

Company Registration Number: 07361021 (England & Wales)

**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**



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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	K Bottomley, Chair (appointed 27 February 2020) Z Ahmad P Baxter M Carroll A Buckley (resigned 27 September 2020) B Rossiter (resigned 27 February 2020)
<b>Trustees</b>	K Bottomley, Chair (commenced as Chair 27 February 2020) M Slocombe, Vice Chair (commenced as Vice Chair 27 February 2020) M Garrison A Cockayne L Hutchinson (appointed 21 July 2020) R Toms (appointed 29 June 2020) R McRobbie (appointed 2 June 2020, resigned 10 July 2020) A Battle (appointed 2 June 2020, resigned 10 July 2020) B Rossiter (resigned 27 February 2020) G Burke (resigned 17 February 2020)
<b>Company registered number</b>	07361021
<b>Company name</b>	Learner Engagement and Achievement Partnership Multi-Academy Trust
<b>Principal and registered office</b>	Brinsworth Academy Brinsworth Road Brinsworth Rotherham South Yorkshire S60 5EJ
<b>Company secretary</b>	R Wheatcroft
<b>Senior management team</b>	W Barsby, Chief Executive G Raynor, Principal - Brinsworth Academy R Staples, Principal - Dinnington High School N Melson, Principal - Eckington School R Wheatcroft, CFO & Principal Business Manager
<b>Independent auditors</b>	BHP LLP Statutory Auditors 2 Rutland Park Sheffield S10 2PD

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

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<b>Bankers</b>	The Royal Bank of Scotland 36 St Andrew Square Edinburgh EH2 2YB
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<b>Solicitors</b>	Browne Jacobson LLP Castle Meadow Road Nottingham NG2 1BJ
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law.

The Trust operates three secondary academies in Rotherham and North Derbyshire for pupils aged 11 to 19 years serving catchment areas in Rotherham, Derbyshire and surrounding areas, including Sheffield and Nottinghamshire. Our academies currently have a combined capacity of 4,384 students, including sixth form places, and a combined roll of 3,729 in the schools' October census 2020.

***Structure, governance and management***

***a. Constitution***

The academy trust is a charitable company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy Trust. The Trustees of the Learner Engagement and Achievement Partnership Multi Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company is known as Learner Engagement and Achievement Partnership Multi Academy Trust.

Details of the Trustees who served during the year 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***

Trustees are indemnified under the Department for Education's Risk Protection Arrangement (RPA). The RPA is not an insurance scheme but is a mechanism through which the cost of relevant risks that materialise will be covered by government funds.

***d. Method of recruitment and appointment or election of Trustees***

The company's Articles of Association provide for the following positions on the Board of Trustees (the Board):

- up to five Trustees appointed by the members of the company
- up to three Trustees appointed by the Board
- a minimum of two Parent Trustees unless at least two parents are appointed on Local Governing Bodies (LGB).

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

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**Structure, governance and management (continued)**

***e. Policies adopted for the induction and training of Trustees***

Newly appointed Trustees have access to training on appointment to the Board. The Trust subscribes to Learners First Schools Partnership which aims to build professional networks and facilitate meaningful partnerships to support the improved quality of educational provision and associated outcomes for children and young people. The training aims to strengthen school, academy and MAT governance to be able to hold to account, challenge and support leaders and leadership teams to better deliver themes for children and young people. The MAT subscribes to RoSIS (Rotherham School Improvement Service) which aims to promote and develop outstanding governance in all Rotherham schools and academies by offering a range of high quality guidance, support and professional learning opportunities for governing boards.

RoSIS includes support in the form of the following training programmes:

- A Governance Forum
- New to Governance Programme
- Appraisal and Pay Progression
- Schools Resources Management Self-Assessment Tool
- Integrated Curriculum and Financial Planning
- Understanding the Prevent Duty (Safeguarding)
- Being Ofsted Ready

Strong governance is able to hold to account, challenge and support the Trust as a whole, including its leaders, in order to help improve outcomes for our students.

The Induction Training Programme includes the following elements:

- The role of governing bodies and why they exist
- The three core functions of all governance boards: overseeing the financial performance; holding the executive to account; and, ensuring clarity of vision, ethos and strategic direction
- The 6 key features of effective governance are:- Strategic leadership; Accountability, People, Structures, Compliance and Evaluation how governance boards can fulfil these effectively
- The difference between the 'strategic' role of governance and the 'operational' role of executive leaders
- The range of support and further professional development opportunities that are available to board members beyond induction

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## LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST

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

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#### Structure, governance and management (continued)

##### *f. Organisational structure*

Our governance structure, comprising the Board of Trustees, a Finance and Audit Committee, and each academy's LGB (and their sub committees) provides distinct divisions of responsibilities and duties between the Board and the governance of our individual academies. The LEAP MAT Board includes a range of experience, drawing from educational and business sectors. The Trust Scheme of Delegation and Terms of Reference provide a formal structure and protocols to coordinate the functions of its executives and governance, enabling the breadth of talent and experience held by our Trustees, Governors, employees, volunteer workers and stakeholders who are committed to the education and wellbeing of LEAP's students.

The Board's retained powers, and those delegated to its Committees and academies, are set out in its adopted Scheme of Delegation and Terms of Reference. The Board provides the strategic direction and leadership of the MAT. The Board is responsible for regulatory, contractual and financial compliance. Board meetings consider the financial circumstances of each academy and the Trust overall. The Board is directly served by its Finance and Audit Committee. The Trust is served by a Chief Executive, who is assigned the Trust's Accounting Officer duties. The company's delegation arrangements provide clear distinction between the responsibilities of the Board of Trustees, the executive and the academies.

##### Finance and Audit Committee

The Trust's Finance and Audit Committee is delegated the following key responsibilities:

##### *Finance Elements*

- determining the funding model across the Trust, individual academies and the MAT levy.
- considering academies' forecast funding, annual budgets, performance against budget and make recommendations to the Board.
- developing strategic financial plans, key performance criteria.
- reviewing the risk to internal financial control, agreeing a programme of work that addresses these, and to inform the accounting officer's annual statement of internal control.
- ensuring that allegations of fraud and irregularity are investigated.
- overseeing the production of the statutory annual financial statements and recommending these to the Board for its approval.

##### *Audit Elements*

- agreeing programme of internal scrutiny to provide independent assurance, having regard to risk and other assurance outcomes and recommendations

Additional duties are included in the Finance and Audit Committee's Terms of Reference, particularly those relating to the DfE's Academies Financial Handbook.

##### Executive Leadership

The Chief Executive is the most senior executive. He is appointed by and works under the direction of the Board. The Chief Executive leads the Multi Academy Trust and academies' senior leadership teams. The Trust includes cross trust teaching expertise, the Assistant Principal and Safeguarding Lead, the Chief Finance Officer, Finance Manager & Finance Officer, HR Manager, Trust SEND, IT Leads, Data and Assessment Manager, Governance Lead and the Health and Wellbeing Officer.

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**TRUSTEES' REPORT (CONTINUED)**  
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**Structure, governance and management (continued)**

Local Governing Bodies

The Terms of Reference for the LGBs are reviewed annually. Comprising the Academy Principal and up to 10 Governors (including two parent Governors), the LGB's role includes the following areas/functions:

- Strategy and Leadership – following the strategic objectives of Trust/Academy; reviewing the Academy Improvement Plan/ Ofsted Action Plan/KPIs; contribution to the Academy self-evaluation process; adherence to policies.
- Providing sub-committees for: Curriculum, Teaching & Learning; Student Behaviour, Attendance, Safeguarding & Wellbeing; Pay Progression; Educational Visits; Student Discipline & Exclusion; Staff Grievance and Discipline.

Furthermore, LGBs:

- comprise a Chair and Vice Chair, appointed by the Board of Trustees, using a skills audit, following a self nomination process and are reviewed annually.
- Governor appointments are made and approved by the Board of Trustees and have a term of 3 years.
- will offer Link Roles to Governors to take a special interest in a particular subject/aspect of their Academy. Designated Link Roles include: - Anti-Bullying; Attendance; Disadvantaged Students; Health & Safety; Looked After Children & Previously Looked After Children, Ofsted Framework, Safeguarding, SEN.

Academy Principals, Vice Principals, Assistant Principals and Middle Leaders

Academy Principals are delegated the internal organisation, management and control of their academy, the implementation of Trust policies and the direction of teaching and the curriculum. Each academy is required to observe the Financial Procedures Manual that sets out operational systems and controls to formalise delegation to members of staff. Delegations that require approval by the DfE, including those under the Academies Financial Handbook, must be passed to the Board or its Finance & Audit Committee, as set out by Trust policy.

Each academy's Senior Leadership Team (SLT), comprising the Principal, Vice Principal and Assistant Principals, has operational control of their academy. SLTs assist the Principals in implementing policy, monitoring the quality of provision and making recommendations. In relation to financial matters, the CFO is responsible for producing financial reports and maintaining proper financial and other procedures. An Executive Leadership Team comprising senior leaders and other dedicated post holders provides support and challenge to each academy. The aim of this Trust team is to ensure the implementation of Trust policy, practice and protocols, and to support and facilitate the implementation of the improvement plan.

Middle Leaders in each academy contribute to the decision making processes and are instrumental in ensuring the implementation of policies and procedures. Subject leaders and pastoral leaders regularly meet together and these meetings serve both to further the school improvement agenda and to provide additional professional development opportunities for colleagues. Colleagues are subject to performance review procedures, the targets contained in which all contribute to the achievement of each academy's improvement plan.



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**TRUSTEES' REPORT (CONTINUED)**  
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**Structure, governance and management (continued)**

***g. Arrangements for setting pay and remuneration of key management personnel***

The Board of Trustees has adopted a Trust Pay Policy to provide a clear framework for the remuneration of Trust employees. The policy recognises the requirements placed on the Trust by the Education Reform Act 1988 and subsequent legislation, together with the Teachers' Pay and Conditions Document (STPCD) and the National Joint Council (NJC) and local conditions of service for non teaching employees. New and updated support staff role descriptions are evaluated and calibrated. The Trust's Pay Policy operates with clear reference to the Trust's Appraisal Policy. The Chief Executive's rate of remuneration is determined by the Board of Trustees in accordance with the policy. The Chief Executive is responsible for the cross-MAT employees and Principals' pay levels.

The Trust Pay Policy must be implemented in a fair and equitable manner within statutory and contractual obligations. Any matter considered appropriate may be referred to the Board for ratification.

***h. Trade union facility time***

***Relevant union officials***

Number of employees who were relevant union officials during the year	1
Full-time equivalent employee number	1

***Percentage of time spent on facility time***

<b><i>Percentage of time</i></b>	<b><i>Number of employees</i></b>
0%	-
1%-50%	1
51%-99%	-
100%	-

<b><i>Percentage of pay bill spent on facility time</i></b>	<b><i>£</i></b>
Total cost of facility time	8,758
Total pay bill	16,998,787
Percentage of total pay bill spent on facility time	0.05 %

***Paid trade union activities***

Time spent on paid trade union activities as a percentage of total paid facility time hours	100.00 %
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Structure, governance and management (continued)**

The following trade Unions are recognised by LEAP:

Association of School and College Leaders (ACSL)

GMB

National Association of Head Teachers (NAHT)

National Association of Schoolmasters union of Women Teachers (NASUWT)

National Education Union (NEU) (formally ATL and NUT)

UNISON

UNITE

VOICE (Recognised for individual discipline, grievance and redundancy representation only)

***i. Connected organisations, including related party relationships***

The Trust does not operate any formal federation relationships with other education establishments but its staff, across the curriculum and in the business team, share their experience with many other schools and organisations. This collaborative work, in furtherance of the Trust's charitable object, is detailed under the heading 'Achievements and Performance' below.

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

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**Structure, governance and management (continued)**

***j. Engagement with employees (including disabled persons)***

The Trust has well-established policies and practices to support effective communication across the organisation.

Regular and routine briefings are provided by each Academy Principal on matters of significant change or working arrangements. This has been particularly relevant in regard to individual Academy and whole Trust operating arrangements during COVID, in response to the significant demands placed on schools during the national lockdown and beyond.

The pandemic has led to the promotion of technologies that make it easier to reach one another. Our Principals' dialogue complements our line management arrangement to inform and communicate with employees. Periodic communication from the Chief Executive and Chair of the Board, on behalf of all of the Trustees, takes place with the whole workforce which provides a clear indication of our shared efforts to meet challenges, and recognise our success.

Our Trust HR Lead maintains effective ongoing dialogue with union representatives and supports Principals at academy level. Any restructure or staffing structure proposals are appropriately consulted upon, recognising trade union representatives as part of these processes. The MAT purchases trade union facilities time, to support local representatives of our employees. This Trustee report includes details of Trade Union Facility Time directly provided in the Trust. Our Governance arrangements provide for employee representatives to take up positions on our Local Governing Bodies which report to the Board of Trustees. Our performance management processes translate the Trust's organisational aspirations and targets to agreed individual expectation and performance. Our educational outcomes and the range of performance indicators describe our priorities and outcomes.

The Trust welcomes applications from disabled persons, and guarantees their being interviewed if they meet essential role requirements. The Trust provides an occupational health service to support all employees. Our policies ensure persons with disabilities are appropriately supported in their continued professional development and career development with LEAP MAT.

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

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**Structure, governance and management (continued)**

***k. Engagement with suppliers, customers and others in a business relationship with the academy trust***

The Trust continues to deliver value for money through its choice of suppliers. It recognises the value in the coordination of purchasing through its Central Support Service. Central purchasing for the whole MAT using appropriate public procurement frameworks and direct purchasing provides both administrative and bulk volume efficiency. LEAP MAT continued to foster more significant relationships with its suppliers, further promoting the Trust's value to their businesses. Our approach allows for the use of local suppliers, many of which have worked with one or more of our academies over a great number of years, and for some decades, providing them with opportunities to provide goods and services in keeping with their wherewithal thereby not exposing the Trust avoidable risk. Our approach could be described as having synergistic relationships with our suppliers in delivering value for money. Our payment efficiency performance is a matter of public record provided through our Companies House reporting obligations.

The Trust played its part responding to the COVID pandemic in supporting its suppliers, customers and others in a business relationship. Our academies continued to open for Key Worker and other students who attend our schools whilst delivering education to the vast majority of students who remained at home. Guided by the DfE, the Trust implemented measures aimed at keeping in touch with our students, particularly those most at risk. Support in the form of food vouchers in lieu of free school meals supported our communities. We engaged with suppliers required to maintain essential safe services whilst adhering to appropriate COVID safe practice. Where it was possible existing suppliers were engaged, in addition to the new ones providing novel or high demand resources.

In March 2020, in accordance with the Cabinet Office Guidance (Procurement Policy Note - Supplier relief due to COVID-19) the LEAP MAT identified its suppliers considered to be at significant cash flow risk due to the national lock-down measures and loss of normal academy operation. Relevant suppliers were promptly paid in the absence of their normal service to ensure they were able to resume normal contract delivery after that phase of the pandemic, thereby protecting cash-flow, the supply chain and jobs. Further guidance permitted the Trust to support those employees who would have received income for national examination cover.

**Objectives and activities**

***a. Objects and aims***

The Academy Trust's charitable objects are the following:

- to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing schools ("the mainstream Academies") offering a broad and balanced curriculum or educational institutions which are principally concerned with providing full time or part time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them ("the alternative provision Academies") or 16 to 19 Academies offering a curriculum appropriate to the needs of its students ("the 16 to 19 Academies") or schools specially organised to make special educational provision for students with Special Educational Needs ("the Special Academies").
- to promote for the benefit of the inhabitants of the areas where the Academies are established and its surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, or for the public at large in the interests of social welfare and the object of improving the condition of life of the said inhabitants.

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

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**Objectives and activities (continued)**

**Our aims and ethos**

- We have a moral obligation to our community schools to act decisively to enhance the education of all students so as to ensure that they are successfully qualified and equipped for the next stages in their learning, training and employment.
- We aim to cultivate an environment in which all our students are challenged, supported and encouraged to succeed, building their resilience and their sense of aspiration.
- We aim to ensure that leadership at all levels is strong, that systems and structures are robust, and to transform classroom teaching and learning practice in our schools.
- We aim to become a highly regarded Trust in the East Midlands and Humber region, with above average outcomes for students and a reputation for excellence.
- We aim to demonstrate integrity and professionalism in everything that we do.

**The Trust therefore believes:**

- all students should experience quality first teaching.
- all students have the right to learn and achieve uninterrupted by others.
- all members of staff of our schools will expect high standards of behaviour and promote an understanding of the difference between right and wrong.
- all students have the right to have their progress monitored and be provided with regular constructive feedback and the setting of challenging but realistic future targets.

**Our academies encapsulate their values within a key motto:**

***'Achieving Excellence'***

**Each school shares common aims:**

- To provide teaching and learning of the highest quality, leading to quality outcomes for all students, enabling every student to realise their full potential, to develop independence of thought and communication skills, to use language and number effectively and to understand and use modern technology
- To follow a broad, balanced, relevant curriculum, which:
  - ensures progress is maximised by the course choices available.
  - ensures students are equipped for the next stage in their learning.
  - is differentiated and tailored to individual needs, as appropriate.
  - facilitates learners' physical, mental, social, cultural, moral and spiritual development.
  - teaches the importance of a healthy lifestyle.
  - fosters a sense of responsibility, an awareness of right and wrong, and tolerance of and respect for others.
  - develops attitudes which enable each student to become a good citizen and through which they are prepared to become responsible members of society.
- To provide opportunities for students to demonstrate responsibility and to contribute to the school and wider community, developing self confidence and a sense of pride in work and achievement.
- To involve parents/carers and the wider community in the education and development of our students.
- To enrich the curriculum with visits and visitors and to foster in students an appreciation of, and concern for, the environment.

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

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**Objectives and activities (continued)**

***b. Objectives, strategies and activities***

**Our Schools**

The Trust provides education for Year 7-13 students of different abilities who are mainly drawn from the areas in which the schools are situated. We place an emphasis on meeting the needs of individual students, including those with SEN (with or without an Education, Health and Care Plan) and the more able and talented.

The Trust aims to provide broad and balanced curriculums with the overarching aim of providing courses well matched to students' needs, abilities, aptitudes and aspirations. Brinsworth Academy, Dinnington High School and Eckington School retain particular identities as centres of excellence for the teaching of Science and Technology and as academies which offer a wide range of extension and enrichment activities in Science, Maths and Technology, as well as Arts, Music and Sport.

Our schools include Sixth Forms, which provide progression routes at Level 3 for students who were on roll until 16+ or who transfer into Sixth Form from other local schools. Our schools sit at the heart of their communities, promoting community cohesion and sharing facilities with other schools and the wider community.

In the period ending 31 August 2020, admission arrangements were those which apply to local authority maintained schools and under which the schools previously operated.

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Objectives and activities (continued)**

Trust Objectives for May 2020 – August 2023.

(Note: These objectives are being sensibly adapted to reflect the impact of the COVID-19 pandemic.)

Improvement

<p>Increase the attainment and progress of all students</p> <p>Enhance the rigour, accountability and effectiveness of leadership across all schools</p> <p>Implement our Trust policies for Curriculum, Teaching and Learning, and Assessment to ensure that these maximise students' engagement and progress</p> <p>Develop our CPD programme in order to enhance the skills of all staff and to enhance provision in our schools</p> <p>Share best practice and develop innovative solutions across the Trust</p> <p>Enhance the effectiveness of governance at all levels within the Trust</p> <p>Develop strategic partnerships with other MATs in order to quality assure our Improvement work</p> <p>Work with schools who wish to join the Trust that add capacity to improve and enhance our provision</p>
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Financial and organisational effectiveness

<p>Ensure our financial reporting and monitoring systems are transparent, reliable and timely</p> <p>Have a robust 3-year budget plan for each school, with intelligent contingency planning</p> <p>Use benchmarking and Integrated Curriculum Financial Planning (ICFP) to inform our strategic budgeting</p> <p>Oversee centrally all procurement and contracts in order to secure value for money</p> <p>Ensure innovation in order to generate income</p> <p>Ensure estates are efficiently managed and that the premises of our schools reflect well on the Trust</p> <p>Develop our central services team in order to increase efficiencies and economies of scale</p>
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Objectives and activities (continued)**

<b>Quantifiable Targets School Year to 2019 to 2020</b>		
	<b>Target for Year</b>	<b>Outcome</b>
<b>Dinnington High School</b>		
Progress 8	*	*
Level 3 Value Added Academic	*	*
Level 3 Value Added Applied	*	*
Attendance – Whole school	93.9%	92.4%
Attendance – Y11	93.5%	92.0%
Attendance – Pupil Premium	91.0%	88.0%
<b>Brinsworth Academy</b>		
Progress 8	*	*
Level 3 Value Added Academic	*	*
Level 3 Value Added Applied	*	*
Attendance – Whole school	94.5%	94.6%
Attendance – Y11	94.0%	93.7%
Attendance – Pupil Premium	91.5%	92.4%
<b>Eckington School</b>		
Progress 8	*	*
Level 3 Value Added Academic	*	*
Level 3 Value Added Applied	*	*
Attendance - Whole school	94.5%	93.9%
Attendance - Y11	93.7%	91.8%
Attendance - Pupil Premium	92.4%	92.0%
<p>* Note: There were no examination results in 2020 and, hence, no nationally comparable figures such as Progress 8. Also, due to the COVID-19 pandemic, the foreshortened academic year's attendance figures are those until 20th March 2020. These are not representative of the traditional full-year data.</p>		

**c. Public benefit**

In setting our objectives and planning our activities, the Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties.



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

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***Strategic report***

***Achievements and performance***

***a. Key performance indicators***

The Trust recognises the importance of performance indicators, to ensure that it delivers educational and financial excellence.

The Trust's Scheme of Delegation provides for the Trust's and each academy's financial performance to be monitored by the Board, local governance and the Leadership Teams through periodic internal financial reports.

The DfE's Integrated Curriculum and Financial Planning (ICFP) metrics have become a core element of the Trust's reporting cycle. The Board and its senior leaders receive comprehensive summary of performance metrics, following its prior year's work to introduce the methodology. The direct financial and ICFP metrics data continued to help steer and illustrate the efficiency measures achieved and required. Further perspectives provided by Kreston Group and DfE benchmarking continued to be important points of reference for the Trust.

The Trust is also monitored through the completion and submission to the ESFA of:

- the Trust's Annual Report and Financial Statements, including its Audit outcomes
- Whole Government Accounts data, including spend-to-date and budget forecasts for the forthcoming academic years
- the annual AAR (Academy Accounts Return)
- the Land and Buildings Collection Tool
- other mandatory DfE/EFSA returns, including benchmarking

***Impact of COVID during the year***

Consistent with the national COVID lockdown, from Friday 20th March 2020 to the end of the academic year, our academy premises were, initially, only open to students of key workers and those students considered vulnerable. We responded quickly to the country's and our students' acute needs, providing safe and secure learning environments for relevant students and staff in accordance with the DfE Guidance. A wealth of on-line and physical resources were made available to our students in supporting their continued education. Appropriate communications with non-attending students and staff members took place during the whole period. Later, in the second half of June 2020, and following the DfE's updated guidance "Actions for education and childcare settings to prepare for wider opening from 1 June 2020" our academies made provision for Y10 and Y12 to access schools, recognising their needs were a priority. Arrangements were made in the form of virtual transitioning arrangements for Y6 students, who would normally spend time towards the end of the year in our secondary academies before joining us in September as Year 7 students.

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

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Strategic report (continued)

Achievements and performance (continued)

*b. Review of activities*

Brinsworth Academy

*Examination Results 2020*

As a result of the COVID-19 pandemic, 19-20 results were awarded on the modified national criteria.

**Year 13**

KS5	Pass Rate	1+ A*-C pass rate	1+ A*/A/B pass Rate
A Level or equivalent (%)	100	86	56
A Level (%)	100	81	55

**Year 11**

KS4	17/18	18/19	19/20
Progress 8	-0.358	-0.425	**
4+ En Ma (%)	54	53.3	68
5+ En Ma (%)	36	29.5	42
Ebacc Standard Pass (%)	10.3	26.9	19

The English Baccalaureate requires students to attain 5+ in:

- English
- Maths
- Science (2 GCSEs)
- A Modern Foreign Language
- History or Geography

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Strategic report (continued)**

**Achievements and performance (continued)**

*Admissions*

Admissions to the academy in September 2020: 240 students joined our Year 7 (standard admission number: 265); 114 students joined the Sixth Form (Year 12).

<b>Admissions</b>	<b>September 2018</b>	<b>September 2019</b>	<b>September 2020</b>
Year 7	274	296	240
Year 12	111	94	114
<b>Total School Roll</b>	<b>1,452</b>	<b>1,478</b>	<b>1,504</b>

*Attendance*

Attendance data is only reported until 20/03/20 after which schools were in lockdown/restricted opening.  
Attendance and Persistent Absence (PA)\*

<b>Attendance &amp; PA</b>			
	<b>17/18</b>	<b>18/19</b>	<b>19/20</b>
Whole School Attendance Y7 – 11 (%)	95.2	94.2	94.6
PA (%)	9.9	14.4	14.0

\* Persistent Absence is student absence of 10% or more sessions

*Educational visits linked to curriculum and enrichment experiences*

COVID had a similar impact on this aspect of school life, Brinsworth Academy was not able to offer the usual range of enrichment activities to its students and, where appropriate, to those of other schools.

Activities which did take place included:

- Geography – Fieldtrip to Sheffield Y12/13, Sheffield fieldtrip Y11
- English – Nottingham Theatre, An Inspector calls Y9/10, Rotherham panto Y7/8, Lyceum Theatre, A Monster Calls Mixed year groups, Nottingham Theatre Poetry live Y11
- Art – Manchester Whitworth Gallery Y12/13, Manchester Gallery Y10, Wakefield Hepworth Gallery Y12/13, Art/Textiles – Leeds Gallery Y10/11, Sheffield Graves Art gallery, Y12
- Social Sciences – Nottingham, National Justice Museum Y12/13, Sheffield Law courts, Y13
- Raising Aspirations – Homerton College Cambridge Y12, Sheffield Hallam University experience day, Y8
- Business – Sheffield John Lewis, Y12
- Photography – Rotherham town centre, Y11
- Drama – Sheffield Crucible Theatre, My Mother said, Y12/13
- Ethics - Rotherham Magna centre Harms of Hate, mixed year groups

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Strategic report (continued)**

**Achievements and performance (continued)**

The residential visits were:

- Bormio (Italy) Ski trip – comprising mixed year group students in December 2020
- Physics – Sixth Form Students visited CERN at Geneva in December 2019

The school had planned many more novel and recurring educational visits, including those to:

- Social Science – Leeds Psychology conference Y13; Kelford Special school Y12/13; Doncaster Uni Forest schools Y12/13
- Business – Manchester Printworks, revision Y13
- English – Grimm & Co Y7/8
- Geography – Holderness coastline Y12
- Art – Yorkshire Sculpture Park Y9
- Photography – York Y9
- Reward trips – Year 7 Drayton Manor, Year 8 Lightwater Valley, Years 9 & 10 Alton Towers

The abandoned planned residential trips were:

- History – Berlin Y10 & Y11
- Drama – London West End Y9 - Y13

An extended schools' activities programme, delivered through Brinsworth and its cluster primary schools' partnership, secured £29,635 of funding up to the start of the pandemic in February 2020. The Extended School programme was significantly affected. However, up to the February half-term students, including those attracting Pupil Premium funding, accessed a range of enriching and educational learning experiences, funded through external grants. Brinsworth Academy successfully delivered a range of activities including: - Y7 & Y8 Cooking Tuition, Y10 Ceramic Pottery workshops, Y11 & Y12 First Aid Training; an all-year groups Band Development Club; and, Y7 Trampoline coaching. Our feeder schools benefited from activities 34 after school clubs and 2 holiday activities during October and February half-terms. These included a wide range of STEM activities such as computer coding, science and robotics, a variety of multi-sports ranging from traditional team sports to activities such as Judo, Gymnastics and Boxercise, an assortment of crafts clubs, cooking workshops, and family learning. COVID caused the cancellation of planned Easter, Spring Bank and summer holiday activities and 24 after school clubs. Ring-fenced funds for the postponed activities were carried over to enable them to pick up from where activities were abruptly stopped.

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

**Dinnington High School**

*Examination Results 2020*

As a result of the COVID-19 pandemic, 19-20 results were awarded on the modified national criteria.

**Year 13**

<b>KS5</b>	<b>Pass Rate</b>	<b>1+ A*-C pass rate</b>	<b>1+ A*/A/B pass Rate</b>
A Level or equivalent	99	86	54
A Level	99	82	49

**Year 11**

<b>KS4</b>	<b>17/18</b>	<b>18/19</b>	<b>19/20</b>
Progress 8	-0.71	-0.354	**
4+ <del>En</del> Ma (%)	44	53.2	63
5+ <del>En</del> Ma (%)	20	27.7	35
<del>E</del> bacc (%)	8.6	12.7	20

The English Baccalaureate requires students to attain 5+ in:

- English
- Maths
- Science (2 GCSEs)
- A Modern Foreign Language
- History or Geography

**Admissions**

Admissions to the academy in September 2020: 185 students joined our Year 7 (standard admission number 201); 71 students joined the Sixth Form.

<b>Admissions</b>	<b>September 2018</b>	<b>September 2019</b>	<b>September 2020</b>
Year 7	166	155	185
Year 12	64	83	71
Total School Roll	990	973	976

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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

*Attendance*

Attendance data is only reported until 20/03/20 after which schools were in lockdown/restricted opening.  
Attendance and Persistent Absence (PA)\*

<b>Attendance &amp; PA</b>			
	<b>17/18</b>	<b>18/19</b>	<b>19/20</b>
Whole School Attendance Y7 – 11 (%)	93.7	93.7	92.4
PA (%)	10.6	14.5	15.0

\* Persistent Absence is student absence of 10% or more sessions

*Educational visits linked to curriculum and enrichment experiences*

COVID had a similar impact on this aspect of school life, Dinnington High School was not able to offer the usual range of enrichment activities to its students.

The following activities were able to take place prior to COVID:

- Rewards Days including Alton Towers and the Yorkshire Wildlife Park
- Geography - The Bay of Naples residential
- Languages – Valencia and Normandy residential
- Health and Social Care Work Experience – Doncaster Royal Hospital and Sheffield Children's Hospital and many others
- Ski Trip Saalbach Austria
- Magna Careers Event
- Y9 Enterprise to Sheffield University
- STEM Events including: - fortnightly STEM Club, The Big Bang UK Young Scientists & Engineers Fair and guest speaker from Imperial College, London
- SLAMJAM poetry competition (virtually), including competitors in the final
- Sheffield Theatre Visit
- SHU - Psychology & ICT Visit - Forensic Psychology Campus Event

The following experiences were planned but were unable to take place due to COVID:

- Art and Photography – Filey and the Yorkshire Sculpture Park experiences
- Three weeks of in-school Random Act of Kindness by students and staff
- Children in Need and Sports Relief fundraising
- Sports Presentation Evening 2020, hosted by Christa Cullen, Olympic Gold Medal winning English field hockey player
- Duke of Edinburgh – Bronze and Silver expedition
- Create faculty – Create showcase featuring dance and art
- The BIG show – a fabulous evening of gymnastics, dance, spoken word, singing, cheerleading and trampolining
- Y11 revision weekend at Sherwood Forest

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

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Strategic report (continued)

Achievements and performance (continued)

Eckington School

Eckington School joined the Trust on 1 April 2018.

*Examination Results 2020*

As a result of the COVID-19 pandemic, 19-20 results were awarded on the modified national criteria.

**Year 13**

KS5	Pass Rate	1+ A*-C pass rate	1+ A*/A/B pass Rate
A Level or equivalent	100	75	47
A Level	100	75	48

**Year 11**

KS4	17/18	18/19	19/20
Progress 8	-0.343	-0.2	**
4+ En Ma (%)	61	63.5	68
5+ En Ma (%)	38	42.7	46
Ebacc Standard Pass (%)	21	24.5	14

The English Baccalaureate requires students to attain 5+ in:

- English
- Maths
- Science (2 GCSEs)
- A Modern Foreign Language
- History or Geography

*Admissions*

Admissions to the academy in September 2020: 218 students joined our Year 7 (standard admission number: 250); 59 students joined the Sixth Form (Year 12).

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

<b>Admissions</b>	<b>September 2018</b>	<b>September 2019</b>	<b>September 2020</b>
Year 7	245	245	218
Year 12	71	71	59
Total School Roll	1,223	1,223	1,237

*Attendance*

Attendance data is only reported until 20/03/20 after which schools were in lockdown/restricted opening.  
Attendance and Persistent Absence (PA)\*

<b>Attendance &amp; PA</b>			
	<b>17/18</b>	<b>18/19</b>	<b>19/20</b>
Whole School Attendance Y7 – 11 (%)	94.3	94.2	93.9
PA (%)	11.6	15.4	17.0

\* Persistent Absence is student absence of 10% or more sessions

Educational visits linked to curriculum and enrichment experiences

COVID had a similar impact on this aspect of school life, Eckington School was not able to offer the usual range of enrichment activities to its students.

The following activities were able to take place prior to COVID:

Did take place:

- Travel and tourism trip to Alton towers
- Geography urban tour – Sheffield
- Chatsworth art and photography GCSE
- German Careers fair in London
- Student Leadership conference at Nottingham university
- Y12 Leeds university conference
- Manchester Literature lectures
- Sheffield Theatre visit to see a trip to the moon
- Avenue school challenge launch event – Construction
- Trip to pantomime
- Bowling Rewards trip
- York travel and tourism trip
- Penny hydraulics – Careers trip
- Chester zoo Y11 rewards trip
- Sheffield schools bouldering competition
- Y11 cinema rewards trip
- Civil war museum



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

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**Strategic report (continued)**

**Achievements and performance (continued)**

The following experiences were planned but were unable to take place due to COVID:

- Krakow
- London sightseeing trip
- Harry Potter studio tour
- Lake Windermere residential
- Commando experience
- Peak District Adventure
- Ambleside residential
- Manor adventure

*Capital Funding Bid Success and Implementation*

*CIF Bids and Funding*

During the reporting year, the Trust secured additional DfE capital investment funding for the 2020-21 school year. The Trust completed DfE Condition Improvement Fund (CIF) projects including the two Heating and Boiler Programmes at Dinnington High and a replacement Classroom project at Brinsworth Academy. Building and infrastructure replacement and renewal needs continues to be a focus of the Trust's priorities.

During the reporting year, the Trust submitted a number of CIF capital bids to the DfE, representing all academies in the Trust. Our bid proposals included Trust contributory funding and sought DfE backed SALIX Loans alongside core CIF grants. Only one bid was successful, although others scored high in recognition of their merits. Our successful application is for replacement heating infrastructure at Eckington School, which will address leaking underground pipework and aged associated plant. This will have a positive impact on both reliability of school estates systems and future recurring revenue savings.

At Dinnington High School, a 2019-20 CIF Heating Infrastructure for £384,440 saw the replacement of aged and leaking cast iron pipework and radiators. The project comprised a 15% DfE loan (£58,000) and an £18,000 SALIX energy efficiency loan. Works were commenced in the summer of 2019 and were completed in early 2020. Dinnington's second CIF scheme, to replace fenestration and doors with a value of £326,175 was completed in the school year.

In July 2020, Eckington School was informed that one of its two CIF bids had been approved. The £556,765 programmes, comprising £467,682 grant and £16,000 SALIX loan. Works are planned to be completed in the 2020-21 school year. It is the Trust's intention to make the case for the urgent roof replacement works required at the school, reflecting the acute need.

***c. Going concern***

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue 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.

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Strategic report (continued)**

**Achievements and performance (continued)**

***d. Promoting the success of the company***

In regard to section 172(1) of the Companies Act 2006, LEAP MAT is a charity regulated by the Department for Education. Our constitution is in accordance with the Department's requirements. As a charity we have regard to the guidance produced by the Charities Commission, and adhere to the contractual obligations agreed with the DfE, including our Funding Agreements. These obligations establish a framework for the appropriate orchestration of the Multi-Academy Trust. Trustees act in the way they consider, in good faith, would be most likely promote the success of the company to achieve its charitable purposes, which is derived from its charitable objects. As the company's Articles of Association include charitable objects, the circumstances set out under section 172(1) to act fairly as between members of the company is inherently less significant. Members are treated equally. They have the same access to information and opportunity to contact Trustees. LEAP MAT Trustees subscribe the seven fundamental principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership. These principles are reflected in the way the Trust provides its public service and relationship with its stakeholders namely: - students, and their parents/carers, employees, our communities and others including the DfE. Trustees' policies aim to ensure the charity maintains high standards conduct in promoting LEAP Mat's success.

Trustees are accountable to their stakeholders. Our stakeholders engage, support and challenge us. The Trust has well established communication, engagement and involvement methods to inform Trustee decisions.

Trustees consider the long-term consequences in forming their decisions in the interest of sustainability. Our students remain with the Trust over many years, and their progress and success is determined by long-term investment in their educational opportunities. Maintaining a sustainable and satisfied workforce is essential in developing our students and our success. Other elements of this report address employee engagement, including the narrative headed 'Engagement with employees (including disabled persons)'. Our Academy student forums, including Student Voice, provide opportunities for eliciting views and holding discussions. Our Local Governing Bodies are attended by parent/carers, employee and co-opted governors, thereby providing excellent opportunities to inform and hear from our stakeholders. The LGBs, sub-committees of the Board, are attended by the Chief Executive and often attended by Trustees which further inform views and discussions at the Board of Trustees. Parents and carers have the opportunity for direct contact and at milestone points in the school year to engage with senior leaders of each academy and the Trust. In addition to the management structures, our management culture provides good communication between all levels of the Trust, including the Chief Executive and Chair of the Trustees. Details provided under the heading 'Engagement with suppliers, customers and others in a business relationship with the Trust' provides further detail on Promoting Success of the Company.

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## LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST

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

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#### Strategic report (continued)

#### *Financial review*

##### *a. Financial performance and position*

The financial statements incorporate transactions for the 12-month trading period Brinsworth Academy, Dinnington High School and Eckington School.

The Statement of Financial Activities for the period ended 31 August 2020 include the following outturn positions. In relation to Brinsworth Academy, there was a funds gain (excluding pension adjustments) of £19,398 on unrestricted funds and gain of £638,742 on restricted general funds i.e. a surplus on revenue activities of £658,140. Brinsworth Academy's element of the Local Government Pension fund (LGPS) liability reduced by £63,000 for the period. In regard to Dinnington High School, there was a gain in unrestricted funds of £8,408 and restricted funds loss of £275,651 during the year i.e. a deficit on revenue activities of £267,243. Dinnington High School's LGPS fund liability increased by £641,000 for the period. In regard to Eckington School, its restricted funds decreased by £81,919 and unrestricted increased by £10,550 i.e. a deficit on revenue activities of £71,369. The LGPS fund liability for Eckington increased by £163,000 in the period. The LEAP Central services which provides support to all academies had a fund loss of £200,064.

At 31 August 2020, the SoFA for the Trust illustrates reserves in unrestricted funds were £819,449 and reserves in restricted general funds, excluding the Restricted Fixed Asset Fund and LGPS fund liability, were £157,573. Excluding pension liability, the Trust incurred a revenue surplus of £119,464 in the year. The Trust's restricted fixed asset fund balance included DfE capital grant funds for committed building and improvement programmes.

The use of the revenue and capital grants from the Department for Education is restricted to particular purposes. The DfE grants received by the Trust to the period ended 31 August 2020 and the associated expenditure are included as restricted funds in the Statement of Financial Activities.

#### *Formula Capital Spends*

During the year, academies used formula capital grant, and where necessary top up revenue funding, to maintain buildings and provide for equipment.

At Brinsworth Academy, capital additions included a new boiler, at a cost of £11,520, which serves 25 classrooms, the Main Hall, the dining room and kitchen, the senior leadership offices, administration rooms and associated areas, and a classroom air conditioning system.

At Dinnington High School, formula capita and other funding grants was used to install new fencing and gate at a cost of circa £2,150 in connection with the school's sub-lease of a building to the local authority for their Early Help Service which will support the school community. No additions were made to our fixed assets in connection with Eckington School during the financial year.

At all three academies, other building repairs were undertake using devolved formula capital, which have not been capitalised.

Grant awarded under the DfE's Condition Improvement Fund were used to make school improvements. Where appropriate these were capitalised. In the year the following items were capitalised from CIF & SALIX bids and the Priority School building Programme (PSBP) & Project Delivery Grant (PDG) funding:

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

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**Brinsworth Academy**

- circa £12,000 – enhancements to the Ian Burton Sports Centre (PSBP/PDG), inc. fencing/access control, CCTV, etc.
- circa £34,500 – energy efficient lighting (SALIX)
- circa £31,900 – completion of a window replacement programme (CIF/SALIX)
- circa £19,500 – on going Classroom replacement (CIF/SALIX)

**Dinnington High School**

- circa £314,900 – on going heaters and supply pipework replacement programme (CIF/SALIX)
- circa £9,110 – window replacement programme (CIF/SALIX)
- circa £1,000 – completed boiler replacement programme (CIF/SALIX)

**Eckington**

No capital additions

**Summary**

The value of the Trust's assets and liabilities are detailed in its balance sheet at valuations which are shown in the notes to the accounts. The Balance Sheet value of the Trust decreased from £37m to £36m. The assets of the Trust were used by the students of both academies and to our communities and other stakeholders in accordance with the Trust's charitable object.

In accordance with the Charity Commission's Statement of Recommended Practice (the SORP) – Accounting and Reporting by Charities 2019, capital grants are shown in the Statement of Financial Activities as restricted income as part of the fixed asset fund. The restricted asset fund balance is reduced by annual depreciation charges, in accordance with the Trust's accounting policy, over the assets' expected useful life. On 31 August 2020, the fixed asset fund had a value of £45.3m comprising assets with a net book value of £44.8m and capital funds of £0.5m.

***b. Financial risk management objectives and policies***

The Academy Trust is not generally exposed to significant uncertainty in relation to financial instruments. The key issue is the pension scheme liability which is included in the accounts on the basis of actuarial advice and inevitably will be subject to fluctuations in the future.

***c. Reserves policy***

The Trust's Free Reserves consist of its unrestricted funds and the balance in the General Annual Grant (restricted fund). As at 31 August 2020, the Trust held unrestricted reserves of £819,449, and GAG reserves of £34,199, totalling £853,648. The Trust considers it appropriate to protect its reserves at a level of at least £800,000 for the current accounting period.

Additionally, the Trust holds restricted fixed asset cash reserves of £0.5m which may to be used to fund capital improvements across the Trust. These funds may only be used in accordance with the conditions of grant for the specific projects identified by the DfE at the time of grant.

***d. Investment policy***

The Trust's Articles of Association restrict any decisions on the investment of Trust funds to the Board. Trustees may only invest funds after taking advice from a financial expert, as defined under the Financial Services and Markets Act 2000. Investments are currently restricted to deposit accounts with the U.K. banks. Any interest is returned to the trust as unrestricted income.

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

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***e. Principal risks and uncertainties***

The Trustees have assessed the major risks to which the Trust is exposed, in particular those relating to the specific teaching and other operational areas and its finances. The Trustees have implemented a number of systems to assess the risk that the schools face, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the management and control of its finances. Systems are in place, including operational procedures (e.g. vetting of new staff and visitors, supervision of the school grounds) and internal financial rules in order to minimise risk. Where significant financial risk still remains, the Trustees have ensured they have relevant insurance indemnity cover alongside controls. The Trust has an effective system of internal financial controls.

The Trust's Risk Register documentation identifies the controls are in place to minimise and mitigate potential impact on the organisation. Assessed risks reflect the continuing efforts taken by the Trust during the year and includes appropriate review dates for those risks. All proposed new activities are assessed for risk. Risks are rated using a consistent scoring system.

The most significant risks are identified below:

**1. Risk of COVID- Student Well-being, Learning and Outcomes**

The COVID pandemic had a dramatic impact on the delivery of education during the year. The national lockdown placed an extremely significant demand on LEAP students, teachers and support staff. As has been the case nationally, there were differing levels of student engagement between the end of March 2020, when our academies closed (other than to Key Worker and high priority students). In keeping with DfE national guidelines and statutory obligations, our academies began to see the presence of Y10 and Y12 students late in the summer term, and fully re-opened in September 2020. Nationally, it is recognised there is clear evidence of the adverse educational and mental health impact of students missing school. Our academies, like others, continue to provide their essential service whilst following national guidelines on the management of COVID to protect our students and workforce. As required nationally, LEAP's academies continued to operate during the second national lockdown of 2020, recognising the adverse risk to students (and the UK's economy) if this were not the case. The threat has required demanding new ways of working and operating to minimise risk, whilst incurring notable colleague and student absence. Students continue to be provided for through home-learning. Whilst the government has overseen alternative judgements on educational achievement, in the form of centre assessed grades for Y11 and Y13 students, the compounded impact on students' educational experience is undeniable. Additional government funding is being provided in the 2020-21 school year, as set out below, to support affected students.

**2. Future Years' Revenue Position & Control of Expenditure**

***General funding context***

The Trust's schools are, essentially, solely reliant on government grants that are provided through the Trust's Master and Academy Funding Agreements with the DfE. In 2019-20, over 98% of the Trust's grant funded recurring revenue income was publicly funded. In August 2019, the Prime Minister announced a £14 billion government cash increase in primary and secondary revenue funding for the three years ending 2022/23. A whole government Spending Review is expected to be announced before the end of the calendar year which will provide greater certainty of income intentions up to the end of the 2023/24 year. Our academies' government grant income forecasts for future years are modelled on the most current announcements from the Education and Skills Funding Agency (an executive agency of the government/DfE) whilst having regard to the broader financial outlook on public sector funding and imposed cost pressures. Student numbers are the core driver of school funding. The Trust's marketing continues to illustrate the strengths and opportunities for current and prospective students in all our academies. DfE financial support for one-off COVID exceptional costs was provided the 2019-20 year. Further support, in the form of the Coronavirus (COVID-19) catch-up premium, announced in July 2020, provides £650m (£80 per student) to support schools to make up for lost teaching time for all students, and a new £350m tutoring fund for disadvantaged students, including the 16 to 19 fund and the 5 to 16 programme for subsidised tuition partners and recruited/in-house academic mentors.

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

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*School Budget Share – Y7-Y11*

**National Funding Formula**

A significant element of core school funding is subject to the National Funding Formula (NFF) reforms. The DfE continues to use local authorities (LA) to apply a 'soft version' of NFF funding. The government has effected a convergence on the use of local funding formulae. From 2020-21 year, the government introduced secondary minimum per-pupil funding (MPPL) level - a mandatory factor in local formulae. The level of each LA's schools' block grant reflects their schools' characteristics and the demographics of the particular local authority district. However, it is for the local authority, after consulting local School Forum on its funding policy, to determine the actual individual academy allocations so as to take in to account the total affordability and DfE permitted degrees of discretion. The Trust currently experiences differing rates of per-pupil school funding across its schools as a result of historic Local Authority funding policy. At Eckington School, the rate of funding in 2020-21 did increased by around 3% compared to its prior year, reflecting the government's desire to level up and deliver consistent per-pupil funding, thereby reaching the MPPL level for prior low levels of funding. Conversely, the Trust's South Yorkshire academies, which are funded above the MPPF rate saw at 1.4% increase in their per pupil values.

For the 2021-22 year, we note the government has decided to add the Teachers Pay Grant (TPG) and Teachers Pension Employer Contribution Grant (TPEG) as lump sums to the School Budget Share. This presents the risk that additional pay awards, which are not determined until early September each year for that school year, will be above these grant levels, leaving schools to meet the shortfall. We also note that the DfE's guidance 'Schools revenue funding 2021 to 2022 - Operational Guide' advises LAs that they have the freedom to set the Minimum Funding Guarantee in local formulae between +0.5% and +2% per pupil, plus the TPG and TPEG. Last year's funding increase, on a cash basis, at our Rotherham schools was below the 1.84% inflation forecast. Rotherham MBC's 2021-22 local consultation is modelling a 1.4% increase plus the rolled-in £265 per pupil TPG and TPEG.

If the expressed desire to convergence funding rates is to be achieved, local authority funding for our Eckington School in Derbyshire, will receive higher relative increases, compared to Rotherham, to address its relatively low level. The modelled 1.4% increase in Rotherham is likely to be short of inflation levels (GDP deflator June 2020), which forecasts 1.97% in 2019/20, 2.12% in both 21/22 and 22/23, so it will continue to be a challenging operating environment.

*16-19 Funding*

Our 16-19 further education funding provides 9%, 11% and 9% of the government funding in Brinsworth Academy, Dinnington High School and Eckington School respectively. The current school year received a 4.7% per full-time pupil increase on the prior year, although was against a 21% real-terms budget cut since 16-19 funding peaks in 2010-11. No per-pupil funding increases are expected in this element of funding.

*Drivers on expenditure/loss of self-generated income*

Early indications of the additional cost of COVID in the present school year is being examined in regard to a number of areas. These include:- unavoidable additional cover to provide for staff absence which has to support an all-year group presence unless advised by PHE to suspend this; passed on risks from high turnover catering contracts which rely on paying-student uptake to balance their expenditure at a time when prolonged service times need to be staffed to ensure student year groups are kept apart/COVID secure; and, essential hygiene supplies and cleaning resources. Other areas are yet to be quantified, including the risk of additional heating costs associated with higher ventilation rates during the autumn and spring terms. In the last school year our lettings company was placed into administration, triggered by the loss of any prospect of restoring business as usual for the foreseeable future. This represents a loss of over £40,000 in the prior and current school year. These risks continue to be monitored by the Finance and Audit Committee and Board of Trustees. In the medium term, employer contributions to the LGPS for support staff will not change until the end of the current triennial session. The LGPS administering body will undertake a revaluation process to determine any changes in contribution from April 2023, based on an assessment of the past and future expected performance of funds.

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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

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The government funding model relies on schools continuing to secure savings against, non-staffing expenditure. The Trust has engaged with purchasing frameworks to deliver savings, and will continue to do so where they provide the most value for money. The government is indicating restraint will be required in regard to future public sector pay settlements. The financial capacity to cover any pay recommendation for teachers in the next school year appears tight as funding levels have been determined.

ICFP data metrics have become a central part of our reporting and monitoring across the Trust. The efficiency tool continues to help shape our financial and efficiency decisions. Further benchmarking data from the government framework and Kreston Academies Group is also available to measure our performance.

***Fundraising***

*Charities (Protection and Social Investment) Act 2016*

Our Trustees are mindful of the Charity commission's publication 'Charity Fundraising' (CC20) on fundraising. The Trust, comprising its three academies, held a few fundraising activities during the financial year. Our academies held non uniform days, for instance, which provided opportunities for students, staff and others associated with the Trust to donate to the school and third parties, such as:- Mind, raising £68, Cardiac Risk in the Young, raising £856; Teenage Cancer Trust, raising £180; BBC Children in Need, raising £2,419; the NSPCC, raising £925; Save The Children, raising £194, Weston Park Hospital which supported a much loved colleague, MacMillan Cancer Support; South Africa Sports Tour; and, Sports Relief. All collected funds are protected, ensuring they are used / passed on for the stated purpose. The Trust is able to report that:

- no professional fund raiser or commercial participator carried on any of those activities
- the Trust was not subject to an undertaking to be bound by any voluntary scheme for regulating fund raising
- no complaints were received by the Trust in regard to fundraising
- fundraising activities protect vulnerable people unacceptable behaviour
- our senior leaders ensure individual fundraising activities are carried out in an ethical manner, recognising and in compliance with the law

There were no complaints against the Trust during the reporting year in regard to its fundraising activity.

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

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Streamlined energy and carbon reporting

UK Greenhouse Gas Emissions and Energy Use Data for the period 1 <sup>st</sup> September 2019 to 31 <sup>st</sup> August 2020	
Energy consumption break down (kWh)	4,421,516
- Gas	2,635,404
- Electricity	1,783,339
- Transport Fuel	2,772
Scope 1 emissions in metric tonnes CO <sub>2</sub> e	
- Gas consumption	484.57
- Owned Transport - Minibuses	0.65
<b>Total Scope 1</b>	<b>485.22</b>
Scope 2 emissions in metric tonnes CO <sub>2</sub> e	
- Purchased Electricity	415.77
Scope 3 emissions in metric tonnes CO <sub>2</sub> e	
- Business travel in employee Owned vehicles	5.06
<b>Total gross emissions in metric tonnes CO<sub>2</sub>e</b>	<b>906.05</b>
Intensity Ratio	
- Tonnes CO <sub>2</sub> e per Student	0.24

*Quantification and Reporting Methodology*

The trust has followed the 2019 HM Government Environmental Reporting Guidelines, and used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting.

*Intensity measurement*

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO<sub>2</sub>e per student, the recommended ratio for the sector.

*Measures taken to improve energy efficiency*

Throughout the 2019/20 financial year, LEAP MAT has made changes within the organisation that have reduced the carbon emissions of the organisation.

LEAP MAT was able to secure £35,648 of funding from SALIX to undertake an LED replacement lighting scheme at Brinsworth Academy. This project included full replacement of inefficient lighting in the Sixth Form Block and localised areas of replacement in other school locations. Completed in August 2020, the project is expected to save the Trust circa 39,000 kWh in electricity per annum.



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

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**Streamlined energy and carbon reporting (continued)**

At Dinnington High School the Heating Improvements at a Condition Improvement Funding (CIF) secured the replacement of aged and inefficient boiler plant and heating infrastructure across the main blocks of the school. This scheme included a new Building Management System (BMS) that will greatly improve control of the heating, as well as installation of thermostatic radiator valves on new radiators, giving improved localised control to teachers. These improvements are expected to save the Trust circa 64,000 kWh of gas per annum.

The Trust continues to pursue funding streams to further improve energy efficiency across its estate.

**Plans for future periods**

In determining our objectives and planning our priorities for the future, the Trustees are mindful of the Charity Commission's general guidance on public benefit.

Our Chief Executive works closely with each Academy Principal to help ensure that individual School Improvement Plans reflect the precise context of each school. To that end, specific areas for development are shaped in consultation with in-school leadership and in the light of in-school data. This ensures that our Trust is, indeed, a Partnership, as highlighted in our Trust's name. This Partnership extends to our collaborative work in subject networks, too, amongst other areas.

We have developed good working relationships with a number of local Trusts in the pursuit of mutual benefit to the staff and students in our schools, and we are a well-regarded outsource provider of ICT Network Services for a number of Derbyshire Primary Schools. Within these schools are two Primaries that form part of the Eckington School "family" that are keen to join the Trust or to otherwise develop a strong partnership.

We continue to have the raising of standards, through improvements in progress and learning, as a top priority. This will continue to ensure progression routes for our students at 16+ and 18+, whether into employment or into further/higher education, and the avoidance of young people becoming classed NEET (not in education, employment or training).

The Trust always places students at the centre of everything it does, with a focus on creating a culture of success, a positive climate for learning, and enhancing students' attainment, achievement and social and emotional development. As stated above, "Achieving Excellence" is our motto and overriding ambition.

Our Trust improvement objectives and school targets for 2020/23 are cited above and re-affirm our aims.

**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
(A company limited by guarantee)

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

**Plans for future periods (continued)**

<b>Quantifiable Targets School Year 2020 to 2021</b>	
<b>Dinnington High School</b>	
Progress 8	-0.1
Level 3 Value Added	-0.1
Attendance - Whole school, 20/21	93.9%
Attendance - Y11, 20/21	93%
Attendance - Pupil Premium, 20/21	90%
<b>Brinsworth Academy</b>	
Progress 8	-0.1
Level 3 Value Added	-0.05
Attendance - Whole school, 20/21	94.5%
Attendance - Y11, 20/21	94%
Attendance - Pupil Premium, 20/21	91%
<b>Eckington School</b>	
Progress 8	-0.1
Level 3 Value Added	-0.1
Attendance - Whole school, 20/21	94.5%
Attendance - Y11, 20/21	94%
Attendance - Pupil Premium, 20/21	92%

Trustees continue to monitor and take appropriate decisions in regard to the COVID impact on academies in the Trust. Our schools reflect the degree of the pandemic's occurrence in our communities. Sound case management and the necessary work to control the incidence of COVID, working with local agencies and Public Health England (PHE) and NHS Track & Trace, is extremely time consuming for our leadership teams. This is a challenge to our educational ambitions for our students. The government's understandable aim to keep students in school means our academies will remain open even during national lockdowns. The significance incidence of COVID continues to place demands on our teachers and support staff. The Trustees continue to recognise the dedication and effort of our staff during this time. The fundamental operation of our school's timetables and daily routine has changed, including staggered start and finish times, the separation of year groups and the loss of certain broader enrichment activities that have been part of school life. We continue to look to the government in regard to decisions on the public examination of students at the end of the school year. Our outcomes for the year will need to be measured in the context of our academies particular experience of the pandemic, recognising COVID-19's impact can be markedly different in one region compared to another.

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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***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 steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the 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 14 December 2020 and signed on its behalf by:

*K J Bottomley*  
K J Bottomley (Dec 15, 2020 12:13 GMT)

.....  
**K Bottomley**  
Chair of Trustees

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

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

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

The board of Trustees has delegated the day-to-day responsibility to Mr Barsby (Chief Executive), 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 Learner Engagement and Achievement Partnership Multi-Academy Trust and the Secretary of State for Education. The accounting officer is also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 13 times during the year.

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

Trustee	Meetings attended	Out of a possible
K Bottomley, Chair (wef 27/02/2020)	13	13
B Rossiter, Chair (resigned 27/02/2020)	4	4
M Slocombe, Vice Chair (wef 27/02/2020)	12	13
G Burke, Vice Chair (resigned 17/02/2020)	4	4
M Garrison	12	13
A Cockayne	13	13
L Hutchinson	0	0
R Toms (appointed 29/06/2020)	2	2
R McRobbie (appointed 02/06/2020, resigned 10/07/2020)	0	0
A Battle (appointed 02/06/2020, resigned 10/07/2020)	0	0

Our trustees hold a breadth of experience in the education and business sectors to oversee the operation of the Trust

The Trust subscribes to the National Governors Association (NGA) to support our Trustees and Governors.

The Board of Trustees has received finance reports in the form of the management accounts. Reports include the year-to-date; forecasts for current and future years; re-structure proposals and benchmarking data.

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

Activities of the Board changes in its Composition and Review of Governance

A skills audit of Trustees was undertaken during a prior year. As a result of the Board undertaking a Governance Review, in February 2020, a skills audit was carried out across the Trust's LGBs, which led to an LGB recruitment process.

In April 2020, the Board completed the DfE's 'MAT21 Questions' which has strengthened the Board's roles and responsibilities in delivering its Trust aims and objectives. A further trustee skills audit is planned in January 2021. LEAP MAT Chair's 360° review was initiated in September 2020. In keeping with a skills need, the Board welcomed new Trustees in the second half of the reporting year. Mr R Toms, a retired Education Consultant with over 40 years' of experience in the sector, and Ms L Hutchinson, having extensive business, corporate and financial experience and charity and community engagement experience joined LEAP MAT's Board.

During the year, Trustees have seen the following under the strategic objectives headings below:

**Improvement**

- development of a Trust assessment model to ensure a consistent approaches in all its academies
- designation of a specific Trustee to lead on further scrutiny of assessment data before Board scrutiny

**Sustainability**

- continued work on ICFP metrics so as to drive efficiency. This work further enhances our ability to scrutinise finances and benchmark our financial health
- staffing structure reviews (including leadership posts across the Trust) in order to ensure VFM and viability

As a result of a significant update to our LGB Terms of Reference, Governors are encouraged to take up specific lead roles in support of their LGB Chair and Vice Chair. These are referred to under the heading 'Organisational structure - Local Governing Bodies'.

**Board of Trustees Finance and Audit Committee**

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
M Garrison, a chartered accountant (F&A Chair)	6	6
M Slocombe (F&A Vice Chair)	6	6
K Bottomley	5	5
A Cockayne	6	6
G Burke (resigned 17/02/2020)	2	2
B Rossiter (resigned 27/02/2020)	2	2

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of value for money**

As accounting officer, Mr Barsby (Chief Executive) has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the academy 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 academy trust has delivered improved value for money during the year by:

- restructure the Executive leadership of the MAT through the loss of one of the two Executive Principal posts
- the review of senior leadership capacity in all schools, reducing FTE across the MAT
- the deployment of a central safeguarding, student and staff welfare service within existing resources
- continued work to further develop the MAT business team in the way it provides financial, contract management, HR, compliance, and estates services to our academies, delivering economies of scale and coordination of the support systems. This has been achieved at the same time as providing a surplus of £

In March 2020, in accordance with the Cabinet Office Guidance (Procurement Policy Note - Supplier relief due to COVID-19) the LEAP MAT identified its suppliers considered to be at significant cash flow risk due to the national lock-down measures and loss of normal academy operation. Relevant suppliers were promptly paid in the absence of their normal service to ensure they were able to resume normal contract delivery after that phase of the pandemic, thereby protecting cash-flow, the supply chain and jobs.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Learner Engagement and Achievement Partnership Multi-Academy Trust for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The board of Trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

GOVERNANCE STATEMENT (CONTINUED)

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The risk and control framework

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

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

The board of trustees decided in the year:

- to engage the services of BHP LLP, the external auditor, to perform additional checks to undertake internal audit in the year; and,
- deploy the Chair of the Finance and Audit Committee, a Fellow Chartered Accountant, with the Vice-Chair of the Board to undertake internal review

The internal audit purpose includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. As a result of the COVID pandemic, the internal audit programme took place remotely, and a second programme after the first term did not take place. The reviews included the following elements:

- through our external auditor, the use of bespoke data mining software to extract all of the financial accounting system data, for the period 1st September 2019 to 31st May 2020, to identify the higher risk transactions by running a number of tests. Supporting documentation was referenced to the analysis to ensure the transactions were appropriate. The process identified, through: - heat mapping; posted description uses; the presence of suspense accounts; timing of postings to focus on the areas requiring highest scrutiny. The outcome of the assessment was that the MAT operated good systems of financial control for the period examined.
- The Chair and Vice Chair undertook in-depth scrutiny on the Trust's risk register, with a particular focus on the financial assumptions, methodologies and data. The process has affirmed the methodologies and led to the promotion of a more streamlines format to the Risk register to work alongside the revised LEAP Risk Management Strategy.
- Relevant meetings of the F&A committee devote time considering key risks and progress on their control and monitoring.

In regard to the internal audit activities, no material control issues arose in the reporting year.

In January 2020, the Trust was visited by a risk management executive on behalf of the DfE. Brinsworth Academy received an overall – a blue rating (highest category) categorised as **'Demonstrating best practice'** under the inspection methodology. Areas of improvement were identified for implementation.

On a periodic basis, the external auditor reports to the board of trustees through the audit committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of effectiveness**

As accounting officer, Mr Barsby (Chief Executive) has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the reviewer;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer was advised of the implications of the result of their review of the system of internal control by the committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 14 December 2020 and signed on their behalf by:

K J Bottomley  
K J Bottomley (Dec 15, 2020 12:13 GMT)

.....  
**K Bottomley**  
Chair of Trustees

W Barsby  
W Barsby (Dec 15, 2020 10:52 GMT)

.....  
**W Barsby**  
Accounting Officer



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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
(A company limited by guarantee)

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Learner Engagement and Achievement Partnership Multi-Academy Trust, I have considered my responsibility to notify the academy trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

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

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

W Barsby  
W Barsby (Dec 15, 2020 10:52 GMT)

**W Barsby**  
Accounting Officer  
Date: 14 December 2020

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
(A company limited by guarantee)

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

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

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

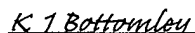
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

  
K J Bottomley (Dec 15, 2020 12:13 GMT)

.....  
**K Bottomley**  
Chair of Trustees

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**

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**Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST (CONTINUED)**

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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 Auditors' report thereon. Other information includes the Reference and administrative details, the Trustees' report including the Strategic report, and the Governance statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

- the information given in the Trustees' Report (incorporating the Strategic Report and the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Strategic Report and the Directors' 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 trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Directors' 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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## LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST

(A company limited by guarantee)

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### INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST (CONTINUED)

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#### Responsibilities of trustees

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

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

#### Auditors' responsibilities for the audit of the financial statements

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

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

#### Use of our report

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

*Philip Allsop*

Philip Allsop (Dec 15, 2020 15:14 GMT)

**Philip Allsop (Senior statutory auditor)**

for and on behalf of

**BHP LLP**

Statutory Auditors

2 Rutland Park

Sheffield

S10 2PD

14 December 2020

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**

**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 16 October 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Learner Engagement and Achievement Partnership Multi-Academy Trust during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Learner Engagement and Achievement Partnership Multi-Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Learner Engagement and Achievement Partnership Multi-Academy Trust's funding agreement with the Secretary of State for Education dated 1 October 2010 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

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**Approach**

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

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

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

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

The work undertaken to draw our conclusion includes:

- Detailed testing on a sample basis to assess the nature of expenditure and whether funds have been used appropriately;
- Review of the academy trust's internal financial procedures to ensure that controls are in place to prevent or identify regularity issues;
- Ensure that ESFA approval has been obtained for relevant transactions;
- Discussions with Trustees, Senior Leadership Team and the Accounting Officer throughout the audit process to ensure that all regularity threats have been addressed.

**Conclusion**

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

Philip Allsop  
Philip Allsop (Dec 15, 2020 15:14 GMT)

Philip Allsop (Senior statutory auditor)  
**BHP LLP**  
Statutory Auditors

2 Rutland Park  
Sheffield  
S10 2PD

Date: 14 December 2020

**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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

		Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
	Note					
<b>Income from:</b>						
Donations and capital grants:	3					
Other donations and capital grants		-	270,095	265,707	535,802	1,206,697
Charitable activities	4	-	20,931,684	-	20,931,684	19,796,789
Other trading activities	5	23,545	87,030	-	110,575	228,259
Investments	6	14,811	-	-	14,811	19,353
<b>Total income</b>		<b>38,356</b>	<b>21,288,809</b>	<b>265,707</b>	<b>21,592,872</b>	<b>21,251,098</b>
<b>Expenditure on:</b>						
Raising funds		-	292,698	-	292,698	412,334
Charitable activities		-	21,822,003	1,091,739	22,913,742	22,086,930
<b>Total expenditure</b>	7	<b>-</b>	<b>22,114,701</b>	<b>1,091,739</b>	<b>23,206,440</b>	<b>22,499,264</b>
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>38,356</b>	<b>(825,892)</b>	<b>(826,032)</b>	<b>(1,613,568)</b>	<b>(1,248,166)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses/gains on defined benefit pension schemes	27	-	166,000	-	166,000	(3,647,000)
<b>Net movement in funds</b>		<b>38,356</b>	<b>(659,892)</b>	<b>(826,032)</b>	<b>(1,447,568)</b>	<b>(4,895,166)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		781,093	(9,931,535)	46,114,053	36,963,611	41,858,777
Net movement in funds		38,356	(659,892)	(826,032)	(1,447,568)	(4,895,166)
<b>Total funds carried forward</b>		<b>819,449</b>	<b>(10,591,427)</b>	<b>45,288,021</b>	<b>35,516,043</b>	<b>36,963,611</b>

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

The notes on pages 50 to 80 form part of these financial statements.



**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07361021**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	15	44,784,346	45,343,624
		<u>44,784,346</u>	<u>45,343,624</u>
<b>Current assets</b>			
Stocks	16	125	6,027
Debtors	17	538,877	846,599
Cash at bank and in hand		2,168,604	2,663,359
		<u>2,707,606</u>	<u>3,515,985</u>
Creditors: amounts falling due within one year	18	(992,033)	(1,659,965)
<b>Net current assets</b>		<u>1,715,573</u>	<u>1,856,020</u>
<b>Total assets less current liabilities</b>		<u>46,499,919</u>	<u>47,199,644</u>
Creditors: amounts falling due after more than one year	19	(234,876)	(228,033)
<b>Net assets excluding pension liability</b>		<u>46,265,043</u>	<u>46,971,611</u>
Defined benefit pension scheme liability	27	(10,749,000)	(10,008,000)
<b>Total net assets</b>		<u><u>35,516,043</u></u>	<u><u>36,963,611</u></u>
<b>Funds of the academy trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	20	45,288,021	46,114,053
Restricted income funds	20	157,573	76,465
		<u>45,445,594</u>	<u>46,190,518</u>
Restricted funds excluding pension asset	20	45,445,594	46,190,518
Pension reserve	20	(10,749,000)	(10,008,000)
<b>Total restricted funds</b>	20	<u>34,696,594</u>	<u>36,182,518</u>
<b>Unrestricted income funds</b>	20	<u>819,449</u>	<u>781,093</u>
<b>Total funds</b>		<u><u>35,516,043</u></u>	<u><u>36,963,611</u></u>

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2020**

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The financial statements on pages 46 to 80 were approved by the Trustees, and authorised for issue on 14 December 2020 and are signed on their behalf, by:

K J Bottomley  
K J Bottomley (Dec 15, 2020 12:13 GMT)

**K Bottomley**  
Chair of Trustees

The notes on pages 50 to 80 form part of these financial statements.

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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	Note	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	22	<b>(339,234)</b>	38,390
<b>Cash flows from investing activities</b>	23	<b>(155,521)</b>	(922,824)
<b>Change in cash and cash equivalents in the year</b>		<b>(494,755)</b>	(884,434)
Cash and cash equivalents at the beginning of the year		<b>2,663,359</b>	3,547,793
<b>Cash and cash equivalents at the end of the year</b>	24, 25	<b><u>2,168,604</u></b>	<b><u>2,663,359</u></b>

The notes on pages 50 to 80 form part of these financial statements

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## LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST

(A company limited by guarantee)

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

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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 historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

##### 1.2 Going concern

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

##### 1.3 Income

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

- **Grants**

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

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

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

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## LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST

(A company limited by guarantee)

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

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#### 1. Accounting policies (continued)

##### 1.3 Income (continued)

- **Donations**

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

- **Other income**

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

##### 1.4 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 raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

##### 1.5 Interest receivable

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

##### 1.6 Taxation

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

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

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

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**1. Accounting policies (continued)**

**1.7 Tangible fixed assets**

Assets costing £1,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on the following bases:

Long-term leasehold property	- land - not depreciated; buildings - between 2% and 3%
Plant and machinery	- Furniture - 15% straight line; computer equipment - 20% straight line; Narrowboat - 5% straight line

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

**1.8 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**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.

**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**

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

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

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1. Accounting policies (continued)

**1.12 Financial instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 17. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 18 and 19. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.13 Operating leases**

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

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**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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

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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 Government Pension Scheme ("LGPS"). These are defined benefit schemes.

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

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

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

**1.15 Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 31.

**1.16 Fund accounting**

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

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

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

Investment income, gains and losses are allocated to the appropriate fund.



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

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**2.     *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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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

**3. Income from donations and capital grants**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	-	6,830	-	6,830	14,152
Capital grants	-	-	265,707	265,707	990,209
Contributions to trips	-	263,265	-	263,265	202,336
	-	270,095	265,707	535,802	1,206,697
Total 2019	7,775	208,713	990,209	1,206,697	

**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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

**4. Funding for the academy trust's education**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b><i>DfE/ESFA grants</i></b>				
General Annual Grant	-	18,420,567	<b>18,420,567</b>	18,117,022
Other DfE/ESFA grants	-	1,965,716	<b>1,965,716</b>	1,276,930
	-	20,386,283	<b>20,386,283</b>	19,393,952
<b><i>Other government grants</i></b>				
Other government grants non capital	-	465,197	<b>465,197</b>	389,704
	-	465,197	<b>465,197</b>	389,704
<b><i>Other funding</i></b>				
Other	-	-	-	13,133
	-	-	-	13,133
<b><i>Exceptional government funding</i></b>				
Coronavirus exceptional support	-	80,204	<b>80,204</b>	-
	-	20,931,684	<b>20,931,684</b>	19,796,789
Total 2019	13,133	19,783,656	<b>19,796,789</b>	

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding".

The funding received for coronavirus exceptional support covers £69,685 of free school meal vouchers, whilst the DfE's national scheme was established, and resources to provide for COVID safe physical adaptations to school premises which continued to operate for key workers during lockdown. These costs are included in notes 7 and 8 below as appropriate.

**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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

**5. Income from other trading activities**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Lettings	8,980	-	8,980	20,535
External catering	-	244	244	20,941
Other	14,565	86,786	101,351	186,783
	<u>23,545</u>	<u>87,030</u>	<u>110,575</u>	<u>228,259</u>
Total 2019	<u>130,523</u>	<u>97,736</u>	<u>228,259</u>	

**6. Investment income**

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Short-term deposits	<u>14,811</u>	<u>14,811</u>	<u>19,353</u>
Total 2019	<u>19,353</u>	<u>19,353</u>	

**LEARNER ENGAGEMENT AND ACHIEVEMENT PARTNERSHIP MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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

**7. Expenditure**

	<b>Staff Costs 2020 £</b>	<b>Premises 2020 £</b>	<b>Other 2020 £</b>	<b>Total 2020 £</b>	<b>Total 2019 £</b>
Expenditure on raising voluntary income:					
Direct costs	-	-	288,219	<b>288,219</b>	341,904
Expenditure on fundraising trading activities:					
Direct costs	-	-	4,479	<b>4,479</b>	70,430
Education:					
Direct costs	15,807,498	810,967	1,703,436	<b>18,321,901</b>	17,031,080
Allocated support costs	2,783,037	1,321,448	487,356	<b>4,591,841</b>	5,055,851
	<u>18,590,535</u>	<u>2,132,415</u>	<u>2,483,490</u>	<u><b>23,206,440</b></u>	<u>22,499,265</u>
Total 2019	<u>17,569,389</u>	<u>-</u>	<u>4,929,876</u>	<u><b>22,499,265</b></u>	

**8. Analysis of expenditure by activities**

	<b>Direct costs 2020 £</b>	<b>Support costs 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Education	<u>18,321,901</u>	<u>4,591,841</u>	<u><b>22,913,742</b></u>	<u>22,086,931</u>
Total 2019	<u>17,031,080</u>	<u>5,055,851</u>	<u><b>22,086,931</b></u>	

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**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Educational operations 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Staff costs	2,783,037	2,783,037	3,090,110
Depreciation	90,107	90,107	94,592
Technology costs	8,634	8,634	7,332
Premises costs	1,280,891	1,280,891	1,469,442
Other support costs	382,849	382,849	371,628
Legal fees	7,423	7,423	4,283
Governance costs	18,044	18,044	18,464
Loss on disposal of fixed assets	20,856	20,856	-
	<u>4,591,841</u>	<u>4,591,841</u>	<u>5,055,851</u>
Total 2019	<u>5,055,851</u>	<u>5,055,851</u>	

**9. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2020 £</b>	<b>2019 £</b>
Depreciation of tangible fixed assets	979,461	945,915
Fees paid to auditors for:		
- audit	14,645	13,484
- other services	1,895	2,180
	<u>16,540</u>	<u>15,664</u>

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

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**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	13,231,661	12,822,541
Social security costs	1,352,394	1,242,723
Pension costs	3,660,851	2,876,495
	<u>18,244,906</u>	<u>16,941,759</u>
Agency staff costs	258,075	545,939
Staff restructuring costs	87,554	81,691
	<u>18,590,535</u>	<u>17,569,389</u>

Staff restructuring costs comprise:

	2020 £	2019 £
Redundancy payments	52,054	61,112
Severance payments	35,500	20,579
	<u>87,554</u>	<u>81,691</u>

**b. Non-statutory/non-contractual staff severance payments**

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £35,500 (2019: £20,579). Individually, the payments were £3,000, £10,000, £12,500 and £10,000.

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**10. Staff (continued)**

**c. Staff numbers**

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

	<b>2020</b>	<b>2019</b>
	<b>No.</b>	<b>No.</b>
Teachers	<b>261</b>	<b>242</b>
Administration and support	<b>227</b>	<b>233</b>
Management	<b>19</b>	<b>21</b>
	<hr/>	<hr/>
	<b>507</b>	<b>496</b>
	<hr/>	<hr/>

The average headcount expressed as full-time equivalents was:

	<b>2020</b>	<b>2019</b>
	<b>No.</b>	<b>No.</b>
Teachers	<b>214</b>	<b>203</b>
Administration and support	<b>144</b>	<b>141</b>
Management	<b>14</b>	<b>19</b>
	<hr/>	<hr/>
	<b>372</b>	<b>363</b>
	<hr/>	<hr/>



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**10. Staff (continued)**

**d. Higher paid staff**

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

	2020 No.	2019 No.
In the band £60,001 - £70,000	5	3
In the band £70,001 - £80,000	2	-
In the band £80,001 - £90,000	3	2
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	1	-
In the band £120,001 - £130,000	1	2
In the band £160,001 - £170,000	1	-
	<u>1</u>	<u>-</u>

**e. Key management personnel**

The key management personnel of the academy trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £461,857 (2019: £386,814).

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**11. Central services**

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

- Executive Principal Support
- Human Resources
- Financial Services
- Business and Premises Management
- Others as arising

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

Flat percentage of EFSA income. 5% for Brinsworth Academy and Dinnington High School. 3% for Eckington High School.

The actual amounts charged during the year were as follows:

	2020 £	2019 £
Brinsworth Academy	393,496	379,800
Dinnington High School	274,624	288,277
Eckington High School	174,644	114,996
<b>Total</b>	<b>842,764</b>	<b>783,073</b>

**12. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2019 - £286,363).

During the year ended 31 August 2020, expenses totalling £319 were reimbursed to 1 Trustee for mileage (2019 - £214 to 1 trustee for mileage).

Other related party transactions are set out in note 30.

**13. Trustees' and Officers' insurance**

The academy trust has opted into the Department of 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 membership.

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**14. Other finance expense**

	2020 £	2019 £
Interest income on pension scheme assets	215,000	288,000
Interest on pension scheme liabilities	(393,000)	(434,000)
	<u>(178,000)</u>	<u>(146,000)</u>

**15. Tangible fixed assets**

	Long-term leasehold property £	Plant and equipment £	Total £
<b><i>Cost or valuation</i></b>			
At 1 September 2019	49,106,918	1,067,598	50,174,516
Additions	438,889	2,150	441,039
Disposals	-	(29,000)	(29,000)
At 31 August 2020	<u>49,545,807</u>	<u>1,040,748</u>	<u>50,586,555</u>
<b><i>Depreciation</i></b>			
At 1 September 2019	4,043,169	787,723	4,830,892
Charge for the year	901,075	78,386	979,461
On disposals	-	(8,144)	(8,144)
At 31 August 2020	<u>4,944,244</u>	<u>857,965</u>	<u>5,802,209</u>
<b><i>Net book value</i></b>			
At 31 August 2020	<u>44,601,563</u>	<u>182,783</u>	<u>44,784,346</u>
At 31 August 2019	<u>45,063,749</u>	<u>279,875</u>	<u>45,343,624</u>

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**16. Stocks**

	2020	2019
	£	£
Goods for resale	125	6,027
	<u>125</u>	<u>6,027</u>

**17. Debtors**

	2020	2019
	£	£
<i>Due within one year</i>		
Trade debtors	29,551	15,742
VAT recoverable	91,894	337,403
Prepayments and accrued income	417,432	493,454
	<u>538,877</u>	<u>846,599</u>

**18. Creditors: Amounts falling due within one year**

	2020	2019
	£	£
Other loans	37,752	21,380
Trade creditors	105,217	614,785
Other taxation and social security	707,880	583,427
Other creditors	39,871	45,796
Accruals and deferred income	101,313	394,577
	<u>992,033</u>	<u>1,659,965</u>
	<u>992,033</u>	<u>1,659,965</u>
	2020	2019
	£	£
Deferred income at 1 September 2019	269,615	78,951
Resources deferred during the year	1,550	269,615
Amounts released from previous periods	(269,615)	(78,951)
	<u>1,550</u>	<u>269,615</u>

At the balance sheet date the academy trust was holding funds in advance for teacher training income.

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**FOR THE YEAR ENDED 31 AUGUST 2020**

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**19. Creditors: Amounts falling due after more than one year**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Other loans	<b>234,876</b>	<b>228,033</b>

Loans of £272,628 from Salix are included in other loans due within one year due after more than one year. These loans are repayable over an average term of 8 years on a six monthly basis with interest of nil charged on the balance.

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NOTES TO THE FINANCIAL STATEMENTS  
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20. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>					
General Funds	781,093	38,356	-	-	819,449
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	18,516,971	(18,482,772)	-	34,199
SEN	-	417,883	(417,883)	-	-
Pupil Premium	-	866,862	(866,862)	-	-
School Fund	13,688	2,514	(60)	-	16,142
Other DfE/ESFA grants	1,444	1,049,858	(1,049,858)	-	1,444
Disadvantaged Fund	932	-	-	-	932
Self-Generated Activity Funds	12,082	-	-	-	12,082
Enrichment Fund	-	260,751	(216,296)	-	44,455
Other restricted funds	48,319	173,970	(173,970)	-	48,319
Pension reserve	(10,008,000)	-	(907,000)	166,000	(10,749,000)
	<u>(9,931,535)</u>	<u>21,288,809</u>	<u>(22,114,701)</u>	<u>166,000</u>	<u>(10,591,427)</u>
<b>Restricted fixed asset funds</b>					
Restricted fixed asset funds	46,114,053	265,707	(1,091,739)	-	45,288,021
<b>Total Restricted funds</b>	<u>36,182,518</u>	<u>21,554,516</u>	<u>(23,206,440)</u>	<u>166,000</u>	<u>34,696,594</u>
<b>Total funds</b>	<u>36,963,611</u>	<u>21,592,872</u>	<u>(23,206,440)</u>	<u>166,000</u>	<u>35,516,043</u>

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

**Restricted general funds**

General Annual Grant (GAG) - The principal funding stream received from the Education and Skills Funding Agency. This must be used to fund the normal running costs of the Academies for the benefit of existing students.

SEN - Additional funding to provide educational support for the students with a statement of special needs.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**20. Statement of funds (continued)**

Pupil Premium - DfE funding to address the current underlying inequalities between children eligible for free school meals (FSM) and their wealthier peers by ensuring that funding to tackle the disadvantage reaches the pupils who need it most.

School Fund - Funds from parents/carers for activities mainly representing school trips.

Pupil Premium Plus - Funding to address the current underlying inequalities between children eligible for free school meals (FSM) and their wealthier peers by ensuring that funding to tackle the disadvantaged reaches the pupils who need it most.

Other DfE/ ESFA funds - other funds received from the DfE/ESFA.

Disadvantage Fund - grant funding from local authority to pay for activities for disadvantaged students.

Self-Generated Activity Funds - Cost contributions towards Brinsworth and cluster school after-school and holiday based activities.

Enrichment Fund - Funds from parents/carers for activities mainly representing school trips.

Other restricted funds - Funds received for a specific purpose.

Defined benefit pension liability - The deficit on the Local Government Pension Scheme has been recognised against restricted funds in order to match it against GAG as recommended by the ESFA Accounts Direction.

**Restricted fixed asset funds**

Funding provided to be spent on capital items and assets donated to the Academy from the local authority on conversion.

**Unrestricted funds**

The unrestricted funds represent funds available to the Trustees to apply for the general purposes of the academy.

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

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**20. Statement of funds (continued)**

**Total funds analysis by academy**

Fund balances at 31 August 2020 were allocated as follows:

	2020 £	2019 £
Brinsworth Academy	2,535,739	1,877,599
Dinnington High School	(916,752)	(649,509)
Eckington School	134,155	205,524
Central Services	(776,120)	(576,056)
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	977,022	857,558
Restricted fixed asset fund	45,288,021	46,114,053
Pension reserve	(10,749,000)	(10,008,000)
	<hr/>	<hr/>
<b>Total</b>	<b>35,516,043</b>	<b>36,963,611</b>
	<hr/>	<hr/>

The following academies are carrying a net deficit on their portion of the funds as follows:

	Deficit £
Dinnington High School	(916,752)
Central Services	(776,120)
	<hr/>

The trust undertook an SLT review across the MAT during the year, resulting in reduced SLT/management staffing costs at Dinnington High School. The Trustees agreed spending limits for the current and subsequent year recognising to support the school's operating position and invest in its future. The school continues to be assessed under the Integrated Curriculum and Financial Planning metrics. The aim is to return the school to a balanced budget over a number of years.

The deficit on central services has arisen due to the LEAP alternative provision facility and staffing costs for SEND management and support provided across the MAT. The central services in-year budget is expected to generate a surplus in the 20-21.



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**20. Statement of funds (continued)**

**Total cost analysis by academy**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £	Total 2019 £
Brinsworth Academy	5,263,118	682,272	327,428	819,308	<b>7,092,126</b>	7,622,751
Dinnington High School	4,251,286	798,484	335,091	965,967	<b>6,350,828</b>	6,179,326
Eckington School	4,968,211	664,890	263,626	716,375	<b>6,613,102</b>	6,486,582
Central Services	1,324,883	637,390	28,913	179,737	<b>2,170,923</b>	1,264,690
<b>Academy trust</b>	<b>15,807,498</b>	<b>2,783,036</b>	<b>955,058</b>	<b>2,681,387</b>	<b>22,226,979</b>	<b>21,553,349</b>

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**20. Statement of funds (continued)**

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Unrestricted funds</b>						
General Funds	1,056,683	170,784	(60,831)	(385,543)	-	781,093
<b>Restricted general funds</b>						
General Annual Grant (GAG)	30,609	18,220,382	(18,636,534)	385,543	-	-
SEN	-	349,069	(349,069)	-	-	-
Pupil Premium	-	855,241	(855,241)	-	-	-
School Fund	29,125	70,935	(86,372)	-	-	13,688
Pupil Premium Plus	-	33,030	(33,030)	-	-	-
Other DfE/ESFA grants	1,230	326,233	(326,019)	-	-	1,444
Disadvantaged Fund	932	-	-	-	-	932
Self-Generated Activity Funds	21,096	23	(9,037)	-	-	12,082
Enrichment Fund	-	131,402	(131,402)	-	-	-
Other restricted funds	40,317	103,790	(95,788)	-	-	48,319
Pension reserve	(5,458,000)	-	(903,000)	-	(3,647,000)	(10,008,000)
	<u>(5,334,691)</u>	<u>20,090,105</u>	<u>(21,425,492)</u>	<u>385,543</u>	<u>(3,647,000)</u>	<u>(9,931,535)</u>
<b>Restricted fixed asset funds</b>						
Restricted fixed asset funds	46,136,785	990,209	(1,012,941)	-	-	46,114,053
<b>Total Restricted funds</b>	<u>40,802,094</u>	<u>21,080,314</u>	<u>(22,438,433)</u>	<u>385,543</u>	<u>(3,647,000)</u>	<u>36,182,518</u>

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NOTES TO THE FINANCIAL STATEMENTS  
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20. Statement of funds (continued)

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Total funds</b>	<b>41,858,777</b>	<b>21,251,098</b>	<b>(22,499,264)</b>	<b>-</b>	<b>(3,647,000)</b>	<b>36,963,611</b>

21. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	44,784,346	44,784,346
Current assets	819,449	1,384,482	503,675	2,707,606
Creditors due within one year	-	(992,033)	-	(992,033)
Creditors due in more than one year	-	(234,876)	-	(234,876)
Provisions for liabilities and charges	-	(10,749,000)	-	(10,749,000)
<b>Total</b>	<b>819,449</b>	<b>(10,591,427)</b>	<b>45,288,021</b>	<b>35,516,043</b>

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**21. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior period**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	45,343,624	45,343,624
Current assets	781,093	1,964,463	770,429	3,515,985
Creditors due within one year	-	(1,659,965)	-	(1,659,965)
Creditors due in more than one year	-	(228,033)	-	(228,033)
Provisions for liabilities and charges	-	(10,008,000)	-	(10,008,000)
<b>Total</b>	<b>781,093</b>	<b>(9,931,535)</b>	<b>46,114,053</b>	<b>36,963,611</b>

**22. Reconciliation of net expenditure to net cash flow from operating activities**

	2020 £	2019 £
Net expenditure for the period (as per Statement of financial activities)	(1,613,568)	(1,248,166)
<b>Adjustments for:</b>		
Depreciation	979,461	945,915
Capital grants from DfE and other capital income	(265,707)	(990,209)
Interest receivable	(14,811)	(19,353)
Defined benefit pension scheme cost less contributions payable	729,000	748,000
Defined benefit pension scheme finance cost	178,000	155,000
Decrease in stocks	5,903	45
Decrease/(increase) in debtors	307,722	(200,453)
(Decrease)/increase in creditors	(661,088)	647,611
Loss on disposal of fixed assets	15,854	-
<b>Net cash (used in)/provided by operating activities</b>	<b>(339,234)</b>	<b>38,390</b>

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**23. Cash flows from investing activities**

	2020 £	2019 £
Dividends, interest and rents from investments	14,811	19,353
Purchase of tangible fixed assets	(441,039)	(1,932,386)
Proceeds from the sale of tangible fixed assets	5,000	-
Capital grants from DfE Group	265,707	990,209
<b>Net cash used in investing activities</b>	<b>(155,521)</b>	<b>(922,824)</b>

**24. Analysis of cash and cash equivalents**

	2020 £	2019 £
Cash in hand	2,168,604	2,663,359
<b>Total cash and cash equivalents</b>	<b>2,168,604</b>	<b>2,663,359</b>

**25. Analysis of changes in net debt**

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	2,663,360	(494,756)	2,168,604
Debt due within 1 year	(21,380)	(16,372)	(37,752)
Debt due after 1 year	(228,033)	(6,843)	(234,876)
	<b>2,413,947</b>	<b>(517,971)</b>	<b>1,895,976</b>

**26. Capital commitments**

	2020 £	2019 £
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	63,408	129,835

**NOTES TO THE FINANCIAL STATEMENTS  
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**27. Pension commitments**

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

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

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

**Teachers' Pension Scheme**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

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

**Valuation of the Teachers' Pension Scheme**

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

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

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

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**27. Pension commitments (continued)**

The employer's pension costs paid to TPS in the year amounted to £1,488,404 (2019 - £1,491,608).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £917,000 (2019 - £688,962), of which employer's contributions totalled £709,000 (2019 - £499,759) and employees' contributions totalled £ 208,000 (2019 - £190,650). The agreed contribution rates for future years are 16.4 per cent for employers and 5.5 to 12.0 per cent 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**

	2020	2019
	%	%
Rate of increase in salaries	3.55	3.25
Rate of increase for pensions in payment/inflation	2.4	2.1
Discount rate for scheme liabilities	1.8	1.8
Inflation assumption (CPI)	2.3	2.0

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

	2020	2019
	Years	Years
Retiring today		
Males	22.4	23.1
Females	25.2	25.9
Retiring in 20 years		
Males	23.9	25.3
Females	27.1	28.3

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**27. Pension commitments (continued)**

**Sensitivity analysis**

	2020 £000	2019 £000
Discount rate +0.1%	(526,400)	(516,800)
Mortality assumption - 1 year increase	526,000	298,000
Inflation +0.1%	512,600	432,800
Pay growth +0.1%	82,200	175,200

**Share of scheme assets**

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

	2020 £	2019 £
Equities	6,242,920	6,183,190
Government bonds	1,413,000	1,244,000
Property	1,025,280	971,320
Cash and other liquid assets	536,120	466,530
Other bonds	1,470,680	1,277,960
Other	1,644,000	1,235,000
<b>Total market value of assets</b>	<b>12,332,000</b>	<b>11,378,000</b>

The actual return on scheme assets was £(15,000) (2019 - £447,000).

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

	2020 £	2019 £
Current service cost	(1,379,000)	(966,000)
Past service cost	-	(409,000)
Interest income	215,000	288,000
Interest cost	(393,000)	(434,000)
Benefit changes, gain/(loss) on curtailment and gain/(loss) on settlement	(45,000)	-
Administrative expenses	(14,000)	(9,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(1,616,000)</b>	<b>(1,530,000)</b>



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**27. Pension commitments (continued)**

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

	2020 £	2019 £
<b>At 1 September</b>	<b>21,386,000</b>	<b>15,421,000</b>
Current service cost	1,379,000	966,000
Interest cost	393,000	434,000
Employee contributions	208,000	191,000
Actuarial (gains)/losses	(177,000)	4,094,000
Benefits paid	(153,000)	(129,000)
Losses on curtailments	45,000	-
Past service costs	-	409,000
<b>At 31 August</b>	<b>23,081,000</b>	<b>21,386,000</b>

Changes in the fair value of the academy trust's share of scheme assets were as follows:

	2020 £	2019 £
<b>At 1 September</b>	<b>11,378,000</b>	<b>9,963,000</b>
Interest income	215,000	288,000
Actuarial (losses)/gains	(11,000)	447,000
Employer contributions	709,000	627,000
Employee contributions	208,000	191,000
Benefits paid	(153,000)	(129,000)
Admin expenses	(14,000)	(9,000)
<b>At 31 August</b>	<b>12,332,000</b>	<b>11,378,000</b>

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**28. Operating lease commitments**

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

	2020 £	2019 £
Not later than 1 year	30,114	59,467
Later than 1 year and not later than 5 years	47,564	42,137
Later than 5 years	110	111
	<u>77,788</u>	<u>101,715</u>

**29. 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.

**30. Related party transactions**

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

During the year no related party transactions took place other than the trustees' expenses as disclosed in note 12.

**31. Agency arrangements**

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2020 the trust received £61,955 (2019: £52,713) and disbursed £68,910 (2019: £41,490) from the fund. An amount of £38,227 (2019: £45,182) is included in other creditors relating to undistributed funds.