,812
Other income	2,003	-	2,003
Lettings income	21,377	-	21,377
Services provided to other schools	14,244	-	14,244
	<u>46,284</u>	<u>-</u>	<u>46,284</u>

**5. INVESTMENT INCOME**

	Unrestricted funds 2017 £	Restricted funds 2017 £	Total funds 2017 £
Investment income	258	-	258
	<u>258</u>	<u>-</u>	<u>258</u>

**6. DIRECT COSTS**

	Total 2017 £
Education professional fees	28,424
Educational supplies	65,331
Examination fees	15,452
Staff development	19,850
Other direct costs	84,100
Agency supply staff	45,730
Educational visits	51,592
Student transport	3,123
Bursary payments	5,750
Alternative provision	40,252
Wages and salaries	2,269,646
National insurance	216,366
Pension cost	370,082
	<u>3,215,698</u>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**7. SUPPORT COSTS**

	Total 2017 £
Pension income	20,000
Technology costs	80,309
Recruitment and support	3,111
Maintenance of premises and equipment	209,150
Cleaning	58,271
Rent and rates	29,374
Energy costs	56,754
Insurance	18,608
Security and transport	8,231
Catering	70,807
Bank interest and charges	527
Other support costs	51,818
Travel and subsistence	(649)
Auditor's remuneration	8,310
Auditor's non audit costs	3,000
Professional fees	51,772
Wages and salaries	326,750
National insurance	22,352
Pension cost	180,529
Depreciation	153,126
	<u>1,352,150</u>

**8. EXPENDITURE**

	Staff costs 2017 £	Premises 2017 £	Other costs 2017 £	Total 2017 £
Activities:				
Direct costs	2,856,095	-	359,603	3,215,698
Support costs	529,631	481,417	341,102	1,352,150
	<u>3,385,726</u>	<u>481,417</u>	<u>700,705</u>	<u>4,567,848</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**9. NET INCOME/(EXPENDITURE)**

This is stated after charging:

	<b>2017</b>
	<b>£</b>
Depreciation of tangible fixed assets:	
- owned by the charity	<b>153,127</b>
Auditors' remuneration - audit	<b>8,250</b>
Auditors' remuneration - other services	<b>3,000</b>
Operating lease rentals	<b>9,005</b>
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**10. STAFF COSTS**

Staff costs were as follows:

	2017 £
Wages and salaries	2,564,980
Social security costs	238,718
Operating costs of defined benefit pension schemes	550,611
	<u>3,354,309</u>
Apprenticeship levy	4,584
Supply teacher costs	26,833
	<u>3,385,726</u>

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

	2017 No.
Management	13
Teachers	94
Administration and support	122
	<u>229</u>

Average headcount expressed as a full time equivalent:

	2017 No.
Management	13
Teachers	85
Administration and support	68
	<u>166</u>

No employee received remuneration amounting to more than £60,000 in the period.

The key management personnel of the academy trust comprises the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £221,978.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2017**

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**11. CENTRAL SERVICES**

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

- Provision of management information system
- Provision of accounting system
- ICT technical support
- Procurement support
- School improvement advice and support
- Audit: external and internal

The Trust charges for these services on the following basis:

A flat percentage of GAG income basis (5.0%) plus the ESG allocation for primaries only.

The actual amounts charged during the year were as follows:

	2017 £
Northgate High School	149,533
Beeston Primary	11,546
Garvestone Primary	8,436
Grove House Infant School	13,680
Kings Park Infant School	13,288
	<hr/>
Total	196,483 <hr/>

**12. TRUSTEES' REMUNERATION AND EXPENSES**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

		2017 £
Mr G Hambling, Chief Executive	Remuneration	45,000-50,000
	Pension contributions paid	5,000-10,000
Ms H Smith	Remuneration	0-5,000
	Pension contributions paid	0-5,000

During the period ended 31 August 2017, no Trustees received any reimbursement of expenses.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**13. TRUSTEES' AND OFFICERS' INSURANCE**

The academy trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy 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.

**14. PENSION INTEREST**

	2017 £
Interest income on pension scheme assets	18,500
Interest on pension scheme liabilities	(38,500)
	<u>(20,000)</u>

**15. TANGIBLE FIXED ASSETS**

	Long-term leasehold property £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost</b>					
Additions	36,907	-	1,218	4,231	42,356
On joining the MAT	16,195,028	22,015	20,619	83,842	16,321,504
At 31 August 2017	<u>16,231,935</u>	<u>22,015</u>	<u>21,837</u>	<u>88,073</u>	<u>16,363,860</u>
<b>Depreciation</b>					
Charge for the period	129,417	1,941	6,220	15,549	153,127
At 31 August 2017	<u>129,417</u>	<u>1,941</u>	<u>6,220</u>	<u>15,549</u>	<u>153,127</u>
<b>Net book value</b>					
At 31 August 2017	<u>16,102,518</u>	<u>20,074</u>	<u>15,617</u>	<u>72,524</u>	<u>16,210,733</u>



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**16. DEBTORS**

	2017 £
Trade debtors	11,978
VAT repayable	109,749
Other debtors	369,403
Prepayments and accrued income	381,821
	<hr/> 872,951 <hr/>

**17. CREDITORS: Amounts falling due within one year**

	2017 £
Trade creditors	122,510
Other taxation and social security	232,820
Other creditors	98,975
Accruals and deferred income	128,531
	<hr/> 582,836 <hr/>
	£
<b>Deferred income</b>	
Resources deferred during the year	<hr/> 109,532 <hr/>

At the balance sheet date the Trust had received the following income relating to the period after the balance sheet date:

- Trip income (£51,574).
- Free School Meals funding (£41,753).
- Rates relief grant income (£16,205).

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**NOTES TO THE FINANCIAL STATEMENTS  
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**18. STATEMENT OF FUNDS**

	Balance at 30 January 2017 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2017 £
<b>Unrestricted funds</b>						
General Funds	-	722,483	-	(93,121)	-	629,362
Central Services	-	-	(158,652)	196,483	-	37,831
	-	722,483	(158,652)	103,362	-	667,193
<b>Restricted funds</b>						
General Annual Grant (GAG)	-	3,776,780	(3,487,020)	(265,267)	-	24,493
Pupil Premium	-	189,771	(154,073)	-	-	35,698
Post 16 Bursary	-	23,780	-	-	-	23,780
Start Up Grant	-	107,250	(63,672)	(2,642)	-	40,936
Universal Infant Free School Meals	-	29,825	(33,218)	4,269	-	876
Devolved Formula Capital	-	43,461	(20,053)	-	-	23,408
Condition Improvement Fund	-	688,103	(101,297)	-	-	586,806
PE Grant	-	13,788	(2,937)	-	-	10,851
SEN Funding	-	61,782	(62,204)	422	-	-
Nursery Income	-	19,186	(19,077)	-	-	109
School Trips	-	51,257	(50,019)	-	-	1,238
Other restricted donations	-	4,735	-	-	-	4,735
Pension reserve	-	(1,420,500)	(262,500)	117,500	321,500	(1,244,000)
	-	3,589,218	(4,256,070)	(145,718)	321,500	(491,070)
<b>Restricted fixed asset funds</b>						
Assets transferred on conversion	-	6,799,480	(25,113)	-	-	6,774,367
Assets transferred in from other Trusts	-	9,522,023	(127,573)	-	-	9,394,450
Assets purchased from GAG	-	-	(440)	39,714	-	39,274
Assets purchased from Start Up Grant	-	-	-	2,642	-	2,642
	-	16,321,503	(153,126)	42,356	-	16,210,733
Total restricted funds	-	19,910,721	(4,409,196)	(103,362)	321,500	15,719,663
Total of funds	-	20,633,204	(4,567,848)	-	321,500	16,386,856

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**18. STATEMENT OF FUNDS (continued)**

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

The **General Annual Grant (GAG)** is for the normal running costs of the Academy. The following transfers have been made from the GAG: £117,500 to restricted pension reserve representing the cost of employer contributions towards the Local Government Pension Scheme, £39,714 to the restricted fixed asset funds representing fixed assets purchased from GAG monies and £196,483 to the Central Services unrestricted fund representing Academy contributions the central service charge. £88,429 was transferred to the GAG from unrestricted funds to clear the deficits at Northgate High School, Beeston Primary School and Grove House Infant School.

The following transfer was made from Unrestricted funds to clear deficits arising on restricted funds: £4,269 to Universal Infant Free School Meals at Grove House Infant School; £422 to SEN funding at Garvestone Primary School.

The **Pupil Premium** income was provided by the ESFA to help raise the attainment of disadvantaged pupils.

The **Devolved Formula Capital** fund related to funding for the cost of minor capital works and ICT replacement.

**Post 16 Bursary funding** was provided to fund additional resources required in the delivery of education to 16-19 year old pupils.

A **Start Up Grant** was received from the ESFA to contribute towards expenses incurred in the process of converting to academy status.

**SEN Funding** was received to provide additional educational support to those pupils with special educational needs. This income was received from the Cluster and is in addition to the allocation included within GAG funding.

**Nursery Funding** is utilised to employ appropriate staff for the Nursery on site at Grove House Infant & Nursery.

The **Pension reserve deficit** at the 31 August 2017 was 1,244,000 and represents the Trust's share of the deficit of the Local Government Pension Scheme at that date.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2017.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**18. STATEMENT OF FUNDS (continued)**

**ANALYSIS OF ACADEMIES BY FUND BALANCE**

Fund balances at 31 August 2017 were allocated as follows:

	Total 2017 £
Northgate High School	1,196,450
Beeston Primary	25,707
Garvestone Primary	30,308
Grove House Infant School	26,138
Kings Park Infant School	66,248
Central Services	75,272
	<hr/>
Total before fixed asset fund and pension reserve	1,420,123
Restricted fixed asset fund	16,210,733
Pension reserve	(1,244,000)
	<hr/>
Total	16,386,856
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**ANALYSIS OF ACADEMIES BY COST**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciat- ion £	Total 2017 £
Northgate High School	2,217,115	376,568	50,720	698,968	3,343,371
Beeston Primary	135,114	18,448	5,685	35,558	194,805
Garvestone Primary	89,864	27,503	2,618	22,610	142,595
Grove House Infant School	192,937	55,392	3,194	46,720	298,243
Kings Park Infant School	142,892	27,292	2,940	40,259	213,383
Central Services	78,174	24,427	174	119,550	222,325
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	2,856,096	529,630	65,331	963,665	4,414,722
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds 2017 £	Restricted funds 2017 £	Restricted fixed asset funds 2017 £	Total funds 2017 £
Tangible fixed assets	-	-	16,210,733	16,210,733
Current assets	667,193	1,335,766	-	2,002,959
Creditors due within one year	-	(582,836)	-	(582,836)
Provisions for liabilities and charges	-	(1,244,000)	-	(1,244,000)
	<u>667,193</u>	<u>(491,070)</u>	<u>16,210,733</u>	<u>16,386,856</u>

**20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2017 £
Net income for the year (as per Statement of Financial Activities)	16,065,356
<b>Adjustment for:</b>	
Depreciation charges	153,127
Dividends, interest and rents from investments	(258)
Increase in debtors	(800,448)
Increase in creditors	331,540
Defined benefit pension scheme cost less contributions payable	125,000
Defined benefit pension scheme finance cost	20,000
Transfer from existing academy joining the Trust	(8,737,008)
Transfer from Local Authority on conversion	(6,862,024)
<b>Net cash provided by operating activities</b>	<u>295,285</u>

**21. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2017 £
Cash in hand	1,130,008
<b>Total</b>	<u>1,130,008</u>

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**22. CONVERSION TO AN ACADEMY TRUST**

On 1 March 2017 Dereham Sixth Form converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Unity Education Trust from Norfolk County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of financial activities incorporating income and expenditure account as Donations - transfer from local authority on conversion

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities incorporating income and expenditure account.

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total funds £
Freehold/leasehold land and buildings	-	-	3,579,000	3,579,000
Budget surplus/(deficit) on LA funds	400,979	-	-	400,979
Net assets/(liabilities)	400,979	-	3,579,000	3,979,979

The above net assets include £400,979 that were transferred as cash.

On 1 March 2017 Beeston Primary School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Unity Education Trust from Norfolk County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of financial activities incorporating income and expenditure account as Donations - transfer from local authority on conversion

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities incorporating income and expenditure account.

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total funds £
Freehold/leasehold land and buildings	-	-	441,046	441,046
Budget surplus/(deficit) on LA funds	23,979	-	-	23,979
LGPS pension surplus/(deficit)	-	(50,000)	-	(50,000)
Net assets/(liabilities)	23,979	(50,000)	441,046	415,025

The above net assets include £23,979 that were transferred as cash.

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On 1 March 2017 Garvestone Primary School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Unity Education Trust from Norfolk County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of financial activities incorporating income and expenditure account as Donations - transfer from local authority on conversion

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities incorporating income and expenditure account.

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Restricted fixed asset funds £</b>	<b>Total funds £</b>
Freehold/leasehold land and buildings	-	-	320,222	320,222
Budget surplus/(deficit) on LA funds	13,618	-	-	13,618
LGPS pension surplus/(deficit)	-	(97,000)	-	(97,000)
	<u>13,618</u>	<u>(97,000)</u>	<u>320,222</u>	<u>236,840</u>
Net assets/(liabilities)	<u>13,618</u>	<u>(97,000)</u>	<u>320,222</u>	<u>236,840</u>

The above net assets include £13,618 that were transferred as cash.

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On 1 March 2017 Grove House Infant School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Unity Education Trust from Norfolk County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of financial activities incorporating income and expenditure account as Donations - transfer from local authority on conversion

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities incorporating income and expenditure account.

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Restricted fixed asset funds £</b>	<b>Total funds £</b>
Freehold/leasehold land and buildings	-	-	1,401,995	1,401,995
Budget surplus/(deficit) on LA funds	35,484	-	-	35,484
LGPS pension surplus/(deficit)	-	(204,000)	-	(204,000)
	<u>35,484</u>	<u>(204,000)</u>	<u>1,401,995</u>	<u>1,233,479</u>
Net assets/(liabilities)	<u>35,484</u>	<u>(204,000)</u>	<u>1,401,995</u>	<u>1,233,479</u>

The above net assets include £35,484 that were transferred as cash.



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On 1 March 2017 Kings Park Infant School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Unity Education Trust from Norfolk County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of financial activities incorporating income and expenditure account as Donations - transfer from local authority on conversion

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities incorporating income and expenditure account.

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total funds £
Freehold/leasehold land and buildings	-	-	1,057,217	1,057,217
Budget surplus/(deficit) on LA funds	35,483	-	-	35,483
LGPS pension surplus/(deficit)	-	(96,000)	-	(96,000)
Net assets/(liabilities)	<u>35,483</u>	<u>(96,000)</u>	<u>1,057,217</u>	<u>996,700</u>

The above net assets include £35,483 that were transferred as cash.

**23. CAPITAL COMMITMENTS**

At 31 August 2017 the academy had capital commitments as follows:

	2017 £
Contracted for but not provided in these financial statements	<u>334,153</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**24. PENSION COMMITMENTS**

The academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Norfolk Pension Fund. Both are Multi-employer defined benefit pension schemes.

As described in note 22 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 period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy trust at the balance sheet date.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

Contributions amounting to £108,760 were payable to the schemes at 31 August 2017 and are included within creditors.

**Teachers' Pension Scheme**

**Introduction**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. 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 and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. 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 2012 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 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay, including a 0.08% employer administration charge (currently 14.1%)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

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**24. PENSION COMMITMENTS (continued)**

During the previous year the employer contribution rate was 14.1%. The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

The employer's pension costs paid to TPS in the period amounted to £304,387.

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website ([www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx](http://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx)).

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the period ended 31 August 2017 was £154,500, of which employer's contributions totalled £117,500. and employees' contributions totalled £37,000. The agreed contribution rates for future years are 19.3% for employers and 5.5 - 12.5% for employees.

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

Principal actuarial assumptions:

	<b>2017</b>
Discount rate for scheme liabilities	<b>2.50 %</b>
Rate of increase in salaries	<b>2.70 %</b>
Rate of increase for pensions in payment / inflation	<b>2.40 %</b>

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

	<b>2017</b>
Retiring today	
Males	<b>22.4</b>
Females	<b>24.4</b>
Retiring in 20 years	
Males	<b>24.1</b>
Females	<b>26.4</b>

	<b>At 31 August 2017 £</b>
<b>Sensitivity analysis</b>	
Discount rate -0.1%	<b>104,400</b>
Salary rate +0.1%	<b>20,200</b>
Pension rate +0.1%	<b>79,400</b>

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**24. PENSION COMMITMENTS (continued)**

The academy's share of the assets in the scheme was:

	Fair value at 31 August 2017 £
Equities	1,223,880
Corporate bonds	493,500
Property	217,140
Cash and other liquid assets	39,480
	<hr/>
Total market value of assets	1,974,000
	<hr/> <hr/>

The actual return on scheme assets was £76,000.

The amounts recognised in the Statement of financial activities incorporating income and expenditure account are as follows:

	2017 £
Current service cost	(242,500)
Interest income	18,500
Interest cost	(38,500)
	<hr/>
Total	(262,500)
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Movements in the present value of the defined benefit obligation were as follows:

	2017 £
Upon conversion	730,000
Transferred in on existing academies joining the trust	2,434,500
Current service cost	242,500
Interest cost	38,500
Employee contributions	37,000
Actuarial gains	(264,000)
Benefits paid	(500)
	<hr/>
Closing defined benefit obligation	3,218,000
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**24. PENSION COMMITMENTS (continued)**

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

	2017 £
Upon conversion	283,000
Transferred in on existing academies joining the trust	1,461,000
Interest income	18,500
Return on assets excluding amounts included in net interest	57,500
Employer contributions	117,500
Employee contributions	37,000
Benefits paid	(500)
	<hr/>
Closing fair value of scheme assets	1,974,000
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**25. OPERATING LEASE COMMITMENTS**

At 31 August 2017 the total of the Academy trust's future minimum lease payments under non-cancellable operating leases was:

	2017 £
<b>Amounts payable:</b>	
Within 1 year	23,969
Between 1 and 5 years	34,195
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Total	58,164
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**26. MEMBERS' LIABILITY**

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

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**27. RELATED PARTY TRANSACTIONS**

Owing to the nature of the academy's operations 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 trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

During the year, the spouse of Mr A Jones, a trustee, received remuneration of £212 for casual work carried out at the academy.

During the year, the spouse of Ms H Smith, a trustee, received remuneration of £814 for casual work carried out at the academy.

**28. TRANSFER OF EXISTING ACADEMIES INTO THE ACADEMY**

**Northgate High School**

	Value reporting by transferring trust	Fair value adjustments	Transfer in recognised
	£	£	£
<b>Tangible fixed assets</b>			
Long-term leasehold property	9,395,549	-	9,395,549
Motor vehicles	22,013	-	22,013
Fixtures and fittings	20,620	-	20,620
Computer equipment	83,842	-	83,842
Debtors due within one year	72,503	-	72,503
Cash in bank and in hand	367,277	-	367,277
<b>Liabilities</b>			
Creditors due within one year	(251,296)	-	(251,296)
<b>Pensions</b>			
Pensions - pension scheme assets	1,461,000	-	1,461,000
Pensions - pension scheme liabilities	(2,434,500)	-	(2,434,500)
<b>Net assets</b>	<u>8,737,008</u>	<u>-</u>	<u>8,737,008</u>