

Castleford Academy Trust (A Multi-Academy Trust)
(A Company Limited by Guarantee)

Annual Report and Financial Statements
Year ended 31 August 2019



Castleford Academy Trust
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Castleford Academy Trust
Reference and Administrative Details

Members

W Clift MBE JP (deceased 16 November 2018)
J Hughes (Chairman)
A Fletcher
J Budby
S Wright (resigned 19 July 2019)
A Pool
J Morrison (stepped down 22 November 2018)

Trustees

W Clift MBE JP (deceased 16 November 2018)
J Hughes
A Fletcher (Chairman)
J Iveson
G Panayiotou (appointed 20 November 2018)
M Hunter
J McNichol
J Morrison

Governors of Castleford Academy

W Clift MBE JP* (deceased 16 November 2018)
G Panayiotou* (Headteacher)
J Hughes*
A Fletcher
D Cook*
C Bland
A Kitchen
A Fender
K Scott*
I Hobson*
G Vessey
G Storr
M Thompson*
J McNichol* (Chairman)
L Atkinson
K Stoddard*
K Law

Castleford Academy Trust

Reference and Administrative Details (continued)

Governors of Castleford Park Junior Academy

J Hughes*
R Davies*
K Law (Headteacher)
S Churm (resigned 14 September 2018)
P Roe*
K Patrick*
M Roe
A Walker
J Roberts
J Burton (resigned 28 November 2018)
J Clarke*
J Dossey
J Dell* (resigned 5 December 2018)
S Beedle*
J Lister

Governors of Glasshoughton Infant Academy

B Hughes*
K Patrick*
P Phelps
K Law
P Wagstaff*
A Walker* (Headteacher)
P Moules
F Pease*
P Beckitt*
C Gordon*
C Probert*
J Catch
C Isherwood
J Clarke*

Castleford Academy Trust
Reference and Administrative Details (continued)

Governors of Three Lane Ends Academy

K Greatorex* (Headteacher)
 S Johnson*
 J Swain*
 M Homes*
 J Clarke*
 M Mattison*
 D Roberts*
 D Hoad*
 L Barrett*
 A Walker
 J Speight*
 L Coulson
 K John*
 L Wright*
 J Jakes*

* Members of the Finance and Personnel Committees

Company Secretary

S Stevens

Senior management team

Director of Castleford Academy Trust, Chief Executive Officer and Headteacher at Castleford Academy	G Panayiotou
Director of Business	S Stevens
Associate Headteacher at Castleford Academy	D Cook
Deputy Director of Business	A Smith
Assistant Headteacher at Castleford Academy and Chair of Castleford Pyramid Headteachers and Trust Liaison for Castleford Academy Trust	S Salmon
Headteacher at Castleford Park Junior Academy	K Law
Headteacher at Glasshoughton Infant Academy	A Walker
Headteacher at Three Lane Ends Academy	D Roberts
Business manager at Castleford Park Junior Academy	S Beedle
Business manager at Glasshoughton Infant Academy	C Probert
Business manager at Three Lane Ends Academy	M Mattison

Company Name

Castleford Academy Trust

Principal and Registered Office

Ferrybridge Road
 Castleford
 WF10 4JQ

Castleford Academy Trust
Reference and Administrative Details (continued)

Company Registration Number	07547039 (England and Wales)
Independent Auditor	Gibson Booth Chartered Accountants and Statutory Auditors New Court Abbey Road North Shepley Huddersfield HD8 8BJ
Bankers	Lloyds Bank plc 17 Westgate Wakefield WF1 1JZ Handelsbanken 6 Flemming Court Castleford WF10 5HW
Solicitors	Wrigleys Solicitors 19 Cookridge Street Leeds LS2 3AG

Castleford Academy Trust

Trustees' Report (continued)

The trustees of Castleford Academy Trust have pleasure in presenting their annual report and the audited financial statements of the charitable company for the year ended 31 August 2019. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates one secondary, one primary, one infant and one junior academy in Castleford, West Yorkshire. Its academies have a combined pupil capacity of 2,428 plus 156 nursery and 50 Post 16 places and had 2,287 pupils on roll plus 80 children in nursery and 36 in Post 16 in the school census in October 2019.

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 Castleford Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Castleford Academy Trust.

Details of the trustees who served during the year 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' Indemnities

A trustee may benefit from any indemnity insurance purchased at the academy trust's expense to cover the liability of trustees which by virtue of any law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the academy trust.

Governors' liability (which includes trustees of an Academy Trust) is provided within the Risk Protection Arrangement (RPA) from the Department for Education up to a limit of £10,000,000 in any one membership year.

Principal Activities

The principal activities of the charitable company are to establish and maintain a number of academies in accordance with the requirements of the Master Funding agreement in place with the Education and Skills Funding Agency (ESFA).

Method of Recruitment and Appointment or Election of Trustees and Governors

In accordance with the articles of association the trustees are appointed as follows:

1. The members may appoint up to 12 trustees. The members of Castleford Academy Trust are:
 - a. William Clift MBE (deceased 16 November 2018)
 - b. John Hughes
 - c. Sally Wright (resigned 19 July 2019)
 - d. Angela Pool
 - e. John Morrison (stepped down as member 22 November 2018)
 - f. Adam Fletcher
 - g. Josephine Budby
2. The members may appoint trustees through such process as they may determine. The articles allow the members the decision on whether to appoint the trust's senior executive as a trustee, however, no other employee shall serve as a trustee in order to retain clear lines of accountability through the senior leader.
3. There shall be a minimum of two parent directors unless there are local governing bodies which include at least two parent members. Parent trustees or governors must be parents of a registered pupil at an academy or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age.

All trustees are appointed on the basis of the contribution they can make to the development and success of Castleford Academy Trust. The trustees are assessed based on personal qualities, specific skills and expertise they can provide. All trustees give their time freely and receive no remuneration other than reasonable expenses, except the Chief Executive Officer who is an employee of Castleford Academy Trust.

Policies and procedures adopted for the induction and training of governors

The training and induction provided for new trustees will depend on their existing experience. Where necessary, induction will provide training on charity, education, legal and financial matters. New trustees will be given a tour of the academies within the Trust and the chance to meet with staff and students. All trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees.

Castleford Academy Trust

Trustees' Report (continued)

Organisational Structure

The management structure consists of three levels: The board of trustees, the governing bodies and the senior leadership teams. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The trustees are responsible for the strategic direction of the Academy Trust. They set the vision for the trust, development plans, general policy and the budget. The trustees monitor performance in education, compliance and finance. They make major decisions about the direction of the Academy Trust, capital expenditure and senior staff appointments.

The board of trustees holds each governing body of academies within the Trust to account. A detailed handbook of governance and scheme of delegation outlining the responsibility of all stakeholders has been adopted by the Academy Trust and is reviewed annually. Each governing body monitors, challenges and supports the quality of teaching and learning, the achievement of pupils, behaviour of pupils, financial decisions, building and maintenance and health and safety. They are also responsible for monitoring general policy and progress of the annual development plan.

Executive leaders and the Senior Leadership Team with Middle Managers are responsible for the day to day operation of the academy trust and each academy within it.

Arrangements for setting pay and remuneration of key management personnel

Castleford Academy Trust adheres to School Teachers Pay and Conditions 2019 for setting the pay of senior leaders and all staff. Please refer to Castleford Academy Trust Pay and Performance Management Policies 2019 for further details.

Castleford Academy Trust subscribe to Wakefield Council's buy-back arrangements for academies to access local trade union representatives from the recognised teacher associations ASCL, ATL, NAHT, NASUWT and NUT. The annual cost Sep-18 to Aug-19 was £11,551.

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
0	0

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	100%
1%-50%	0
51%-99%	0
100%	0

Percentage of pay bill spent on facility time

Provide the total cost of facility time	£0
Provide the total pay bill	£10,182,000 (inc employers pension & NI)
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x 100	0%

Paid trade union activities

Time spent on trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on trade union activities by relevant union officials during the relevant period / total paid facility time hours) x 100	0%
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Connected Organisations, Including Related Party Relationships

There are no related parties which either control or significantly influence the decisions and operations of Castleford Academy Trust. There are no sponsors.

Castleford Academy Trust

Trustees' Report (continued)

Objectives, Strategies and Activities

Aims and Objectives

The principal objective and activity of Castleford Academy Trust is to advance education in Castleford for public benefit. In particular by establishing, maintaining, managing and developing its academies and offering a broad and balanced curriculum.

The main objectives of academies within the trust during the period ended 31 August 2019 are summarised below:

Objective	Performance
To maintain and improve the standard of educational achievement for all students and ensure support is provided where needed to enable this to happen.	See strategic report and performance data on each academy below.
To continue to improve the effectiveness of curriculum and organisational structures through evaluation, clear accountability models and a quality assurance framework to lead to improved performance.	Through a process of continual review, key areas have been addressed with regards to organisational review. This includes leadership, curriculum, HR, finance and payroll, premises, IT support, education support and business services.
To start the process to increase academies in the trust from 4 to 7 in this academic year.	The academy trust has built structural capacity ahead of MAT growth. George Panayiotou is now a National Leader of Education and Castleford Academy is a National Support School. The academy trust is providing significant school improvement and business support to a range of partner schools that could potentially join Castleford Academy Trust.
To secure an Ofsted grading of at least good in all academies within the MAT and to make strides towards OFSTED outstanding.	See strategic report and performance data for each academy. The progress for each individual academy is highlighted in their self-evaluation report and validated by the external School Improvement Partner, evidenced in 2018/2019 reports.
To ensure that every academy within the MAT is able to generate a positive financial outcome at the end of each financial year through efficient, forward and effective curriculum led financial planning	The Academy Trust is committed to ensuring that all business is conducted in the public interest ensuring value for money and using resources efficiently to maximise outcomes for pupils. The impact is monitored through the finance, risk and audit committee and benchmarking exercises.
To ensure all academies in the trust are fully compliant whilst improving procedures to identify, monitor, mitigate and escalate risk	The risk register is updated annually and strategic and operational risks are reviewed regularly. PiB, external advisors acting as competent person for the trust perform annual risk mapping and compliance audits.

Our Objectives

The objectives and aims for 2019/2020 are set out below:

- To maintain and improve the standard of educational achievement for all pupils and ensure support is provided where needed to enable this to happen.
- To continue to improve the quality of education, effectiveness of curriculum and organisational structures through valuation, clear accountability models and a quality assurance framework to lead to improved performance.
- To increase academies in the trust from 4 to 6 in this academic year.
- To secure an Ofsted grading of at least good in all academies within the MAT and to make strides towards OFSTED outstanding.
- To ensure that every academy within the MAT is able to generate a positive financial outcome at the end of each financial year through efficient, forward and effective financial management and curriculum led financial planning.
- To ensure all academies in the trust have a good risk profile whilst continuing to improve procedures to identify, monitor, mitigate and escalate risk.

Strategic Aims and Values

Our trust vision is simple "working together to achieve excellence for all".

Within the Castleford Academy Trust, in our pursuit of excellence, we work hard to ensure that no child is left behind. The Academy Trust puts pupils at the heart of everything that we do. In our commitment to excellence, we place ourselves at the forefront of educational developments and create an environment that is innovative, a positive climate for learning and attainment and fully supports pupils' social and emotional developments.

Each academy will be an exciting place to learn with high quality educational experiences and an innovative approach to the curriculum. Children will thrive emotionally and academically and be prepared for their adult life. We are committed to delivering the highest standards of education possible and a continual review of curriculum and organisational structures will enable pupils to succeed and achieve. We will ensure that all academies within the MAT are committed to working towards at least OFSTED good and make significant strides towards outstanding.

Castleford Academy Trust

Trustees' Report (continued)

Castleford Academy Trust is committed to working together to provide the best outcomes for children within the community. We aim to raise pupil expectations and aspirations through teaching and learning, effective leadership and the sharing of outstanding practice. Mutual sharing of knowledge, expertise, systems and resources from across education and business will support the raising of educational standards and achievements and enable us to sustain and enhance educational performance whilst taking into account statutory and regulatory requirements.

The Academy Trust Board's whole purpose is to raise standards and outcomes for all pupils regardless of starting points. We believe that success is achieved when we work together.

Employment of disabled persons

The academy trust is committed to employment policies, which follow best practice, based on equal opportunities for all employees, irrespective of sex, race, colour, disability or marital status and offers appropriate training and career development for disabled staff. In the event of members of staff becoming disabled the academy trust continues employment wherever possible and arranges the appropriate training.

Employee involvement

The academy trust's employment policies are designed to attract, retain and motivate the best people. The academy trust involves employees at all levels of the organisation through a broad base of regular communication, meetings and briefing sessions to understand current issues and communicate future developments.

Public Benefit

The trustees confirm that they have complied with its duty to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The main benefit delivered by the trust is the provision of high quality education to its students. This has been evidenced through the results achieved and feedback from external assessments.

Strategic Report

Achievements and Performance

Castleford Academy

Castleford Academy received a Section 5 Full Ofsted Inspection in October 2019. The inspection highlighted that Castleford Academy was the first secondary school in the country to be judged 'Outstanding' under the new inspection framework released in September 2019. A summary of the judgements and key strengths of the academy are set out below:

	Judgement
Overall Effectiveness	Outstanding
Quality of Education	Outstanding
Behaviour and Attitudes	Outstanding
Personal Development	Outstanding
Leadership and Management	Outstanding
Sixth Form Provision	Outstanding

- Castleford Academy is an exciting place to learn. Pupils follow a fulfilling curriculum. They gain deep knowledge and understanding across a wide range of subjects. Pupils achieve exceptionally well in mathematics and science. Their progress across many other subjects is very strong. Leaders prepare pupils thoughtfully for their next steps in life.
- Leaders plan memorable experiences for pupils. These include partnerships with major art galleries and ballet companies. Pupils also work with local businesses and employers. Leaders connect trips and visits with learning in lessons. Teachers inspire pupils with the opportunities on offer. Such experiences widen pupils' horizons and develop their confidence.
- Pupils behave very well. Leaders create a calm and respectful environment. Pupils are articulate and polite. Leaders do not tolerate bullying, and pupils agree. Pupils know who to go to if they need help. Many pupils hold positions of responsibility. These help to develop pupils' self-esteem. Staff listen and respond to pupils' views. The school is a safe and supportive place to learn.
- Senior leaders want pupils to secure deep knowledge and skills across many subjects. Staff share this aim. Leaders map out carefully what pupils need to know and remember. This is done across key stages 3 and 4. Effective teaching helps all pupils to make exceptional progress across the curriculum.
- Senior leaders develop the expertise of curriculum leaders in all subjects. Curriculum leaders share this expertise with their departments. They also share this with other schools. Teachers use research and professional development to create demanding curriculum plans. They focus on the subject-specific language pupils need to learn. Pupils' subject knowledge is developed very well. Pupils can explain how teachers help them to remember their learning. This strong knowledge is reflected in pupils' work and their exceptional progress at GCSE. Teachers ensure that all pupils benefit from the quality of education they provide.

Castleford Academy Trust

Trustees' Report (continued)

- Pupils value learning. They can explain how teachers help them to learn. They listen carefully to their teachers and to one another. Pupils attend well. Leaders and teachers help pupils to behave well. Incidents of exclusion are low and declining.
- Leaders support pupils' development as responsible young people. They make sure that the curriculum challenges racism and homophobia. Pupils value equality and the rights of others. Pupils work with local businesses in construction, care and engineering. This builds their self-confidence. Pupils receive very high-quality careers advice. This helps the overwhelming majority move on to further education and employment.
- Teachers support pupils with special educational needs and/or disabilities (SEND) very well. They ensure pupils with SEND understand their learning across subjects. Pupils with particular needs, such as those with hearing impairments, access a full curriculum. Teachers encourage all pupils to read. Staff provide strong support for pupils who need to catch up with their reading.
- The headteacher provides clear vision for staff and pupils. He is supported by a very strong team that has provided an exceptional quality of education for pupils. Parents and the wider community are closely involved in the life of the school. These partnerships support the curriculum. Parents value the quality of education that their children receive.
- Leaders manage school finances and resources well. They have taken practical steps to manage staff workload. They make sure that staff can focus on their main priorities. Staff feel well-supported. They are a highly motivated team of staff who are proud to work at the school. Leaders provide training and coaching that has developed subject expertise to a high level. Other schools value this expertise and the wider support the school provides.
- In the sixth form, leaders have built a curriculum to meet students' needs. These needs were not being met elsewhere. High levels of subject expertise carry through to the sixth form. Pupils gain deep knowledge and skills in the subjects on offer. They also make strong progress in important English and mathematics qualifications. Students receive excellent guidance on their next steps. They also benefit from planned work experience. They attend well. Students achieve highly in all subjects. They are very well prepared for future education and employment.
- The arrangements for safeguarding are effective. Leaders have developed a very strong focus on safeguarding. The safeguarding team work with staff to raise awareness of pupils' safety. They provide thorough training for staff. Leaders liaise with other professionals to check and support pupils' welfare. Staff and pupils know who to talk to if they have concerns over welfare. Leaders follow-up any concerns on pupils' safety and record them thoroughly. Leaders teach pupils about safety through planned curriculum activities. Leaders carry out thorough checks on the suitability of adults working at school.

Castleford Park Junior Academy

Castleford Park Junior Academy received a Section 5 Full Ofsted Inspection in February 2019. The inspection highlighted that Castleford Park Junior Academy was to be judged 'Good' overall for the first time since Ofsted inspections were established. A summary of the judgements and key strengths of the academy are set out below:

	Judgement
Overall Effectiveness	Good
Effectiveness of leadership and management	Good
Quality of teaching, learning and assessment	Good
Personal development, behaviour and welfare	Good
Outcomes for pupils	Good

- The headteacher, supported by the leadership team, has high expectations and is committed to the school's continued improvement. She provides strong leadership for staff and pupils.
- Governors and the trust have provided effective challenge and support. As a consequence, leaders have successfully tackled all of the areas requiring improvement at the time of the last inspection.
- Teaching, learning and assessment and outcomes are now securely good. The teaching of the basic skills of reading, writing and mathematics has improved and is effective across the school.
- Pupils make good progress from their differing starting points. They typically reach above average standards in reading and writing and average standards in mathematics. However, there are a few inconsistencies, and, in some cases, progress is less consistent.
- Teachers' high expectations mean that most pupils produce a good amount of work to a high standard. However, there are a few inconsistencies and not enough is always expected of all pupils.
- Spelling, grammar and punctuation skills are taught effectively so most pupils present work to a good standard. On occasion, not all errors are corrected, and some pupils make repeated mistakes.
- Strengths in pupils' attitudes contribute to their successful learning and development.
- Pupils' behaviour is good, both in classrooms and around the school. Pupils say that they enjoy school, which is reflected in their steadily improving attendance. They are eager to learn and work hard.
- The curriculum is effectively planned and implemented. However, there are some small variations in the impact on pupils' learning in some subjects.
- Teachers' strong subject knowledge is used well in English and mathematics lessons. Occasionally, in other subjects teachers' knowledge is less well developed.

Castleford Academy Trust

Trustees' Report (continued)

- There are strengths in the promotion of pupils' spiritual, moral, social and cultural development. As a consequence, pupils are effectively prepared for life in modern Britain.
- Subject leadership has improved so that leaders have an accurate view of the strengths and where further improvements could be made.
- Most parents and carers are supportive of the school and value the recent improvements.

Glasshoughton Infant Academy

Glasshoughton Infant Academy has not been inspected since joining the trust. The predecessor school was inspected by Ofsted in May 2009 and judged as 'outstanding' in all areas. The academy has an annual health check ensuring that excellent standards are maintained. A summary of the key strengths are set out below, evidenced by the most recent external review in March 2019:

- As part of the Castleford MAT the school provides an 'engine' to drive improvements across the other schools in the trust, for example in the support for induction of newly and recently qualified teachers.
- The pupils are at the heart of all that leaders and staff do at this warm, welcoming and successful school.
- Together with the Castleford Trust and governors, the headteacher has fostered the growth of a team of talented and dedicated leaders who play an ever more important role in the development of the school's high quality of education. Leaders at all levels share the headteacher's clear vision and drive for the improvement of pupils' outcomes. Consequently, the school has plenty of capacity to keep going from strength to strength.
- Leaders' aspirations for pupils' academic success are matched by their determination to develop pupils' emotional and social skills.
- Leadership of the school's provision for pupils with special educational needs and/or disabilities is highly effective. The senior leader responsible for the provision for pupils with SEND works with a range of professionals to ensure that teachers and support staff have the knowledge and expertise to support this group of pupils.
- Leaders are highly ambitious for the outcomes of disadvantaged pupils. Their use of the pupil premium funding is sharply focused on removing barriers to learning. Teachers work closely with pastoral leaders to ensure that disadvantaged pupils are well supported and receive work that challenges them. Consequently, disadvantaged pupils achieve at least as well as other pupils nationally, and sometimes better.
- Leaders have worked assiduously in reviewing the curriculum. Their careful planning has led to the development of a curriculum that is exciting and challenging.
- Pupils are confident and happy in school because they know that they are valued and cared for well.
- Teaching is strong in the school.
- The school's work to promote pupils' personal development and welfare is highly effective.
- The behaviour of pupils is exemplary.
- Pupils enjoy coming to school and rarely miss a day. Attendance is consistently above the national average, and rates of persistent absence are lower than average. This is because of the impact of the trust in ensuring that families are the focus for support and intervention if there are specific barriers to attendance. The work of the trust's welfare officer coupled with the school's support staff ensures that any absence is always followed up.
- Pupils' behaviour in class and around school is impeccable. They are polite and courteous, and their respect for each other and for their teachers is a reflection of the example their teachers set.
- Pupils say that bullying at school is very rare, but if it does occur, teachers always deal with it very quickly and effectively.
- By the time pupils leave key stage 1 and over a substantial period of time, pupils attain standards consistently above the national average in reading, writing and mathematics. This highlights the excellent progress they make from their starting points over their time in the school.
- Children at Glasshoughton make an excellent start to their education.
- Leaders and managers share the highest aspirations for children and are uncompromising in their drive to improve outcomes even further. The proportion of children reaching a good level of development by the time they leave the Reception class is consistently above the average nationally and continues to rise.

Three Lane Ends Academy

In November 2019 an Ofsted inspection took place and judged that the academy 'required improvement' in all areas. Three Lane Ends Academy joined the trust in September 2014. The new headteacher and her leadership team have been in place since February 2019. A summary of the key strengths of the academy are set out below:

- Pupils told inspectors that the school has improved recently. Most pupils are proud of their school.
- Behaviour is improving. Most pupils conduct themselves well. A small number of pupils with more complex needs require additional support to improve their behaviour. The school is generally calm. However, pupils can be boisterous at playtimes.
- Pupils' attendance has improved. Despite this, disadvantaged pupils are more likely to be regularly absent from school.
- Most pupils feel that staff deal with bullying when it happens. This has not always been the case in the past. Pupils feel confident about talking to an adult if they have any worries or concerns. Older pupils enjoy supporting younger pupils.
- Leaders, the trust and governors know that the quality of education is not good enough. They have identified the main priorities for improvement. Pupils in key stage 2 are making better progress. Last year, Year 6 pupils' attainment and progress in reading, writing and mathematics were in line with the national averages, which was an improvement on previous years. Pupils are now better prepared for secondary school. Children in the early years and key stage 1 do not achieve as well as they should. Children are not well prepared for Year 1.
- Pupils in key stage 2 enjoy reading. They talk positively about using the school's library and the range of books available. Pupils enjoy story time at the end of each day.

Castleford Academy Trust

Trustees' Report (continued)

- Most pupils behave well. They want to do well. However, pupils' behaviour during break time and lunchtime can be boisterous. Leaders ensure that all behavioural incidents and follow-up actions are recorded. However, they do not have a clear overview of these incidents so that they understand trends over time.
- Pupils learn about friendships, health and well-being, and respect and tolerance. Pupils show respectful and tolerant attitudes towards others. However, they have a more limited understanding of the importance of British values and of some of the local risks.
- New governors have been appointed in the last year. They have a good range of skills. They understand what needs to improve. However, they have not challenged leaders well enough to improve the quality of education.
- New staff feel well supported. Most staff feel that leaders consider their workload and well-being. Staff morale is improving as a result.
- The arrangements for safeguarding are effective.
- Staff understand the important role they play in keeping pupils safe. They pass on any concerns they have about children, no matter how small. The school now has a more robust system for identifying pupils who may need help and support. Leaders make sure that all the necessary checks are carried out on staff before they are appointed. Pupils have a good understanding of how to keep themselves safe online. They learn about some aspects of keeping themselves safe outside of school, such as road safety and 'stranger danger'.

Key Performance Indicators

The total numbers of pupils for the year ended 31 August 2019 were as follows (2017/18 figures are shown for comparative purposes).

The total numbers of students in primary academies for the year ended 31 August 2019 were as follows (2017/18 figures are shown for comparative purposes):

Academy	2018/19	2017/18
Nursery		
Glasshoughton Infant Academy	42	57
Three Lane Ends Academy	38	33
Primary		
Glasshoughton Infant Academy	180	181
Three Lane Ends Academy	358	372
Castleford Park Junior Academy	402	410
Secondary		
Castleford Academy	1376	1331
Post 16		
Castleford Academy	36	43

Secondary Academy

The headline results for the 2018/2019 academic year are summarised as follows:

Academy	5-9 in English and Maths	
	2019	2018
Castleford Academy	54%	45%
	Progress 8	
	2019	2018
	+0.41	+0.54
	Attainment 8	
	2019	2018
	48.41	48.54
	EBACC	
	2019	2018
	20%	9%

KS5 Results for academic year 2018/19.

Average Grade

	2019 Cohort	2018 Cohort
Average Result School	Distinction -	Distinction -
Average Result National	Distinction	Distinction +

Castleford Academy Trust

Trustees' Report (continued)

Percentage of students completing their main study programme

	2019 Cohort	2018 Cohort
School	84.2%	93.0%
National	87.9%	87.9%

GCSE Maths Progress

	2019 Cohort	2018 Cohort
School	+0.67	+0.90
National	-0.13	0.00

GCSE English Progress

	2019 Cohort	2018 Cohort
School	+0.25	+0.63
National	-0.10	-0.02

Attendance

Academy	Attendance Levels		Persistent Absence	
	2018	2019	2018	2019
Castleford Academy	95.1%	95%	9%	10.8%

Primary Academies

The percentage of pupils achieving the expected standard or above at the end of Key Stage 2. Academic year 2018/2019 summarised as follows:

KS2 2019 Attainment	% at the Standard				
School Name	Re	Wr	GPS	Ma	RWM
Castleford Park Junior Academy	85%	91%	88%	88%	81%
Three Lane Ends Academy	73%	78%	88%	81%	65%

The progress from KS1 to KS2 in the academic year 2018/2019 summarised as follows:

KS1 to KS2 Progress	Progress measures: KS1 to KS2		
	Reading	Writing	Maths
Castleford Park Junior Academy	0.56	1.36	-0.09
Three Lane Ends Academy	0.14	-1.25	1.07

The percentage of pupils achieving the expected standard or above at the end of Key Stage 2. Academic year 2017/2018 summarised as follows:

KS2 2018 Attainment	% at the Standard				
School Name	Re	Wr	GPS	Ma	RWM
Castleford Park Junior Academy	79%	81%	77%	71%	58%
Three Lane Ends Academy	56%	66%	68%	66%	44%

The progress from KS1 to KS2 in the academic year 2017/2018 summarised as follows:

KS1 to KS2 Progress	Progress measures: KS1 to KS2		
	Reading	Writing	Maths
Castleford Park Junior Academy	-0.7	0.2	-1.6
Three Lane Ends Academy	-4.1	-3.4	-2.6

Castleford Academy Trust

Trustees' Report (continued)

The percentage of pupils achieving the expected standard or above at the end of Key Stage 1. Academic year 2018/2019 summarised as follows:

KS1 2019 Attainment	% at the Standard		
School Name	Re	Wr	Ma
Glasshoughton Infant Academy	88%	83%	86%
Three Lane Ends Academy	46%	41%	52%

The percentage of pupils achieving the expected standard or above at the end of Key Stage 1. Academic year 2017/2018 summarised as follows:

KS1 2018 Attainment	% at the Standard		
School Name	Re	Wr	Ma
Glasshoughton Infant Academy	87%	77%	83%
Three Lane Ends Academy	49%	43%	52%

The percentage of pupils achieving the expected standard for phonics screening at the end of Year 1. Academic year 2017/2018 summarised as follows:

	Yr 1 Phonics	
	2019	2018
Glasshoughton Infant Academy	89%	90%
Three Lane Ends Academy	67%	77%

The percentage of pupils achieving the expected standard for EYFS. Academic year 2017/2018 summarised as follows:

	EYFS GLD	
	2019	2018
Glasshoughton Infant Academy	82%	77%
Three Lane Ends Academy	68%	67%

Attendance

Academy	Attendance Levels		Persistent Absence	
	2018	2019	2018	2019
Castleford Park Junior Academy	95.1%	96.3%	8.0%	3.6%
Glasshoughton Infant Academy	95.7%	96.0%	5.0%	5.0%
Three Lane Ends Academy	95.5%	95.5%	10.8%	10.8%

Castleford Academy Trust

Trustees' Report (continued)

Going Concern

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

Financial Review

Most of the academy trust's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted as defined by its Funding Agreement. The grants received from the ESFA and other government bodies during the year ended 31 August 2019 and the associated expenditure are shown as restricted general funds in the Statement of Financial Activities. The academy trust received total revenue grant income of £12,126,000 (2018: £11,574,000) during the year. Details are shown in note 3 to the accounts.

The academy trust also received capital funding of £377,000 (2018: £740,000) during the year. The grants are shown in the Statement of Financial Activities as restricted fixed asset funds and restricted general funds. The restricted fixed asset fund balance is reduced by depreciation charges over the expected useful life of the assets concerned. Details are shown in note 17 to the accounts.

The Academy Trust incurred net expenditure for the period of £848,000 (2018: £1,216,000). A loss of £3,301,000 (2018: £1,131,000 gain) has been provided for an actuarial gain on the defined benefit pension scheme.

At 31 August 2019 the net book value of tangible fixed assets was £16,967,000 (2018: £16,650,000). The assets were used exclusively for providing education and the associated support services to the students of the academy trust.

Reserves Policy

The Trustees review the level of reserves of the academy trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The Trustees consider it prudent that the academy trust maintains sufficient reserves to meet unexpected expenditure and a formal target level of reserves has been calculated to be in line with one month's payroll costs for each academy: £580,000, £120,000, £70,000 and £115,000 respectively for Castleford Academy, Castleford Park Junior Academy, Glasshoughton Infant Academy and Three Lane Ends Academy. Under ESFA guidelines, there are no restrictions on the amount of the General Annual Grant (GAG) academies are permitted to carry forward.

The restricted general reserves are £956,000 at 31 August 2019 (excluding the pension reserve liability) and unrestricted reserves are £1,138,000, making a total of £2,094,000.

The Local Government Pension Scheme has been calculated to have an actuarial loss of £3,301,000 in the year with a deficit of £8,172,000 at 31 August 2019.

Investment Policy

The Trustees' investment powers are governed by the Memorandum and Articles of Association and Funding Agreement with the Secretary of State. They restrict the investment vehicles that may be used. There are currently no funds available for long term investment and any surplus funds which are retained are placed on short term deposit.

Principal risks and uncertainties

The trustees have a duty to identify and review the risks to which the academy trust is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The academy trust has agreed a risk management strategy. The risk register and risk management plan are reviewed in light of any new information and formally reviewed annually.

The trustees have assessed the major risks to which the Academy Trust is exposed, in particular those relating to the specific provision of teaching, facilities management and other operational areas of the Academy Trust and its finances. The trustees have implemented a number of systems to assess the risks that the trust faces, especially in the operational areas (e.g. in relation to teaching, health and safety, compliance and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured that they have adequate insurance cover. The Academy Trust has an effective system of internal financial controls and this is explained in more detail in the statement below.

The principal financial risks facing the Academy are as follows:

- Changes through School Funding Reform, including changes to AWPU & SEN funding; and
- A significant drop in pupil numbers.

Castleford Academy Trust

Trustees' Report (continued)

Financial and risk management objectives and policies

The Academy Trust's dealings with financial instruments are limited to bank accounts, creditors and debtors. This limitation serves to minimise credit and liquidity risks when this is combined with the nature the Academy Trust's debtors (being principally Government bodies and other schools) and therefore the risk to cash flow is also minimal.

Fundraising

The trust does not employ commercial participators or professional fundraisers. Schools within the trust fundraise through regular school fund activities such as Christmas and Summer Fairs. Fundraising also takes place to support other charitable organisations, for example non-uniform days or coffee mornings.

Plans for Future Periods

GAG reserves are being set aside for the following projects and expenses:

- Property strategies to cope with expanding schools and increasing pupil numbers;
- Continued classroom refurbishment and improvements;
- Flood defence systems;
- IT network and facilities.

Funds Held as Custodian Trustee on Behalf of Others

There are no funds held on behalf of others.

Statement as to Disclosure of Information to Auditors

So far as the trustees are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware; and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

Approved by order of the board of trustees on 13 December 2019 and signed on its behalf by:



A. Fletcher
Chair of Trustees

Castleford Academy Trust

Governance Statement

Scope of Responsibility

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

The board of trustees has delegated the day-to-day responsibility to the Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Castleford Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 5 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr W Clift MBE	1	1
Mr J Hughes	4	5
Mr A Fletcher (Chairman)	5	5
Mr J Iveson	3	5
Mrs J Budby	0	1
Mrs M Hunter	5	5
Mrs J McNichol	5	5
Mr G Panayiotou	5	5
Mr J Morrison	3	4

Attendance during the year at meetings of the governing body of Castleford Academy was as follows:

	Meetings attended	Out of a possible
W Clift MBE	1	1
G Panayiotou (Chief Executive Officer)	4	5
J Hughes	3	5
D Cook	5	5
C Bland	2	5
A Kitchen	1	5
A Fender	4	5
K Scott	3	5
I Hobson	4	5
G Vessey	4	5
A Fletcher	3	5
G Storr	4	5
M Thompson	5	5
J McNichol (Chairman)	5	5
L Atkinson	4	5
K Stoddard	1	1
K Law	1	1

The finance, personnel and premises committee of Castleford Academy is a sub-committee of the governing body. Attendance at meetings in the year was as follows:

	Meetings attended	Out of a possible
W Clift MBE	1	1
G Panayiotou (Chief Executive Officer)	4	4
J Hughes	3	4
D Cook (Associate Headteacher)	1	4
I Hobson	4	4
K Scott	2	4
J McNichol (Chairman)	4	4
M Thompson	1	1
K Stoddard	0	1

Castleford Academy Trust

Governance Statement

Attendance during the year at meetings of the governing body of Three Lane Ends Academy was as follows:

	Meetings attended	Out of a possible
K Greatorrex	1	1
M Holmes	5	5
S Johnson	5	5
J Speight	5	5
J Swain	5	5
M Mattison (Business manager)	5	5
J Clarke	5	5
D Roberts	5	5
D Hoad	5	5
L Barrett	1	1
J McNichol	4	5
A Walker	2	4
L Coulson	5	5
K John	2	2
L Wright	2	2
J Jakes	1	1

The finance and personnel committee of Three Lane Ends Academy is a sub-committee of the governing body. Attendance at meetings in the year was as follows:

	Meetings attended	Out of a possible
K Greatorrex	1	1
S Johnson	6	6
J Speight	6	6
M Homes	6	6
M Mattison	6	6
J Clarke	6	6
J Swain	6	6
D Roberts	6	6
D Hoad	4	6
L Barrett	1	1
J McNichol	5	5
K John	2	2
L Wright	2	2
J Jakes	1	1

Attendance during the year at meetings of the governing body of Castleford Park Junior Academy was as follows:

	Meetings attended	Out of a possible
J Hughes	6	6
J Dossey (Chair)	4	6
R Davies	6	6
S Churm	4	6
K Law	6	6
K Patrick	3	6
J Roberts	6	6
P Roe	6	6
M Roe	5	6
A Walker	5	6
J Burton	1	1
J Clarke	5	6
S Beedle (Business manager)	5	6
L Simpson	5	5
J Lister	2	2

Castleford Academy Trust

Governance Statement

Attendance during the year at meetings of the governing body of Glasshoughton Infant Academy was as follows:

	Meetings attended	Out of a possible
K Patrick	4	6
P Phelps	6	6
P Wagstaff	6	6
A Walker	6	6
P Moules	0	0
P Becket	3	6
K Law	4	6
B Hughes	5	6
F Pease	6	6
C Probert (Business manager)	4	6
C Gordon	6	6
J Clarke	4	6
J Catch	5	5
C Isherwood	3	6

Following the introduction of the Trust finance, risk and audit committee meetings and monthly finance reporting to the board of Trustees, the functions of the finance and personnel committee are performed at the full governor body meetings at Castleford Park Junior Academy and Glasshoughton Infant Academy.

Review of Value for Money

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

The accounting officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- **Continuing Effective Procurement**
All contracts continue to be appraised or negotiated in a timely manner to ensure best value is achieved in terms of suitability, efficiency, time and cost.
- **Achieving Greater Efficiencies**
Budgets are strictly managed with opportunities being regularly sought for greater efficiency including reviewing best practice and bench marking with other similar schools.
- **Reviewing Controls and Managing Risks**
A Business Continuity Management Plan continues to be developed in order to prepare for managing risks faced by Academies within the Trust, whether from internal system failures or external emergencies such as extreme weather.

Trustees, governors, senior leaders review the quality of the school environment and equipment, carrying out risk assessments where appropriate, in order to provide a safe working environment for pupils, staff and visitors.

The Purpose and the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Castleford Academy Trust for the period from 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period from 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. The process is regularly reviewed by the board of trustees.

Castleford Academy Trust

Governance Statement

The Risk and Control Framework

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

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

The board of trustees has considered the need for a specific internal audit function and has decided to appoint Allotts Chartered Accountants as internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular the checks carried out in the current period included:

- Month end procedures
- Payroll procedures
- Related parties and executive pay


Review of Effectiveness

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

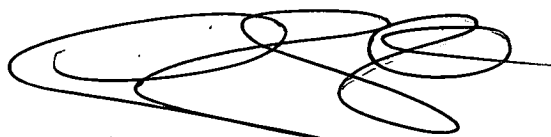
- the work of the reviewer;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the board of trustees on 13 December 2019 and signed on its behalf by:



A. Fletcher
Chair of Trustees



G Panayiotou
Accounting Officer

Castleford Academy Trust

Statement of Regularity, Propriety and Compliance

As accounting officer of Castleford Academy Trust I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the multi-academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2018.

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

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

G Panayiotou
Accounting Officer

Castleford Academy Trust

Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP 2014 and the Academies Accounts Direction 2018 to 2019
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

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

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

Approved by order of the members of the board of trustees on 13 December 2019 and signed on its behalf by:



A Fletcher
Chair of trustees

Castleford Academy Trust

Independent Auditor's Report to the Members of Castleford Academy Trust

Opinion

We have audited the financial statements of Castleford Academy Trust ("the academy trust") for the year ended 31 August 2019 which comprise the Statement of Financial Activities, the Balance Sheet, 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Academies Accounts Direction 2018 to 2019 issued by the Education Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31 August 2019, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2014 and the Academies Accounts Direction 2018 to 2019 issued by the Education Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the 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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Castleford Academy Trust

Independent Auditor's Report to the Members of Castleford Academy Trust

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters 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.

Respective responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 20, the trustees (who are also the directors of the academy trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

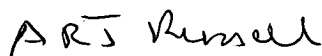
In preparing the financial statements, the trustees are responsible for assessing the academy trusts ability to continue as a going concern disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the academy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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that included 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. Misstatement can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

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



Alistair Russell FCA
For and on behalf of
Gibson Booth Chartered Accountants
and Statutory Auditors
New Court
Abbey Road North
Shepley
Huddersfield
HD8 8BJ

13 December 2019

Castleford Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Castleford Academy Trust and the Education Funding Agency

In accordance with the terms of our engagement letter dated 21 September 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Castleford Academy Trust during the period from 1 September 2018 to 31 August 2019 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 Castleford Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Castleford Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Castleford Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Castleford Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Castleford Academy Trust's funding agreement with the Secretary of State for Education dated 19 September 2011 and the Academies Financial Handbook, extant from 1 September 2017, 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 2018 to 2019. 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 from 1 September 2018 to 31 August 2019 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 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

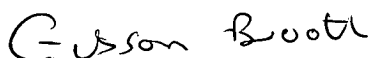
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy trust's income and expenditure.

The work undertaken to draw our conclusions includes:

- an initial risk assessment, the results of which were used to tailor a specific work programme to ensure sufficient appropriate evidence could be obtained to support the conclusion;
- a review of the academy trust's accounting and internal control procedures; and
- consideration and review of the evidence supporting the accounting officer's statement on regularity, propriety and compliance.

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 from 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Gibson Booth Chartered Accountants
New Court
Abbey Road North
Shepley
Huddersfield
HD8 8BJ

13 December 2019

Castleford Academy Trust

Statement of Financial Activities for the year ended 31 August 2019 (including Income and Expenditure Account)

		Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total 2019	Total 2018
	Note	£000	£000	£000	£000	£000
Income and endowments from:						
Donations and capital grants	2	-	4	414	418	740
Charitable activities:						
Funding for the academy trust's educational operations	3	310	12,126	-	12,436	11,991
Other trading activities	4	293	533	-	826	815
Investments	5	14	-	-	14	11
Total		<u>617</u>	<u>12,663</u>	<u>414</u>	<u>13,694</u>	<u>13,557</u>
Expenditure on:						
Raising funds	6	189	64	-	253	260
Charitable activities:						
Academy trust educational operations	7	335	13,379	531	14,245	14,513
Total		<u>524</u>	<u>13,443</u>	<u>531</u>	<u>14,498</u>	<u>14,773</u>
Net (expenditure) / income		93	(780)	(117)	(804)	(1,216)
Transfers between funds	17	28	(486)	458	-	-
Other recognised gains:						
Actuarial gains on defined benefit pension schemes	17,22	-	(3,301)	-	(3,301)	1,131
Net movement in funds		121	(4,567)	341	(4,105)	(85)
Reconciliation of funds						
Total funds brought forward		1,017	(2,649)	16,710	15,078	15,163
Total funds carried forward		<u>1,138</u>	<u>(7,216)</u>	<u>17,051</u>	<u>10,973</u>	<u>15,078</u>

Castleford Academy Trust

Balance Sheet as at 31 August 2019

		2019	2018
	Note	£000	£000
Fixed assets			
Tangible assets	12	16,988	16,650
Investments	13	60	60
		<u>17,048</u>	<u>16,710</u>
Current assets			
Stock	14	2	3
Debtors	15	396	584
Cash at bank and in hand		2,743	3,085
		<u>3,141</u>	<u>3,672</u>
Creditors: Amounts falling due within one year	16	(1,044)	(1,243)
Net current assets		<u>2,097</u>	<u>2,429</u>
Total assets less current liabilities		<u>19,145</u>	<u>19,139</u>
Net assets excluding pension liability		<u>19,145</u>	<u>19,139</u>
Defined benefit pension scheme liability	22	(8,172)	(4,061)
Total assets		<u><u>10,973</u></u>	<u><u>15,078</u></u>
Funds of the academy trust:			
Restricted funds			
Fixed asset fund	17	17,051	16,710
Restricted income fund	17	956	1,412
Pension reserve	17	(8,172)	(4,061)
Total restricted funds		<u>9,835</u>	<u>14,061</u>
Unrestricted income funds	17	<u>1,138</u>	<u>1,017</u>
Total funds		<u><u>10,973</u></u>	<u><u>15,078</u></u>

The financial statements on pages 25 to 46 were approved by the trustees, and authorised for issue on 13 December 2019 and are signed on their behalf by:

A Fletcher

Chair of trustees

07547039 (England and Wales)

Castleford Academy Trust

Statement of Cash Flows for the year ended 31 August 2019

		2019	2018
	Note	£000	£000
Cash flows from operating activities			
Net cash provided by operating activities	20	99	33
Cash flows from investing activities			
Interest receivable		14	11
Purchase of tangible fixed assets		(869)	(388)
Capital grants from DfE/EFSA		414	130
		<u>(441)</u>	<u>(247)</u>
Change in cash and cash equivalents in the reporting period		<u><u>(342)</u></u>	<u><u>(214)</u></u>
Cash and cash equivalents at 1 September 2018		3,085	3,299
Cash and cash equivalents at the 31 August 2019		<u><u>2,743</u></u>	<u><u>3,085</u></u>

Castleford Academy Trust

Notes to the Financial Statements for the period ended 31 August 2019

1 Statement of Accounting Policies

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

Basis of Preparation

The financial statements of the 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 (FRS102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Castleford Academy Trust meets the definition of a public benefit entity under FRS 102.

These financial statements are the first financial statements of Castleford Academy Trust prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102) and the Charities SORP 2015 (SORP 2015). The financial statements of Castleford Academy for the year ended 31 August 2019 were prepared in accordance with previous Generally Accepted Accounting Practice ('UK GAAP') and SORP 2005.

Going Concern

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

Income

All incoming resources are recognised when the academy trust has entitlement to the funds, 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.

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

Donations

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

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.

Castleford Academy Trust

Notes to the Financial Statements for the period ended 31 August 2019

1 Statement of Accounting Policies (continued)

Expenditure

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

Expenditure on Raising Funds

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

Charitable Activities

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

Tangible Fixed Assets

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset over its expected useful life, as follows:

Leasehold land	Over 125 years, the term of the lease
Leasehold buildings	2% straight line
Fixtures, fittings and equipment	25% reducing balance
ICT hardware	25% straight line
Motor Vehicles	25% reducing balance

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

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

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 of services it must provide.

Leased Assets

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

Castleford Academy Trust

Notes to the Financial Statements for the period ended 31 August 2019

1 Statement of Accounting Policies (continued)

Investments

The academy's shareholding in the wholly owned subsidiary, Castleford Academy Trading Limited, is included in the balance sheet at the cost of the share capital owned less any impairment. There is no readily available market value and the cost of valuation exceeds the benefit derived.

Other investments are included in the balance sheet at their fair value. Any gain or loss on revaluation is included in the Statement of Financial Activities.

Stock

Unsold uniforms are valued at the lower of cost or net realisable value.

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.

Pensions Benefits

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the academy trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 23, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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/Department for Education.

1 Statement of Accounting Policies (continued)

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pensions liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the tangible assets, and accounting policies for the depreciation rates used for each class of assets.

Critical areas of judgement

No significant judgements have been made in the process of applying the entity's policies.

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

2 Donations and capital grants

	Unrestricted Funds £000	Restricted Funds £000	Total 2019 £000
DfE/ESFA capital grants	-	418	418
	-	418	418

	Unrestricted Funds £000	Restricted Funds £000	Total 2018 £000
DfE/ESFA capital grants	-	740	740
	-	740	740

3 Funding for the Academy Trust's Educational Operations

	Unrestricted Funds £000	Restricted Funds £000	Total 2019 £000
DfE / ESFA grants			
General Annual Grant (GAG)	-	10,667	10,667
Pupil premium	-	607	607
Other DfE/ESFA grants	-	317	317
	-	11,591	11,591

Other Government grants

SEN funding	-	177	177
Early years funding	-	307	307
Other local authority grants	-	41	41
Other government grants	-	10	10
	-	535	535

Other income from the academy trust's educational operations

310	-	310
310	12,126	12,436

	Unrestricted Funds £000	Restricted Funds £000	Total 2018 £000
DfE / ESFA grants			
General Annual Grant (GAG)	-	10,254	10,254
Pupil premium	-	594	594
Other DfE/ESFA grants	-	208	208
	-	11,056	11,056

Other Government grants

SEN funding	-	152	152
Early years funding	-	290	290
Other local authority grants	-	76	76
	-	518	518

Other income from the academy trust's educational operations

417	-	417
417	11,574	11,991

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

4 Other trading activities

	Unrestricted Funds	Restricted Funds	Total 2019
	£000	£000	£000
Catering	-	471	471
Hire of facilities	76	-	76
Other income	217	62	279
	<u>293</u>	<u>533</u>	<u>826</u>

	Unrestricted Funds	Restricted Funds	Total 2018
	£000	£000	£000
Catering	-	437	437
Hire of facilities	76	-	76
Other income	174	128	302
	<u>250</u>	<u>565</u>	<u>815</u>

5 Investment income

	Unrestricted Funds	Total 2019	Unrestricted Funds	Total 2018
	£000	£000	£000	£000
Bank interest receivable	14	14	11	11
	<u>14</u>	<u>14</u>	<u>11</u>	<u>11</u>

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

6 Expenditure

	Staff Costs	Non Pay Expenditure		Total
		Premises	Other	2019
	£000	£000	£000	£000
Expenditure on raising funds	140	8	105	253
Academy's educational operations:				
Direct costs	9,111	531	1,207	10,849
Allocated support costs	2,020	543	833	3,396
	<u>11,271</u>	<u>1,082</u>	<u>2,145</u>	<u>14,498</u>

	Staff Costs	Non Pay Expenditure		Total
		Premises	Other	2018
	£000	£000	£000	£000
Expenditure on raising funds	150	7	103	260
Academy's educational operations:				
Direct costs	8,742	512	1,231	10,485
Allocated support costs	1,879	1,189	960	4,028
	<u>10,771</u>	<u>1,708</u>	<u>2,294</u>	<u>14,773</u>

Net income/(expenditure) for the period includes:

	2019	2018
	£000	£000
Operating lease rentals	32	46
Depreciation	531	512
Fees payable to auditor for:		
- audit	9	9
- other services	<u>5</u>	<u>5</u>

7 Charitable Activities

	Unrestricted	Restricted	Total
	Funds	Funds	2019
			£000
Direct costs – educational operations	334	10,515	10,849
Support costs – educational operations	<u>1</u>	<u>3,395</u>	<u>3,396</u>
	<u>335</u>	<u>13,910</u>	<u>14,245</u>

	Unrestricted	Restricted	Total
	Funds	Funds	2018
			£000
Direct costs – educational operations	399	10,086	10,485
Support costs – educational operations	<u>41</u>	<u>3,986</u>	<u>4,028</u>
	<u>440</u>	<u>14,072</u>	<u>14,513</u>

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

7 Charitable Activities (continued)

	2019	2018
	£000	£000
Analysis of support costs		
Support staff costs	2,020	1,879
Premises costs	543	1,189
Other support costs	800	931
Governance costs	33	29
	<u>3,396</u>	<u>4,028</u>

8 Staff

a. Staff costs

Staff costs during the period were:

	2019	2018
	£000	£000
Wages and salaries	8,151	7,821
Social security costs	730	695
Operating costs of defined benefit pension schemes	1,952	1,920
	<u>10,833</u>	<u>10,436</u>
Supply staff costs	372	243
Apprenticeship levy	26	21
Staff restructuring costs	40	71
	<u>11,271</u>	<u>10,771</u>
Staff restructuring costs comprise:		
Severance payments	40	71
	<u>40</u>	<u>71</u>

b. Non statutory/non contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £40,000 (2018: £71,000). Individually, the payments were: £7,000, £6,000, £9,000 £8,000 and £10,000.

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

8 Staff (continued)

c. Staff numbers

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

	2019 No.	2018 No.
Teachers	130	129
Administration and support	217	239
Management	11	11
	<u>358</u>	<u>379</u>

d Higher paid staff

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

	2019 No.	2018 No.
£60,001 - £70,000	1	2
£70,001 - £80,000	1	1
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
	<u>1</u>	<u>-</u>

e Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team at each academy as listed on page 3. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £802,000 (2018: £765,000).

9 Related Party Transactions - Trustees' Remuneration and Expenses

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

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

G Panayiotou (principal and trustee):

- Remuneration £110,000 - £120,000 (2018: £100,000 - £110,000)
- Employer's pension contributions paid £15,000 - £20,000 (2018: £15,000 - £20,000)

No trustees' expenses were paid in the year ended 31 August 2019 (2018: £nil)

Other related party transactions involving the trustees are set out in note 24.

10 Trustees' and Officers' Insurance

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim. The cost of this insurance is included in the total insurance cost but is not separately identifiable.

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

11 Central Services

During the year Castleford Academy has provided the following central services to other academies within the trust, the charges for which are detailed below:

- . Human resources (time apportioned)
- . Payroll services (time apportioned)
- . IT support (time apportioned)
- . Property maintenance (amount per pupil)
- . PE support (amount per pupil)
- . Subject support (time apportioned)

The actual amounts charged during the year were as follows:

	2019 £000	2018 £000
Castleford Park Junior Academy	130	101
Glasshoughton Infant Academy	75	74
Three Lane Ends Academy	123	115
	<u>328</u>	<u>290</u>

12 Tangible Fixed Assets

	Leasehold Land and Buildings £000	Furniture and Equipment £000	Computer Hardware £000	Motor Vehicles £000	Total £000
Cost					
At 1 September 2018	18,080	822	769	7	19,678
Additions	691	67	111	-	869
At 31 August 2019	<u>18,771</u>	<u>889</u>	<u>880</u>	<u>7</u>	<u>20,547</u>
Depreciation					
At 1 September 2018	1,963	496	566	3	3,028
Charged in year	347	94	89	1	531
At 31 August 2019	<u>2,310</u>	<u>590</u>	<u>655</u>	<u>4</u>	<u>3,559</u>
Net book values					
At 31 August 2019	<u>16,461</u>	<u>299</u>	<u>225</u>	<u>3</u>	<u>16,988</u>
At 31 August 2018	<u>16,117</u>	<u>326</u>	<u>203</u>	<u>4</u>	<u>16,650</u>

13 Investments

	Other investments £000
Cost	
At 1 September 2018 and 31 August 2019	<u>60</u>
Net book values	
At 1 September 2018 and 31 August 2019	<u>60</u>

The academy trust owns the entire share capital of Castleford Academy Trading Limited. The registered office of this company is Castleford Academy, Ferrybridge Road, Castleford, West Yorkshire, WF10 4JQ. The company was dormant during the year ended 31 August 2019. Consolidated financial statements have not been prepared to include Castleford Academy Trading Limited on the grounds that it is immaterial.

Other investments represent a Henry Moore sketch and a Henry Moore Roll of Honour on loan to The Henry Moore Foundation. These items have been valued, for insurance purposes, at £50,000 (2018 - £50,000) and £10,000 (2018 - £10,000), respectively.

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

14 Stock

	2019 £000	2018 £000
Clothing	2	3
	<u>2</u>	<u>3</u>

15 Debtors

	2019 £000	2018 £000
Trade debtors	20	9
VAT recoverable	100	186
Other debtors	-	95
Prepayments and accrued income	276	294
	<u>396</u>	<u>584</u>

16 Creditors: Amounts falling due within one year

	2019 £000	2018 £000
Trade creditors	283	488
Other creditors	9	17
Accruals and deferred income	752	738
	<u>1,044</u>	<u>1,243</u>

Deferred income

	2019 £000	2018 £000
Deferred income at 1 September 2018	338	199
Released from previous years	(333)	(194)
Resources deferred in the year	127	333
Deferred Income at 31 August 2019	<u>132</u>	<u>338</u>

Deferred income at the year end included:

- . Capital funding received in advance £nil (2018: 162,000)
- . Universal Free School Meals funding received in advance £69,000 (2018: £76,000)
- . Other grant income received in advance £17,000 (2018: £25,000)
- . Trip income received in advance £39,000 (2018: £70,000)
- . School fundraising income £5,000 (2018: £5,000)
- . Other income £2,000 (2018: £nil)

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2018 (continued)

17 Funds

	Balance at 1 September 2017 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2017 £000
Restricted general funds					
General Annual Grant (GAG)	1,332	10,667	(10,646)	(479)	874
Pupil Premium	-	607	(600)	(7)	-
Early years	-	307	(307)	-	-
Other DfE/EFA grants	3	321	(304)	-	20
SEN funding	-	177	(177)	-	-
Other local authority grants	-	41	(41)	-	-
Other government grants	-	10	(10)	-	-
Other grants	34	62	(77)	-	19
Catering	-	471	(471)	-	-
Inherited assets and liabilities	43	-	-	-	43
Pension reserve	(4,061)	-	(810)	(3,301)	(8,172)
	<u>(2,649)</u>	<u>12,663</u>	<u>(13,443)</u>	<u>(3,787)</u>	<u>(7,216)</u>
Restricted fixed asset funds					
DfE/EFA capital grants	2,070	414	(106)	-	2,378
Capital expenditure from GAG	1,647	-	(141)	458	1,964
Assets inherited on conversion	12,440	-	(270)	-	12,170
Other capital grants	535	-	(11)	-	524
Expenditure from other funds	18	-	(3)	-	15
	<u>16,710</u>	<u>414</u>	<u>(531)</u>	<u>458</u>	<u>17,051</u>
Total restricted funds	<u>14,061</u>	<u>13,077</u>	<u>(13,974)</u>	<u>(3,329)</u>	<u>9,835</u>
Total unrestricted funds	<u>1,017</u>	<u>617</u>	<u>(524)</u>	<u>28</u>	<u>1,138</u>
Total funds	<u>15,078</u>	<u>13,694</u>	<u>(14,498)</u>	<u>(3,301)</u>	<u>10,973</u>

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

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 2019.

The other restricted general funds relate to grants and other income receivable from the DfE, EFA and other sources towards the operating activities of the academy trust.

The trustees of the academy trust have agreed to maintain free reserves of approximately £885,000 as contingency in order to protect the academy from unforeseen costs.

GAG reserves are being built up at the year end and are being set aside for the following projects and expenses:

- Increased staffing expenditure;
- Property strategies to cope with an expanding school and increasing pupil numbers;
- Continued classroom refurbishment;
- Flood defence systems;
- IT facilities.

The restricted fixed asset funds represent the net book values of donated fixed assets and assets purchased out of income from other sources which are held for the continuing use of the academy trust.

A deficit of £21,000 made on trips is funded out of the GAG, to ensure that no students miss out on opportunities gained from attending trips.

A transfer of £461,000 into the fixed asset fund represents fixed assets purchased out of GAG.

A deficit of £7,000 made on after school provisions is funded out of Pupil Premium.

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

17 Funds (continued)

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

	Balance at 1 September 2017 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2018 £000
Restricted general funds					
General Annual Grant (GAG)	1,783	10,254	(10,520)	(185)	1,332
Pupil Premium	-	594	(594)	-	-
Early years	-	290	(290)	-	-
Other DfE/EFA grants	-	208	(205)	-	3
SEN funding	-	152	(152)	-	-
Other local authority grants	-	76	(76)	-	-
Other grants	-	128	(85)	(9)	34
Catering	-	437	(437)	-	-
Capital maintenance grant	-	610	(610)	-	-
Inherited assets and liabilities	130	-	-	(87)	43
Pension reserve	(4,510)	-	(682)	1,131	(4,061)
	<u>(2,597)</u>	<u>12,749</u>	<u>(13,651)</u>	<u>850</u>	<u>(2,649)</u>
Restricted fixed asset funds					
DfE/EFA capital grants	2,066	50	(46)	-	2,070
Capital expenditure from GAG	1,547	-	(149)	249	1,647
Assets inherited on conversion	12,713	-	(273)	-	12,440
Other capital grants	498	80	(43)	-	535
Expenditure from other funds	10	-	(1)	9	18
	<u>16,834</u>	<u>130</u>	<u>(512)</u>	<u>258</u>	<u>16,710</u>
Total restricted funds	<u>14,237</u>	<u>12,879</u>	<u>(14,163)</u>	<u>1,108</u>	<u>14,061</u>
Total unrestricted funds	<u>926</u>	<u>677</u>	<u>(609)</u>	<u>23</u>	<u>1,017</u>
Total funds	<u>15,163</u>	<u>13,556</u>	<u>(14,772)</u>	<u>1,131</u>	<u>15,078</u>

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

17 Funds (continued)

Analysis of academies by fund balance

Fund balances at 31 August 2019 were allocated as follows:

	2019 £000	2018 £000
Castleford Academy	1,094	1,421
Castleford Park Junior Academy	517	629
Glasshoughton Infant Academy	322	254
Three Lane Ends Academy	164	125
Total before fixed assets and pension reserve	<u>2,097</u>	<u>2,429</u>
Restricted fixed asset fund	17,048	16,710
Pension reserve	(8,172)	(4,061)
Total	<u><u>10,973</u></u>	<u><u>15,078</u></u>

Analysis of academies by cost

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

	Teaching and Educational Support Staff Costs £000	Other Support Staff Costs £000	Educational Supplies £000	Other Costs (excluding Depreciation) £000	Total 2019 £000	Total 2018 £000
Castleford Academy	5,704	1,195	377	1,670	8,946	8,301
Castleford Park Junior	1,340	295	81	446	2,162	1,804
Glasshoughton Infant	720	166	22	210	1,118	1,013
Three Lane Ends	1,335	292	67	378	2,072	2,825
Central services	103	121	-	72	296	317
Academy Trust	<u>9,202</u>	<u>2,069</u>	<u>547</u>	<u>2,776</u>	<u>14,594</u>	<u>14,260</u>

18 Analysis of Net Assets between Funds

Fund balances at 31 August 2019 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Fixed assets	-	-	17,048	17,048
Current assets	1,138	2,000	3	3,141
Current liabilities	-	(1,044)	-	(1,044)
Pension scheme liability	-	(8,172)	-	(8,172)
Total net assets	<u>1,138</u>	<u>(7,216)</u>	<u>17,051</u>	<u>10,973</u>

Fund balances at 31 August 2018 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Fixed assets	-	-	16,710	16,710
Current assets	1,017	2,655	-	3,672
Current liabilities	-	(1,243)	-	(1,243)
Pension scheme liability	-	(4,061)	-	(4,061)
Total net assets	<u>1,017</u>	<u>(2,649)</u>	<u>16,710</u>	<u>15,078</u>

Castleford Academy Trust
Notes to the Financial Statements for the year ended 31 August 2019 (continued)

19 Commitments under operating leases

At 31 August 2019 the total of the Academy's future minimum lease payments under non-cancellable operating leases was:

	2018	2018
	£000	£000
Amounts due within one year	25	31
Amounts due between one and five years	19	32
	<u>44</u>	<u>63</u>

20 Reconciliation of Net Expenditure to Net Cash Flow from Operating Activities

	2019	2018
	£000	£000
Net expenditure for the reporting period	(804)	(1,216)
Adjusted for:		
Depreciation charges (note 12)	531	512
Capital grants from DfE and other capital income (note 2)	(414)	(130)
Interest receivable (note 5)	(14)	(11)
Defined benefit pension scheme cost less contributions payable (note 22)	702	576
Defined benefit pension scheme finance cost (note 22)	108	106
(Increase) / decrease in debtors	188	(115)
Increase / (decrease) in creditors	(199)	311
Net cash provided by Operating Activities	<u>99</u>	<u>33</u>

21 Members' Liability

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

Castleford Academy Trust

Notes to the Financial Statements for the period ended 31 August 2019 (continued)

22 Pension and Similar Obligations

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

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

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

Teachers' Pension Scheme

Introduction

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

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

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

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

The pension costs paid to TPS in the period amounted to £802,000 (2017: £788,000).

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 a multi-employer pension scheme. The academy has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy has set out above the information available on the scheme.

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

22 Pension and Similar Obligations (continued)

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 2019 was 623,000 (2018: £772,000), of which employer's contributions totalled £448,000 (2018: £556,000) and employees' contributions totalled £175,000 (2018: 216,000). The agreed contribution rates for future years are 15.40% for employers and between 5.50% and 12.50% for employees depending on earnings.

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

The academy trust no longer makes additional contributions to WYPF to reduce the scheme deficit, however the employer pension contribution rate increased from 12.7% to 15.4% from April 2017.

Principal Actuarial Assumptions	At 31 August 2019	At 31 August 2018
Rate of increase in salaries	3.25%	3.25%
Rate of increase for pensions in payment/inflation	2.00%	2.00%
Discount rate for scheme liabilities	1.90%	2.80%
Inflation assumption (CPI)	2.00%	2.00%

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

	At 31 August 2019	At 31 August 2018
<i>Retiring today</i>		
Males	22.2	22.1
Females	25.4	25.3
<i>Retiring in 20 years</i>		
Males	23.2	23.1
Females	27.2	27.1

Sensitivity analysis on defined benefit obligations	At 31 August 2019 £000	At 31 August 2018 £000
Discount rate +0.1%	17,609	12,833
Discount rate -0.1%	18,475	13,464
Mortality assumption - 1 year increase	17,450	12,765
Mortality assumption - 1 year decrease	18,630	13,527
CPI rate +0.1%	18,185	13,252
CPI rate -0.1%	17,890	12,938

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 2019 (continued)

22 Pension and Similar Obligations (continued)

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

	Fair value at 31 August 2019	Fair value at 31 August 2018
	£000	£000
Equity instruments	7,655	6,776
Bonds	1,480	1,299
Property	434	382
Other	296	627
Total market value of assets	<u>9,865</u>	<u>9,084</u>
Present value of scheme liabilities		
- funded	(18,037)	(13,145)
Deficit in scheme	<u>(8,172)</u>	<u>(4,061)</u>

The actual return on scheme assets was £371,000 (2018: £418,000).

Amounts recognised in the statement of financial activities

	2019	2018
	£000	£000
Current service cost	312	1,132
Net interest cost	108	106
Total operating charge	<u>420</u>	<u>1,238</u>

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

	2019	2018
	£000	£000
At 1 September	13,145	12,585
Current service cost	838	1,132
Past service cost	312	-
Interest cost	368	315
Employee contributions	175	216
Actuarial loss / (gain)	3,412	(922)
Benefits paid	(213)	(181)
At 31 August	<u>18,037</u>	<u>13,145</u>

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

	2019	2018
	£000	£000
At 1 September	9,084	8,075
Return on plan assets (excluding net interest on the net defined pension liability)	260	209
Actuarial gain	111	209
Employer contributions	448	556
Employee contributions	175	216
Benefits paid	(213)	(181)
At 31 August	<u>9,865</u>	<u>9,084</u>

Castleford Academy Trust

Notes to the Financial Statements for the year ended 31 August 201 (continued)

23 Related Party Transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trust has an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with the academy trust's financial regulations and normal procurement procedures. No related party transactions took place in the period of account.

Castleford Tigers Community Trust – a trust in which W Clift MBE JP (a trustee) had an interest:

The academy trust purchased sports coaching from Castleford Tigers Community Trust totalling £nil (2018: £3,000) during the year.

The academy trust received lettings income from Castleford Tigers Community Trust totalling £nil (2017: £4,000) during the year for use of the academy trust's facilities.

The academy trust made the purchases and sales at arms' length following a competitive tendering exercise in accordance with its financial regulations, in which W Clift MBE JP neither participated in, nor influenced.

The element above £2,500 has been provided 'at no more than cost' and DEF Limited has provided a statement of assurance confirming this

In entering into the transactions the trust has complied with the requirements of ESFA's Academies Financial Handbook 2017.

Castleford Town Football Club – a trust in which W Clift MBE JP (a trustee) had an interest:

The academy trust received lettings income from Castleford Town Football Club totalling £nil (2018: £1,000) during the year for use of the academy trust's facilities. At 31 August 2018 the academy trust was owed £1,000 from Castleford Town Football Club.

The academy trust made the sales at arms' length following a competitive tendering exercise in accordance with its financial regulations, in which W Clift MBE JP neither participated in, nor influenced.

In entering into the transaction the trust has complied with the requirements of ESFA's Academies Financial Handbook.