

**Compass  
Education  
Trust**

Seeking Success for All

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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COMPANIES HOUSE

CEO: Mr Ahson Mohammed

The 'Compass Education Trust Limited' is a charitable company limited by guarantee.

Registered company no: 07666213 (England and Wales)

Registered office: The Billericay School, School Road, Billericay, CM12 9LH

# **COMPASS EDUCATION TRUST LTD**

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## **COMPASS EDUCATION TRUST LTD**

### **REFERENCE AND ADMINISTRATIVE DETAILS**

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#### **Reference and Administrative Details**

##### **Members**

Colin Breathwick  
Patrick Rother  
Peter Walker

##### **Trustees**

Ian Miller (Chair of Trustees)  
Colin Breathwick  
Martin Clark  
Jane Lyon  
Stewart Martin  
Ahson Mohammed (CEO)  
Peter Hillman (appointed 16 January 2023)  
Manuela Gordea (resigned 7 July 2023)  
Jonathan Fryer (appointed 16 January 2023  
resigned 21 June 2023)  
Sarah Dignasse (appointed 16 January 2023)  
Karen Lay (appointed 1 September 2023)

#### **The Billericay School Local Governing Body**

##### **Governors**

Doreen Knight - Chair  
Patrick John  
Lee Patmore (resigned 16 March 2023)  
Jon Payne  
Alison Clifton  
Tom Tong (resigned 13 September 2023)  
Nicola Tubbs (appointed 28 September 2022  
resigned 28 March 2023)  
Anna Lehman (appointed 14 November 2022)  
Lee Street (appointed 28 September 2022)  
Richard Launder (appointed 23 January 23)  
Paul Kirby (appointed 15 November 22)

#### **The Bromfords School Local Governing Body**

##### **Governors**

Tony Parfett – Chair  
Paul Whalley  
Lucy Norman  
Mark Freeman  
Don Morris (resigned 23 February 2023)  
Carole Morris  
Nikki Thain  
Louise Moss (appointed 12 September 2022)  
Andrew Rutter (appointed 12 September 2022)  
Sam Wakeling (appointed 12 September 2022)

## COMPASS EDUCATION TRUST LTD

### REFERENCE AND ADMINISTRATIVE DETAILS

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#### The Appleton School Local Governing Body

##### Governors

Peter Hillman (resigned 27 June 2023)  
Rosie Levey (resigned 4 April 2023)  
Sarah Gould (resigned 10 September 2023)  
Matthew Titheradge (resigned 25 November 2023)  
Linda Smith (resigned 28 February 2023)  
Blessing Apejoye  
Manuela Gordea (resigned 14 July 2023)  
Francis Trotter  
Charlotte Little  
Matthew Phillips (appointed 6 December 2022)  
Nicola Benson (appointed 6 December 2022)  
Robert Prior (appointed 1 June 2023)  
Ahmed Aminu (appointed 7 November 2023)

##### Leadership team

CEO	Ahson Mohammed
Headteacher The Billericay School	Patrick Berry
Headteacher The Bromfords School	Jochen Tree
Headteacher The Appleton School	Sarah Cox
Director of Finance and Business Operations	Tracy Brunning

##### Academies

The Billericay School, Billericay, Essex  
The Bromfords School, Wickford, Essex  
The Appleton School, Benfleet, Essex

##### Company Secretary

Tracy Brunning

##### Company registration number

07666213 (England and Wales)

##### Registered office

School Road  
Billericay  
Essex CM12 9LH

##### Independent Auditor

Baxter & Co  
Lynwood House  
Crofton Road, Orpington  
Kent BR6 8QE

##### Bankers

NatWest Bank  
41 High Street  
Billericay,  
Essex CM12 9AL

##### Solicitors

Stone King LLP  
Upper Borough Court (UBC)  
Upper Borough Wall  
Bath, BA1 1RG

# **COMPASS EDUCATION TRUST LTD**

## **TRUSTEES' REPORT**

### **FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees present their annual report together with the accounts and independent auditor's reports of the charitable company for the year 01 September 2022 to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The principal activity of the company is the operation of state-funded academies, The Billericay School, The Bromfords School and The Appleton School, providing a state funded education for students aged 11 to 18. The Trust had 4,465 students on roll in the school census in January 2023. (1,693 at Billericay, 1,162 at Bromfords and 1,610 at Appleton).

### **Structure, Governance and Management**

#### **Constitution**

The Compass Education Trust Ltd is a company limited by guarantee incorporated on 12 June 2011, and was formerly named The Billericay School, the predecessor school having converted to academy status on 1 July 2011. On 17 July 2017, the company changed its name to Compass Education Trust Ltd and on 18 December 2017 adopted new articles of association, enabling the Company to operate as a Multi Academy Trust ("MAT"). The Bromfords School in Wickford joined the MAT with effect from 1 September 2017. The Appleton School in Benfleet joined the MAT with effect from 1 January 2023. Woodlands School in Basildon joined the MAT with effect from 1 September 2023. The charitable company's memorandum and articles of association are its primary governing documents.

The Trustees, who are also the directors for the purpose of company law, and who served during the year are set out in the Reference and Administrative Details section 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 or within one year of when they ceased to be a member.

#### **Trustees' Indemnities**

No indemnities or guarantees have been provided to third parties by the charitable company in respect of any of its trustees.

#### **Method of recruitment and appointment or election of Trustees**

In accordance with the articles adopted in December 2017, the trustees of the charitable company are appointed as follows:

- a) Up to 10 trustees appointed by the members
- b) The Chief Executive Officer, should they agree to so act, on an ex-officio basis
- c) The trustees may appoint further co-opted trustees
- d) The first trustees are those named in the statement delivered pursuant to sections 9 and 12 of the Companies Act 2006.

# COMPASS EDUCATION TRUST LTD

## TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

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### Local Governing Bodies

The Trustees have determined that academies within the Trust shall appoint a local governing body to ensure local oversight of the academies. The constitution of local governing bodies and governor responsibilities are set out in the Trust's Terms of Reference and Scheme of Delegation. The requirement as set out in the Articles of Association with regard to parent representation is satisfied by the appointment of parent governors to each local governing body.

### Policies and procedures adopted for the induction and training of Trustees and Local Governors

The training and induction provided for new governors and trustees will depend on their existing experience. Where necessary, induction provides training in charity, educational, legal and financial matters. All governors and trustees are provided with the information they need (including policies, minutes, budgets, etc) to undertake their role as governors or trustees and training needs are considered regularly by both the full governing body and the Trust. Training is provided for all governors and trustees on a variety of subjects during the year and individual governors and trustees may book onto external training sessions as and when relevant. During this year, governors and trustees internal training took place, provided by in house colleagues as well as online webinars. In addition, Ofsted preparedness has been provided by the CEO.

### Organisational structure

The board of trustees, the majority of whom are non-executive, comprises those persons appointed under the Articles of Association. The board meets a minimum of 6 times a year and holds an AGM, within the total number of the 6 meetings.

The Local Governing Bodies may determine their committee structure in order that they may fulfil the responsibilities as set out in the scheme of delegation.

All committees are formally constituted with terms of reference and comprise appropriately experienced members.

Where Trustees and Governors have delegated specific responsibilities to committees, the decisions and activities are reported to and discussed at full Trust Board and full LGB Meetings.

The CEO, supported by Leadership Teams at the academies, undertakes day-to-day management of the company. Ahson Mohammed is the CEO of the Compass Education Trust Ltd. Patrick Berry is Headteacher of the Billericay School. Jochen Tree is Headteacher of The Bromfords School and Sarah Cox is Headteacher of The Appleton School.

The CEO is the Trust's Accounting Officer and Tracy Brunning holds the role of the Company Secretary.

The Billericay Sports Centre Limited, a company limited by guarantee with registration number 03357691 is related to the Trust by virtue of the fact it shares Directors with the Trust. This separate entity will be absorbed by The Billericay School during the 23.24 academic year.

# COMPASS EDUCATION TRUST LTD

## TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

### Arrangements for setting pay and remuneration of key management personnel

The senior leadership team members (SLT) are the key management personnel of the Trust. Where staff trustees are in place, they receive remuneration for their role as staff and their pay is determined in the same way as applicable to all other staff within their category. Further details of remuneration paid to staff who are trustees are set out within the notes to the accounts.

The pay range of the CEO is set by the Trust Board having regard to the recommendations in the STP&C document. Performance against objectives is reviewed annually by a Review Committee, which includes trustees and an external advisor. Any consequent recommendations with regard to salary review are considered and approved by the Trust Board. The Pay Range of the academies' headteachers is determined by the Trust board in consultation with the staffing committee of the local governing bodies and are in line with the ISR. Pay ranges of other SLT members are set by local governing bodies in consultation with the CEO and recommended differentials. Where individual salary ranges entitle staff to an incremental increase, these are approved by the Local governing bodies (or committee thereof) having regard to recommendations made by the Headteachers following annual review of performance against previously agreed objectives.

### Trade Union Facility Time

#### Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
5	5

#### Percentage of time spent on facility time

Percentage of time	Number of Employees
0%	5
1% - 50%	0
51% - 99%	0
100%	0

#### Percentage of pay bill spent on facility time

Total Cost of facility time	£0
Total Pay bill	£21,059k
Percentage of the total pay bill spent on facility time	0%

#### Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours.	0%
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## **COMPASS EDUCATION TRUST LTD**

### **TRUSTEES' REPORT**

#### **FOR THE YEAR ENDED 31 AUGUST 2023**

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##### **Related Parties and other Connected Charities and Organisations**

The trust is a partner to the "Billericay Community Trust" (BCT) which is a partnership across all the schools located in the town of Billericay. Headteacher members of BCT collaborate to oversee the operations in respect of teacher training:

- The Billericay Educational Consortium (BEC,) is a school centred initial teacher training provider (SCITT) for both primary and secondary phases [www.billericayscitt.com](http://www.billericayscitt.com)
- The Billericay Alliance (TA,) develops and organises courses and in-service training provision for teachers at all levels of career development.

The Appleton School is one of three lead schools that formed the BTSA (Benfleet Team Supporting All) in 2021 to provide professional development to support all schools within their locality through delivery of Initial Teacher Training, Early Career Framework programme and other high-quality evidence-based training courses.

Compass Education Trust Ltd is the fund holder for both these collaborative operations and the employer of their staff. The funds are held in the trust's bank accounts, however the transactions removed from the accounts and reserve balances at year end.

##### **Engagement with employees (including disabled persons)**

The Trust places immense value on the involvement of its employees. We have continued to keep them informed on matters affecting them as employees and on the various factors affecting the performance of the Trust. This is achieved through formal and informal meetings, team briefings and internal newsletters/updates. Employee representatives are consulted regularly on a wide range of matters affecting their current and future interests.

In respect of disabled persons, the policy of the Trust is to support recruitment and retention of students, staff and Trustees/Governors with disabilities. Lifts, ramps and disabled toilets are installed, and door widths are adequate to enable wheelchair access to all the main areas of all the schools. The Trust does this by adapting the physical environment, making support resources available and through relevant training. Our policy is to promote the career development and promotion of disabled persons, irrespective of the nature of their disability and we will provide whatever assistance we reasonably can in order to support the individual in meeting their career goals, ensuring that their disability does not hinder their development.

##### **Engagement with suppliers, customers and others in a business relationship with the trust**

The Trust recognises the importance of maintaining good business relationships with its suppliers. We have a clear procurement procedure to ensure that suppliers are treated in an even-handed manner. The performance of and relationship with key suppliers is constantly monitored to ensure that we treat suppliers fairly, ensuring that payment terms are adhered to and that we comply with contractual obligations placed upon the Trust. We encourage an open and ongoing dialogue with suppliers to ensure that we conduct our business with them in a professional commercial manner.

Our objects and aims, described below, put students at the heart of all that we do. We have described our main achievements within the Strategic Report and also how we have performed against our objectives. We are committed to ensuring that we maintain strong and effective relationships with students, parents and wider stakeholders in the community.



# COMPASS EDUCATION TRUST LTD

## TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

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### Objectives and activities

#### Objects and aims

The principal object of the company is the advancement of education in the United Kingdom. It achieves this object principally through the operation of The Billericay School, The Bromfords School and The Appleton School, the aim being to provide the highest possible standard of education and pastoral care, maximising the attainment and life-chances of all students. The trust also aims to provide facilities for use by the local community via letting of facilities and through its Sports Centres/ swimming pools.

#### Objectives, strategies and activities

Our main objectives during the 2022/2023 year are summarised below:

- To successfully integrate a new secondary school into the trust by working closely with them via a Service Level Agreement
- To increase staff capacity for school improvement within the MAT
- To review KS4 and Sixth form curriculum offers
- To continue to establish policies and processes across the MAT to achieve harmonisation of practice, where this will be beneficial to student outcomes and effective working
- To achieve economies and efficiencies through procurement and purchase arrangements across the MAT
- To implement improvements in ICT infrastructure and utilise the latest technology to find economic solutions
- To recruit additional local governors and provide relevant training to local governing bodies.

#### Public benefit

In setting the objectives and planning the associated activities, trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

### Strategic Report

#### Achievements and performance

##### The Billericay School

- At GCSE, 76% of students achieved Grade 4+ in both English & Maths (Standard Pass) and 55% achieved Grade 5+ in both (Strong Pass). Attainment 8 score of 47.7 was above local and national averages.
- The Progress 8 score achieved by Year 11 students was -0.41
- The Ebacc entry for the cohort was 63%. 42% achieved grade 4 or above and 26% grade 5 and above. Numbers entered and achievement significantly above national.
- Post 16, 26% of all A levels taken by year 13 students achieved A/A\* grade and 54% of all A Levels taken achieved Grades A\*-B.
- Post 16, students studying Applied General or Tech Level courses achieved, on average, a Distinction.

A number of capital improvements were carried out during the year. A new CCTV system was installed to assist with site security. Two toilet blocks were refurbished during the summer holidays and IT equipment was refreshed in line with the renewals plan.

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## COMPASS EDUCATION TRUST LTD

### TRUSTEES' REPORT

#### FOR THE YEAR ENDED 31 AUGUST 2023

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##### The Bromfords School

- The validated Progress 8 score for the 2023 Year 11 cohort is -0.41; there is still work to be done but a significant improvement from 2022 outcomes. The overall outcomes are the best the school has achieved since 2016, with a sharp increase in outcomes witnessed in both maths and science.
- At GCSE, 49% of students achieved Grade 4 in both English & Maths (Standard Pass) and 28% achieved Grade 5 in both (Strong Pass); this was an increase in figures from both 2022 and 2019.
- The number of students entered for the EBacc has increased from 3% in 2019 to 10% with the current Year 11 cohort increasing to 16% as the impact of curriculum changes takes effect.
- Post 16, the average pass grade was C3 with 31% of all A Levels taken by Year 13 students achieving grades A\*B and 97% achieving grades A\*E; Post 16, students studying Applied General or Tech Level courses achieved, on average, a Distinction.
- Our Year 7 intake was at PAN of 224 and as of October 31 2023, there remains a waiting list of 30+ students for a place in Year 7. Year 12 numbers were higher than last year and currently sit at 44 students with retention from Year 11 improving from 2022,
- Effective recruitment has now stabilised leadership in the school with two new Deputy Headteachers in post and an additional Assistant Headteacher to oversee culture. Investment has also been made in student services, improving our inclusion provision; staffing in SEND and the appointment of a non-teaching Designated Safeguarding Lead. The increased capacity is already having a marked impact on the character and culture of the school, validated by a recent Local Authority review.
- Bromfords has been accepted onto the Schools' Rebuilding Programme (SRP) with the project already at the initial design phase and construction work expected to commence in January 2025. This will involve a full school rebuild. The school is currently using the CLC building as a Sixth Form Centre due to the ongoing RAAC issues in school. Due to the SRP, the school has limited spending on capital projects however in the Summer, a number of classrooms and corridor areas were redecorated along with the Sports Centre; some of the external fencing has been improved and a covered external area for students has been installed.

##### The Appleton School

- At GCSE 71% of students achieved a Grade4+ in English and Maths (Standard Pass), with 47% at Grade 5+ in English and Maths (Strong Pass), with both indicators well above national averages.
- Attainment 8 was 46.9 and the validated Progress score for Progress 8 was -0.28 - this is a substantial improvement on both indicators from the 2022 results,
- Ebacc entry was also above national entry at 44% with an APS of 4.03.
- At KS5 the Vocational Results were very strong with an ALPs 2 and overall average grade of Distinction. On Academic courses the average grade was C- and A\*-E, was 99%. Although there was an increase in red ALPs subjects (+3) from 2019 and 2022, the numbers attaining A\*-B grades is a key focus.
- Our Year 7 intake was at PAN of 270 with waiting lists on all Year Groups. Unfortunately, due to RAAC, the 2023 Year 12 numbers were adversely affected by -25 for this cohort from the time of enrolment, with numbers currently at 84 compared to Year 13 at 107.
- Asbestos removal works took place beginning in August (still ongoing) due to funding acquired through a successful CIF bid, with works in I Block, Canteen and North block. This removal remains a key area of focus with an additional CIF bid in 24/25.
- IT equipment was also refreshed and enhanced in 3 computer suites to accommodate groups of 30 as part of the curriculum changes and refinement of staffing at KS3.

# COMPASS EDUCATION TRUST LTD

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

#### Multi Academy Trust

- The Trust changed its name on 1st September 2017 to become the Compass Education Trust Ltd. A Trust Board was set up comprising members of the former governing bodies of The Billericay School and The Bromfords School. A Scheme of Delegation is in place to ensure that the Trust board and local governing bodies understand their respective responsibilities.
- Policies were established for the Multi Academy Trust and work is ongoing to harmonise practice in both academies where this will be beneficial.
- The Appleton School joined the Trust on 1 January 2023. The CEO continued to support Woodlands School via an SLA during this academic year. Woodlands School joined the Trust on 1 September 2023.

#### Key Performance Indicators (KPIs)

The Trust measures its performance towards achieving its vision and mission through analysis against key financial & non-financial indicators. Pupil attendance, progress and attainment at school level are monitored closely by the leadership team on an ongoing, regular basis. In addition, the trust aims to sustain and where possible improve the Ofsted ratings of the individual academies in a reasonable timeframe after joining the Trust and increase pupil numbers in each academy to maximise the budgets available to each school and maintain positive revenue reserves.

The Trustees receive regular management reports at each meeting to enable them to monitor the performance of the Trust compared to its aims, strategies, cashflows and financial budgets. Regular management information reports differentiate between the principal activity of the Trust, that of delivering education to students and other ancillary, or non-principal activity such as capital projects, after school clubs and school trips etc.

School	Ofsted rating	Pupil numbers January 2023
The Billericay school	Good (May 2018)	1693
The Bromfords School	Requires improvement (November 2022)	1162
The Appleton School	Good (February 2019)	1610

Another key financial performance indicator is staffing costs as a percentage of total income. The Trustees are confident that staffing levels are both closely monitored and linked to the delivery of the curriculum at a local school level. Furthermore, all staffing structures have been approved by the Trustees during the annual budget setting process.

The Board also monitors the costs for occupancy, administration and curriculum delivery in relation to GAG and other income at both LGB and Trustee meetings. Additionally, the Trustees receive a range of KPIs based upon student numbers, staff numbers, GAG income and staff costs across all Schools and in aggregation.

#### Going concern

The board of trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, 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.

## COMPASS EDUCATION TRUST LTD

### TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

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#### Promoting the success of the company

The governance structure of the Trust is designed to ensure the trustees have regard to the following:

- the likely consequences of any decision in the long term through challenge and oversight from the full board and committees
- the interests of the company's employees through challenge and oversight of the Trust board
- the impact of the Trust's operations on the community and the environment through reports submitted from the CEO to the board and challenge from the full board
- the desirability of the Trust maintaining a reputation for high standards of business conduct
- the need to act fairly as members of the company

The Trust also maintains a business continuity plan and a variety of other policies and registers to ensure that trustees continue to monitor all the above areas.

#### Financial Review

The Academy Trust receives income from a number of different sources. The majority of our income comes from central government via the Education and Skills Funding Agency who provide us with grants, based largely on our student numbers to cover our staffing and other general running costs (General Annual Grant - GAG). The ESFA may provide us with additional grants, which are allocated for specific purposes (such as Pupil Premium, which must be used to raise the attainment of disadvantaged pupils). These appear in the accounts as DfE/ESFA grants. Where we receive grant or other funding from the Local Authority (such as where we undertake responsibilities on their behalf in respect of our students) this appears in the accounts as other government grants. Such income is collectively referred to as "Restricted Funds". Other income is received from parents (for example as contributions to trip or other costs) and from third parties (for example from our bank for interest on our account balances or from others who are charged for their use of our facilities). Such other income may be restricted or unrestricted, depending on whether it comes to us with conditions as to its use or whether it is available for spending at the discretion of the trustees.

Spendable funds are in turn sub-categorised between those which are available for spending at the discretion of trustees ("Unrestricted Funds") and those which are subject to condition or restriction, ("Restricted Funds").

Funds not available for spending include the book value of fixed assets such as land, buildings and equipment. These have a value and are therefore included as assets in the accounts but clearly, we cannot spend this value. In common with all academies and Local Authorities, our share of the Local Government Pension Scheme deficit must also be reflected in our accounts and as this is not a conventional liability, it does not need to be deducted from funds, which are available for spending. We meet our obligations in respect of the LGPS deficit by paying pension and annual deficit contribution, as calculated by the scheme's actuaries.

# COMPASS EDUCATION TRUST LTD

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

The following balances were held at 31 August:

Fund	Category	2023 £'000	2022 £'000
GAG	Restricted General Funds	311	280
Other DfE/ESFA Grants	Restricted General Funds	-	-
Other Income	Restricted General Funds	-	-
<b>Sub-total General Restricted Funds</b>		<b>311</b>	<b>280</b>
Unspent Capital Grants	Restricted Fixed Asset Fund	217	522
Salix Capital loan balance	Restricted Fixed Asset Fund	(369)	(128)
Other Income	Unrestricted General Fund	2,133	1,453
<b>Sub-Total Funds available for spending</b>		<b>2,292</b>	<b>2,127</b>
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	38,386	27,070
Share of LGPS Deficit	Restricted Pension Reserve	(116)	(2,412)
<b>Total All Funds</b>		<b>40,562</b>	<b>26,785</b>

During the year under review there was an increase £31k (2022: decrease of £183k) on general restricted funds, an increase of £680k (2022: increase of £630k) on unrestricted funds and after LGPS valuation adjustments, depreciation and capital income and expenditure, an overall increase of £13,777k (2022: increase of £8,819k).

The year to 31 August 2023 has been a challenging one with regards to the management of the schools' finances.

Each school has maintained a tight rein on its expenditure whilst trying to maximise any school generated income from lettings and catering income. Revenue funds from each school has been used to improve the fabric of the school buildings by renovating toilet blocks and redecorating classrooms and school communal areas. Each school invests in IT to ensure the best user experience for its pupil and teachers. This includes interactive screens in the classrooms as well as a rolling renewal programme for desktop PC's.

#### Reserves policy

The Board has established the following reserves policy:

The trust will:

- Maintain a prudent level of resources to meet unforeseen contingencies
- Where balances allow, hold a capital reserve fund to finance future capital expenditure.
- Hold reserves as necessary to ensure longer-term stability (eg in staffing) to meet and fund the strategic aims of the trust, cyclical renewals and other planned developments

The level of reserves shall in future be reviewed annually by the Trustees of Compass Education Trust, which shall determine the levels to be maintained in each of the above categories.

## COMPASS EDUCATION TRUST LTD

### TRUSTEES' REPORT

#### FOR THE YEAR ENDED 31 AUGUST 2023

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At 31st August 2023, the trust held reserves of £2,444 (2022: £1,733k). A proportion of these funds are earmarked for future capital projects.

Remaining funds are set aside for contingency purposes, to maintain stability and meet the academies objectives over the next few years. By maintaining a healthy contingency fund, the board will be able to meet unforeseen costs.

#### Investment policy

There are no investments held beyond cash deposits retained with the major UK clearing banks. Speculative investments are not permitted.

Trustees seek to maximise interest returns on cash balances held. During the year the Trust has invested £1.6 million in a Treasury reserve account securing an interest rate of 3.5% per annum.

#### Principal risks and uncertainties

The trustees have assessed the major risks to which the Trust is exposed, in particular those relating to academic performance/finances/child welfare and safeguarding. The trustees have implemented a number of systems to assess the risks that the Trust faces, and have developed policies and procedures to mitigate those risks. Where significant financial risk remains, they have ensured they have adequate insurance cover. All three academies are part of the ESFA's Risk Protection Arrangement.

The principal financial risk faced by the company is that ongoing pressure on funding results in a risk that deficits may arise. The budgeting and reporting process, including scrutiny by both the trustees and local school governors of actual financial performance, mitigates the risks.

As the nature of the financial instruments dealt with by the company is relatively simple (bank balances, debtors and "trade" creditors), trustees consider the associated risk in this area to be minimal.

The risk resulting from the company's share of the LGPS deficit is managed by following the advice of the scheme's actuaries, specifically as regards the level of contributions payable, ensuring that annual budgets are drawn up to reflect and allow implementation of the actuary's advice.

Most of the company's income is received from the DfE (via the Education and Skills Funding Agency) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2023 and the associated expenditure are shown as restricted funds in the statement of financial activities.

#### **Our fundraising practices**

The trust and individual academies within it organise occasional fundraising events, appeals, and co-ordinate the activities of supporters both in the academies and in the wider community on behalf of the trust. It is however customary for fundraising activities to be actioned by parent teacher associations independently of the school.

The trust does not use professional fundraisers or involve commercial participators.

There have been no complaints about fundraising activity this year.

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## COMPASS EDUCATION TRUST LTD

### TRUSTEES' REPORT

#### FOR THE YEAR ENDED 31 AUGUST 2023

The trust complies with the Fundraising Regulator's Code of Fundraising Practice.

All fundraising is undertaken by the trust in a manner that seeks to ensure that it is not unreasonably intrusive or persistent. Contact may be made through email, academy newsletters, academy websites and via students.

#### Streamlined energy and carbon reporting (SECR)

UK Greenhouse gas emissions and energy use data for the period	1 September 2022 to 31 August 2023	1 September 2021 to 31 August 2022
Energy consumption used to calculate emissions (kWh)	4,741,450	3,947,762
Energy consumption break down (kWh) (optional) <ul style="list-style-type: none"><li>gas,</li><li>electricity,</li><li>transport fuel</li></ul>	3,178,402 1,563,058 0	2,721,505 1,226,256 0
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas consumption	580.25	496.78
Owned transport – mini-buses	0	0
<u>Total scope 1</u>	580.25	496.78
<u>Scope 2 emissions in metric tonnes CO2e</u>		
Purchased electricity	323.67	237.13
<u>Scope 3 emissions in metric tonnes CO2e</u>		
Business travel in employee-owned vehicles	0	0
Total gross emissions in metric tonnes CO2e	903.92	733.92
<u>Intensity ratio</u>		
Tonnes CO2e per pupil	0.20	0.20

#### 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 2023 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.

#### Measures taken to improve energy efficiency

We have installed LED lighting where possible across our school estate. In addition, Air Source Heat Pumps have been installed and solar panels in Billericay and Bromfords.

## COMPASS EDUCATION TRUST LTD

### TRUSTEES' REPORT

#### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Plans for Future Periods

##### The Billericay School

The principal objectives over the coming year 2023/24 are:

- To remain the school of choice for the local community and continue to be over subscribed
- To sustain the popularity and success of the sixth form provision with a sixth form of over 300.
- To create a centre of excellence by embedding a curriculum of learning, curiosity and success for all.
- To ensure the school curriculum is knowledge rich, well sequenced and coherently planned
- To embed reading in the heart of the curriculum and to nurture a student community of confident readers
- To review the curriculum model to ensure it continues to be broad, balanced and enables students to be successful
- To improve outcomes for the most able through the development of the knowledge rich curriculum
- To embed a culture of improvement in the implementation of our curriculum through a focus on classroom practice.
- To Improve KS4 outcomes to positive progress 8 in the next 3 years
- To maintain positive progress outcomes for KS5
- To create a sustainable school community through a focus on staff and student well being
- To create a fully inclusive community where all are respected

##### The Bromfords School

The principal objectives within the School Development Plan for 2023/24 are:

- Teaching and Learning
  - embedding the new Teaching and Learning toolkit
  - consistent focus on adaptive teaching
  - reviewing the school's curriculum offer at Key Stage 4
  - improve outcomes.
- Behaviour and Attitudes
  - consistent application of the new Behaviour and Attitudes policy
  - embedding SLANT in classroom practice
  - embedding Trauma Perceptive Practice (TPP)
  - improving attendance and reducing Fixed Term Suspensions
- Leadership and Management
  - returning the school to an OFSTED judgement of at least 'good', ensuring all stakeholders are prepared for inspection
  - increasing the number of students in the Sixth Form
  - minimising the impact of the RAAC closures on continued improvements and progress within the school community

##### The Appleton School

The key priority issues for this academic year are:

- To deliver consistently high-quality Teaching and Learning across the curriculum
  - To raise student standards at KS5 – to maintain positive vocational outcomes and improve A\*-B attainment on academic courses.
  - To raise student standards at KS4 – to raise progress to positive Progress 8 over the next 3 years
  - To raise student standards at KS3 – to embed the new KS3 Strands assessment framework
-



## COMPASS EDUCATION TRUST LTD

### TRUSTEES' REPORT

#### FOR THE YEAR ENDED 31 AUGUST 2023

- To raise student attendance and reduce Persistent Absence.
- To deliver and embed principles and practice in Trauma Perceptive Practice.
- To develop the school community with a focus on staff and student wellbeing
- To develop the specialist teams for CAPE (Citizenship, Personal and Social Development, Health and Economic Education and Relationship and Sex Education)
- To improve the ICT infrastructure
- To continue with the programme of asbestos removal

#### Compass Education Trust

- To successfully integrate a new secondary school into the trust
- To increase staff capacity for school improvement within the MAT
- To review KS4 and Sixth form curriculum offers
- To continue to establish policies and processes across the MAT to achieve harmonisation of practice, where this will be beneficial to student outcomes and effective working
- To achieve economies and efficiencies through procurement and purchase arrangements across the MAT
- To implement improvements in ICT infrastructure and utilise the latest technology to find economic solutions
- To recruit additional local governors and provide effective training to local governing bodies

#### Funds held as custodian trustee on behalf of others

The trust is the fund holder organisation for a number of collaborative groups, which have wider educational aims. Balances held at 31 August 2023 were as follows:

	2023 (£)	2022 (£)
Behaviour and Attendance Partnership	15,581	3,122
Billerica Teaching Alliance	183,671	201,880
Consortium for School Improvement	13,037	15,500
Benfleet Team Supporting All	108,503	N/A
SCITT (teacher Training)	257,664	N/A

**COMPASS EDUCATION TRUST LTD**

**TRUSTEES' REPORT**

**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Auditors**

In so far as the Trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on ..... 11 December 2023 ..... and signed on its behalf by:



I Miller

Chair of Trustees

## COMPASS EDUCATION TRUST LTD

### GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

#### Scope of responsibility

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

The Board of Trustees has delegated the day-to-day responsibility to the CEO, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Compass Education Trust Ltd and the Secretary of State for Education. The accounting officer is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

#### Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Full Board of Trustees has formally met 6 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Full Trustee Board	Meetings Attended	Out of possible
C Breathwick	6	6
M Clark	4	6
J Lyon	6	6
S Martin	5	6
A Mohammed	6	6
I Miller	6	6
P Walker	1	1
P Rothon	1	1
S Dignasse (16.01.23)	2	4
P Hillman (16.01.23)	4	4
J Fryer (16.01.23-21.06.23)	2	3

#### Conflict of interest

The trust maintains a complete register of interests for its local governing bodies and trustee's board. Any conflicts of interest are declared at the beginning of each meeting.

#### Governance Reviews

During 2022/2023, the Trust Board continued to consider the most effective arrangements for the governance of the Multi Academy Trust. Appointments have been made and will continue to be made to the local governing bodies with the aim of ensuring a wide range of skills and expertise. Discussion has taken place with local governing bodies with the aim of ensuring that academies benefit from skilled, knowledgeable, effective and committed local governors who engage with the academy at the local level and are able to hold school leaders to account for improving outcomes for all pupils.

## **COMPASS EDUCATION TRUST LTD**

### **GOVERNANCE STATEMENT**

#### **FOR THE YEAR ENDED 31 AUGUST 2023**

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Local governors have attended both face to face training and online training, as this is a key aim to ensure they are able to fulfil their monitoring responsibilities and hold headteachers to account. More training will be provided in the future, as indicated by skills audits that will be done.

#### **The Finance & Audit**

##### **The board of Trustees:**

- Set and monitor the allocation of funds to the academies, approve budgets and approve expenditure above established limits
- Set out in the Scheme of Delegation the level of authority allocated to local governing bodies, CEO and Headteachers
- Establish the framework for financial control to ensure probity, best value and compliance with grant funding regulations and the Academy Trust Handbook.
- Review and recommend the annual audited accounts to all members

##### **Local Governing Bodies:**

- Monitor the academy budget
- Adhere to the financial regulations and policies set out by the Trust

The role of the Trust board and the Local governing bodies is clearly set out in the Trust's Scheme of delegation and Terms of Reference. The responsibilities of both Trustees and Governors include the consideration of reports from the auditors and to scrutinise decisions and processes to ensure compliance with the ESFA Academy Trust Handbook 2022 (also known as Academies Financial Handbook 2022).

The Local Governing Bodies have monitored and reviewed academy finances in detail with the Trustee board maintaining strategic oversight.

During the year financial oversight and monitoring of the Trust's finances is the remit of the trustee Board. The Local Governing Bodies have focused on educational provision and outcomes for our students. The school budgets are set following consultation with the headteachers and local finance staff. Performance against budget has been monitored by the trustees during the year.

## COMPASS EDUCATION TRUST LTD

### GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

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#### Review of Value for Money

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

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

The Accounting Officer considers best value for the trust in all its day-to-day activities by:

- Ensuring the most effective means of staff deployment, the most effective timetable to deliver an appropriate curriculum to achieve good outcomes for students
- Always seeking economy in its purchases and ensuring that competitive quotes are obtained
- Avoiding waste and seeking efficiency in the use of resources
- Monitoring energy expenditure and seeking energy saving improvements in all capital projects
- Regularly reviewing expenditure, policy and practice to assess effectiveness and value for money
- Rigorous planning to ensure that priorities are determined to affect the best outcome for students
- Maximisation of income by ensuring that school facilities such as sports centre, halls and pitches are used for the benefit of the community and to generate income for the schools

Over the course of 2022/2023 the academies continued to implement further cost savings, with specific focus on a number of key budget areas, e.g., staffing, department resources.

The Trust makes wide use of data to assess performance, quantify improvements, monitor and track student progress and analyse student outcomes. Benchmarking is also used to make comparisons with other schools, using both national data and local knowledge. Much informal benchmarking is undertaken by staff over a very wide range of functions to assess performance against other local schools, compare costs and benefits and to ensure best practice is learnt.

The Trust Board and Governing Bodies have met on a regular basis to review the schools' financial performance. The following items have been reviewed to ensure good use of resources and that value for money considerations are taken into account:

- Curriculum model and staffing structure
  - Progress in relation to the school development plan
  - Outcomes for Pupil Premium students
  - Actual income and expenditure against budgets
  - Budget changes
  - Forecast budgets
  - Cash flow and interest
  - Consumption and cost of energy
  - Tenders for large premises-related projects
  - Cost of maintenance contracts
  - Catering income and expenditure
  - Sports Centre Income and Expenditure
  - Sports Centre pricing policy
-

## COMPASS EDUCATION TRUST LTD

### GOVERNANCE STATEMENT

#### FOR THE YEAR ENDED 31 AUGUST 2023

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- Staffing restructure proposals

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Compass Education Trust Ltd for the period 01 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

#### **Capacity to handle risk**

The board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 01 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is reviewed annually by the Board of Trustees.

#### **The risk and control framework**

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

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

The board of Trustees has considered the need for a specific internal audit function and has appointed Juniper, to conduct a programme of internal assurance work.

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

- Review of pupil premium across 2 schools
- Review of SEND across 2 school
- Review of SCR, HR files and procedures

On a regular basis, Juniper reports to the board of Trustees, through the audit committee on the operation of the systems of control and on the discharge of the board of Trustees' financial responsibilities.

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**COMPASS EDUCATION TRUST LTD**

**GOVERNANCE STATEMENT**

**FOR THE YEAR ENDED 31 AUGUST 2023**

Juniper has delivered their schedule of work as planned. There were no material control issues raised as a result of their work.

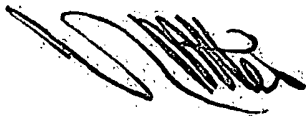
**Review of effectiveness**

As accounting officer, the CEO 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 Assurance checks;
- the work of the External Auditor;
- the financial management and governance self-assessment process;
- the work of the Executive Managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control to ensure continuous improvement of the system is in place.

Approved by order of the Board of Trustees on 11 December 2023 and signed on its behalf by:



I Miller  
Chair of Trustees



A Mohammed  
Accounting Officer

## **COMPASS EDUCATION TRUST LTD**

### **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

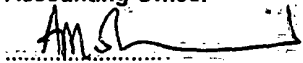
**FOR THE YEAR ENDED 31 AUGUST 2023**

As accounting officer of Compass Education Trust Ltd, I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the Academy Trust's Board of Trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academy Trust Handbook 2022.

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

A Mohammed  
Accounting Officer





# COMPASS EDUCATION TRUST LTD

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

The trustees (who are also the directors of Compass Education Trust Ltd for the purposes of company law) are responsible for preparing the Trustees' report and the Financial Statements in accordance with the Academies Accounts Direction 2022 to 2023 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgements 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 that grants received from ESFA/DfE have been applied for the purposes intended.

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

Approved by order of the members of the Board of Trustees on 11 December 2023 and signed on its behalf by:



I Miller  
Chair of Trustees

# COMPASS EDUCATION TRUST LTD

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPASS EDUCATION TRUST LTD

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Opinion

We have audited the Financial Statements of Compass Education Trust Ltd for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 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 charitable company's affairs as at 31 August 2023 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023.

### Basis for opinion

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

### Conclusions relating to going concern

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 Academy 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.

### Other information

The other information comprises the information included in the annual report other than the Financial Statements and our auditor's 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.

# COMPASS EDUCATION TRUST LTD

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPASS EDUCATION TRUST LTD (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

### Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report including the incorporated strategic report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report, including the incorporated 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 statement of Trustees' responsibilities, the Trustees are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error. In preparing the Financial Statements, the Trustees are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the Financial Statements

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

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

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal assurance reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

# **COMPASS EDUCATION TRUST LTD**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMPASS EDUCATION TRUST LTD (CONTINUED)**

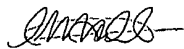
**FOR THE YEAR ENDED 31 AUGUST 2023**

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A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

### **Use of our report**

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



**Louise Hallsworth FCA (Senior Statutory Auditor)**  
for and on behalf of Baxter & Co

15 December 2023

**Chartered Certified Accountants**  
**Statutory Auditor**

Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

# COMPASS EDUCATION TRUST LTD

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO COMPASS EDUCATION TRUST LTD AND THE EDUCATION AND SKILLS FUNDING AGENCY

**FOR THE YEAR ENDED 31 AUGUST 2023**

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In accordance with the terms of our engagement letter dated 25 May 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Compass Education Trust Ltd during the period 1 September 2022 to 31 August 2023 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 Compass Education Trust Ltd and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Compass Education Trust Ltd 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 Compass Education Trust Ltd and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Compass Education Trust Ltd's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Compass Education Trust Ltd's funding agreement with the Secretary of State for Education dated 21 June 2011 and the Academy Trust Handbook, extant from 1 September 2022, 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 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 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 Academy Trust's income and expenditure.

The work undertaken to draw to our conclusion includes:

- Review of payments to staff;
- Review of payments to suppliers and other third parties;
- Review of grant and other income streams;
- Review of some key financial control procedures;
- Discussions with finance staff;
- Consideration of the record maintained by the Accounting Officer of the oversight they have exercised;
- Consideration of the programme of internal scrutiny implemented by the Academy Trust in order to comply with its obligations under 3.1 of the Academy Trust Handbook 2022, issued by the ESFA.

## **COMPASS EDUCATION TRUST LTD**

### **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO COMPASS EDUCATION TRUST LTD AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2023**

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#### **Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Baxter & Co.*

#### **Reporting Accountant**

Baxter & Co  
Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

Dated: 15 December 2023

# COMPASS EDUCATION TRUST LTD

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted funds	Restricted funds:		Total 2023	Total 2022
	Notes	£'000	General	Fixed asset	£'000	£'000
<b>Income and endowments from:</b>						
Donations and capital grants	3	19	-	466	485	760
Donations - transfer of existing academy into the trust		711	(780)	11,414	11,345	-
Charitable activities:						
- Funding for educational operations	4	1,011	25,520	-	26,531	17,939
Other trading activities	5	470	5	-	475	402
Investments	6	37	-	-	37	2
<b>Total</b>		<u>2,248</u>	<u>24,745</u>	<u>11,880</u>	<u>38,873</u>	<u>19,103</u>
<b>Expenditure on:</b>						
Raising funds	7	65	-	-	65	63
Charitable activities:						
- Educational operations	9	1,503	25,407	1,435	28,345	19,655
<b>Total</b>	7	<u>1,568</u>	<u>25,407</u>	<u>1,435</u>	<u>28,410</u>	<u>19,718</u>
<b>Net income/(expenditure)</b>		680	(662)	10,445	10,463	(615)
Transfers between funds	19	-	(325)	325	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit pension schemes	21	-	3,314	-	3,314	9,434
<b>Net movement in funds</b>		680	2,327	10,770	13,777	8,819
<b>Reconciliation of funds</b>						
Total funds brought forward		1,453	(2,132)	27,464	26,785	17,966
Total funds carried forward		<u>2,133</u>	<u>195</u>	<u>38,234</u>	<u>40,562</u>	<u>26,785</u>

# COMPASS EDUCATION TRUST LTD

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022		Unrestricted funds	Restricted funds:		Total 2022
	Notes	£'000	General	Fixed asset	£'000
<b>Income and endowments from:</b>					
Donations and capital grants	3	23	-	737	760
Charitable activities:					
- Funding for educational operations	4	711	17,228	-	17,939
Other trading activities	5	394	8	-	402
Investments	6	2	-	-	2
<b>Total</b>		<u>1,130</u>	<u>17,236</u>	<u>737</u>	<u>19,103</u>
<b>Expenditure on:</b>					
Raising funds	7	50	13	-	63
Charitable activities:					
- Educational operations	9	398	18,312	945	19,655
<b>Total</b>	7	<u>448</u>	<u>18,325</u>	<u>945</u>	<u>19,718</u>
<b>Net income/(expenditure)</b>		682	(1,089)	(208)	(615)
Transfers between funds	19	(52)	(177)	229	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	21	-	9,434	-	9,434
<b>Net movement in funds</b>		630	8,168	21	8,819
<b>Reconciliation of funds</b>					
Total funds brought forward		823	(10,300)	27,443	17,966
Total funds carried forward		<u>1,453</u>	<u>(2,132)</u>	<u>27,464</u>	<u>26,785</u>



# COMPASS EDUCATION TRUST LTD

## BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £'000	2022 £'000
<b>Fixed assets</b>			
Tangible assets	13	38,386	27,070
<b>Current assets</b>			
Stock	14	21	10
Debtors	15	998	870
Cash at bank and in hand		5,000	3,384
		<u>6,019</u>	<u>4,264</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	16	(3,417)	(2,022)
<b>Net current assets</b>		<u>2,602</u>	<u>2,242</u>
<b>Total assets less current liabilities</b>		<u>40,988</u>	<u>29,312</u>
Creditors: amounts falling due after more than one year	17	(310)	(115)
<b>Net assets excluding pension liability</b>		<u>40,678</u>	<u>29,197</u>
Defined benefit pension scheme liability	21	(116)	(2,412)
<b>Total net assets</b>		<u>40,562</u>	<u>26,785</u>
<b>Funds of the Academy Trust:</b>			
<b>Restricted funds</b>	19		
- Fixed asset funds		38,234	27,464
- Restricted income funds		311	280
- Pension reserve		(116)	(2,412)
<b>Total restricted funds</b>		<u>38,429</u>	<u>25,332</u>
<b>Unrestricted income funds</b>	19	<u>2,133</u>	<u>1,453</u>
<b>Total funds</b>		<u>40,562</u>	<u>26,785</u>

The Financial Statements on pages 29 to 56 were approved by the Trustees and authorised for issue on 11 December 2023 and are signed on their behalf by:



I Miller  
Chair of Trustees

Company registration number 07666213 (England and Wales)

# COMPASS EDUCATION TRUST LTD

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

		2023		2022	
	Notes	£'000	£'000	£'000	£'000
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	22		2,196		900
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		37		2	
Capital grants from DfE Group		466		737	
Purchase of tangible fixed assets		(1,324)		(784)	
<b>Net cash used in investing activities</b>			(821)		(45)
<b>Cash flows from financing activities</b>					
Repayment of long term bank loan		241		127	
<b>Net cash provided by financing activities</b>			241		127
<b>Net increase in cash and cash equivalents in the reporting period</b>			1,616		982
Cash and cash equivalents at beginning of the year			3,384		2,402
<b>Cash and cash equivalents at end of the year</b>			<u>5,000</u>		<u>3,384</u>

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

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### 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

The Financial Statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements 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 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

#### 1.2 Going concern

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

#### 1.3 Income

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

##### Grants

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

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

Capital grants are recognised 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

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

##### Other income

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

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 1 Accounting policies

(Continued)

##### Transfer of assets from existing academies

Where assets and liabilities are received on the transfer of an existing academy into the Academy Trust, the transferred net 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 Academy Trust. Income equal to the net assets transferred is recognised within donations and capital grant income.

#### 1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

##### Expenditure on raising funds

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

##### Charitable activities

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

#### 1.5 Tangible fixed assets and depreciation

Assets costing £5,000 or more per item (or less if they form part of a larger purchase or project where the total cost exceeds £25,000) 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 that require 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. Where tangible fixed assets have been acquired / funded by other income, the fixed asset fund is also credited. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities.

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

Freehold land and buildings	2%
Computer equipment	33.33%
Fixtures, fittings & equipment	10%
Motor vehicles	10%

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.

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 1 Accounting policies

(Continued)

#### 1.6 Liabilities

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

#### 1.7 Leased assets

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

#### 1.8 Financial instruments

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

##### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. 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. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### 1.9 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

#### 1.10 Taxation

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

#### 1.11 Pensions benefits

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

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

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 1 Accounting policies

(Continued)

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Academy Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income or expenditure 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.

#### 1.12 Fund accounting

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

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

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

#### 1.13 Agency arrangement

Where the Academy Trust acts as agent in collecting and / or distributing from the ESFA or others, and subsequent disbursements are excluded from the Statement of Financial Activities as the Trust does not have control over charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 28.

### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, will impact on 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 2023. 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.

#### Critical areas of judgement

In preparing these Financial Statements, the Trustees have not needed to exercise any subjective judgements that would be critical to the Academy Trust's Financial Statements.

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Capital grants	-	466	466	737
Other donations	19	-	19	23
	<u>19</u>	<u>466</u>	<u>485</u>	<u>760</u>

### 4 Funding for the Academy Trust's charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	22,276	22,276	15,515
Other DfE/ESFA grants:				
- Pupil premium	-	676	676	453
- Others	-	1,259	1,259	497
	<u>-</u>	<u>24,211</u>	<u>24,211</u>	<u>16,465</u>
<b>Other government grants</b>				
Local authority grants	-	634	634	417
	<u>-</u>	<u>634</u>	<u>634</u>	<u>417</u>
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Other DfE/ESFA COVID-19 funding	-	276	276	65
<b>Non-DfE/ESFA</b>				
Other COVID-19 funding	-	-	-	31
	<u>-</u>	<u>276</u>	<u>276</u>	<u>96</u>
<b>Other funding</b>				
Catering income	860	-	860	638
Other incoming resources	151	399	550	323
	<u>1,011</u>	<u>399</u>	<u>1,410</u>	<u>961</u>
<b>Total funding</b>	<u>1,011</u>	<u>25,520</u>	<u>26,531</u>	<u>17,939</u>

The Academy Trust has been eligible to claim additional funding in the year from government support schemes in response to the Coronavirus outbreak. The funding received is shown above under "COVID-19 additional funding". The funding received for coronavirus exceptional support covers £276k of costs. These costs are included in notes 7 and 9 below as appropriate.

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Hire of facilities	314	-	314	314
Income from facilities and services	136	5	141	58
Other income - RPA Insurance	20	-	20	30
	<u>470</u>	<u>5</u>	<u>475</u>	<u>402</u>

### 6 Investment income

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Short term deposits	37	-	37	2
	<u>37</u>	<u>-</u>	<u>37</u>	<u>2</u>

### 7 Expenditure

	Staff costs £'000	Non-pay expenditure Premises £'000	Other £'000	Total 2023 £'000	Total 2022 £'000
Expenditure on raising funds					
- Direct costs	50	-	15	65	63
Academy's educational operations					
- Direct costs	18,178	1,147	1,858	21,183	14,277
- Allocated support costs	3,449	2,334	1,379	7,162	5,378
	<u>21,677</u>	<u>3,481</u>	<u>3,252</u>	<u>28,410</u>	<u>19,718</u>

### Net income/(expenditure) for the year includes:

	2023 £'000	2022 £'000
Operating lease rentals	24	73
Depreciation of tangible fixed assets	1,435	945
Fees payable to auditor for:		
- Audit	13	10
- Other services	8	8
Net interest on defined benefit pension liability	110	171
	<u>1,680</u>	<u>1,207</u>



# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 7 Expenditure

(Continued)

Included within expenditure are the following transactions:

	Total	Individual items over £5,000
	2023	2023
	£	£
Gifts made by the Academy Trust - total	2,820	

Clarification – While the majority of disclosure in these accounts are rounded to £'000, the disclosure of gifts made is not. The value of gifts for the year is £2,820 (and not £2,820k).

### 8 Central services

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

- human resources and payroll services;
- financial services;
- legal services;
- audit services;
- educational support services.

The Academy Trust charges for these services on the basis of a flat percentage of income.

The amounts charged during the year were as follows:

	2023 £'000	2022 £'000
The Billericay School	377	363
The Bromfords School	271	271
The Appleton School	32	
	680	634

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 9 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
<b>Direct costs</b>				
Educational operations	1,015	20,168	21,183	14,277
<b>Support costs</b>				
Educational operations	488	6,674	7,162	5,378
	<u>1,503</u>	<u>26,842</u>	<u>28,345</u>	<u>19,655</u>
<b>Analysis of costs</b>			<b>2023</b>	<b>2022</b>
			<b>£'000</b>	<b>£'000</b>
<b>Direct costs</b>				
Teaching and educational support staff costs			18,178	12,294
Staff development			51	45
Depreciation			1,147	756
Technology costs			64	68
Educational supplies and services			710	376
Examination fees			446	303
Educational consultancy			80	137
Other direct costs			507	298
			<u>21,183</u>	<u>14,277</u>
<b>Support costs</b>				
Support staff costs			3,321	2,191
Defined benefit pension scheme - staff costs (FRS102 adjustment)			128	912
Depreciation			288	189
Technology costs			293	170
Maintenance of premises and equipment			685	444
Cleaning			323	74
Energy costs			691	328
Rent, rates and other occupancy costs			249	197
Insurance			94	62
Security and transport			29	29
Catering			613	437
Defined benefit pension scheme - finance costs (FRS102 adjustment)			110	171
Legal costs			-	8
Other support costs			317	146
Governance costs			21	20
			<u>7,162</u>	<u>5,378</u>

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 10 Staff

#### Staff costs

Staff costs during the year were:

	2023 £'000	2022 £'000
Wages and salaries	15,670	10,624
Social security costs	1,660	1,044
Pension costs	3,601	2,500
Defined benefit pension scheme - staff costs (FRS102 adjustment)	128	912
Staff costs - employees	21,059	15,080
Agency staff costs	574	319
Staff restructuring costs	44	41
Total staff expenditure	21,677	15,440

Staff restructuring costs comprise:

Severance payments	44	41
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#### Severance payments

The Academy Trust paid 2 severance payments in the year, disclosed in the following bands:

£0 - £25,000

2

#### Special staff severance payments

Special staff severance payments are amounts paid to employees outside of statutory and contractual requirements. Included in staff restructuring are special severance payments totalling £32k (2022: £41k). Individually, the payments were £20k and £12k (2022: £11k and £30k).

#### Staff numbers

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

	2023 Number	2022 Number
Teachers	272	199
Administration and support	313	209
Management	32	15
Consortium staff	11	11
	628	434

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 10 Staff

(Continued)

The number of persons employed, expressed as a full time equivalent, was as follows:

	2023 Number	2022 Number
Teachers	200	161
Administration and support	160	114
Management	29	15
Consortium staff	7	7
	<u>396</u>	<u>297</u>

#### Higher paid staff

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

	2023 Number	2022 Number
£60,000 - £70,000	12	1
£70,001 - £80,000	4	2
£80,001 - £90,000	1	1
£90,001 - £100,000	1	1
£100,001 - £110,000	1	-
£130,001 - £140,000	-	1
£140,001 - £150,000	1	-
	<u>1</u>	<u>1</u>

#### Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £673,085 (2022: £720,221).

### 11 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The CEO and other Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of CEO and staff members under their contracts of employment, and not in respect of their services as Trustees.

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

A Mohammed (CEO):

- Remuneration: £145,000 - £150,000 (2022: £135,000 - £140,000)
- Employer's pension contributions: £30,000 - £35,000 (2022: £30,000 - £35,000)

During the year, expenses totalling £1,753 (2022: £1,387) were reimbursed or paid directly to 1 Trustees (2022: 1 Trustee). Expenses were incurred in performing the normal duties of employment.

Other related party transactions involving the Trustees are set out within the related parties note.

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 12 Trustees' and officers' insurance

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

### 13 Tangible fixed assets

	Freehold land and buildings £'000	Computer equipment £'000	Fixtures, fittings & equipment £'000	Motor vehicles £'000	Total £'000
<b>Cost</b>					
At 1 September 2022	32,950	305	1,127	27	34,409
Transfer in from existing academy	10,853	-	567	7	11,427
Additions	1,110	122	92	-	1,324
At 31 August 2023	44,913	427	1,786	34	47,160
<b>Depreciation</b>					
At 1 September 2022	6,264	244	813	18	7,339
Charge for the year	1,148	81	202	4	1,435
At 31 August 2023	7,412	325	1,015	22	8,774
<b>Net book value</b>					
At 31 August 2023	37,501	102	771	12	38,386
At 31 August 2022	26,686	61	314	9	27,070

Included within freehold land and buildings is freehold valued at £8,109k.

### 14 Stock

	2023 £'000	2022 £'000
Catering and uniform stock	21	10

### 15 Debtors

	2023 £'000	2022 £'000
Trade debtors	79	25
VAT recoverable	409	86
Other debtors	6	3
Prepayments and accrued income	504	756
	998	870

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 16 Creditors: amounts falling due within one year

	2023 £'000	2022 £'000
Government loans	59	13
Trade creditors	613	294
Other taxation and social security	884	278
Other creditors	1,131	832
Accruals and deferred income	730	605
	<u>3,417</u>	<u>2,022</u>

### 17 Creditors: amounts falling due after more than one year

	2023 £'000	2022 £'000
Government loans	<u>310</u>	<u>115</u>
<b>Analysis of loans</b>	<b>2023 £'000</b>	<b>2022 £'000</b>
Not wholly repayable within five years by instalments	159	64
Wholly repayable within five years	<u>210</u>	<u>64</u>
	369	128
Less: included in current liabilities	<u>(59)</u>	<u>(13)</u>
Amounts included above	<u>310</u>	<u>115</u>
<b>Loan maturity</b>		
Debt due in one year or less	59	13
Due in more than one year but not more than two years	54	13
Due in more than two years but not more than five years	97	38
Due in more than five years	<u>159</u>	<u>64</u>
	<u>369</u>	<u>128</u>

Included in the loans above are:

1. CIF Loan for Fire Alarm Project - £31,392 starting 01.09.2022 repayable over 10 years loan interest at 2.07% pa.
2. CIF Loan for Electrical Upgrade - £87,117 starting from 01.09.2023 repayable over 10 years.
3. CIF loan for Heating project- £165,750 starting from 01.09.2023 repayable over 10 years.
4. CIF loan for Roof replacement & RAAC- £41,000 starting from 01.09.2023 repayable over 10 years.
5. Salix loan for emergency boiler replacement- £73,250 starting from 25.10.2018 repayable over 6 years.
6. Salix loan for Urgent boiler repairs - £104,000 starting from 2016/2017 repayable over 8 years.

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 18 Deferred income

	2023 £'000	2022 £'000
Deferred income is included within:		
Creditors due within one year	190	101
Deferred income at 1 September 2022	101	95
Released from previous years	(101)	(95)
Resources deferred in the year	190	101
Deferred income at 31 August 2023	190	101

Deferred income at 31 August 2023 is represented by donation and charity income of £nil (2022: £4k), catering income of £17k (2022: £19k), trips income of £124k (2022: £33k) and rates grant £49k (2022: £45k).

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Funds

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2023 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	280	22,276	(21,920)	(325)	311
Pupil premium	-	676	(676)	-	-
Other DfE/ESFA COVID-19 funding	-	276	(276)	-	-
Other DfE/ESFA grants	-	1,259	(1,259)	-	-
Other government grants	-	634	(634)	-	-
Other restricted funds	-	404	(404)	-	-
Pension reserve	(2,412)	(780)	(238)	3,314	(116)
	<u>(2,132)</u>	<u>24,745</u>	<u>(25,407)</u>	<u>2,989</u>	<u>195</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	20,278	6,572	(889)	-	25,961
DfE group capital grants	6,393	4,333	(362)	(242)	10,122
Capital expenditure from GAG and other funds	654	955	(180)	567	1,996
Private sector capital sponsorship	139	20	(4)	-	155
	<u>27,464</u>	<u>11,880</u>	<u>(1,435)</u>	<u>325</u>	<u>38,234</u>
<b>Total restricted funds</b>	<u>25,332</u>	<u>36,625</u>	<u>(26,842)</u>	<u>3,314</u>	<u>38,429</u>
<b>Unrestricted funds</b>					
General funds	<u>1,453</u>	<u>2,248</u>	<u>(1,568)</u>	<u>-</u>	<u>2,133</u>
<b>Total funds</b>	<u>26,785</u>	<u>38,873</u>	<u>(28,410)</u>	<u>3,314</u>	<u>40,562</u>

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

The Restricted General Funds are used to fund the general operating costs of the Academy.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023.

The Restricted LGPS Fund represents the Academy's share of the LGPS Pension Fund deficit.

The Restricted Fixed Asset Fund represents investment in fixed assets, net of related depreciation. Unspent capital grants, if any, are also held in this fund and their use is restricted to the capital projects for which the grant was paid. These balances are offset by any capital loan balance.

Unrestricted Funds represent balances held at period end that can be applied at the discretion of the trustees, to support any of the company's charitable purposes.



# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Funds

(Continued)

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

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	397	15,515	(15,455)	(177)	280
Pupil premium	-	453	(453)	-	-
Catch-up premium	62	-	(62)	-	-
Other DfE/ESFA COVID-19 funding	-	65	(65)	-	-
Other Coronavirus funding	-	31	(31)	-	-
Other DfE/ESFA grants	-	497	(497)	-	-
Other government grants	-	417	(417)	-	-
Other restricted funds	4	258	(262)	-	-
Pension reserve	(10,763)	-	(1,083)	9,434	(2,412)
	<u>(10,300)</u>	<u>17,236</u>	<u>(18,325)</u>	<u>9,257</u>	<u>(2,132)</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	20,920	-	(642)	-	20,278
DfE group capital grants	5,828	737	(200)	28	6,393
Capital expenditure from GAG and other funds	550	-	(97)	201	654
Private sector capital sponsorship	145	-	(6)	-	139
	<u>27,443</u>	<u>737</u>	<u>(945)</u>	<u>229</u>	<u>27,464</u>
<b>Total restricted funds</b>	<u>17,143</u>	<u>17,973</u>	<u>(19,270)</u>	<u>9,486</u>	<u>25,332</u>
<b>Unrestricted funds</b>					
General funds	<u>823</u>	<u>1,130</u>	<u>(448)</u>	<u>(52)</u>	<u>1,453</u>
<b>Total funds</b>	<u>17,966</u>	<u>19,103</u>	<u>(19,718)</u>	<u>9,434</u>	<u>26,785</u>

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Funds

(Continued)

#### Total funds analysis by academy

	2023 £'000	2022 £'000
Fund balances at 31 August 2023 were allocated as follows:		
The Billericay School	657	888
The Bromfords School	1,002	685
The Appleton School	695	-
Central services	90	160
Total before fixed assets fund and pension reserve	2,444	1,733
Restricted fixed asset fund	38,234	27,464
Pension reserve	(116)	(2,412)
Total funds	40,562	26,785

#### Total cost analysis by academy

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

	Teaching and educational support staff £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2023 £'000	Total 2022 £'000
The Billericay School	7,738	1,348	210	1,708	11,004	10,444
The Bromfords School	5,274	990	314	1,400	7,978	7,681
The Appleton School	4,889	721	186	1,306	7,102	-
Central services	277	440	-	174	891	648
	18,178	3,499	710	4,588	26,975	18,773

### 20 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	38,386	38,386
Current assets	2,133	3,669	217	6,019
Current liabilities	-	(3,358)	(59)	(3,417)
Non-current liabilities	-	-	(310)	(310)
Pension scheme liability	-	(116)	-	(116)
Total net assets	2,133	195	38,234	40,562

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 20 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	-	-	27,070	27,070
Current assets	1,453	2,289	522	4,264
Current liabilities	-	(2,009)	(13)	(2,022)
Non-current liabilities	-	-	(115)	(115)
Pension scheme liability	-	(2,412)	-	(2,412)
<b>Total net assets</b>	<b>1,453</b>	<b>(2,132)</b>	<b>27,464</b>	<b>26,785</b>

### 21 Pension and similar obligations

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff, and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by 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 that of the LGPS related to the period ended 31 March 2022.

Contributions amounting to £460k were payable to the schemes at 31 August 2023 (2022: £280k) and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

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

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

##### Valuation of the Teachers' Pension Scheme

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

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 21 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

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

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to the TPS in the period amounted to £2,476k (2022: £1,742k).

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

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

#### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 25% for employers and 5% to 12.5% for employees.

As described in note the LGPS obligation relates to the employees of the Academy Trust, being the employees transferred as part of the conversion from the maintained school and new employees who joined the scheme in the period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

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 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Total contributions made	2023 £'000	2022 £'000
Employer's contributions	1,242	759
Employees' contributions	298	183
Total contributions	1,540	942

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 21 Pension and similar obligations

(Continued)

Principal actuarial assumptions	2023 %	2022 %
Rate of increase in salaries	3.85 - 3.90	3.95 - 4.05
Rate of increase for pensions in payment/inflation	2.85 - 2.90	2.95 - 3.05
Discount rate for scheme liabilities	5.30 - 5.35	4.25
CPI Increase	2.85 - 2.90	2.95 - 3.05

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

	2023 Years	2022 Years
Retiring today		
- Males	20.7	21.0
- Females	23.2	23.5
Retiring in 20 years		
- Males	22.0	22.3
- Females	24.6	24.9

Scheme liabilities would have been affected by changes in assumptions as follows:

	2023 £'000	2022 £'000
Discount rate + 0.1%	18,506	14,061
Discount rate - 0.1%	19,156	14,658
Mortality assumption + 1 year	19,381	14,789
Mortality assumption - 1 year	18,290	13,936
Increase in pension rate + 0.1%	19,141	14,633
Decrease in pension rate - 0.1%	18,520	14,088
Increase in salary rate + 0.1%	18,849	14,383
Decrease in salary rate - 0.1%	18,805	14,329

Defined benefit pension scheme net liability	2023 £'000	2022 £'000
Scheme assets	18,811	11,944
Scheme obligations	(18,927)	(14,356)
Net liability	(116)	(2,412)

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 21 Pension and similar obligations

(Continued)

#### The Academy Trust's share of the assets in the scheme

	2023	2022
	Fair value	Fair value
	£'000	£'000
Equities	10,942	6,721
Gilts	242	230
Other Bonds	-	528
Cash	551	358
Property	1,473	1,130
Other assets	5,603	2,977
Total market value of assets	18,811	11,944

The actual return on scheme assets was £1,109,000 (2022: £28,000).

#### Amount recognised in the statement of financial activities

	2023	2022
	£'000	£'000
Current service cost	1,360	1,666
Interest income	(729)	(192)
Interest cost	839	363
Administration expenses	10	5
Total operating charge	1,480	1,842

#### Changes in the present value of defined benefit obligations

	2023
	£'000
At 1 September 2022	14,356
Transferred in on existing academies joining the Academy Trust	5,457
Current service cost	1,360
Interest cost	839
Employee contributions	298
Actuarial (gain)	(2,934)
Benefits paid	(449)
At 31 August 2023	18,927

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 21 Pension and similar obligations

(Continued)

##### Changes in the fair value of the Academy Trust's share of scheme assets

	2023 £'000
At 1 September 2022	11,944
Transferred in on existing academies joining the Academy Trust	4,677
Interest income	729
Actuarial gain	380
Employer contributions	1,242
Employee contributions	298
Benefits paid	(449)
Administration expenses	(10)
At 31 August 2023	18,811

The asset ceiling adjustment has been accounted for via FRS102 adjustment of £100k to the actuarial (gain) / loss.

#### 22 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	Notes	2023 £'000	2022 £'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)		10,463	(615)
Adjusted for:			
Net surplus on transfer of academy in the trust	29	(11,345)	-
Capital grants from DfE and other capital income		(466)	(737)
Investment income receivable	6	(37)	(2)
Defined benefit pension costs less contributions payable	21	128	912
Defined benefit pension scheme finance cost	21	110	171
Depreciation of tangible fixed assets		1,435	945
(Increase) in stocks		(11)	(4)
(Increase) in debtors		(128)	(236)
Increase in creditors		1,349	466
Stocks, debtors and creditors transferred on conversion		698	-
Net cash provided by operating activities		2,196	900

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 23 Analysis of changes in net funds

	1 September 2022 £'000	Cash flows £'000	31 August 2023 £'000
Cash	3,384	1,616	5,000
Loans falling due within one year	(13)	(46)	(59)
Loans falling due after more than one year	(115)	(195)	(310)
	<u>3,256</u>	<u>1,375</u>	<u>4,631</u>

### 24 Long-term commitments

#### Operating leases

At 31 August 2023 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2023 £'000	2022 £'000
Amounts due within one year	19	16
Amounts due in two and five years	25	4
	<u>44</u>	<u>20</u>

### 25 Capital commitments

	2023 £'000	2022 £'000
Expenditure contracted for but not provided in the Financial Statements	<u>343</u>	<u>728</u>

At 31 August 2023, the Trust was committed to following projects:

The Bromfords School: Heating project, funded by CIF grants and reserves with total expected costs £552k. Costs of £550k were incurred to date, with anticipated costs to completion as at 31 August 2023 of £2k.

The Appleton School: Roofing project, funded by CIF grants and reserves with total expected costs of £419k. Costs of £78k were incurred during the year, with anticipated costs to completion as at 31 August 2023 of £341k.

### 26 Related party transactions

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



# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

#### 28 Agency arrangements

The academy trust distributes various funds as an agent. In the accounting period ending 31 August 2023 the academy undertook the following transactions in the capacity as agent:

##### 16-19 Bursary Funding

Funds received - £41,967 (2022: £25,733)  
Disbursements - £(32,787) (2022: £(24,080))  
Transfer in creditor of £28,800 (2022: £nil)  
Unspent balance - £47,758 (2022: £9,778)

##### SCITT Bursary Funding

Funds received - £338,400 (2022: £364,200)  
Disbursements - £(352,800) (2022: £(342,700))  
Unspent balance - £7,100 (2022: £21,500)

##### Billericay Education Consortium School Centred Initial Teacher Training (BEC SCITT)

Funds received - £574,672 (2022: £559,556)  
Disbursements - £(538,645) (2022: £(596,724))  
Unspent balance - £250,563 (2022: £214,536)

##### Teaching School Alliance

Funds received - £176,917 (2022: £170,766)  
Disbursements - £(195,125) (2022: £(170,540))  
Unspent balance - £183,672 (2022: £201,880)

##### Behaviour and Attendance Partnership (BAP)

Funds received - £41,400 (2022: £31,500)  
Disbursements - £(28,941) (2022: £(31,080))  
Unspent balance - £15,581 (2022: £1,411)

##### Consortium for School Improvement (CSI)

Funds received - £700 (2022: £3,500)  
Disbursements - £(3,163) (2022: £(4,369))  
Unspent balance - £13,037 (2022: £15,500)

##### Benfleet Teaching School Alliance (BSTA) - Joined Trust on 01.01.2023

Funds received - £381,353 (2022: £nil)  
Disbursements - £(272,850) (2022: £(nil))  
Unspent balance - £108,503 (2022: £nil)

All unspent balances are included within creditors: amounts falling due within one year relating to undistributed funds that are repayable to the funders.

# COMPASS EDUCATION TRUST LTD

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 29 Transfer of existing academies into the Academy Trust

#### The Appleton School

On 01 January 2023 The Appleton School joined the Academy Trust and all the operations and assets and liabilities were transferred to the Academy Trust.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair values and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the statement of financial activities as a transfer to the Academy Trust. The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the statement of financial activities.

	Transfer in recognised £'000
<b>Net assets acquired</b>	
Freehold land and buildings	10,853
Other tangible fixed assets	574
Stock	12
Debtors due in less than one year	108
Creditors due in more than one year	(54)
Creditors due in less than one year	(77)
Cash in bank	709
Pension scheme	(780)
Total net assets	11,345

There were no fair value adjustments required to the values reported by the transferring trust.

### 30 Post balance sheet events

The Billericay School and The Bromfords School have confirmed cases of RAAC concrete present across both sites. The Trust is aware of this and the DfE are involved in the support and resolution of this situation. The government has confirmed trusts will be supported by ensuring a safe environment for students is maintained. This continues to be under review by the trust.

On 1 September 2023 Woodlands School joined the Trust.