

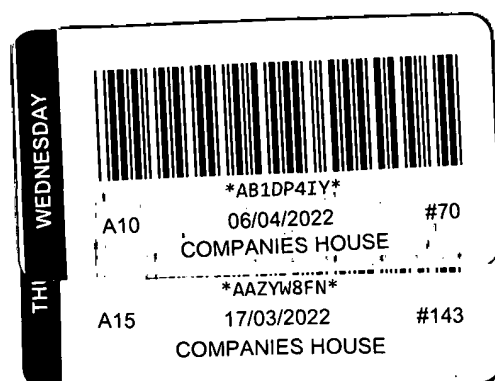


Nishkam School Trust

Annual Report and Financial Statements

Year ended 31 August 2021

Company Limited by Guarantee
Registration Number: 07522245 (England and Wales)

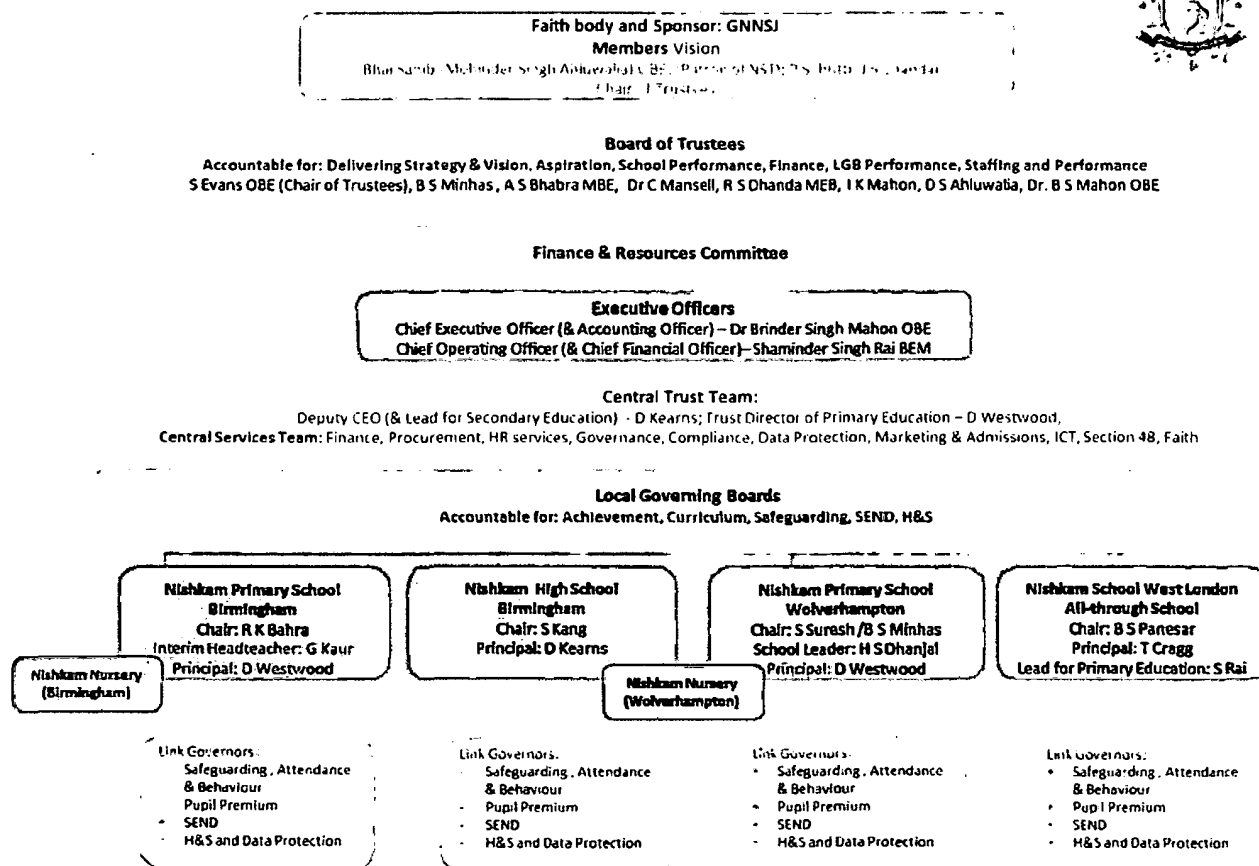


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1. Governance and MAT structure

Nishkam School Trust; Governance and MAT Structure



2. Reference and Administrative Details

Members

Mohinder Singh Ahluwalia
 Parminder Singh Jhutti
 Jaswinder Pal Singh Chandan
 Sarah Evans

Patron of NST

Chair of Trustees

Trustees

Davinder Singh Ahluwalia
 Raminder Kaur Bahra
 Amrik Singh Bhabra
 Ranjit Singh Dhanda
 Sarah Evans
 Marius Felderhof
 Bhupinder Singh Minhas
 Dr Brinder Singh Mahon
 Ishwinder Kaur Mahon
 Dr Christopher Mansell
 Bahader Singh Panesar
 Shaminder Singh Rai
 Sarindar Singh Sahota

(Appointed 23 February 2021)

(Resigned 13 October 2020)

(Appointed 13 October 2020)

Chair of Trustees

(Term ended 1 August 2021)

Chief Executive and Accounting Officer

(Appointed 13 October 2020)

(Appointed 13 October 2020)

(Resigned 13 October 2020)

(Resigned 23 February 2021)

(Resigned 13 October 2020)

Senior Leadership Team

Dr Brinder Singh Mahon

Shaminder Singh Rai

Damien Kearns

Debbie Westwood,

Gurpreet Kaur

Harmander Singh Dhanjal

Tom Cragg

Sukhjeet Rai

Chief Executive and

Accounting Officer

Chief Operating Officer and

Chief Financial Officer

Deputy CEO and Principal,
NHSB

Director of Primary
Education and Principal,
NPSB and NPSW

Interim Headteacher, NPSB

Headteacher, NPSW

Principal, NSWL

Head of Primary Education,
NSWL

Registered Office Address
School,

Nishkam High

Great King Street North,
Birmingham, B19 2LF

Independent Auditor

Stanley Yule Chartered
Accountants,

Waterside Business Park,
1649 Pershore Rd,
Birmingham, B30 3DR

Bankers

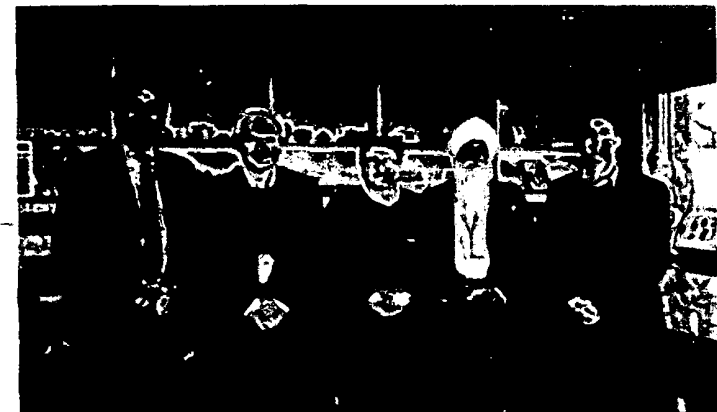
Barclays Bank plc,
1 Snowhill Queensway,
Birmingham B4 6GH



Lord Theodore Agnew - Parliamentary Under Secretary of State at the Department for Education, visits Nishkam High School Birmingham, UK, 18 September 2018



Jonathan Slater - Permanent Secretary of the Department for Education, visits Nishkam Primary School Birmingham, UK, 17 November 2017



Bhai Sahib Bhai Dr Mohinder Singh Ji - Patron of NST visiting Winchester University, UK, 27 December 2017



Andrew Haldane - Chief Economist of the Bank of England after his visit to Nishkam High School Birmingham welcomed by Bhai Sahib Bhai Dr Mohinder Singh Ji - Patron of NST, 27 November 2017

3. Patrons' Message

The Nishkam School Trust (NST) has established schools to serve our children and families, to contribute to the development of children and society, and to ensure that children have opportunities to fulfil their spiritual, intellectual and physical potential.

We feel honoured and privileged that parents, who are the primary educators of their children, entrust the education of children to the Nishkam Schools. NST are indebted to the Department of Education for providing the majority of the funding since the first school opened in 2011, and to the Nishkam faith community for complementing the funding and enabling the Trust to enrich the education resources we provide.

Nishkam education endeavours to provide holistic and wholesome environments; to prepare pupils for adulthood, the wider world and to be responsible citizens; create communities where the spirit, intellect and wisdom are nourished; and nurture the ethical, cultural and social development of children. We endeavour to ensure children are happy, secure and inspired to do their very best.

As parents, the happiness and fulfilment of all children is close to our hearts. Collectively we can create environments, where families and communities, in which children will be happy and can flourish. We can build a secure, safe and supportive society, which will provide for our needs and aspirations. Adults have a shared responsibility to create such ideal communities where children witness the true potential of good human beings. Humanity continues to face many challenges. We are optimistic that a new global consciousness and a responsible mind set will overcome these challenges through realigning ourselves with core human values of love, compassion, sacrifice, service and transparency. Alongside achieving material happiness and fulfilment, the world's faith traditions point to more fulfilling aspirations which are possible when we go beyond ourselves, placing the needs of others before our own. All faith-based organisations can play a positive role in helping us become better parents, teachers and citizens, and more importantly, better human beings.

Nishkam Schools are driven and sustained by the principle of '*nishkamta*' – creating a mind-set to serve others without expectation or recognition. The motto of our schools is '*Man Neeva, Mat Uchi* – to be humble, to be wise'. These are the building blocks of our endeavours to set up the Nishkam School Trust and its schools in Birmingham, West London and Wolverhampton.

The Nishkam Schools flourish because of the unique partnership between the Department of Education, the faith community and entire Nishkam Team (in Birmingham and London). They have all contributed to making our educational endeavours a reality. The efforts of our pupils, teachers, staff, governors and directors, *sewadaars* (volunteers), and community are immeasurable and we are witnessing the potential of this collective team effort bearing fruit. The Nishkam School Trust are to be commended for working with the DfE to open a new school every year, (from 2011 to 2014) during one of the most difficult economic climates, and taking responsibility to provide good quality values-led education.

I feel privileged and humbled to be patron of this unique education charity which we believe will be able to deliver life changing educational experience for decades to come and nurture good human beings who have a passion for serving others in the true spirit of Nishkam.

Bhai Sahib Bhai Dr Mohinder Singh
Patron

4. Trustees' Report of the Year Ended 31 August 2020

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

Nishkam School Trust (NST) operates 2 primary schools, 1 secondary school in the West Midlands and 1 all through school in West London.

1.1 Structure, Governance and Management

Constitution

The academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The Trustees of Nishkam School Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Nishkam School Trust.

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

Members' Liability

Each Member of the charitable company undertakes to contribute to the assets of the 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.

Trustees' Indemnity

NST through its insurance provision, indemnifies trustees' against claims made arising from professional negligence or errors and omissions occurring whilst on NST business. The insurance provides cover of £10,000,000.

Recruitment and Appointment of Trustees

In accordance with the Articles of Association;

- The number of Trustees cannot be less than three and shall not be subject to a maximum;
- Members can appoint up to ten Trustees;
- Members may appoint Staff Trustees provided that the number of employees including the Chief Executive Officer does not exceed a third of the total number of trustees;
- A minimum of two Parent Trustees unless there are Local Governing Bodies which include two Parent Governors;
- Chief Executive Officer shall be in office as long he/she remains in post;
- Trustees may appoint Co – Opted Trustees. They may not co-opt an employee as Trustee if thereby the number of employees would exceed one third of the total number of Trustees.

Procedures adopted for induction and training of Trustees

All Trustees are given a briefing by the CEO and Chair of the Trust Board. The Trust are members of the NGA (National Governance Association) to provide support, guidance and training to Trustees. Trustees can also attend training courses from other organisations including online providers. Bespoke training is scheduled based on their experience and areas of interest.

Organisational Structure

The Trust Board are responsible for setting the strategic direction for the Trust across the schools. Operational management is the responsibilities of the Chief Executive and staff. Trustees approve a scheme of delegation which includes the levels of responsibility for the Trust Board, Executive team, Senior Leadership Team and Local Governing Bodies.

Each school has a senior leadership team in place for the day to day management of the schools within the Trust, this includes the monitoring and authorisation of spending within agreed budgets and the appointment of staff.

Arrangements for setting pay and remunerations of key management personnel.

The published DfE headship guidelines for calculating pay for Executives/Principals/Headteachers, and therefore all such salaries are within these guidelines. (These guidelines are noted in the NST Pay Policy). If there was a variation from this policy the Trust Board would adopt an approach that is transparent, proportionate and justifiable.

Related Parties and other Connected Charities and Organisations

Related party transactions are disclosed in the Financial Statements. The Charity, Guru Nanak Nishkam Sewak Jatha (Birmingham) UK is the sponsor for the Trust.

Objectives and Activities

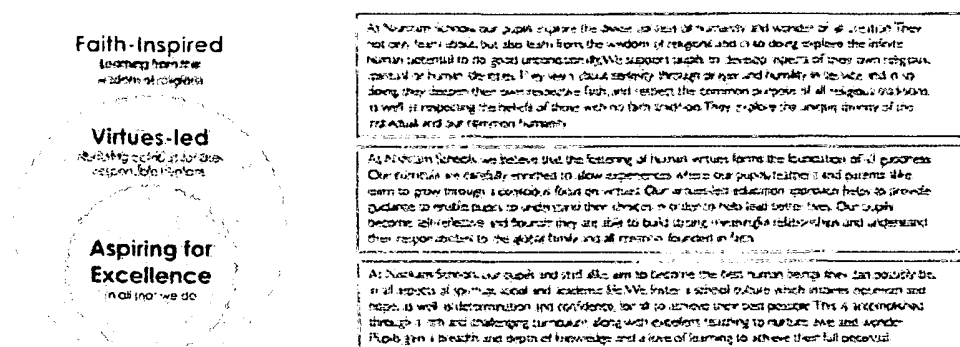
Nishkam School Trust (NST) is a charity which governs the Sikh ethos multi-faith schools established under the Governments' Free School Programme. NST is committed to providing quality education that will raise hopes, aspirations and attainment of young people. This will be realised through the implementation of the Nishkam Education Vision, which has emerged from over 35 years of voluntary education work with children locally (Birmingham), nationally (London and Leeds) and internationally (Kenya and India). NST has established four schools since 2011, Nishkam Primary School (opening in 2011) was the first of such schools followed by Nishkam High School (opening in 2012), Nishkam School West London (opening in 2013) and Nishkam Primary School Wolverhampton (joined NST in 2014).

Guru Nanak Nishkam Sewak Jatha (Birmingham) UK - GNNSJ is the key proposer for NST. GNNSJ has a long established and clearly focussed programme of community investment and regeneration in Handsworth, London and Leeds by devoting resources to promote civic, social and economic welfare with particular emphasis on education and community regeneration initiatives.

The Nishkam School Vision

"To empower our children with virtues enabling them to be good human beings to excel both academically and spiritually, to serve humanity selflessly for the common good with an abundance of love, compassion and forgiveness".

Mission



Our priorities

- Raising aspirations and achievements aiming for the top quintile of schools nationally through a virtues led ethos.
- Learning from faith as well as about faith
- Continue to embed teaching excellence across all schools

Why we believe we stand apart from customary faith schools

We believe faith schools can play a key role not just in nurturing a single faith, but also nurturing and encouraging the faith of each and every pupil, as well as building inter-faith understanding. Worshiping collectively and within specific faith groups is a unique and innovative feature of our Schools. The philosophy of faith will resonate throughout the school week and curriculum, rather than being reduced exclusively to religious education lessons.

The Sikh Dharam is emphatic in respecting all faiths and not seeking converts, thereby maximising our contribution towards a cohesive society. The Sikh Dharam has a unique multi-faith ethos, and our Schools reflect this by positively nurturing children of all faiths and beliefs.

Public Benefit

The Trustees have given consideration to the Charity Commissions' general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing education.

The Trust provides education that:

- is balanced and broadly based on a foundation of values;
- promotes the spiritual, moral, social and cultural development of each child at the School and of Society in a multi-faith multi-cultural environment;
- the mental and physical development is assumed to be covered by the broad and balanced curriculum;
- prepares students at the school for the opportunities, responsibilities and experiences of later life and to give back to society to build cohesive communities;
- raises aspirations, to sustain and increase their knowledge and understanding;
- creates both employment and voluntary opportunities, helping to regenerate community cohesion and the local area.

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

1.3 Strategic Report

Achievements and Performance

Capital support

The up-front investments made by our proposing body, GNNSJ in acquiring premises and sites for future schools enabled the NST to quickly gain substantial support from the Government in terms of capital and revenue funding for each school. In September 2011 GNNET support enabled NST to open its first primary school at 3 – 11 Soho Road, Handsworth. Subsequently NST opened further schools in Birmingham and North West London, and Wolverhampton. Currently the schools provide full time education to a total of 1982 children, which will rise to over 2940 pupils when the schools are at full capacity.

Since the inception of Nishkam School Trust, as well as providing the on-going revenue funding for the day to day running costs of each school, the Government through the Education and Skills Funding Agency (ESFA) have provided the following capital inputs towards building costs of each school: £1.4m for the Nishkam Primary School; £9m towards the Nishkam High School Birmingham; and £27m for the all-through school in West London. The ESFA has also provided £1.5m to the Nishkam Primary School Wolverhampton when it opened as the Anand School in 2013.

Evidence of effectiveness

The schools measure and evaluate the impact on pupil's educational attainment, character development, improvement in behaviour and engagement, as well as the spiritual, moral, social and cultural development of children.

The evidence of teacher assessment, self-review and evaluation by pupils, and feedback from parents and partner organisations is complemented by external findings and evidence as summarised below.

- OfSTED inspections rate the three schools NSWL, NHSB, NPSB as 'Outstanding' in all areas. Inspectors highlighted 'Students achieve exceptionally well' and that 'Nearly all of the teaching is consistently good or outstanding'. Inspectors also noted that 'Students' spiritual, moral, social and cultural development is promoted outstandingly well.' 'Behaviour is exceptional.' NPSW was inspected in February 2020 and was awarded an overall rating of 'Good'. NPSW was rated 'Outstanding' in the area of leadership and management. The inspectors noted that 'pupils love to learn at this happy, caring school' and that 'The school's values and virtues are well known by the pupils and are seen in everything that the school does'.
- The independent Statutory Inspection of Faith Education in Nishkam Schools also found the three schools to be 'Outstanding' in all areas Sikh Ethos multi-faith Schools. Inspectors mentioned that 'teaching of Religious Studies and faith development leads to outstanding progress and personal development overall'. One further school is awaiting inspection
- Most pupils, many of whom are from disadvantaged backgrounds, are becoming more altruistic; lead social action projects, raise funds, and participate in out-of- school character building activities.

- The impact on character was confirmed by the Jubilee Centre's School Virtues Measure assessment: 'Students in the school consider themselves to be virtuous and this is supported by their dilemma responses that suggest that they broadly solve moral problems as one would expect of a person with good character.'
- We also measure the effectiveness of all staff as role models of character through 360 appraisals. There is regular reporting to parents on character, academic achievements and behaviour.

This year has seen the following milestones

The academic year has been dominated by the worldwide outbreak of COVID-19 leading to national lockdown.. Whilst the Trust has worked intensively to increase the validity of pupil outcome, by initiating common assessments, common pupil data tracking methods, the end of oy year statutory assessments were cancelled nationally due to the outbreak. Loss of teaching time will have likely had an impact on pupil progress. Pupil outcomes have been largely teacher assessed within the realms of what was possible post lockdown. The new academic year focused on early assessment and a catch-up curriculum remains a priority.

Summary of headlines:

- Nishkam Primary School Birmingham (since 2011) – continued to improve its KS2 scores in 2020
- Nishkam High School (since 2012) – is in the top 3% of 6450 schools for progress 8, and in the top 10% for attainment 8 in 2020, and then 2021 following teacher assessment.
- Nishkam School West London; all-through school having moved into the permanent building in August 2018 – five years after the school opened.
- Nishkam Primary School Wolverhampton (joined NST in Sept 2014); was inspected in February 2020 and was graded 'Good' with an element of 'Outstanding' for Leadership and Management.
- All schools are oversubscribed.



Overall Primary Pupil Outcomes

The DfE announced that they would not publish any school level educational performance data for assessments or exams for 2021.

Secondary pupil outcomes KS4 and KS5 (NHSB)

Formal exams could not be held due to the partial school closure as part of the government directive in 2020/21.

Teacher Assessed Grades (TAG) submitted by Nishkam High School Birmingham were upheld.

- GCSE (All Pupils)- Progress 8 +1.22 and Attainment 8 55.44. Both measures were above National.
- GCSE (Pupil Premium)- Progress 8 +1.10 and Attainment 8 54.13. Again, both measures were above National.
- A Levels – 100% pass rate with an APS (Average Point Score) of 35.08 (B- grade)

School Backgrounds

Nishkam Primary School Birmingham (Current OfSTED Rating – Outstanding)

Nishkam Primary School opened in September 2011, was approved in wave 1 of Free Schools initiative, as one of the first of only 24 free schools starting with Reception, and Years 1 and 2. In each of the subsequent years 60 new pupils have been admitted to the Reception year and in August 2016 the school consisted of Reception, Years 1, 2, 3, 4, 5 and 6 classes. The School continues to be oversubscribed and there are waiting lists in all year groups. The innovative and imaginative development of the infrastructure for Nishkam Primary School at 3, 5 and 7 Soho Road (completed September 2011) and 9 and 11 Soho Road (completed September 2012) was delivered as a *Kar Sewa* ('labour of love') project. Through a unique partnership between the Department of Education, GNNSJ (main proposer), Nishkam School Trust, Harkirit Construction (a private civil engineering contractor) and over 100 *sewadaars* (volunteers) the project was delivered on time to a superior specification, complementing antiquity with modernity.

Nishkam High School including Sixth Form (Current OfSTED Rating - Outstanding)

The 4 form entry school for 700 pupils opened in Sept 2012. After just 59 days from first gaining access to the proposed school site, phase 1 of the construction project to convert an industrial hall into a bespoke, 10 classroom temporary school building was completed. Through a unique combination of contractor and community *Kar Sewa* the work was completed on time and within budget. Approximately 50,000 voluntary hours went into the construction works.

On 10 September 2012 the first cohort of 125 students were admitted into Year 7 and Year 12. In each of the subsequent years 100 new pupils have been admitted into Year 7, with a smaller number to the Sixth Form, and in August 2016 the school consisted of Years 7, 8, 9 and 10 with two year groups in the Sixth Form giving a total of 435 students. The School has been oversubscribed with waiting lists since opening.

The permanent school building was constructed on the same site adjacent to phase 1 buildings, by working closely with the DfE and BAM Construction was appointed as the construction partner. Main construction works commenced in April 2013 with phase 2 completion in April 2014 and phase 2A in July 2014. After just 18 months of first opening students moved from the temporary building to the new school in April 2014.

The major capital funding by the DfE (£7m) was complemented by a contribution by the proposer GNNSJ (£1.2m) and volunteer labour input of 50,000 hours has enabled the construction of an iconic building in a deprived area of Birmingham. The building has been nominated for excellence in construction awards. The finished school includes the following features and facilities:

- 3 storey building
- Hi-tech classrooms and lab spaces
- Large open atrium and spiritual space
- Landscaped exterior grounds with indoor and outdoor sports facilities.

Nishkam School West London (Current OfSTED Rating – Outstanding)

DfE approved the Nishkam School West London as a four-form entry All-Through School for (4-19 years) in July 2012. Because of the long lead times for building a purpose built school, the School opened in September 2013 as a primary school with a Reception Year of 50 pupils and 44 pupils in Year 1 in a temporary location. Subsequently NST, DfE and the London Borough of Hounslow (LBoH) worked collaboratively to secure a suitable permanent site for the whole School. The temporary site in London Road, Hounslow was imaginatively converted in 60 days utilising a unique partnership between an ESFA contractor and community *Kar Sewa* volunteers.

During 2014 the three partners identified a 12 acre site. It was purchased by the ESFA, who also funded the project development and full designs for the new school buildings. The plans for the new home for the NSWL brought into public use a derelict site in Wood Lane, Osterley to provide the following benefits:

- A new, purpose-built school for 1,400 students.
- Meet the education aspirations of the local community.
- Assist in providing new school places in an area which has the 7th highest London borough for pupil growth.
- New sports facilities with a sports hall, a grass pitch and a multi-use games area.
- Transport plans to encourage sustainable travel journeys.

During 2015-16 far-reaching public consultations and partnership took place, working with the LBoH and the ESFA to support the planning application for the new site. The new building commenced in earnest and was completed by July 2018.

In 2020-21, the school remains oversubscribed; all school vacancies were filled.

Nishkam Primary School, Wolverhampton (Ofsted Good 2020)

The School was originally approved by the DfE as two-form entry primary school in April 2013 and opened in September 2014 as the Anand Primary School. DfE provided £1.5m to refurbish a disused Victorian school buildings and to build new classrooms for Reception and Year 1 groups. Wolverhampton City Council provided the school site at a pepper-corn' rent. After opening Anand Primary School struggled to recruit sufficient pupils. In September 2013 there were about 20 pupils in one Reception class instead of the planned 60 pupils. The Headteacher resigned in Easter 2014.

In April 2014 the Trustees of the Anand Primary School together with the DfE approached and agreed for NST to manage the School from September 2014. During the transition period NST oversaw the completion of the building contracts, as well as recruiting a new Headteacher, new teaching staff and increasing the pupil numbers. The NST were able to strengthen the Local Governing Body, extend engagement with the local community, and provide business management and strategic support. Excellent working relationships were established with the DfE, Local Authority and local stakeholders.

In September 2014 pupil recruitment had improved, a strong staff team was formed and teaching was moved to the new building. Both the new Reception cohort and the Year 1 were full. The new school building was formally open by the Rt Hon William Hague MP, First Secretary of State and Leader of the House of Commons, in February 2015.

The school has a diverse intake with at least 6 different religions and 14 nationalities; the school is representative of the local area in modern Britain.



GNNSJ (Proposer) Contribution

NST are indebted to our proposer, and governing faith body, Guru Nanak Nishkam Sewak Jatha, GNNSJ (Birmingham) UK, for its significant contribution in both capital, voluntary commitment, and vision. The monetary contribution is as follows:

- Acquisition of freehold properties amounting to £9.2m (NPSB and NHSB)
- Refurbishment costs to date of a further £0.8 million. (NPSB, NHSB, NSWL)

- In addition to the above financial contributions a further £1million was put forward by the proposer organisation towards the High School. The proposer has also encouraged and enabled many selfless volunteers to contribute their time towards the management and supervision of the project. Many contributed as bricklayers, carpenters, semi-skilled personnel and labourers. Such direct volunteering input equates to over 100,000 hours of pro-bono effort to August 2013 which at an hourly rate of £10 this equates to £1m of Nishkam (selfless) service.

The Trust Board would like to extend their sincere gratitude to GNNSJ and the community for their continued support, guidance and inspiration as the Trust expands its educational reach.

Projects and Initiatives to promote Virtues Education

GNNSJ, is also involved in the following projects which will complement the Nishkam Schools and promote virtues in society.

- Museum of World Religions;** The Museum is intended to be a shared space for dialogue and understanding between people from different faith communities as well as for people of no religious or faith affiliations. It will serve as an educational resource for learners of all ages, and provide an opportunity for individuals to explore the part that religion plays in contemporary life. GNNSJ is the lead partner organisation to bring this significant landmark project to fruition
- Peace Charter for Forgiveness and Reconciliation;** The Charter was adopted as a point of action by Religions of Peace international, one of the largest global inter-faith organisations. The Charter will draw attention to the activity of 'forgiveness' which has its roots in the quality of compassion, which is the foundation for all Dharam, Religions or Faiths. It will serve as inspiration for healing and reconciliation in a fractured world. Forgiveness and reconciliation are part of our journey to peace, together with learning from our shared history and seeking restorative justice. The process of forgiveness and reconciliation can only be engaged in freely and voluntarily by individuals and communities. GNNSJ is again the lead partner organisation.
- Engagement with Jubilee Centre for Character and Virtues;** (School of Education, University of Birmingham). The Jubilee Centre for Character and Virtues is a pioneering interdisciplinary research centre focussing on character, virtues and values in the interest of human flourishing. It promotes a moral concept of character in order to explore the importance of virtue for public and professional life. The Centre is a leading informant on policy and practice in this area and through its extensive range of projects contributes to a renewal of character and virtues in both individuals and societies.
- GNNSJ of support in education at a university level, in particular University of Birmingham

Project:	Funding
Lectureship in Sikh Studies, Dr Jhutti-Johal, (Jan 02 – Mar 11)	380,453.00
Religions, Civil Society & The UN Dr Martin Springer, Dr Josef Boehle, (Oct 11 Dec 14)	147,500.00
Religion and Peacebuilding & A Charter for Forgiveness Dr Josef Boehle, (Oct 2011-Dec 2014)	76,000.00
Total GNNSJ Funding	603,953.00

e. GNNSJ Wider Participation

- **June, 2005** - Participation in the 'Tripartite' Forum on Interfaith Dialogue and Cooperation for Peace at the invitation of the Temple of Understanding. (United Nations Headquarters, New York).
- **October 2005** – Participation in the service of thanksgiving to celebrate the 60th Anniversary of the United Nations. (St Paul's Cathedral, London, UK).
- **September 2006.** Speaker at the 59th Annual DPI / NGO Conference. Papers presented: 'Promoting respect for cultural diversity in conflict resolution' and 'Best Practice Summary' (United Nations Headquarters, New York).
- **January 2008** - Contribution to interfaith book commissioned by UNESCO. Chapter entitled; 'The Spiritual Development of the Individual: A Prerequisite for Delivering the Millennium Development Goals from a Sikh Perspective.'

- **September 2008.** - Participant in 61st Annual DPI / NGO Conference at the (UNESCO Headquarters, Paris, France).
- **September 2008** - Recipient of the prestigious Hollister award from Temple of Understanding for tireless intra and interfaith work, and dedication to advancing interfaith issues at the United Nations, and honored as one of fifty interfaith visionaries in 2010. Supporter of UN World Interfaith Harmony Week since 2011.
- **February 2012** - Speaker at special event to mark UN World Interfaith Harmony Week on 'Common Ground for the Common Good.' (United Nations Headquarters, New York.)

Going Concern

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

Financial Review

The Free School's income during the year ended 31 August 2021 was almost entirely obtained from the Education and Skills Funding Agency, the Department for Education and GNNsJ in the form of revenue, capital and other grants, totalling £13,428,846 (2020 - £12,231,592), of which £10,990,581 (2020 - £11,299,216) was received from the ESFA through the General Annual Grant (GAG). Other income totalled £2,438,265 (2020 - £932,376) and was generated from income streams such as additional grant income, catering income, donations and capital income.

In the year ended 31st August 2021, there was total expenditure of £14,621,852 (2020 - £13,250,512) – note 6 in the financial statements. Staff costs amounted for the majority of fund expended which totalled £10,012,743 (2020 - £9,003,642) (note 10).

The Trust supports staff (all non-teaching staff) are entitled to membership of their respective Local Government Pension Scheme. For the support staff of NHSB, NPSB and NPSW this is the West Midlands Pension Fund, which is administered by West Midlands Council. For the support staff of NSWL, this is the London Borough of Hounslow Pension Fund, which is administered by London Borough Council. The appointed actuary of each scheme has assessed under FRS102 the Trust's share of the total deficit in these scheme as follows:

West Midlands Pension Fund	£3,041,000
London Borough Hounslow Pension Fund	£1,305,000

The total LGPS deficit recognised in the Trust's financial statements is therefore £4,346,000 (2020 - £3,149,000).

COVID-19 did not have a significant impact on the financial position of the Trust however the additional funding received across the schools allowed flexibility in order to support the teaching and learning of all children in particular vulnerable families. The Trust received £1,847,301 in catch up premium, Summer School Programme fund and COVID-19 Mass testing funding this was used for the purpose of enhancing the support for pupils. Schools participated in the National Tutoring Programme (NTP), Summer School Programme and COVID-19 Mass testing as directed by the DfE.

Reserves Policy

As shown in the Statement of Financial Activities on page 12, the combined Restricted General Fund and Unrestricted Fund show a net deficit of £703,200 (2020 - net deficit of £112,507). This is before the actuarial loss on defined benefit pension schemes and before a contribution of £95,895 towards capital expenditure during the year. Excluding the pension reserve, the combined Restricted General Fund and Unrestricted Fund show a carried forward balance of £3,448,886 (2020 - £2,931,128).

The Board of Trustees review the resources of the Trust and recognise the need to have sufficient reserves to protect against reductions in funding. The reserves are held in line with ESFA guidelines. The policy aims to carry forward sufficient funds to meet the Trust's long term aims and objectives. The amount allocated to reserves is to accommodate and manage the tagged pupil funding due to a growth in pupil numbers, capital building developments and uncertainty around Government funding in the future.

Investment Policy

The Trustees' investment powers are governed by the Articles of Association, which permits the Trust's funds, not immediately required, to be invested in furtherance of its objects. The Trust did not engage in any investment of surplus funds during the year under review.

Principal Risks and Uncertainties

The principle risks and uncertainties that the Trustees will monitor in 2020/2021 include;

- Government funding
- Budget
- Staffing
- Pupil applications
- Pupil progress

Plans for future periods

The future directions of the academy are focused, in the immediate period, on consolidation of pupil outcomes given the COVID crisis this year. Significant focus and resources have been implemented to minimise the loss of the schooling. In the medium period, the Trust strategic plan is focused on deepening the excellence and stretch within the curriculum across a number of subjects – by focussing on key common assessments across the Trust to identify gaps and rapid intervention. In addition as a part of the capacity building programme and building on strengthening senior leadership across the Trust last year, further strengthening of middle leaders is planned, to lead with impact and create capacity throughout the organisation – leading to a strength in depth and breadth.

The intended outcome of the above plans is aimed to lead to strong systems in place to build on already excellent outcomes.

Auditors

In so far as the Trustees are aware;

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

The auditors, Stanley Yule Chartered Accountants, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the members of the Trust Board and signed on its behalf by:

Sarah H Evans

Sarah Evans
Chair of Trustees
Date 21st December 2021



5. Governance Statement for the Year Ended 31 August 2020

Scope of Responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Nishkam School 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 into account the guidance from the DfE's Governance Handbook and competency framework for governance.

The Trust Board has delegated the day-to-day responsibility to the 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 Nishkam School Trust and the Secretary of State for Education. They are also responsible for reporting to the governing body 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 Trust Board has formally met four times during the year and are scheduled to meet four times for the following academic year

The Trust has maintained its effective oversight of funds with the support of the Finance and Resources Committee which also oversees audit. The monthly management accounts are reviewed by the Chair of the Trust Board, CEO, COO, Chair of the Finance and Resources Committee and an advisor to the committee. This committee is also scheduled to meet four times in the following academic year. Therefore, the Trust Board and sub committee will meet eight times during the academic year.

Attendance during the year at meetings of the Trust Board and Finance and Resources Committee was as follows:

NST Trustees Meeting Attendance 2020-21

Name	Meetings Attended	Out of Possibles
Davinder Singh Ahluwalia (Appointed 23 February 2021)	2	2
Raminder Kaur Bahra (Resigned 13 October 2020)	1	1
Amrik Singh Bhabra	4	4
Ranjit Singh Dhanda (Appointed 13 October 2020)	4	4
Sarah Evans Chair of Trustees	4	4
Marius Felderhof (Term ended 1 August 2021)	2	4
Dr Brinder Singh Mahon Chief Executive and Accounting Officer	4	4
Ishwinder Kaur Mahon (Appointed 13 October 2020)	4	4
Dr Christopher Mansell (Appointed 13 October 2020)	4	4
Bhupinder Singh Minhas	4	4
Bahader Singh Panesar (Resigned 13 October 2020)	0	1
Shaminder Singh Rai (Resigned 23 February 2021)	3	3
Sarindar Singh Sahota (Resigned 13 October 2020)	1	1

NST Finance and Resources Meeting Attendance 2020-21

	Meetings Attended	Out of Possibles
Davinder Singh Ahluwalia	2	2
Bhupinder Singh Minhas	3	4
Amrik Singh Bhabra	4	4
Ranjit Singh Dhanda	3	3
Shaminder Singh Rai	2	2
Sarindar Singh Sahota	1	1

Review of Value for Money

As accounting officer, the Chief Executive has responsibility for ensuring that NST 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:

- The negotiation central contracts and purchasing arrangements, as well as standardisation and consolidation of contracts and operations. To achieve value for money and discounts on services and products.
- Throughout the year NST has continued to focus on centralising contracts and discounts with various suppliers across a range of goods and services, including memberships and subscriptions.
- NST continually review operations in order to maximise efficiencies where possible.

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 NST 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 at Nishkam School Trust and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Trust Board has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Trust Board is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year ending 31 August 20120 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Trust Board at every formal Trustees and Finance & Resources meeting.

The Risk and Control Framework

NST'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 Trust Board;
- regular reviews of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing guidelines.
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Trustees has decided to commission a provider to complete an internal review of the Sixth Form, Nishkam High School Birmingham. This included giving advice on the financial and other matters and performing a range of checks on the school's financial and other systems. In particular, the checks carried out in the current period included the testing of ;

SRMA ICFP reviews

Assess costs versus funding including teacher contact and teacher pupil ratios

The reviewer prepared an annual summary report which was presented to the Finance and Resources Committee and the Trust Board, outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions.

Review of Effectiveness

The accounting officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by the

- work of the internal reviewer;
- work of the external auditor;
- financial management and governance self-assessment process;

- work of the finance team within the Trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of the review of the system of internal control by the Finance and Resources Committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Trust Board and signed on its behalf by:

Sarah Evans

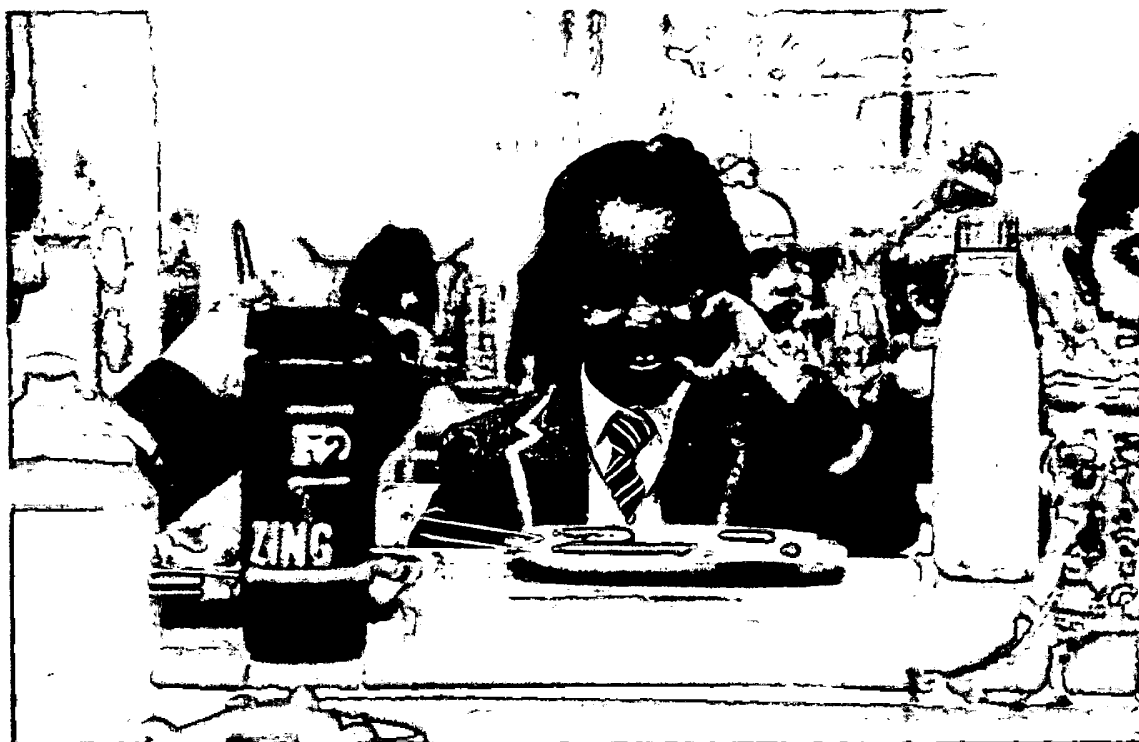
Sarah Evans
Chair of Trustees

Date: 21st December 2021

Dr Brinder Singh Mahon

Dr Brinder Singh Mahon
Chief Executive and Accounting Officer

Date: 21st December 2021

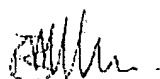


6. Statement on Regularity, Propriety and Compliance for the Year Ended 31 August 2021

As Accounting Officer of Nishkam School Trust I have considered my responsibility to notify the Trust Board and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the Trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the Trust Board are able to identify any material irregular or improper use of funds by the Trust, or material non-compliance with the terms and conditions of funding under the Trust's funding agreement and the Academies Financial Handbook 2020.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date.



Dr Brinder Singh Mahon
Chief Executive and Accounting officer

Date: 21st December 2021

7. Statement of Trustees' Responsibilities for the Year Ended 31 August 2021

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Directors 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 directors are required to:

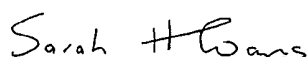
- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the charities SORP and Academies Accounts Direction 2020- 21
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether applicable uk accounting standards have been followed, subject to any material departures disclosed
- And explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable
- Company will continue in business.

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

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

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

Approved by order of the members of the Trust Board and signed on its behalf by:



Sarah Evans
Chair of Trustees
Date 21st December 2021

8. Report of the Independent Auditors to the Members of Nishkam School Trust

Opinion

We have audited the financial statements of Nishkam School Trust (the 'charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, 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' and the Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency (ESFA).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland';
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2020 to 2021.

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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The 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 Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Report of the Independent Auditors to the Members of Nishkam School Trust

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Report of the Independent Auditors to the Members of Nishkam School Trust

Our 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management with regards to actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, and reviewing accounting estimates for evidence of management bias.
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Checking all statutory submissions have been submitted on time and are complete. This includes submissions to the ESFA.
- Checking existence and continued use of fixed assets and checking calculations of depreciation to ensure valuation of assets are at fair value.
- Reviewing Government support received as a result of the COVID-19 pandemic and checking compliance with conditions attached to such support and eligibility to receive such support.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements, or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission, or misrepresentation.

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

**Report of the Independent Auditors to the Members of
Nishkam School Trust**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Ian Bidmead FCA (Senior Statutory Auditor)
for and on behalf of Stanley Yule Chartered Accountants
Statutory Auditors
Waterside House
Waterside Business Park
1649 Pershore Road
Birmingham
West Midlands
B30 3DR

Date:21/11/2022.....

9. Independent Reporting Accountant's Assurance Report on Regularity to Nishkam School Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Nishkam School Trust during the period 1 September 2020 to 31 August 2021 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 Nishkam School Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Nishkam School Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Nishkam School Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Nishkam School Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Nishkam School Trust's funding agreement with the Secretary of State for Education and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed, and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed, and income received during the period 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2020 to 2021 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

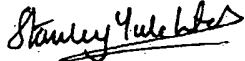
A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a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

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

**Independent Reporting Accountant's Assurance Report on Regularity to
Nishkam School Trust and the Education and Skills Funding Agency**

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Stanley Yule Chartered Accountants
Reporting Accountant
Waterside House
Waterside Business Park
1649 Pershore Road
Birmingham
West Midlands
B30 3DR

Date: 21-12-2022

10. Statement of Financial Activities for the year ended 31 August 2021

Statement of Financial Activities for the year ended 31 August 2021

				2021	2020
		Unrestricted fund	Restricted funds	Restricted Fixed Asset Funds	Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and capital grants	2	9,918		64,366	74,284
Charitable activities					
Funding for the academy's educational operations	3	-	12,928,252	-	12,928,252
Other trading activities	4	425,947	-	-	425,947
Investment income	5	363	-	-	363
Total		436,228	12,928,252	64,366	13,428,846
EXPENDITURE ON					
Charitable activities					
Academy's educational operations	3	436,228	12,804,405	1,381,219	14,621,852
Total	6	436,228	12,804,405	1,381,219	14,621,852
NET INCOME/(EXPENDITURE)		-	123,847	(1,316,853)	(1,193,006)
Transfers between funds	18	-	(95,895)	95,895	-
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit schemes		-	(707,194)	-	(707,194)
Net movement in funds		-	(679,242)	(1,220,958)	(1,604,925)
RECONCILIATION OF FUNDS					
Total funds brought forward		-	(217,872)	35,566,748	35,348,876
TOTAL FUNDS CARRIED FORWARD		-	(897,114)	34,345,790	33,448,676

NISHKAM SCHOOL TRUST

Statement of Financial Position 31 August 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Intangible assets	13	-	7,860
Tangible assets	14	<u>35,515,450</u>	<u>36,737,548</u>
		35,515,450	36,745,408
CURRENT ASSETS			
Debtors: amounts falling due within one year	15	<u>403,688</u>	<u>308,055</u>
Cash at bank and in hand		<u>3,609,283</u>	<u>2,946,812</u>
		4,012,971	3,254,867
CREDITORS			
Amounts falling due within one year	16	<u>(1,733,745)</u>	<u>(1,502,399)</u>
NET CURRENT ASSETS		<u>2,279,226</u>	<u>1,752,468</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		37,794,676	38,497,876
PENSION LIABILITY	19	<u>(4,346,000)</u>	<u>(3,149,000)</u>
NET ASSETS		<u>33,448,676</u>	<u>35,348,876</u>
FUNDS	18		
Restricted funds:			
Restricted General Funds		<u>3,448,886</u>	<u>2,931,128</u>
Restricted Fixed Asset Funds		<u>34,345,790</u>	<u>35,566,748</u>
Pension Reserve		<u>(4,346,000)</u>	<u>(3,149,000)</u>
		<u>33,448,676</u>	<u>35,348,876</u>
TOTAL FUNDS		<u>33,448,676</u>	<u>35,348,876</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 21st December 2021 and were signed on its behalf by:

Sarah H Evans

Chair of Trustees

Sarah H Evans

NISHKAM SCHOOL TRUST

Statement of Cash Flows for the year ended 31 August 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	750,004	509,707
Interest paid		<u>(1,000)</u>	<u>(1,000)</u>
Net cash provided by operating activities		<u>749,004</u>	<u>508,707</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(151,261)	(693,625)
Capital grants from DfE/EFA		64,365	401,749
Interest received		<u>363</u>	<u>1,391</u>
Net cash used in investing activities		<u>(86,533)</u>	<u>(290,485)</u>
Change in cash and cash equivalents in the reporting period		662,471	218,222
Cash and cash equivalents at the beginning of the reporting period		<u>2,946,812</u>	<u>2,728,590</u>
Cash and cash equivalents at the end of the reporting period		<u>3,609,283</u>	<u>2,946,812</u>

NISHKAM SCHOOL TRUST

Notes to the Statement of Cash Flows for the year ended 31 August 2021

I. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(1,193,006)	(1,018,920)
Adjustments for:		
Depreciation charges	1,381,219	1,308,161
Capital grants from DfE/ESFA	(64,365)	(401,749)
Interest received	(363)	(1,391)
Interest paid	1,000	1,000
Defined benefit scheme finance costs	50,000	40,000
(Increase)/decrease in debtors	(95,633)	160,320
Increase in creditors	231,346	87,291
Difference between pension charge and cash contributions	<u>439,806</u>	<u>334,995</u>
Net cash provided by operations	<u>750,004</u>	<u>509,707</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.20 £	Cash flow £	At 31.8.21 £
Net cash			
Cash at bank and in hand	<u>2,946,812</u>	<u>662,471</u>	<u>3,609,283</u>
	<u>2,946,812</u>	<u>662,471</u>	<u>3,609,283</u>
Total	<u>2,946,812</u>	<u>662,471</u>	<u>3,609,283</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements for the year ended 31 August 2021

I. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statement of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS102), 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 2020 to 2021 issued by EFA, the Charities Act 2011 and the Companies Act 2006.

Nishkam School Trust meets the definition of a public benefit entity under FRS 102.

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 significantly doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

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

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 causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, 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 2021. 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.

Income

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

Grants

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

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

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

I. ACCOUNTING POLICIES - continued

Income

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

Sponsorship income

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

Donations

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

Other income

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

Donated goods, facilities, and services

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

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to the 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 not-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.

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

I. ACCOUNTING POLICIES - continued

Expenditure

All resources expended are inclusive of irrecoverable VAT.

Intangible assets

Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment. Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Computer software - 20% on cost

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 25% on cost, 20% on cost and improvements to property
Leasehold	- 2% on cost
Fixtures and Fittings	- 25% on cost
Motor Vehicle	- 25% on cost

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

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

Nishkam Primary School opened in September 2011. Nishkam High School opened in September 2012. Nishkam School West London opened in September 2013. Assets used specifically in each school have been depreciated from the relevant dates.

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

Financial instruments

The academy trust only holds basic financial instruments as defined in FRS102. The financial assets and financial liabilities of the academy trust and their measurements basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments.

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

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

I. ACCOUNTING POLICIES - continued

Financial instruments

Financial liabilities - trade creditors, accruals and other creditors are financial instrument, and are measured at amortised costs as detailed in note 16. 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 as already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

Taxation

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

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

Fund accounting

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

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

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

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

Under the academy's funding agreement there is no limit on the amount of GAG to carry forward from one year to the next.

Operating leases

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

Pension costs and other post-retirement benefits

Retirement benefits to employees of the academy trust are provided by the Teacher's 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 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. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

I ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The LGPS is a funded scheme, and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements, and curtailments. They are included as part of staff costs as incurred. Net interests on the net defined liability/asset are 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.

Liabilities

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

Provisions

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

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

Leased Assets

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

2. DONATIONS AND CAPITAL GRANTS

	2021	2020
	£	£
Donations	9,918	229
DfE/ESFA Capital Grants	<u>64,366</u>	<u>401,749</u>
	<u>74,284</u>	<u>401,978</u>

Grants received, included in the above, are as follows:

	2021	2020
	£	£
DfE Capital Grant	<u>64,366</u>	<u>401,749</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

3. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS

			2021	2020
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	£	£
DfE/ESFA grants				
General Annual Grant	-	10,990,581	10,990,581	9,638,649
Other DfE/ESFA grants				
Pupil Premium	-	459,066	459,066	413,028
Others	-	1,388,234	1,388,234	1,247,539
	-	12,837,881	12,837,881	11,299,216
Other Government Grants				
Local authority grants	-	90,371	90,371	23,412
	-	90,371	90,371	23,412
Total income		12,928,252	12,928,252	11,322,628

4. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Parental contribution	322,781	432,219
Hire of facilities	27,574	25,631
Catering income	2,482	5,041
Activities for generating funds	73,110	42,704
	425,947	505,595

5. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	363	1,391

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

6. EXPENDITURE

	Non-pay expenditure			2021	2020
	Staff costs £	Premises £	Other costs £	Total £	Total £
Charitable activities					
Academy's educational operations					
Direct costs	8,764,176	-	664,257	9,428,433	8,207,594
Allocated support costs	<u>1,248,567</u>	<u>889,405</u>	<u>3,055,447</u>	<u>5,193,419</u>	<u>5,042,918</u>
	<u>10,012,743</u>	<u>889,405</u>	<u>3,719,704</u>	<u>14,621,852</u>	<u>13,250,512</u>

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Auditors' remuneration	23,440	18,371
Auditors' remuneration for non-audit work	2,540	2,600
Accountancy charges	68,506	78,435
Depreciation - owned assets	1,373,359	1,299,883
Hire of plant and machinery	3,657	96,277
Computer software amortisation	<u>7,860</u>	<u>8,278</u>

7. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Direct costs	-	9,428,433	9,428,433	8,207,594
Support costs	<u>436,228</u>	<u>4,757,191</u>	<u>5,193,419</u>	<u>5,042,918</u>
	<u>436,228</u>	<u>14,185,624</u>	<u>14,621,852</u>	<u>13,250,512</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

7. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS - continued

	2021 Total £	2020 Total £
Analysis of support costs		
Support staff costs	1,248,567	1,371,708
Depreciation	1,381,219	1,308,163
Technology costs	312,640	311,394
Premises costs	1,014,476	780,619
Catering	344,745	333,665
Insurance	57,229	54,356
Cleaning costs	243,405	196,402
Pension costs	50,000	40,000
Other support costs	446,652	547,205
Governance costs	<u>94,486</u>	<u>99,406</u>
Total support costs	<u><u>5,193,419</u></u>	<u><u>5,042,918</u></u>

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

Analyses of direct costs

	2021 £	2020 £
Staff costs	8,764,176	7,631,934
Educational supplies	486,786	396,816
Examination fees	82,707	81,422
Staff development	64,114	79,372
Educational consultancy	<u>30,650</u>	<u>18,050</u>
	<u><u>9,428,433</u></u>	<u><u>8,207,594</u></u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2021 nor for the year ended 31 August 2020.

Trustees' expenses

During the year ended 31 August 2021, travel and subsistence expenses totalling £Nil were reimbursed or paid directly to trustees (2020: 2,479).

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

10. STAFF COSTS

	2021 £	2020 £
Wages and salaries	7,155,212	6,481,585
Social security costs	709,750	625,845
Operating costs of defined benefit pension schemes	1,972,444	1,667,304
	9,837,406	8,774,734
Supply teacher costs	105,249	127,062
Sub-Contractor	70,088	101,846
	10,012,743	9,003,642

The average number of persons (including senior management team) employed by the charitable company during the year was as follows:

	2021	2020
Teachers	130	126
Educational support staff	28	31
Non-teaching staff	37	44
	195	201

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

	2021	2020
£60,001 - £70,000	6	4
£70,001 - £80,000	1	1
£80,001 - £90,000	-	1
£90,001 - £100,000	2	-
£100,000 - £110,000	-	1
£110,000 - £120,000	1	-
	10	7

The 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 £727,093 (2020: £604,249).

The Head Teacher and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of Head Teacher and staff, and not in respect of their services as Governors. Other Governors did not receive any payments, other than expenses from the academy trust in respect of their role as Governor.

Trustees did not receive any remuneration.

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

11. TRUSTEES' AND OFFICERS' INSURANCE

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

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Restricted Fixed Asset Funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and capital grants	228	-	401,750	401,978
Charitable activities				
Funding for the academy's educational operations	-	11,322,628	-	11,322,628
Other trading activities	505,595	-	-	505,595
Investment income	1,391	-	-	1,391
Total	507,214	11,322,628	401,750	12,231,592
EXPENDITURE ON				
Charitable activities				
Academy's educational operations	507,214	11,435,135	1,308,163	13,250,512
Total	507,214	11,435,135	1,308,163	13,250,512
NET INCOME/(EXPENDITURE)	-	(112,507)	(906,413)	(1,018,920)
Transfers between funds	-	(291,875)	291,875	-
Other recognised gains/(losses)				
Actuarial gains/(losses) on defined benefit schemes	-	(586,005)	-	(586,005)
Net movement in funds	-	(990,387)	(614,538)	(1,604,925)
RECONCILIATION OF FUNDS				
Total funds brought forward	-	772,515	36,181,286	36,953,801
TOTAL FUNDS CARRIED FORWARD	-	(217,872)	35,566,748	35,348,876

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

13. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 September 2020 and 31 August 2021	<u>65,936</u>
AMORTISATION	
At 1 September 2020	<u>58,076</u>
Charge for year	<u>7,860</u>
At 31 August 2021	<u>65,936</u>
NET BOOK VALUE	
At 31 August 2021	<u>0</u>
At 31 August 2020	<u>7,860</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

14. TANGIBLE FIXED ASSETS

	Long leasehold £	Improvement to property £	Fixtures and fittings £
COST			
At 1 September 2020	27,094,921	12,977,575	1,905,155
Additions	-	45,978	74,921
Disposals	-	-	(983,489)
At 31 August 2021	27,094,921	13,023,553	996,587
DEPRECIATION			
At 1 September 2020	1,481,176	2,731,016	1,341,363
Charge for year	667,603	392,999	203,017
Eliminated on disposal	-	-	(983,489)
At 31 August 2021	2,148,779	3,124,015	560,891
NET BOOK VALUE			
At 31 August 2021	24,946,142	9,899,538	435,696
At 31 August 2020	25,613,745	10,246,559	563,792
	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 September 2020	63,493	430,251	42,471,395
Additions	-	30,362	151,261
Disposals	(21,406)	(3,358)	(1,008,253)
At 31 August 2021	42,087	457,255	41,614,403
DEPRECIATION			
At 1 September 2020	63,493	116,799	5,733,847
Charge for year	-	109,740	1,373,359
Eliminated on disposal	(21,406)	(3,358)	(1,008,253)
At 31 August 2021	42,087	223,181	6,098,953
NET BOOK VALUE			
At 31 August 2021	-	234,074	35,515,450
At 31 August 2020	-	313,452	36,737,548

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	32,006	11,708
Other debtors	13,518	63,164
VAT	161,337	87,292
Prepayments	196,827	145,891
	<u>403,688</u>	<u>308,055</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	272,254	213,335
Social security and other taxes	344,405	324,706
Other creditors	133,880	212,723
Accruals and deferred income	484,188	399,747
Accrued expenses	499,018	351,888
	<u>1,733,745</u>	<u>1,502,399</u>

Deferred Income

	2021 £	2020 £
Deferred income brought forward less spend	399,747	365,039
Resources deferred during the year	84,441	34,708
	<u>484,188</u>	<u>399,747</u>

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	Restricted Fixed Asset Funds £	2021 Total funds £
Fixed assets	-	-	35,515,450	35,515,450
Current assets	-	4,012,971	-	4,012,971
Current liabilities	-	(1,733,745)	-	(1,733,745)
Pension liability	-	(4,346,000)	-	(4,346,000)
	<u>-</u>	<u>(2,066,774)</u>	<u>35,515,450</u>	<u>33,448,676</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS - continued

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

			2020	
	Unrestricted fund £	Restricted funds £	Restricted Fixed Asset Funds £	Total funds £
Fixed assets	-	-	36,745,408	36,745,408
Current assets	-	3,254,866	-	3,254,866
Current liabilities	-	(323,738)	(1,178,660)	(1,502,398)
Pension liability	-	(3,149,000)	-	(3,149,000)
	-	(217,872)	35,566,748	35,348,876

18. MOVEMENT IN FUNDS

	At 1.9.20 £	Net movement in funds £	Transfers between funds £	At 31.8.21 £
Restricted general funds				
Restricted General Funds	2,931,128	613,653	(95,895)	3,448,886
Restricted Fixed Asset Funds	35,566,748	(1,316,853)	95,895	34,345,790
Pension Reserve	(3,149,000)	(1,197,000)	-	(4,346,000)
	<u>35,348,876</u>	<u>(1,900,200)</u>	<u>-</u>	<u>33,448,676</u>
TOTAL FUNDS	<u>35,348,876</u>	<u>(1,900,200)</u>	<u>-</u>	<u>33,448,676</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Restricted general funds				
Restricted General Funds	12,928,252	(12,314,599)	-	613,653
Restricted Fixed Asset Funds	64,366	(1,381,219)	-	(1,316,853)
Pension Reserve	-	(489,806)	(707,194)	(1,197,000)
	<u>12,992,618</u>	<u>(14,185,624)</u>	<u>(707,194)</u>	<u>(1,900,200)</u>
Unrestricted fund				
Unrestricted General Funds	436,228	(436,228)	-	-
	<u>436,228</u>	<u>(436,228)</u>	<u>-</u>	<u>-</u>
TOTAL FUNDS	<u>13,428,846</u>	<u>(14,621,852)</u>	<u>(707,194)</u>	<u>(1,900,200)</u>

Comparatives for movement in funds

	At 1.9.19 £	Net movement in funds £	Transfers between funds £	At 31.8.20 £
Restricted general funds				
Restricted General Funds	2,960,515	262,488	(291,875)	2,931,128
Restricted Fixed Asset Funds	36,181,286	(906,413)	291,875	35,566,748
Pension Reserve	(2,188,000)	(961,000)	-	(3,149,000)
	<u>36,953,801</u>	<u>(1,604,925)</u>	<u>-</u>	<u>35,348,876</u>
TOTAL FUNDS	<u>36,953,801</u>	<u>(1,604,925)</u>	<u>-</u>	<u>35,348,876</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Restricted general funds				
Restricted General Funds	11,322,628	(11,060,140)	-	262,488
Restricted Fixed Asset Funds	401,750	(1,308,163)	-	(906,413)
Pension Reserve	-	(374,995)	(586,005)	(961,000)
	<u>11,724,378</u>	<u>(12,743,298)</u>	<u>(586,005)</u>	<u>(1,604,925)</u>
Unrestricted fund				
Unrestricted General Funds	507,214	(507,214)	-	-
	<u>507,214</u>	<u>(507,214)</u>	<u>-</u>	<u>-</u>
TOTAL FUNDS	<u>12,231,592</u>	<u>(13,250,512)</u>	<u>(586,005)</u>	<u>(1,604,925)</u>

Restricted general funds

These funds relate to Government funding for the provision of education by the Charitable Company. The General Annual Grant is revenue from the ESFA, from which the academy is expected to meet its day to day running cost.

Restricted fixed asset funds

These funds include grants used for the building works and the purchase of furniture, equipment, and ICT equipment. Fixed asset purchases from Department for Education grants are subject to restrictions under the school's funding agreement with the Department for Education.

The grants are released over the useful life of the acquired assets.

Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2021.

Analysis of Academies by Fund Balance

	2021 £	2020 £
Nishkam High School	1,916,529	1,639,028
Nishkam Primary School	1,238,232	1,148,945
Nishkam School West London	135,655	(20,061)
Nishkam School Wolverhampton	55,401	60,147
Nishkam School Trust	<u>103,069</u>	<u>103,069</u>
Total before fixed asset fund and pension reserve	3,448,886	2,931,128
Restricted fixed asset	34,345,790	35,566,748
Actuarial Loss	<u>(4,346,000)</u>	<u>(3,149,000)</u>
Total	<u>33,448,676</u>	<u>35,348,876</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

Analysis of Academies by Cost

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

	Teaching and support costs	educational staff costs	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total
	£		£	£	£	£
Nishkam High School	2,612,472		236,464	257,953	766,451	3,873,340
Nishkam Primary School	1,201,285		299,534	117,080	554,112	2,172,011
Nishkam School West London	3,412,552		431,841	171,482	623,101	4,638,976
Nishkam School Wolverhampton	1,250,845		130,882	68,931	407,656	1,858,314
Nishkam School Trust	287,022		149,846	48,812	162,312	647,992
	8,764,176		1,248,567	664,258	2,513,632	13,190,633

Central Service

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

	2021 £	2020 £
Consultancy Charges	30,650	10,165
Other Costs	13,006	24,529
Human Resources	43,059	42,958
Technology Costs	11,761	8,164
Educational Supplies	18,162	16,605
Government Costs	94,486	99,406
Staff Cost	<u>436,868</u>	<u>272,040</u>
	<u>647,992</u>	<u>473,867</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

18. MOVEMENT IN FUNDS - continued

The Trust charges for these costs services as follows:

	2021	2020
Nishkam High School	178,766	131,496
Nishkam Primary School	110,903	100,416
Nishkam West London	257,718	155,884
Nishkam School Wolverhampton	100,605	86,071
	<u>647,992</u>	<u>473,867</u>

The trust charges for central services on the following basis:

Pupil number per school,

During the year the individual schools made a contribution to Nishkam School Trust of 6% of their annual GAG income.

19. PENSION AND SIMILAR OBLIGATIONS

Teachers' pension scheme

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

The TPS is an unfunded scheme to which both 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.

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

19. PENSION AND SIMILAR OBLIGATIONS - continued

Valuation of the teachers' pension scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the period amounted to £1,216,444 (2020 - £1,030,303).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charity 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 2021 was £419,324 (2020 - £344,580), of which employer's contributions totalled £318,743 (2020 - £302,005), and employees' contributions totalled £100,581 (2020 - £42,575). The agreed contribution rates for future years are 0 per cent for employers and 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 an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued **for the year ended 31 August 2021**

19. PENSION AND SIMILAR OBLIGATIONS - continued

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

	Defined benefit pension plans	
	2021	2020
	£	£
Present value of funded obligations	(7,632,000)	(5,617,000)
Fair value of plan assets	<u>3,286,000</u>	<u>2,468,000</u>
	(4,346,000)	(3,149,000)
Present value of unfunded obligations	<u>-</u>	<u>-</u>
Deficit	<u>(4,346,000)</u>	<u>(3,149,000)</u>
Net liability	<u>(4,346,000)</u>	<u>(3,149,000)</u>

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

	Defined benefit pension plans	
	2021	2020
	£	£
Current service cost	755,000	637,000
Net interest from net defined benefit asset/liability	94,000	69,000
Past service cost	<u>-</u>	<u>-</u>
	<u>849,000</u>	<u>706,000</u>
Actual return on plan assets	<u>(1,000)</u>	<u>728,000</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

19. PENSION AND SIMILAR OBLIGATIONS - continued

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Opening defined benefit obligation	5,617,000	3,513,000
Current service cost	755,000	637,000
Contributions by scheme participants	87,000	86,000
Interest cost	93,000	68,000
Benefits paid	(38,000)	(22,000)
Experience loss(gain) on defined benefit obligation	(120,000)	790,000
Remeasurements:		
Actuarial (gains)/losses from changes in demographic assumptions	(83,000)	65,000
Actuarial (gains)/losses from changes in financial assumptions	1,321,000	480,000
	<u>7,632,000</u>	<u>5,617,000</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Opening fair value of scheme assets	2,468,000	1,325,000
Contributions by employer	306,000	247,000
Contributions by scheme participants	87,000	86,000
Expected return	(1,000)	(1,000)
Actuarial gains/(losses)	-	729,000
Benefits paid	(38,000)	(22,000)
Assets return less interest	420,000	75,000
Assets interest costs	44,000	29,000
	<u>3,286,000</u>	<u>2,468,000</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

19. PENSION AND SIMILAR OBLIGATIONS - continued

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Actuarial (gains)/losses from changes in demographic assumptions	83,000	(65,000)
Actuarial (gains)/losses from changes in financial assumptions	<u>(1,321,000)</u>	<u>(480,000)</u>
	<u>(1,238,000)</u>	<u>(545,000)</u>

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Equities	2,026,000	1,411,000
Gilts	241,000	232,000
Absolute return portfolio	133,000	101,000
Other Bonds	239,000	140,000
Cash/liquidity	99,000	134,000
Other	342,000	282,000
Property	<u>206,000</u>	<u>168,000</u>
	<u>3,286,000</u>	<u>2,468,000</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

19. PENSION AND SIMILAR OBLIGATIONS - continued

West Midlands Pension Fund

	2021	2020
Equities	1,490,000	1,062,000
Gilts	202,000	205,000
Other Bonds	150,000	73,000
Property	172,000	142,000
Other	342,000	282,000
Cash	90,000	125,000
	<u>2,446,000</u>	<u>1,889,000</u>

London Borough of Hounslow Pension Fund

	2021	2020
Equities	536,000	349,000
Gilts	39,000	27,000
Other Bonds	89,000	67,000
Property	34,000	26,000
Absolute return portfolio	133,000	101,000
Cash	9,000	9,000
	<u>840,000</u>	<u>579,000</u>

The major categories of the schemes assets as amounts of total scheme assets are as follows:

West Midlands Pension Fund

	2021 %	2020 %
Equities	61	56
Government Bonds	8	11
Other Bonds	6	4
Property	7	8
Cash/Liquidity	4	7
Other	14	15
	<u>100</u>	<u>100</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

19. PENSION AND SIMILAR OBLIGATIONS - continued

London Borough of Hounslow Pension Fund

	2021 %	2020 %
Equities	64	60
Gilts	5	5
Other Bonds	11	12
Property	4	4
absolute return portfolio	16	18
Cash	1	2
	<u>100</u>	<u>100</u>

Principal actuarial assumptions at the Statement of Financial Position date (expressed as weighted averages):

	2021	2020
Discount rate	1.70%	1.65%
Future salary increases	1.70%	2.20%
Future pension increases	3.85%	3.20%

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

Retiring today		
Males	21	22
Females	24	24
Retiring in 20 years		
Males	23	23
Females	26	26

Sensitivity analysis

	2021 £	2020 £
Discount rate +0.1%	4,134	3,076
Discount rate -0.1%	4,427	3,292
Mortality assumption - 1 year increase	4,457	3,301
Mortality assumption - 1 year decrease	4,106	3,066
CPI rate +0.1%	4,368	3,284
CPI rate -0.1%	4,144	3,083

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

20. RELATED PARTY DISCLOSURES

Owing to the nature of the academy trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which directors have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

Guru Nanak Nishkam Sewak Jatha (Birmingham) UK

An unincorporated charity in which the Patron Mohinder Singh Ahluwalia was a trustee.

In September 2011 Nishkam School Trust entered into a 25-year lease relating to properties at 3 Soho Road and 9 to 11 Soho Road. Guru Nanak Nishkam Sewak Jatha (Birmingham) UK hold the freehold. A leasehold interest was held by Guru Nanak Education Trust.

Guru Nanak Nishkam Education Trust

A charity in which the Patron Mohinder Singh Ahluwalia was a Trustee.

Nishkam Civic Association

A Charity in which the director Professor Upkar Singh Pardessi and the patron Mohinder Singh Ahluwalia were Trustees, and the Chief Operation Officer is a director.

Nishkam Security Limited

A company in which the Patron Mohinder Singh Ahluwalia was a director.

Marg Sat Santokh Manufacturers Limited

A company in which the Patron Mohinder Singh Ahluwalia was a director.

Nishkam Pharmacy Ltd

A 100% owned subsidiary of Nishkam Healthcare Trust in which trustee Mohinder Singh Ahluwalia has significant influence.

	2021	2020
Guru Nanak Nishkam Sewak Jatha (Birmingham) UK	£	£
Donation received from GNNSJ		
Rent and service charges paid to GNNSJ	272,234	272,234
Guru Nanak Nishkam Education Trust		
Rent paid to GNNET	40,203	40,203
Rent fees received from GNNET	12,000	12,000
Goods and services recharged by GNNET	4,038	10,696
Goods and services provided to GNNET	3,232	5,306
Amount due from GNNET	4,412	6,000
Nishkam Civic Association		
Room hire, staff training, and refreshments purchased from NCA	1,635	-
Nishkam Security Limited		
Security charges paid to NSL	17,217	18,191
Amount due to NSL	-	2,822
Marg Sat Santokh Manufactures Limited		
Goods purchased from MSS	165	4,340
Amount due to MSS	-	47
Nishkam Pharmacy Limited		
Goods purchases from NPL	-	207

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2021

21. AGENCY ARRANGEMENTS

For the year to 31 August 2021 the Trust received £15,422 bursary income and expensed £15,422.

22. OPERATING LEASE COMMITMENTS

At 31 August 2021 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

Land & Buildings

	2021	2020
	£	£
Amounts due within one year	217,101	217,101
Amounts due between one and five years	868,404	868,404
Amounts due after five years	<u>2,287,436</u>	<u>2,504,537</u>
	<u>3,372,941</u>	<u>3,590,042</u>

Operating leases

	2021	2020
	£	£
Amounts due within one year	46,331	47,094
Amounts due between one and five years	121,110	167,441
Amounts due after five years	-	-
	<u>167,441</u>	<u>214,535</u>



to empower
children
with **virtues**,
to enable them to
excel academically
& spiritually,
enabling them to
serve **humanity**
selflessly, with an abundance of
love, compassion, & forgiveness



nishkam

westlondon



nishkam

trust



nishkam

school
birmingham



nishkam

school
wolverhampton



nishkam

school
birmingham

