

BRIDGE ACADEMY TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022



BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

CONTENTS

| | Page |
|---|---------|
| Reference and Administrative Details | 1 - 2 |
| Trustees' Report | 3 - 14 |
| Governance Statement | 15 - 20 |
| Statement on Regularity, Propriety and Compliance | 21 |
| Statement of Trustees' Responsibilities | 22 |
| Independent Auditors' Report on the Financial Statements | 23 - 26 |
| Independent Reporting Accountant's Report on Regularity | 27 - 28 |
| Statement of Financial Activities Incorporating Income and Expenditure Account | 29 |
| Balance Sheet | 30 |
| Statement of Cash Flows | 31 |
| Notes to the Financial Statements | 32 - 62 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|---|---|
| Members | P Jones J Thompson R Orton D Barrett K Mogford |
| Trustees | K Mogford, Chair N Dunn P Kitson (resigned 23 March 2022) M Farmer S Moore T Woollard C Todd S Chamberlain (resigned 1 June 2022) C Root M Fitzsimmons-Taylor T Thompson (appointed 7 September 2022) |
| Company registered number | 07663795 |
| Company name | Bridge Academy Trust |
| Registered and principal office | Brian Close Chelmsford Essex CM2 9DZ |
| Company Secretary | Miss L Tattersall |
| Chief Executive Officer and Accounting Officer | Mr M Farmer |
| Trust Leadership Team | Mr M Farmer, Accounting Officer Miss L Tattersall, Chief Finance and Operations Officer Mrs C Allard, Director of Primary Education Mr R James, Deputy CEO and Director of Secondary Education |
| Independent Auditor | Price Bailey LLP Chartered Accountants Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

| | |
|-------------------|--|
| Bankers | Lloyds Bank 77-81 High Street Chelmsford Essex CM1 1DU |
| Solicitors | Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022**

The Trustees present their Annual Report together with the financial statements and Auditor's Report of Bridge Academy Trust ("the Charitable Company" or "the Trust") for the year to 31 August 2022. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The Trust operates 8 primary and 4 secondary schools.

| Name | Joined BAT | Student Age Range | Capacity | Autumn Census 2022 |
|---|------------|----------------------------|------------------------------------|--------------------|
| Chelmsford Area | | | | |
| Moulsham High School | Sep-17 | 11-18 | 1613 (including 353 Sixth Form) | 1597 |
| Oaklands Infant School | Sep-18 | 4-7 | 180 | 182 |
| Mildmay Junior School | Jan-19 | 7-11 | 360 | 339 |
| Mildmay Infant and Nursery School | May-19 | 3-7 (includes Nursery) | 270 | 251 |
| North Essex Area | | | | |
| Acorn Academy | Apr-21 | 3-7 (includes Nursery) | 270 | 239 |
| Notley High School and Braintree Sixth Form | Apr-21 | 11-19 | 1500 (including 300 Sixth Form) | 1460 |
| Ramsey Academy | Apr-21 | 11-16 | 750 | 817 |
| Richard de Clare Community Academy | Apr-21 | 3-11 (includes Nursery) | 420 | 330 |
| Ongar Catchment | | | | |
| The Ongar Academy | Sep-17 | 11-18 | 800 (including 200 Sixth Form) | 658 |
| Chipping Ongar Primary School | Sep-18 | 4-11 | 210 | 208 |
| High Ongar Primary School | Sep-18 | 4-11 | 140 | 137 |
| Ongar Primary School | Sep-18 | 4-11 | 189 | 169 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, Governance and Management

Constitution

The 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. The Trustees of Bridge Academy Trust are also the Directors of the Charitable Company for the purposes of company law. Within this report the terms Trustee and Director are interchangeable.

The operation of The Trust's Schools and employment of staff are the responsibility of the Trustees. The Trust retains control of school budgets and finances, and monitors these through its Finance and Estates Committee. Each school has a Local Governing Committee (LGC) who supports the Trust's Finance and Estates Committee in the monitoring of their school within agreed budgets. Within this Report, the term Trustee refers to a member of the Board of Trustees and the term Governor to a member of an Local Governing Committee (LGC).

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

Members' Liability

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

Trustees' and Officers' Indemnities

The Trust has opted to be covered under the Government's Risk Protection Arrangements (RPA) scheme to protect Trustees, Governors and Officers, from claims arising from negligent acts, omissions or errors whilst performing Trust business.

Method of Recruitment and Appointment or Election of Trustees

The arrangements are as set out in the Articles and Funding Agreement.

Members have the responsibility to recruit and appoint Trustees based on the needs of the Trust and the method of appointing or electing new Trustees is set out in the Articles of Association. Trustees are appointed for a fixed term. The Chief Executive Officer (CEO) is a member of the Board of Trustees and maintains this role whilst in post. The total number of Trustees (including the Chief Executive Officer) who are employees of the Trust shall not exceed one third of the total number of Trustees. Trustees may appoint Co-opted Trustees to introduce necessary expertise and experience into the Trust. The appointing Trustees must not themselves be Co-opted Trustees.

Policies and Procedures Adopted for the Induction and Training of Trustees and Governors

The Trust is committed to providing adequate opportunities for Trustees and Governors to undertake and receive suitable training so as to enable them to perform their role effectively. To this end the Trust provides internal training led by Trust and School staff and also links with a number of local training providers.

All new Trustees and Governors have an induction programme, according to their need, which includes introductory sessions, mentoring, formal training courses, and a tour of BAT Schools. This process will involve a meeting with the Chair of Trustees or Chair of the LGC as necessary, selected students and staff. All Trustees and Governors are provided with copies of policies and procedures documents that are appropriate to the role they undertake as Trustees and Governors with particular emphasis on the committee work that they will undertake.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Organisational Structure

The governance of the Trust is defined in the Memorandum and Articles of Association together with the Funding Agreement with the Department of Education.

The Board of Trustees meets on at least 6 occasions per year and is responsible for the strategic direction of the Trust. The Trustees are responsible for setting strategic policy, approving an annual plan and budget, monitoring The Trust by the use of those budgets and making major decisions about the direction of The Trust, capital expenditure, senior staff appointments and executive pay.

The Governors within their LGC's which meet on at least 4 occasions each year are responsible for implementing strategic policy. Governors are members of one or two sub-committees (Complaints Panel and Staff Appeal Panels), the Terms of Reference for which are reviewed annually, who report to the Board of Trustees.

The School Senior Leadership Teams (SLT's) control the Schools at an executive level implementing policies and reporting to their LGC. Each SLT is responsible for the day to day operation of their school, in particular organising staff, resources and students. They are responsible for the authorisation of spending in accordance with the agreed spending limits within financial regulations and agreed budgets and for the appointment of staff, below senior leadership level i.e. Deputy and above, following vetting and safeguarding recruitment processes.

The CEO is the designated Accounting Officer and has overall responsibility for the day to day financial management of the Trust. The CEO manages the Trust on a daily basis supported by a Trust Senior Leadership Team comprising Chief Finance and Operations Officer, Director of Primary Education and Director of Secondary Education/Deputy CEO who look across the Trust and align local SLT and LGC activity to the strategic aims of the Trust as a whole. The Trust Senior Leadership Team meets frequently to discuss emerging matters and to help to develop strategies for future development to be put to the Board of Trustees as required for approval.

Arrangements for setting pay and remuneration of key management personnel

Key management personnel include Trustees and those staff to whom the Trustees have delegated significant authority and responsibility in the day-to-day running of the Trust.

Pay and remuneration of key management personnel is decided by a variety of contributory factors, such as the school group size, ISR, the pay scales for each role and the level of experience of each staff member. In addition, pay levels may be affected by nationally agreed pay awards, the ability to recruit and retain in post, all of which are in accordance with the Trust's appointment and pay policies.

All amendments to key management's pay and remuneration is approved by the appropriate sub-committee and ratified by the Board of Trustees.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Trade Union Facility Time

During the year 1 employee of the Trust, on a 100% full time equivalent contract, acted as union officials. The employees spent a period equating to less than 50% of their time on union facility.

Related Parties and other Connected Charities and Organisations

Owing to the nature of the Trust's operations and the composition of the Board of Trustees and LGC's being drawn from local public and private sector organisations, it is inevitable that from time to time transactions will take place with organisations in which a Trustee or a Governor may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any transaction where the Trustee or Governor may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle described in the Academy Trust Handbook.

Related party transactions that have taken place in the year are disclosed in note 28.

Engagement with Employees (Including disabled persons)

The Trustees recognise that our employees are fundamental and core to our business and delivery of high quality education. Our success depends on attracting, retaining and motivating employees. The Trustees factor the implications of decisions on employees and the wider workforce, where relevant and feasible. Where appropriate, the Trust consults on matters such as policy, pay, health, safety and welfare with the relevant support staff and teaching trades unions.

The Trust provides information to employees generally by way of email, memoranda and staff meetings. Information is channelled via leadership meetings and staff briefings. Employees are encouraged to familiarise themselves with Ofsted reports, available from the Trust website and student progress and attainment statistics, when they are made available.

Applications for employment by disabled persons are given full and fair consideration for all vacancies in accordance with their particular aptitude and abilities. In the event of employees becoming disabled then every effort is made to retrain them in order that their employment within the Trust may continue.

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

The Trustees have implemented clear policies and procedures for dealing fairly with suppliers. Formal orders are placed and agreed payment terms always adhered to. To ensure service continuity during and after the current coronavirus outbreak the Trust has followed the guidelines of the Government Procurement Policy Note (PPN) that sets out information and guidance for public bodies on payment of their suppliers.

The Trustees consider pupils and parents to be their "customers". Whilst pupils encounter engagement on a daily basis, engagement with parents is carried out through regular newsletters and face to face meetings.

Objectives and Activities

Objects and Aims

The principal object and aim of the Trust is the operation of a family of schools to provide free education and care for pupils of different abilities between the ages of 4 and 19. Specifically to enable each child to realise his or her full academic, creative and physical potential and to develop positive social and moral values.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Objectives, Strategies and Activities

During the year the Trust has worked towards these aims by:

- ensuring that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- raising the standard of educational achievement of all pupils;
- developing resilient, resourceful students;
- adapting and applying skills for flexible life-long learning;
- improving the effectiveness of each School by keeping the curriculum and organisational structure under continual review;
- providing value for money for the funds expended; and
- conducting the Trust's business in accordance with the highest standards of integrity.

Our success in fulfilling our aims can be measured by:

- outcomes achieved by our children/schools;
- the progress made by our children throughout their journey in our schools;
- our Achievement Document, outlining many of our successes, including stakeholder views of the Trust work; and
- reviews undertaken, externally, by Ofsted or the DFE/LA; and internally from our own reviews on safeguarding, SEND; School priorities and Pupil Premium work outline our best practice.

Public Benefit

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

Strategic Report

Achievements and Performance

The Trust continued its mission to ensure that students achieved their potential in public examinations; encouraged a wide range of extra-curricular activities; developed and retained suitable staff and guided students in suitable progression when they left their School.

Specific achievements were as follows:

- overall, Trust wide, outcomes at secondary level were above national;
- overall, Trust wide progress at secondary level was above national, with one school performing exceptionally well (well above national);
- overall, Trust wide at primary level, outcomes were good, with one school performing exceptionally well, and others above national;
- overall, Trust wide at primary level, progress was good, with some schools making excellent progress;
- it was pleasing to see that students post 16 performed well post covid, and that nearly all that wanted one, achieved a place at their first or second choice university;
- Richard de Clare Community Academy moved from being 'Inadequate' to 'Good' following their Ofsted inspection; and
- Mildmay Junior School moved from being 'Requires Improvement' to 'Good' following their Ofsted inspection.

Key Performance Indicators (KPI)

The Trustees receive regular information at each committee meeting to enable them to monitor the performance of the Trust compared to aims, strategies and financial budgets.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

A further KPI is staffing costs as a percentage of total recurring income. For 2021/22 this was 71% against set parameters of 75%. The Board of Trustees is confident that staffing levels are closely monitored to agreed Full Time Equivalent and staffing structures all approved by them.

The Finance and Estates Committee also monitor premises costs to General Annual Grant (GAG) income, capitation spend for curriculum departments to GAG income, total income less grants and cash flow on a regular basis to ensure that the budget is set and managed appropriately. All of the above KPI's were within the parameters set by the Board.

Going Concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the 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.

Promoting the Success of the Charitable Company

The Trustees have an obligation to act in a way most likely to promote the success of the Charitable Company. Details regarding engagement with employees, suppliers, parents, pupils and other connected parties have been covered in separate notes within the Trustees' Report. The obligation to assess the likely consequences of decisions in the longer term is noted within the reserves policy below as Trustees balance the needs of current and future cohorts.

The Trustees have identified reputational and ethical areas as key risks and their actions in these areas are covered within Principal Risks and Uncertainties later within this Strategic Report.

Financial Review

The principal source of funding for the Trust is the GAG and other grants that it receives from the Education and Skills Funding Agency (ESFA). For the year ended 31 August 2022 the Trust received £42,576,123 of GAG and other income. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust spent a total of £39,865,030 excluding depreciation and LGPS pension liability adjustments but including capital projects and fixed assets purchased from GAG. A summary of the Trust's financial results are set out below:

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

| | Restricted General Funds | Unrestricted Funds | Fixed Asset Fund | Pension Reserve | Total |
|-------------------------------------|--------------------------------|-----------------------|---------------------|--------------------|--------------|
| Incoming Resources | 37,666,798 | 1,855,929 | 3,053,396 | - | 42,576,123 |
| Resources Expended | (35,725,063) | (1,315,019) | (2,473,272) | - | (39,513,354) |
| LGPS Charge | - | - | - | (4,377,000) | (4,377,000) |
| Depreciation | - | - | (1,400,338) | - | (1,400,338) |
| Employer contributions paid | - | - | - | 1,613,000 | 1,613,000 |
| Total Resources Expended | (35,725,063) | (1,315,019) | (3,873,610) | (2,764,000) | (43,677,692) |
| Assets Purchased from GAG | (351,676) | - | 351,676 | - | - |
| Actuarial Gains | - | - | - | 21,763,000 | 21,763,000 |
| Surplus / (Deficit) for the year | 1,590,059 | 540,910 | (468,538) | 18,999,000 | 20,661,431 |
| Balance at 1 September 2021 | 2,093,715 | 1,695,668 | 66,213,878 | (23,210,000) | 46,793,261 |
| Balance at 31 August 2022 | 3,683,774 | 2,236,578 | 65,745,340 | (4,211,000) | 67,454,692 |

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Trust is recognising a significant pension fund deficit of £4,211,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years. While there has been a significant reduction in the opening deficit of £18,999,000 resulting from the application of actuarial assumptions, this does not guarantee that contribution rates will reduce and ease the cash flow effect on the Trust.

Reserves Policy

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year-end carry forward figures via the monthly reports from the Chief Finance and Operations Officer. The budget plan identifies how any reserves carried forward will be allocated in the plan for the following academic year, including the identification of any funds restricted or designated for a specific project or purpose.

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £2,236,578. This has been built up from a mixture of locally raised income and balances transferred from the predecessor schools.

The Trust's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2022 was £5,920,352.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

The cash balance of the Trust (including funds held on long term deposit) has been very healthy all year, ending the year with a balance of £10,293,241. A significant proportion of this cash is held against specific projects and is not available to meet normal recurring expenditure.

From restricted funding Trustees have agreed to the following commitment of reserves:

- £300K (£150K per annum, years 2 and 3 remaining) (3 years approved from 1st September 2021) for strategic improvements to support the Strategic Improvement Plan.
- £40K (£20K per annum, years 2 and 3 remaining (3 years from 1st September 2021) for the enhancement and launch of a community scheme.

Trustees have approved a further commitment of reserves for the following:

- £150K (£75k per annum for 2 years) to work on leadership, coaching and collaborations which is one of our core vision and values.
- £100K (£50K per annum over the next 2 years) to support the recruitment crisis and to look at innovative ways to retain or attract high quality staff.
- £150K to support an educational research project and work with an external provider.
- On-going SCA projects valued at £762K have been agreed for various site improvement projects across the Trust.

From unrestricted funding Trustees have previously agreed the following commitment of reserves:

- £142K this is the remainder of the £300K approved last year from the 1st September 2021 on Trust-wide ICT support and improvements which will amongst other things will improve Wi-Fi availability and network accessibility for all of our schools. This also includes an increase in human resources to support the ICT strategy, improve CPD and migration of each school on to the BAT system.
- £120K (£60K for years 2 and 3) (3 years from 1st September 2021) which is dedicated to staffing resources required to support our growth strategy.
- £225K The Trust has funds of designated for the replacement carpet of the artificial grass pitch at Moulsham High School as agreed in the Funding Agreement between Bridge Academy Trust and The Football Association (The FA).
- £346K is the remainder for the increase in the Central Team building capacity and Estates Strategy.

Following the Trustee strategic day, they have now agreed to:

- increase the ICT designated funds by £200K to make this fund now £342K and continue the excellent work to improve ICT across the Trust.
- Due to rising building costs they have agreed to designate a further £200K towards the expansion to the Trust central building.
- The Trustees have agreed to allocate up to £800K to consider the redevelopment of the newly merged Mildmay Primary School, £700K of which will be designated from unrestricted funds with the remainder to be funded by GAG.
- Trustees have also agreed £300K for the possible development of a 4G football pitch at Notley High School and Braintree Sixth Form in liaison with the Football Association (The FA).

Following careful consideration and how Trustees have agreed to use any reserves to support SIP and growth, Trust reserves will be pooled annually.

The Trustees monitor cash flow as part of the Finance and Estates Committee, receiving a report from the Chief Finance and Operations Officer and attempt to hold a minimum of £1,000,000 to cover short term cash flow variances.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Investment Policy

An Investment Policy was approved by the Board of Trustees in February 2021. The aim of the policy is to ensure funds that the Trust does not immediately need to cover anticipated expenditure are invested to maximise the Trust's income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The Trustees do not consider the investment of surplus funds as a primary activity, rather as good stewardship and as and when circumstances allow.

Principal Risks and Uncertainties

The Trustees maintain a risk register identifying the major risks to which the Trust are exposed, and identifying actions and procedures to mitigate those risks. A formal review of the risk register process is undertaken on an annual basis and the internal control systems and the exposure to said risks are monitored on behalf of the Trustees at each Audit and Risk Committee meeting. The principal risks facing the Trust are outlined below; those facing the Trust at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As a group of schools, the current level of financial risk is low, however the uncertainty of next years General Annual Grant may change this position. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- The Trust has considerable reliance on continued Government funding through the ESFA and whilst there has been a small injection of additional funding this will not be enough to counteract the rise of the minimum wage, teachers pensions contribution rise and any other additional costs that the Government may choose to introduce;
- failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks;
- reputational - the continuing success of the Schools is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student progress and outcomes are closely monitored and reviewed;
- safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety and discipline;
- staffing - the success of the Schools is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning;
- fraud and mismanagement of funds - the Trustees have appointed Juniper Education to carry out a programme of internal scrutiny which includes independent and external checks on financial systems and records as required by the Academy Trust Handbook. All finance staff receive training to keep up to date with financial practice requirements and develop their skills in this area;
- financial instruments – the Trust only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low; and
- defined benefit pension scheme liability – as the Government has agreed to meet the defined benefit pension liability of any school ceasing to exist the main risk to the Trust is the annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan. The Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Fundraising

The Trust only held small fundraising events during the year including non-uniform days, cake sales and performing arts events such as school productions and summer soirees. The Trust does not work with professional fundraisers or companies who carry out fundraising on its behalf. During the year no complaints or issues have arisen as a result of the fundraising events. All fundraising undertaken during the year was monitored by the Trustees.

Streamlined Energy and Carbon Reporting

| | | |
|--|--------|-----------|
| Energy consumption break down (kWh) | | |
| • gas, | | 5,702,660 |
| • electricity, | | 2,680,379 |
| • transport fuel - owned transport (e.g. mini bus) | 4,855 | 7,525 |
| • transport fuel - employee vehicles | 24,203 | 27,149 |

| | |
|--|-----------------|
| Scope 1 emissions in metric tonnes CO2e | |
| Gas consumption | 1,044 |
| Owned transport – mini-buses *1000 miles = 1610 KM | 0.889 |
| Total scope 1 | 1,045 |
| Scope 2 emissions in metric tonnes CO2e | |
| Electricity | 569 |
| Scope 3 emissions in metric tonnes CO2e | |
| Business travel in employee owned vehicles | 6.679 |
| Total gross emissions in metric tonnes CO2e | 1,620.57 |
| Intensity ratio | |
| Number of pupils | 6,357 |
| Tonnes CO2e per pupil | 0.25 |

Quantification and Reporting Methodology

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

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Measures taken to improve energy efficiency

We have installed smart meters across sites and increased video conferencing technology for staff meetings, to reduce the need for travel between sites. We have been successfully awarded the decarbonisation grant. Reports are being generated in 2022/23.

Plans for Future Periods

The Trustees will continue to strive to provide outstanding education and improve the levels of performance of its students at all levels. They believe this will continue to attract high quality teachers and support staff in order to deliver its objectives.

The primary focus of the Trust is to improve the educational opportunities for students across the wider community.

Full details of the Trust's plans for the future are given in the Strategic Plan 2019-2024, which are available from the Trust Governance Professional.

Details included in the Reserves Policy outline any future plans to support the implementation of the Strategic Plan 2019-2024

A skills analysis was completed during the year to support ongoing improvement and the Trust has committed to a governance review in 2022/23. The Trust continues to keep a high level and diverse knowledge across its Trustees by selecting prospective new Trustees based on the appropriateness of their professional skills in accordance to where there maybe current weaknesses

Funds Held as Custodian Trustee on Behalf of Others

The Trust holds a closing balance of £75,991 on behalf of School Games Organiser (SGO). A closing balance of £1,035 on behalf of the Secondary School Essex Business Management Group. Closing balance of £64,827 on behalf of Behaviour and Attendance Partnership fund (BAP). A closing balance of £10,473 on behalf of the Local Delivery Group (LDG). A closing balance of of £199,748 for Mid Essex Initial Teacher Training (MEITT).

Provision of Information to Auditors

Insofar as the Trustees are aware there is no relevant audit information of which the Charitable Company's Auditors are unaware, and the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

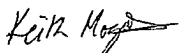
Auditors

The Auditors, Price Bailey LLP, are willing to continue in office and a resolution to appoint them will be proposed at the Annual General Meeting.

Insofar as the Trustees are aware:

- there is no relevant audit information of which the Charitable Company's Auditor is unaware
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

The Trustees' Report, incorporating a Strategic Report, was approved by the Board of Trustees and signed on its behalf by:



K Mogford (Dec 20, 2022, 8:54pm)

K Mogford
Chair

Date: 20 Dec 2022

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to 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 Bridge 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 7 times during the year.

Attendance during the year at meetings as follows:

| Trustee | Meetings attended | Out of a possible |
|----------------------|-------------------|-------------------|
| K Mogford, Chair | 7 | 7 |
| N Dunn | 5 | 7 |
| P Kitson | 0 | 4 |
| M Farmer | 7 | 7 |
| S Moore | 6 | 7 |
| T Woollard | 7 | 7 |
| C Todd | 6 | 7 |
| S Chamberlain | 3 | 6 |
| C Root | 5 | 7 |
| M Fitzsimmons-Taylor | 6 | 7 |
| T Thompson | 0 | 0 |

Review of year

Stephen Chamberlain resigned as a Trustee due to personal commitments. Trustee recruitment has been undertaken with an appointment being made which will be effective in the next financial year.

The major challenge for Trustees have been the ongoing need to ensure the Trust is supporting students with lost learning from Covid; the financial challenges caused by levels of government funding, and positioning the Trust to meet the increasing expectations of trusts from central government. Trustees have also had a focus on the wellbeing of both staff and students.

The Board devoted considerable time to considering and subsequently agreeing to and successfully implementing a merger of an infant and junior school. The merger was formally completed on 1 September 2022 and will in the long term have a positive impact.

The Board continues to review its growth strategy, taking into account not only its capacity but also changes in the external environment.

The People Strategy continues to be a major feature of the work of the Trust and will be over the next few years.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The work of the Board's committees has continued to develop in ways that allow the full Board meetings to feel less of a need to re-visit decisions made in those committees. In particular the work of the Academic Standards Committee has been reviewed and extended. The quality of data that the Committee receives on pupil progress and outcomes continues to be exemplary.

Governance Structure

Bridge Academy Trust follows the organisational structure laid down in the Articles of Association.

The Governance structure consists of three levels: Members, Trustees and Trust sub-committees which includes a Local Governing Committees at each of our schools, with the exception of one.

Trustees have agreed the following committees:

- Academic Standards
- Audit and Risk
- Finance and Estates
- Policy Review
- Pay and Personnel
- Local Governing Committee at each school.

Each of these committees have delegated responsibility in key areas which is in line with the Scheme of Delegation and Terms of Reference, all of which are regularly reviewed.

Members have the ability to appoint the Trustees and the right to amend the Trust's Articles of Association.

Trustees establish an overall framework for the Trust. They are responsible for setting the direction, holding Trust leaders to account, ensuring academic standards are raised and maintained in each of the schools, and ensuring financial probity. As Trustees of a Charitable Company, they also ensure that the Trust complies with charity and company law requirements. The Trustees meet at least twice a term.

The Academic Standards Committee has the delegated authority to monitor and make decisions on all matters relating to academic progress, as well as the monitoring and review of governor visit reports and the key priorities identified within the school development plans.

The Audit and Risk Committee has the delegated authority to provide oversight on internal controls, reviews annual internal audit reports, monitors the strategic risk registers and manages responsible officer functions.

The Finance and Estates Committee has the delegated authority of financial oversight and approval as set out in the scheme of delegation.

The Policy Review Committee has the delegated authority to review and approve all policies as identified by the master policy schedule.

The Pay and Personnel Committee has delegated authority to approve pay and deal with all pay matters relating to staff.

The Local Governing Committees delegated authority provides a core function of governance within the Trust in providing effective governance at local level, working directly with the schools and reporting back to the Trustees on efficient monitoring, support, and challenge. They also promote high standards and educational achievement. Supporting Ofsted visits, they demonstrate continuous development of school improvement to achieve successful pupil outcomes. The Local Governing Committees monitor academic standards and progress, to carry out regular monitoring of key identified areas and approve key documents relating to academic standards and progress which include school policies.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Conflicts of interest

The Trust has in place a live register of business interests in order to mitigate the risk of any conflicts. This is also an standing item on every meeting agenda including Local Governing Committees.

Governance reviews

Trustees carried out a skills audit in 2021/22 and this remains a live document which is reviewed and updated as Trustees resign and join the Trust to ensure the Board has the right skills. Trustees also self-evaluate at regular intervals throughout the year. The skills audit has allowed robust discussions to take place regarding recruitment of Trustees and the assurance that applications are made based on skills needed. It has also continued to support succession planning. Trustees will be carrying out a further skills audit towards the end of the year.

Trustees continue to acknowledge the importance of external review and had committed to commissioning an external review of governance every 3-5 years which started in the 2019/20 academic year. Trustees have agreed to commission an external review of Governance in the 2022/23 academic year.

The local tier of governance continues to be strengthened and the reporting lines between local governance and the Board are more effective.

Committees

The Finance and Estates Committee is a sub-committee of the Board of Trustees. Its purpose is to challenge all financial aspects of the Trust, approve expenditure as delegated through the financial regulations and ensure maintenance of the estate and monitor compliance to all health and safety regulations.

Committee membership increased September 2021 to include 2 Trustees with key finance skills and knowledge who were able to effectively challenge the information provided.

As detailed in the Terms of Reference document the Finance and Estates Committee has authority to approve:

- Financial limits;
- Insurance cover;
- Buildings strategy;
- Stopping any expenditure if justified;
- Annual lettings rates;
- Annual staffing requirements; and
- Dismissal, compromise agreements and early retirement payments.

Attendance during the year at meetings was as follows:

| Trustee | Meetings attended | Out of a possible |
|------------------|-------------------|-------------------|
| Mr M Farmer | 3 | 3 |
| Mr C Todd | 3 | 3 |
| Mrs C Root | 2 | 3 |
| Mr K Mogford | 3 | 3 |
| Mr S Chamberlain | 1 | 2 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Audit and Risk Committee is a sub-committee of the Board of Trustees. Its purpose is to review the Trust's external financial statements and reports to ensure they reflect best practice. It will discuss with the external Auditor the nature and scope of each forthcoming audit to ensure that the external Auditor has the fullest co-operation of staff and consider all relevant reports by the appointed external Auditor. It will also consider and advise the Board of Trustees on the Risk Register and its management of the identified risks. This Committee is an advisory body with no executive powers. Particular issues dealt with in the year include reviewing the Risk Register and considering the effectiveness of the current Internal Auditor arrangement.

As detailed in the Terms of Reference document the Audit and Risk Committee has authority to approve:

- Annual audit plan;
- Annual Trustee's Report and Financial Statements; and
- Appointment of accountants and external Auditors.

Attendance during the year at meetings was as follows:

| Trustee | Meetings attended | Out of a possible |
|-------------------------|-------------------|-------------------|
| Mr P Kitson | 1 | 2 |
| Mr M Fitzsimmons-Taylor | 3 | 3 |
| Mr T Woollard | 3 | 3 |
| Mrs N Dunn | 3 | 3 |

Review of value for money

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

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

- ensuring the staffing structure is constantly under review by both the local Headteachers and the Chief Finance and Operations Officer;
- ensuring weekly meetings are held between the Accounting Officer and the Chief Finance and Operations Officer which provide an opportunity to receive regular updates of the Trust's overall financial position, as well as discussing any in year developments/projects. All projects and high value expenditure follow tender and procurement procedures set out in the policy of the Trust. No appointment is made from the tender report until an in-depth discussion has occurred with the final sign off by the appropriate Trust Committee; and
- at the end of each academic year the Trust Senior Leadership Team and the Senior Leadership for each School meet offsite to deliberate a self-assessment of the academic year. This enables the Trust to have clear guide for the improvements necessary to keep moving in a positive direction. The self-assessment completed during these meetings help to create and prioritise the Trust priorities, together with the individual School Development Plan, which includes improvements required not exclusively to education or its resources or the buildings but also for the Board of Trustees.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of 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 Bridge Academy Trust for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the Annual Report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the Annual Report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Finance and Estates 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; and
- identification of management and risks.

Internal Scrutiny

The Board of Trustees has decided to employ Juniper Education Internal Controls Evaluation Team as Internal Auditor.

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

- Governance and Financial Management;
- Banking, Income and Expenditure;
- Payroll and Expenses; and
- Assets.

On a termly basis, the Internal Auditor reports to the Board of Trustees through the Audit and Risk Committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities and prepares an Annual Summary Report to the Committee outlining the areas reviewed, key findings, recommendations and conclusions to help the Committee consider actions and assess year on year progress.

The Trustees can confirm that Juniper Education Internal Controls Evaluation Team have delivered termly visits as per their planned schedule of work. There were no material control issues arising and any minor recommendations have been agreed by the Audit and Risk Committee and actioned by the Trust's finance staff.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

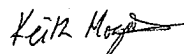
Review of effectiveness

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 Internal Auditor;
- the school resource management self-assessment tool;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.
- the work of the external Auditors.

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

Approved by the Board of Trustees and signed on their behalf by:



K Mogford (Dec 20, 2022, 8:54pm)

Mr K Mogford
Chair

Date: 20 Dec 2022



M Farmer (Dec 20, 2022, 8:57pm)

Mr M Farmer
Accounting Officer

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Bridge Academy Trust I have considered my responsibility to notify the Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Trust, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

I confirm that I and the Board of Trustees are able to identify any material irregular or improper use of all funds by the Trust, or material non-compliance with the terms and conditions of funding under the Trust's funding agreement and the Academy Trust Handbook 2021.

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



M Farmer (Dec 20, 2022, 8:57pm)

M Farmer
Accounting Officer

Date: 20 Dec 2022

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022

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

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

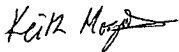
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

The Trustees are responsible for ensuring that in its conduct and operation the Charitable Company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from 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 the Board of Trustees and signed on its behalf by:



K Mogford (Dec 20, 2022, 8:54pm)

K Mogford
Chair

Date: 20 Dec 2022

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF BRIDGE ACADEMY TRUST

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF BRIDGE ACADEMY TRUST (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

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

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

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF BRIDGE ACADEMY TRUST (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the Trust and the sector in which it operates and considered the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations. This included those regulations directly related to the financial statements, including financial reporting and tax legislation and academy sector regulations including GDPR, employment law, health and safety and safeguarding.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness, and evaluating the business rationale of any large or unusual transactions to determine whether they were significant to our assessment.
- We reviewed key controls, authorisation procedures and decision making processes for any unusual or one-off transactions.
- We reviewed minutes of Trustee meetings and other relevant sub-committees of the Board and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of the Accounting Officer and senior management team to identify laws and regulations applicable to the Trust. We assessed details of any breaches where applicable in order to assess the impact upon the Trust.
- We have reviewed any correspondence with the ESFA / DfE and the procedures in place for the reporting of incidents to the Trustees including reporting of any serious incidents to the Regulator if necessary.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

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

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF BRIDGE
ACADEMY TRUST (CONTINUED)**

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

Use of our Report

This Report is made solely to the 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 Trust's Members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trust and its Members, as a body, for our audit work, for this Report, or for the opinions we have formed.

Tom Meeks FCCA (Senior Statutory Auditor)

for and on behalf of
Price Bailey LLP
Chartered Accountants
Statutory Auditors
Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT

Date: 21 December 2022

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BRIDGE
ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 6 July 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Bridge Academy Trust during the year 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This Report is made solely to Bridge Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Bridge 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 Bridge Academy Trust and ESFA, for our work, for this Report, or for the conclusion we have formed.

Respective responsibilities of Bridge Academy Trust's Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of Bridge Academy Trust's funding agreement with the Secretary of State for Education dated 31 December 2018 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BRIDGE
ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance.
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Trust, extending the procedures required for financial statements to include regularity, propriety and compliance.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reporting Accountant
Price Bailey LLP

Date: 21 December 2022

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022**

| | Note | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Restricted fixed asset funds 2022 £ | Total funds 2022 £ | Total funds 2021 £ |
|---|------|------------------------------------|----------------------------------|---|-----------------------------|-----------------------------|
| Income from: | | | | | | |
| Donations and capital grants | 2 | 63,700 | 340,777 | 3,053,396 | 3,457,873 | 22,998,997 |
| Other trading activities | 4 | 736,017 | 71,216 | - | 807,233 | 362,775 |
| Investments | 5 | 782 | - | - | 782 | 412 |
| Charitable activities | 3 | 1,055,430 | 37,254,805 | - | 38,310,235 | 26,678,602 |
| Total income | | 1,855,929 | 37,666,798 | 3,053,396 | 42,576,123 | 50,040,786 |
| Expenditure on: | | | | | | |
| Charitable activities | 6 | 1,315,019 | 38,489,063 | 3,873,610 | 43,677,692 | 30,588,567 |
| Total expenditure | | 1,315,019 | 38,489,063 | 3,873,610 | 43,677,692 | 30,588,567 |
| Net income/ (expenditure) | | 540,910 | (822,265) | (820,214) | (1,101,569) | 19,452,219 |
| Transfers between funds | 18 | - | (351,676) | 351,676 | - | - |
| Net movement in funds before other recognised gains/(losses) | | 540,910 | (1,173,941) | (468,538) | (1,101,569) | 19,452,219 |
| Other recognised gains/(losses): | | | | | | |
| Actuarial gains/(losses) on defined benefit pension schemes | 25 | - | 21,763,000 | - | 21,763,000 | (2,203,000) |
| Net movement in funds | | 540,910 | 20,589,059 | (468,538) | 20,661,431 | 17,249,219 |
| Reconciliation of funds: | | | | | | |
| Total funds brought forward | | 1,695,668 | (21,116,285) | 66,213,878 | 46,793,261 | 29,544,042 |
| Net movement in funds | | 540,910 | 20,589,059 | (468,538) | 20,661,431 | 17,249,219 |
| Total funds carried forward | | 2,236,578 | (527,226) | 65,745,340 | 67,454,692 | 46,793,261 |

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

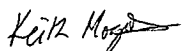
The notes on pages 32 to 62 form part of these financial statements.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07663795

BALANCE SHEET
AS AT 31 AUGUST 2022

| | Note | 2022 £ | 2021 £ |
|---|------|--------------------------|--------------------------|
| Fixed assets | | | |
| Tangible assets | 12 | 61,570,492 | 62,659,931 |
| Current assets | | | |
| Debtors | 13 | 3,219,248 | 5,135,849 |
| Investments | 14 | 1,000,000 | 1,000,000 |
| Cash at bank and in hand | | 9,293,241 | 4,905,456 |
| | | <u>13,512,489</u> | <u>11,041,305</u> |
| Creditors due within one year | 15 | (3,049,765) | (3,294,357) |
| Net current assets | | <u>10,462,724</u> | <u>7,746,948</u> |
| Total assets less current liabilities | | <u>72,033,216</u> | <u>70,406,879</u> |
| Creditors due after more than one year | 16 | (367,524) | (403,618) |
| Net assets excluding pension liability | | <u>71,665,692</u> | <u>70,003,261</u> |
| Defined benefit pension scheme liability | 25 | (4,211,000) | (23,210,000) |
| Total net assets | | <u><u>67,454,692</u></u> | <u><u>46,793,261</u></u> |
| Funds of the Trust | | | |
| Restricted funds: | | | |
| Fixed asset funds | 18 | 65,745,340 | 66,213,878 |
| Restricted income funds | 18 | 3,683,774 | 2,093,715 |
| | | <u>69,429,114</u> | <u>68,307,593</u> |
| Restricted funds excluding pension liability | | | |
| Pension reserve | 18 | (4,211,000) | (23,210,000) |
| Total restricted funds | | <u>65,218,114</u> | <u>45,097,593</u> |
| Unrestricted income funds | 18 | 2,236,578 | 1,695,668 |
| Total funds | | <u><u>67,454,692</u></u> | <u><u>46,793,261</u></u> |

The financial statements on pages 29 to 62 were approved by the Trustees, and authorised for issue on 20 Dec 2022 and are signed on their behalf, by:



K Mogford (Dec 20, 2022, 8:54pm)

K Mogford
Chair

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

| | Note | 2022 £ | 2021 £ |
|---|--------|--------------------------|-------------------------|
| Cash flows from operating activities | | | |
| Net cash provided by/(used in) operating activities | 20 | 1,860,176 | (1,224,310) |
| Cash flows from investing activities | 22 | 2,743,279 | 3,167,969 |
| Cash flows from financing activities | 21 | (215,670) | 394,263 |
| | | <u>4,387,785</u> | <u>2,337,922</u> |
| Change in cash and cash equivalents in the year | | 4,387,785 | 2,337,922 |
| Cash and cash equivalents at the beginning of the year | | 5,905,456 | 3,567,534 |
| Cash and cash equivalents at the end of the year | 23, 24 | <u><u>10,293,241</u></u> | <u><u>5,905,456</u></u> |

The notes on pages 32 to 62 form part of these financial statements

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

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

The presentational currency of the Trust is Pounds Sterling.

1.2 Company status

The Trust is a company limited by guarantee. The Members of the Company are named on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member.

The Trust's registered office is Brian Close, Chelmsford, Essex, CM2 9DZ.

1.3 Fund accounting

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

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

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

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

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

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.4 Income

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

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

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

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

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

Where assets and liabilities are received by the Trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance Sheet at the point when the risks and rewards of ownership pass to the Trust. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

1.5 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.6 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 Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the 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.

The Trust derives the majority of its income from local and national Government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Trust can continue operating for a period of at least 12 months following the date of this Report. The financial statements do not contain any adjustments that would be required if the Trust were not able to continue as a going concern.

1.7 Tangible fixed assets

Assets costing £10,000 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 and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, down to the residual value of each asset, as follows:

Depreciation is provided on the following bases:

| | |
|------------------------------|-------------------------------|
| Leasehold land | - 125 years straight line |
| Long term leasehold property | - 10 - 72 years straight line |
| Computer equipment | - 3 years straight line |
| Leasehold improvements | - 39 years straight line |

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities. Furniture and equipment are deemed to be stated at residual value, therefore no depreciation has been applied.

1.8 Operating leases

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

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.9 Debtors

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

1.10 Cash at bank and in hand

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

1.11 Liabilities

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

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.13 Pensions

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

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

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

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

1.14 Interest receivable

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

1.15 Taxation

The 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 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.

1.16 Investments

Current asset investments includes balances placed on deposit with maturity of three months or more from the date of acquisition or opening of the deposit or similar account.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1. Accounting policies (continued)

1.17 Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the Actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

2. Income from donations and capital grants

| | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Restricted fixed asset funds 2022 £ | Total funds 2022 £ | Total funds 2021 £ |
|----------------------|------------------------------------|----------------------------------|---|-----------------------------|-----------------------------|
| Donation on transfer | - | - | - | - | 19,392,067 |
| Donations | 63,700 | 340,777 | - | 404,477 | 16,052 |
| Capital grants | - | - | 3,053,396 | 3,053,396 | 3,590,878 |
| Total 2022 | 63,700 | 340,777 | 3,053,396 | 3,457,873 | 22,998,997 |
| Total 2021 | 55,389 | (9,812,510) | 32,756,118 | 22,998,997 | |

In 2021, income from transfer of academies was £19,392,067, of which £39,337 was unrestricted, £(9,812,510) restricted and £29,165,240 in relation to restricted fixed assets.

In 2021, income from donations was £16,052, all of which was unrestricted.

In 2021, income from capital grants was £3,590,878 all of which was restricted fixed assets.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

3. Funding for the Trust's provision of education

| | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Total funds 2022 £ | Total funds 2021 £ |
|---|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| DfE/ESFA grants | | | | |
| General Annual Grant (GAG) | - | 32,460,827 | 32,460,827 | 21,846,248 |
| Other DfE/ESFA grants | | | | |
| Pupil premium | - | 1,155,292 | 1,155,292 | 678,412 |
| Free school meals | - | 446,447 | 446,447 | 433,173 |
| Rates relief | - | 178,130 | 178,130 | 214,220 |
| Sports premium | - | 142,870 | 142,870 | 121,887 |
| Teachers pay grant | - | 47,301 | 47,301 | 290,830 |
| Teachers pension grant | - | 133,660 | 133,660 | 835,208 |
| Summer school income | - | - | - | 46,000 |
| Supplementary grant | - | 389,298 | 389,298 | - |
| Recovery premium | - | 149,421 | 149,421 | - |
| Other DfE/ESFA grants | - | 513,586 | 513,586 | 6,861 |
| | - | 35,616,832 | 35,616,832 | 24,472,839 |
| Other Government grants | | | | |
| Local Authority grants | - | 1,617,253 | 1,617,253 | 1,300,529 |
| COVID-19 additional funding (DfE/ESFA) | | | | |
| Catch-up premium | - | - | - | 346,050 |
| Other DfE/ESFA COVID-19 funding | - | 20,720 | 20,720 | 119,170 |
| Other funding | | | | |
| Catering income | 1,055,430 | - | 1,055,430 | 440,014 |
| Total 2022 | <u>1,055,430</u> | <u>37,254,805</u> | <u>38,310,235</u> | <u>26,678,602</u> |
| Total 2021 | <u>440,014</u> | <u>26,238,588</u> | <u>26,678,602</u> | |

In 2021, income from DfE/ESFA grants was £24,472,839 of which all was restricted.

In 2021, income from other Government grants was £1,300,529 of which all was restricted.

In 2021, catering income was £440,014 of which all was unrestricted.

In 2021, exceptional grants of £465,220 were paid in relation to COVID-19 catch up premium and the Coronavirus Job Retention Scheme, these were all restricted.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

4. Income from other trading activities

| | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Total funds 2022 £ | Total funds 2021 £ |
|------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Hire of facilities | 333,201 | - | 333,201 | 146,012 |
| Uniform sales | 11,297 | - | 11,297 | 1,257 |
| Other income generated | 391,519 | 71,216 | 462,735 | 215,506 |
| Total 2022 | 736,017 | 71,216 | 807,233 | 362,775 |

In 2021, income from other trading activities was £362,775, all of which was unrestricted.

5. Investment income

| | Unrestricted funds 2022 £ | Total funds 2022 £ | Total funds 2021 £ |
|----------------------|------------------------------------|-----------------------------|-----------------------------|
| Interest on deposits | 782 | 782 | 412 |

In 2021, investment income was £412, all of which was unrestricted.

6. Expenditure

| | Staff Costs 2022 £ | Premises 2022 £ | Other 2022 £ | Total 2022 £ | Total 2021 £ |
|-------------------|--------------------------|-----------------------|--------------------|--------------------|--------------------|
| Direct costs | 26,262,436 | - | 1,887,339 | 28,149,775 | 19,673,402 |
| Support costs | 5,721,670 | 6,390,624 | 3,415,623 | 15,527,917 | 10,915,165 |
| Total 2022 | 31,984,106 | 6,390,624 | 5,302,962 | 43,677,692 | 30,588,567 |
| Total 2021 | 22,622,989 | 4,365,420 | 3,600,158 | 30,588,567 | |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

6. Expenditure (continued)

In 2021, of total expenditure £666,905 was to unrestricted funds, £27,292,683 was to restricted funds and £2,628,979 was to restricted fixed asset funds.

In 2021 direct costs consisted of £18,444,282 staff costs and £1,229,120 other costs.

In 2021 allocated support costs consisted of £4,178,707 staff costs, £4,365,450 premises costs and £2,371,038 other costs.

7. Charitable Activities

| | 2022 £ | 2021 £ |
|---------------|-------------------|-------------------|
| Direct costs | 28,149,775 | 19,673,402 |
| Support costs | 15,527,917 | 10,915,165 |
| | <u>43,677,692</u> | <u>30,588,567</u> |

| | 2022 £ | 2021 £ |
|----------------------------------|-------------------|-------------------|
| Analysis of support costs | | |
| Support staff costs | 5,721,670 | 4,178,707 |
| Depreciation | 1,400,338 | 1,062,145 |
| Technology costs | 960,232 | 676,526 |
| Premises costs | 4,990,286 | 3,303,275 |
| Other support costs | 2,390,208 | 1,398,052 |
| Governance costs | 36,250 | 40,195 |
| Legal costs | 28,933 | 256,265 |
| | <u>15,527,917</u> | <u>10,915,165</u> |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

8. Net income/(expenditure)

Net income/(expenditure) for the year includes:

| | 2022 £ | 2021 £ |
|---------------------------------------|------------------|------------------|
| Operating lease rentals | 139,922 | 220,708 |
| Depreciation of tangible fixed assets | 1,400,338 | 1,062,145 |
| Fees paid to Auditors for: | | |
| - audit | 21,000 | 18,900 |
| - other services | 10,220 | 12,345 |
| | <u>1,571,280</u> | <u>1,314,108</u> |

9. Staff

a. Staff costs

Staff costs during the year were as follows:

| | 2022 £ | 2021 £ |
|---------------------------|-------------------|-------------------|
| Wages and salaries | 21,637,660 | 16,091,061 |
| Social security costs | 2,128,944 | 1,516,241 |
| Pension costs | 7,226,184 | 4,758,471 |
| | <u>30,992,788</u> | <u>22,365,773</u> |
| Supply teacher costs | 874,805 | 243,713 |
| Staff restructuring costs | 116,513 | 13,503 |
| | <u>31,984,106</u> | <u>22,622,989</u> |

Staff restructuring costs comprise:

| | 2022 £ | 2021 £ |
|---------------------------|----------------|---------------|
| Redundancy payments | 30,128 | 5,003 |
| Severance payments | 30,377 | 8,500 |
| Other restructuring costs | 56,008 | - |
| | <u>116,513</u> | <u>13,503</u> |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

9. Staff (continued)

b. Severance payments

The Trust paid 3 severance payments in the year (2021 - 1), disclosed in the following bands:

| | 2022 No. | 2021 No. |
|--------------|-------------|-------------|
| £0 - £25,000 | 3 | 1 |
| | <u>3</u> | <u>1</u> |

c. Special staff severance payments

Included within staff restructuring costs are non-statutory severance payments made under settlement agreements totalling £30,377 (2021 - £8,500). Individually the payments made were £6,687, £12,690 and £11,000.

d. Staff numbers

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

| | 2022 No. | 2021 No. |
|----------------------------|-------------|-------------|
| Teachers | 373 | 272 |
| Administration and support | 535 | 391 |
| Management | 4 | 5 |
| | <u>912</u> | <u>668</u> |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

9. Staff (continued)

e. Higher paid staff

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

| | 2022 No. | 2021 No. |
|---------------------------------|-------------|-------------|
| In the band £60,001 - £70,000 | 13 | 3 |
| In the band £70,001 - £80,000 | 3 | 1 |
| In the band £80,001 - £90,000 | 4 | 1 |
| In the band £90,001 - £100,000 | - | 1 |
| In the band £100,001 - £110,000 | 1 | 1 |
| In the band £140,001 - £150,000 | - | 1 |
| In the band £150,001 - £160,000 | 1 | - |

f. Key management personnel

The key management personnel of the Trust comprise the Trustees and the Senior Management Team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £592,650 (2021 - £650,178).

Employer pension contributions included within key management personnel remuneration was £103,444 (2021 - £114,132).

Employer national insurance contributions included within key management personnel remuneration was £56,577 (2021 - £59,697).

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

10. Central services

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

- Finance
- Payroll
- Health and safety
- School improvement services
- Human Resources
- Legal services

The Trust charges for these services on the following basis:

The Trust charges for these services on the basis of 6% of GAG funding for Secondary Schools and 5% of GAG funding for Primary Schools. The actual amounts charged during the year were as follows:

The actual amounts charged during the year were as follows:

| | 2022 £ | 2021 £ |
|---|------------------|------------------|
| Moulsham High School | 500,472 | 456,957 |
| The Ongar Academy | 227,640 | 203,643 |
| Mildmay Junior School | 72,528 | 68,100 |
| Chipping Ongar Primary School | 45,648 | 42,439 |
| High Ongar Primary School | 32,328 | 30,723 |
| Mildmay Infant and Nursery School | 55,392 | 59,709 |
| Oaklands Infant School | 38,532 | 36,224 |
| Ongar Primary School | 36,732 | 35,125 |
| Notley High School and Braintree Sixth Form | 471,588 | 181,979 |
| The Ramsey Academy, Halstead | 261,468 | 92,835 |
| Richard De Clare Community Academy | 76,308 | 28,958 |
| Acorn Academy | 51,840 | 21,327 |
| Total | 1,870,476 | 1,258,019 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

11. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The CEO only receives remuneration in respect of services they provide undertaking the roles of CEO under their contract of employment. The value of Trustees' remuneration and other benefits was as follows:

| | | 2022 £ | 2021 £ |
|-------------|----------------------------|----------------------|----------------------|
| Mr M Farmer | Remuneration | 150,000 - 155,000 | 145,000 - 150,000 |
| | Pension contributions paid | 35,000 - 40,000 | 35,000 - 40,000 |

During the year ended 31 August 2022, no Trustee expenses have been incurred (2021 - £NIL).

12. Tangible fixed assets

| | Long-term leasehold property £ | Furniture and equipment £ | Computer equipment £ | Leasehold improvement £ | Total £ |
|--------------------------|---|---------------------------------|----------------------------|-------------------------------|------------|
| Cost or valuation | | | | | |
| At 1 September 2021 | 65,869,823 | 170,116 | 677,175 | 1,303,485 | 68,020,599 |
| Additions | - | - | 310,899 | - | 310,899 |
| At 31 August 2022 | 65,869,823 | 170,116 | 988,074 | 1,303,485 | 68,331,498 |
| Depreciation | | | | | |
| At 1 September 2021 | 4,552,440 | 325 | 556,079 | 251,824 | 5,360,668 |
| Charge for the year | 1,267,931 | - | 99,263 | 33,144 | 1,400,338 |
| At 31 August 2022 | 5,820,371 | 325 | 655,342 | 284,968 | 6,761,006 |
| Net book value | | | | | |
| At 31 August 2022 | 60,049,452 | 169,791 | 332,732 | 1,018,517 | 61,570,492 |
| At 31 August 2021 | 61,317,383 | 169,791 | 121,096 | 1,051,661 | 62,659,931 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

13. Debtors

| | 2022 £ | 2021 £ |
|--------------------------------|------------------|------------------|
| Due within one year | | |
| Trade debtors | 44,181 | 292,379 |
| Other debtors | 50 | 3,565 |
| Prepayments and accrued income | 3,067,053 | 4,399,638 |
| VAT recoverable | 107,964 | 440,267 |
| | <u>3,219,248</u> | <u>5,135,849</u> |

14. Current asset investments

| | 2022 £ | 2021 £ |
|-----------------------------|------------------|------------------|
| Cash equivalents on deposit | <u>1,000,000</u> | <u>1,000,000</u> |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

15. Creditors: Amounts falling due within one year

| | 2022 £ | 2021 £ |
|------------------------------------|------------------|------------------|
| Other loans | 38,845 | 20,996 |
| Trade creditors | 275,015 | 92,061 |
| ESFA creditor: abatement of GAG | 94,899 | - |
| Other taxation and social security | 496,207 | 494,737 |
| Other creditors | 743,297 | 1,019,565 |
| Accruals and deferred income | 1,401,502 | 1,666,998 |
| | <u>3,049,765</u> | <u>3,294,357</u> |

Included within other loans are amounts totalling £14,136 representing the balance due within one year on interest free Salix loans granted by the Education and Skills Funding Agency. Also included within other loans is a Conditional Improvement Fund loan balance £24,709 from the ESFA for which interest ranging between 1.95% and 2.18% is charged.

ESFA creditor: abatement of GAG relates to a pupil number adjustment at The Ongar Academy.

| | 2022 £ | 2021 £ |
|--|----------------|----------------|
| Deferred income at 1 September 2021 | 226,152 | 88,543 |
| Resources deferred during the year | 295,294 | 226,152 |
| Amounts released from previous periods | (226,152) | (88,543) |
| | <u>295,294</u> | <u>226,152</u> |

At the balance sheet date the Trust was holding funds in advance relating to school trips as well as small community projects.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

16. Creditors: Amounts falling due after more than one year

| | 2022 £ | 2021 £ |
|-------------|-----------|-----------|
| Other loans | 367,524 | 403,618 |

Included within other loans are amounts totalling £189,704 representing the balance due after more than one year on interest free Salix loans granted by the Education and Skills Funding Agency. Also included within other loans are Conditional Improvement Fund loan balances totalling £177,820 from the ESFA for which interest ranging between 1.95% and 2.18% is charged.

Included within the above are amounts falling due as follows:

| | 2022 £ | 2021 £ |
|-----------------------------------|-----------|-----------|
| Between one and two years | | |
| Other loans | 57,884 | 55,580 |
| Between two and five years | | |
| Other loans | 126,304 | 144,153 |
| Over five years | | |
| Other loans | 183,336 | 203,885 |

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

| | 2022 £ | 2021 £ |
|-------------------------------------|-----------|-----------|
| Payable or repayable by instalments | 183,336 | 203,885 |

17. Trustees' and Officers' insurance

The Trust has opted into the Department of Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK Government funds cover losses that arise. This scheme protects Trustees, Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees, Governors and Officers indemnity element from the overall cost of the RPA scheme membership.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. Statement of funds

| | Balance at 1 September 2021 £ | Income £ | Expenditure £ | Transfers in/out £ | Gains/ (Losses) £ | Balance at 31 August 2022 £ |
|---------------------------------|--|------------------|--------------------|--------------------------|-------------------------|--------------------------------------|
| Unrestricted funds | | | | | | |
| Designated funds | | | | | | |
| AGP Carpet Replacement | 200,000 | - | - | 25,000 | - | 225,000 |
| ICT Improvements | 300,000 | - | (157,645) | 200,000 | - | 342,355 |
| Trust Growth Strategy | 180,000 | - | (60,000) | - | - | 120,000 |
| Trust Estate Strategy | 350,000 | - | (3,938) | 1,200,000 | - | 1,546,062 |
| | <u>1,030,000</u> | <u>-</u> | <u>(221,583)</u> | <u>1,425,000</u> | <u>-</u> | <u>2,233,417</u> |
| General funds | | | | | | |
| Unrestricted funds | <u>665,668</u> | <u>1,855,929</u> | <u>(1,093,436)</u> | <u>(1,425,000)</u> | <u>-</u> | <u>3,161</u> |
| Total Unrestricted funds | <u>1,695,668</u> | <u>1,855,929</u> | <u>(1,315,019)</u> | <u>-</u> | <u>-</u> | <u>2,236,578</u> |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. Statement of funds (continued)

| | Balance at 1 September 2021 £ | Income £ | Expenditure £ | Transfers in/out £ | Gains/ (Losses) £ | Balance at 31 August 2022 £ |
|---|--|--------------------------|----------------------------|--------------------------|--------------------------|--------------------------------------|
| Restricted general funds | | | | | | |
| General Annual Grant (GAG) | 2,093,715 | 32,460,827 | (30,519,092) | (351,676) | - | 3,683,774 |
| Other DfE/ESFA grants | - | 3,176,724 | (3,176,724) | - | - | - |
| Other Government grants | - | 1,617,254 | (1,617,254) | - | - | - |
| Other restricted | - | 71,216 | (71,216) | - | - | - |
| Restricted donations | - | 340,777 | (340,777) | - | - | - |
| Pension reserve | (23,210,000) | - | (2,764,000) | - | 21,763,000 | (4,211,000) |
| | <u>(21,116,285)</u> | <u>37,666,798</u> | <u>(38,489,063)</u> | <u>(351,676)</u> | <u>21,763,000</u> | <u>(527,226)</u> |
| Restricted fixed asset funds | | | | | | |
| Restricted fixed asset funds | 62,659,931 | - | (1,400,338) | 310,899 | - | 61,570,492 |
| School Condition Allocation | 777,349 | 977,345 | (127,318) | - | - | 1,627,376 |
| Other ESFA capital grants | 2,776,598 | 1,928,820 | (2,345,954) | 40,777 | - | 2,400,241 |
| Devolved Formula Capital | - | 147,231 | - | - | - | 147,231 |
| | <u>66,213,878</u> | <u>3,053,396</u> | <u>(3,873,610)</u> | <u>351,676</u> | <u>-</u> | <u>65,745,340</u> |
| Total Restricted funds | <u>45,097,593</u> | <u>40,720,194</u> | <u>(42,362,673)</u> | <u>-</u> | <u>21,763,000</u> | <u>65,218,114</u> |
| Total funds | <u><u>46,793,261</u></u> | <u><u>42,576,123</u></u> | <u><u>(43,677,692)</u></u> | <u><u>-</u></u> | <u><u>21,763,000</u></u> | <u><u>67,454,692</u></u> |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. Statement of funds (continued)

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

Pension reserve

The pension reserve has been created to separately identify the pension deficit inherited from the Local Authority upon conversion of each School to academy status, and through which all the pension scheme movements are recognised.

SCA, CIF, SSICB and DFC (DfE/ESFA capital grants)

The DfE/ESFA capital grant funds have been established to recognise the restricted grant funding received for capital expenditure projects undertaken throughout the Trust. The transfer into this fund represents the excess costs which will have to be funded from GAG funds.

Other DfE/ESFA grants

Other DfE/ESFA grants relate to the restricted income received from both the Department for Education and the Education and Skills Funding Agency to assist with the pursuit of specific activities.

Restricted fixed asset funds

The restricted fixed asset fund has been created to reflect the value of tangible fixed assets purchased from GAG and capital funding. Depreciation charged to the assets purchased is allocated to this fund.

Designated capital projects and other designated Trust projects

These represent a number of projects designated by the Trust as mentioned within the Reserves policy within the Trustees' Report.

Other Government grants

This represents various grants received from Government bodies for the provision of specific services to pupils of the Trust.

Restricted donations

This represents contributions made by parents to the running of educational visits for the pupils of the Trust and the associated costs of running the trips.

Other Restricted

This represents contributions made by self funded students of the BAT teacher training provision.

General Annual Grant (GAG)

The General Annual Grant (GAG) represents the core funding for the educational activities of the School that has been provided to the Trust via the ESFA by the DfE.

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2022. Details on how the Trust plans to use its funds can be found in the Reserves policy within the Trustees' Report.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. Statement of funds (continued)

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

| | Balance at 1 September 2020 £ | Income £ | Expenditure £ | Transfers in/out £ | Gains/ (Losses) £ | Balance at 31 August 2021 £ |
|---------------------------------|--|-------------------|---------------------|--------------------------|-------------------------|--------------------------------------|
| Designated funds | | | | | | |
| AGP Carpet Replacement | 175,000 | - | - | 25,000 | - | 200,000 |
| New Trust building | 285,000 | - | - | (285,000) | - | - |
| Designated capital projects | 500,000 | - | - | (200,000) | - | 300,000 |
| Trust Growth Strategy | - | - | - | 180,000 | - | 180,000 |
| Trust Estates Strategy | - | - | - | 350,000 | - | 350,000 |
| | <u>960,000</u> | <u>-</u> | <u>-</u> | <u>70,000</u> | <u>-</u> | <u>1,030,000</u> |
| General funds | | | | | | |
| Unrestricted funds | 812,439 | 858,590 | (666,905) | (338,456) | - | 665,668 |
| Total Unrestricted funds | <u>1,772,439</u> | <u>858,590</u> | <u>(666,905)</u> | <u>(268,456)</u> | <u>-</u> | <u>1,695,668</u> |
| Restricted general funds | | | | | | |
| General Annual Grant (GAG) | 1,148,119 | 21,846,248 | (20,889,853) | (10,799) | - | 2,093,715 |
| Other DfE/ESFA grants | - | 3,091,811 | (3,091,811) | - | - | - |
| Other Government grants | - | 1,300,529 | (1,300,529) | - | - | - |
| Other restricted | - | 592,490 | (592,490) | - | - | - |
| Pension reserve | (9,184,000) | (10,405,000) | (1,418,000) | - | (2,203,000) | (23,210,000) |
| | <u>(8,035,881)</u> | <u>16,426,078</u> | <u>(27,292,683)</u> | <u>(10,799)</u> | <u>(2,203,000)</u> | <u>(21,116,285)</u> |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. Statement of funds (continued)

| | Balance at 1 September 2020 £ | Income £ | Expenditure £ | Transfers in/out £ | Gains/ (Losses) £ | Balance at 31 August 2021 £ |
|---|--|-------------------|---------------------|--------------------------|-------------------------|--------------------------------------|
| Restricted fixed asset funds | | | | | | |
| Restricted fixed asset funds | 35,429,812 | 27,868,943 | (1,062,145) | 423,321 | - | 62,659,931 |
| School Condition Allocation | 377,672 | 601,009 | (201,332) | - | - | 777,349 |
| Other ESFA capital grants | - | 4,142,100 | (1,365,502) | - | - | 2,776,598 |
| Devolved Formula Capital | - | 144,066 | - | (144,066) | - | - |
| | <u>35,807,484</u> | <u>32,756,118</u> | <u>(2,628,979)</u> | <u>279,255</u> | <u>-</u> | <u>66,213,878</u> |
| Total Restricted funds | <u>27,771,603</u> | <u>49,182,196</u> | <u>(29,921,662)</u> | <u>268,456</u> | <u>(2,203,000)</u> | <u>45,097,593</u> |
| Total funds | <u>29,544,042</u> | <u>50,040,786</u> | <u>(30,588,567)</u> | <u>-</u> | <u>(2,203,000)</u> | <u>46,793,261</u> |

Total funds analysis by Academy

Fund balances at 31 August 2022 were allocated as follows:

| | 2022 £ | 2021 £ |
|-----------------------------|-------------------|-------------------|
| Bridge Academy Trust | 5,920,352 | 3,789,383 |
| Restricted fixed asset fund | 65,745,340 | 66,213,878 |
| Pension reserve | (4,211,000) | (23,210,000) |
| Total | <u>67,454,692</u> | <u>46,793,261</u> |

All revenue funds at the year end for each School were transferred into the central trust.

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. Statement of funds (continued)

Total cost analysis by Academy

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

| | Teaching and educational support staff costs £ | Other support staff costs £ | Educational supplies £ | Other costs excluding depreciation £ | Total 2022 £ | Total 2021 £ |
|-------------------------------|---|--------------------------------------|------------------------------|---|--------------------|--------------------|
| Bridge Academy Trust | 276,406 | 1,088,412 | 118,452 | 533,880 | 2,017,150 | 1,813,954 |
| Moulsham High | 5,822,016 | 1,299,642 | 317,430 | 1,829,596 | 9,268,684 | 8,282,311 |
| The Ongar Academy | 2,512,461 | 506,865 | 147,757 | 637,044 | 3,804,127 | 3,635,959 |
| Chipping Ongar Primary School | 691,637 | 141,216 | 50,188 | 221,344 | 1,104,385 | 1,017,385 |
| High Ongar Primary School | 512,773 | 80,850 | 23,613 | 134,663 | 751,899 | 811,457 |
| Ongar Primary | 666,013 | 115,041 | 22,097 | 138,065 | 941,216 | 903,735 |
| Oaklands Infant | 715,214 | 110,019 | 18,467 | 152,702 | 996,402 | 956,942 |
| Mildmay Junior | 1,504,334 | 249,705 | 70,228 | 177,673 | 2,001,940 | 1,861,512 |
| Mildmay Infant and Nursery | 1,149,615 | 197,281 | 34,610 | 227,750 | 1,609,256 | 1,678,088 |
| Notley High School | 6,272,922 | 1,138,869 | 184,456 | 2,612,589 | 10,208,836 | 4,495,632 |
| Ramsey Academy | 3,428,619 | 381,600 | 150,109 | 938,147 | 4,898,475 | 2,549,794 |
| Richard de Clare | 1,552,590 | 244,136 | 111,398 | 854,779 | 2,762,903 | 900,056 |
| Acorn Academy | 1,157,836 | 168,034 | 30,705 | 555,506 | 1,912,081 | 619,597 |
| Total | 26,262,436 | 5,721,670 | 1,279,510 | 9,013,738 | 42,277,354 | 29,526,422 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

| | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Restricted fixed asset funds 2022 £ | Total funds 2022 £ |
|--|------------------------------------|----------------------------------|---|-----------------------------|
| Tangible fixed assets | - | - | 61,570,492 | 61,570,492 |
| Current assets | 2,236,578 | 6,499,551 | 4,776,360 | 13,512,489 |
| Creditors due within one year | - | (2,815,777) | (233,988) | (3,049,765) |
| Creditors due in more than one year | - | - | (367,524) | (367,524) |
| Provisions for liabilities and charges | - | (4,211,000) | - | (4,211,000) |
| Total | 2,236,578 | (527,226) | 65,745,340 | 67,454,692 |

Analysis of net assets between funds - prior year

| | Unrestricted funds 2021 £ | Restricted funds 2021 £ | Restricted fixed asset funds 2021 £ | Total funds 2021 £ |
|--|------------------------------------|----------------------------------|---|-----------------------------|
| Tangible fixed assets | - | - | 62,659,931 | 62,659,931 |
| Current assets | 1,695,668 | 4,652,207 | 4,693,430 | 11,041,305 |
| Creditors due within one year | - | (2,558,492) | (735,865) | (3,294,357) |
| Creditors due in more than one year | - | - | (403,618) | (403,618) |
| Provisions for liabilities and charges | - | (23,210,000) | - | (23,210,000) |
| Total | 1,695,668 | (21,116,285) | 66,213,878 | 46,793,261 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

20. Reconciliation of net (expenditure)/income to net cash flow from operating activities

| | 2022 £ | 2021 £ |
|--|------------------|--------------------|
| Net (expenditure)/income for the year (as per Statement of Financial Activities) | (1,101,569) | 19,452,219 |
| Adjustments for: | | |
| Depreciation | 1,400,338 | 1,062,145 |
| Capital grants | (3,053,396) | (3,590,878) |
| Interest receivable | (782) | (412) |
| Decrease/(increase) in debtors | 2,114,026 | (4,060,200) |
| Increase/(decrease) in creditors | (262,441) | 1,958,759 |
| Pension adjustment | 2,764,000 | 1,418,000 |
| Pension deficit inherited on transfer | - | 10,405,000 |
| Donated assets | - | (27,868,943) |
| Net cash provided by/(used in) operating activities | 1,860,176 | (1,224,310) |

21. Cash flows from financing activities

| | 2022 £ | 2021 £ |
|--|------------------|----------------|
| Cash inflows from Salix loans | - | 408,727 |
| Repayments of Salix loans | (215,670) | (14,464) |
| Net cash (used in)/provided by financing activities | (215,670) | 394,263 |

22. Cash flows from investing activities

| | 2022 £ | 2021 £ |
|--|------------------|------------------|
| Interest received | 782 | 412 |
| Purchase of tangible fixed assets | (310,899) | (423,321) |
| Capital grants | 3,053,396 | 3,590,878 |
| Net cash provided by investing activities | 2,743,279 | 3,167,969 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

23. Analysis of cash and cash equivalents

| | 2022 £ | 2021 £ |
|--|-------------------|------------------|
| Cash in hand and at bank | 9,293,241 | 4,905,456 |
| Notice deposits | 1,000,000 | 1,000,000 |
| Total cash and cash equivalents | <u>10,293,241</u> | <u>5,905,456</u> |

24. Analysis of changes in net debt

| | At 1 September 2021 £ | Cash flows £ | At 31 August 2022 £ |
|--------------------------|--------------------------------|------------------|---------------------------|
| Cash at bank and in hand | 4,905,456 | 4,387,785 | 9,293,241 |
| Debt due within 1 year | (20,996) | (112,748) | (133,744) |
| Debt due after 1 year | (403,618) | 36,094 | (367,524) |
| Liquid investments | 1,000,000 | - | 1,000,000 |
| | <u>5,480,842</u> | <u>4,311,131</u> | <u>9,791,973</u> |

25. Pension commitments

The 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 Essex County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £542,093 were payable to the schemes at 31 August 2022 (2021 - £552,718) and are included within creditors.

Teachers' Pension Scheme

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

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

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

25. Pension commitments (continued)

The Teachers' Pension Budgeting and Valuation Account

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

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

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

The employer's pension costs paid to TPS in the year amounted to £3,306,516 (2021 - £2,432,270).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £1,977,000 (2021 - £1,400,000), of which employer's contributions totalled £1,613,000 (2021 - £1,121,000) and employees' contributions totalled £364,000 (2021 - £279,000). The agreed contribution rates for future years are 21.9 per cent for employers and 5.5 and 12.5 per cent for employees.

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

Principal actuarial assumptions

| | 2022 | 2021 |
|--|------|------|
| | % | % |
| Rate of increase in salaries | 3.93 | 3.90 |
| Rate of increase for pensions in payment/inflation | 2.93 | 2.90 |
| Discount rate for scheme liabilities | 4.23 | 1.65 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

25. Pension commitments (continued)

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

| | 2022 Years | 2021 Years |
|----------------------|---------------|---------------|
| Retiring today | | |
| Males | 21.0 | 21.6 |
| Females | 23.0 | 22.9 |
| Retiring in 20 years | | |
| Males | 22.3 | 23.6 |
| Females | 24.5 | 25.1 |

Sensitivity analysis

As at 31 August 2022 the Trust had a pension liability of £4,211,000 (2021- £23,210,00). The sensitivity analysis detailed below would increase/(decrease) the closing defined benefit obligation in the following way:

| | 2022 £000 | 2021 £000 |
|--|--------------|--------------|
| Discount rate +0.1% | (642) | (1,092) |
| Discount rate -0.1% | 658 | 1,121 |
| Mortality assumption - 1 year increase | 777 | 1,767 |
| Mortality assumption - 1 year decrease | (755) | (1,699) |
| CPI rate +0.1% | 611 | 995 |
| CPI rate -0.1% | 595 | (969) |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

25. Pension commitments (continued)

Share of scheme assets

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

| | At 31 August 2022 £ | At 31 August 2021 £ |
|-------------------------------------|---------------------------|---------------------------|
| Equities | 12,721,000 | 13,541,000 |
| Gilts | 434,000 | 532,000 |
| Corporate bonds | 1,001,000 | 984,000 |
| Property | 2,140,000 | 1,475,000 |
| Cash and other liquid assets | 678,000 | 589,000 |
| Alternative assets | 3,385,000 | 2,349,000 |
| Other managed funds | 2,250,000 | 1,682,000 |
| Total market value of assets | 22,609,000 | 21,152,000 |

The actual return on scheme assets was £56,000 (2021 - £3,798,000).

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

| | 2022 £ | 2021 £ |
|---|------------------|------------------|
| Current service cost | 3,659,000 | 2,326,000 |
| Past service cost | 334,000 | - |
| Interest income | (361,000) | (185,000) |
| Interest cost | 737,000 | 394,000 |
| Administrative expenses | 8,000 | 4,000 |
| Total amount recognised in the Statement of Financial Activities | 4,377,000 | 2,539,000 |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

25. Pension commitments (continued)

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

| | 2022 £ | 2021 £ |
|--|-------------------|-------------------|
| At 1 September | 44,362,000 | 16,406,000 |
| Transferred in on existing academies joining the Trust | - | 20,673,000 |
| Interest cost | 737,000 | 394,000 |
| Employee contributions | 364,000 | 279,000 |
| Actuarial (gains)/losses | (22,068,000) | 4,547,000 |
| Benefits paid | (568,000) | (263,000) |
| Past service cost | 334,000 | - |
| Current service cost | 3,659,000 | 2,326,000 |
| At 31 August | <u>26,820,000</u> | <u>44,362,000</u> |

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

| | 2022 £ | 2021 £ |
|--|-------------------|-------------------|
| At 1 September | 21,152,000 | 7,222,000 |
| Transferred in on existing academies joining the Trust | - | 10,268,000 |
| Interest income | 361,000 | 185,000 |
| Actuarial (losses)/gains | (305,000) | 2,344,000 |
| Employer contributions | 1,613,000 | 1,121,000 |
| Employee contributions | 364,000 | 279,000 |
| Benefits paid | (568,000) | (263,000) |
| Admin expenses | (8,000) | (4,000) |
| At 31 August | <u>22,609,000</u> | <u>21,152,000</u> |

26. Operating lease commitments

At 31 August 2022 the Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

| | 2022 £ | 2021 £ |
|--|----------------|----------------|
| Not later than 1 year | 97,477 | 139,922 |
| Later than 1 year and not later than 5 years | 209,223 | 245,077 |
| Later than 5 years | 92,262 | 153,770 |
| | <u>398,962</u> | <u>538,769</u> |

BRIDGE ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

27. 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.

28. Related party transactions

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

The spouse of Mark Farmer, the CEO of the Trust, is employed by the Trust as a teaching staff member on a contract approved by Trustees. This remuneration package is in line with the standard payscales for the roles undertaken and her contract of employment is subject to the normal terms and conditions.

The Trust made payments totalling £8,756 (2021 - £NIL) to Great Baddow High School, of which Mr M Farmer's brother is the Chief Executive Officer. The Trust made the purchases at arm's length in accordance with approval procedures set out in the Trust financial regulations. Mr M Farmer did not participate in this approval process. The balance owed to them at the year end was £NIL (2021 - £NIL).

No other related party transactions took place in the period of account, other than the above and certain Trustees' remuneration and expenses already disclosed in note 11.