

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**



**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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**THE ACTIVE LEARNING TRUST LIMITED**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Members</b>	Ms Marion Lloyd Mr Robert Dool, Chair of Trustees Ms Lesley Adams Mrs Helen Capron Ms Marion Lloyd (resigned 31 August 2022) Mr Mark Kerr
<b>Trustees</b>	Ms Marion Lloyd, Vice Chair (resigned 31 August 2022) Mr Robert Dool, Chair of Trustees Mr Clive Bush Mrs Helen Capron Mrs Lesley Adams Mr David Bateson OBE (resigned 10 February 2022) Mr Jeremy Beswick Mrs Jacqueline Cutchey The Hon R G Hely Hutchinson (resigned 10 February 2022) Dr Adam Boddison (resigned 10 February 2022) Mr Stephen Chamberlain, Staff Trustee (resigned 31 May 2022) Mrs Catherina Quinn Ms Rosie Weaver BEM Mr Amritpal Singh (resigned 23 August 2022) Mr Benjamin Stickley (appointed 10 February 2022)
<b>Company registered number</b>	07903002
<b>Company name</b>	The Active Learning Trust Limited
<b>Principal and registered office</b>	Littleport & East Cambridgeshire Academy Camel Road Littleport Ely Cambridgeshire CB6 1EW
<b>Company Secretary</b>	Mrs Karen Jarvis
<b>Chief Executive Officer</b>	Mr Craig D'Cunha
<b>Senior Management Team</b>	Mr Craig D'Cunha, Chief Executive Officer Mr Clive Paskell, Director of Finance Mr David Hilton, Director of Education Ms Karen Jarvis, Head of Corporate Services Ms Elaine Hammond, Director of Human Resources

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

**Independent Auditors** Price Bailey LLP  
Chartered Accountants  
Causeway House  
1 Dane Street  
Bishop's Stortford  
Hertfordshire  
CM23 3BT

**Bankers** Barclays Bank plc  
9-11 St Andrew's Street  
Cambridge  
Cambridgeshire  
CB2 3AA

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

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

The Trust operates 15 primary, 3 secondary, 1 All Through and 2 special Academies serving areas across Cambridgeshire and Suffolk. The 'Academies' have a combined capacity of 10,580 and had a roll of 9,421 in the 2022 census.

**Structure, Governance and Management**

The Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are its primary governing documents. The Trustees of The Charitable Company are also the Directors for the purposes of company law. The terms Trustee and Director are interchangeable. The Charitable Company includes the following Academies:

- The Neale-Wade Academy, March, Cambridgeshire - 1 April 2013
- Burrowmoor Primary School, March, Cambridgeshire - 1 July 2013
- Gusford Primary School, Ipswich, Suffolk - 1 August 2013
- Westwood Primary School, Lowestoft, Suffolk - 1 August 2013
- Chesterton Primary School, Cambridge, Cambridgeshire - 1 September 2013
- Red Oak Primary School (formerly known as Fen Park Primary School), Lowestoft - 1 March 2014
- Grove Primary School, Lowestoft, Suffolk - 1 May 2014
- Sidegate Primary School, Ipswich, Suffolk - 1 May 2014
- Hillside Primary School, Ipswich, Suffolk - 1 July 2014
- Kingsfield Primary School, Chatteris, Cambridgeshire - 1 July 2014
- Isle of Ely Primary School, Ely, Cambridgeshire - 1 September 2015
- Pakefield Primary School, Lowestoft, Suffolk - 1 January 2015
- Reydon Primary School, Lowestoft, Suffolk - 1 March 2015
- Chantry Academy, Ipswich, Suffolk - 1 September 2015
- Highfield Ely Academy, Ely, Cambridgeshire - 1 September 2016
- Albert Pye Primary School, Beccles, Suffolk - 1 October 2016
- Ravensmere Infant School, Beccles, Suffolk - 1 October 2016
- Cromwell Community College, Chatteris, Cambridgeshire - 1 September 2017
- Highfield Littleport Academy, Cambridgeshire - 1 September 2017
- Littleport & East Cambridgeshire Academy - 1 September 2017
- Earith Primary School, Cambridgeshire - 1 January 2018

The operation of The Trust's Academies and employment of staff are the responsibility of the Trustees. The Trust retains overall control of Academy budgets and finances, and monitors these through its Finance Committee. Throughout this report the Board of Trustees is referred to as the Trust Board (TB). Each Academy has appointed Local Governing Bodies (LGB) who have delegated authority to administer their Academy within agreed budgets.

Details of the Trustees who served throughout the period are included in the Reference and Administrative Details section. Within this Report the term Trustee refers to a member of the TB and the term Governor to a member of an LGB. Details of the Trustees who served during the year are included in the Reference and Administrative Details section.

**Members' Liability**

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

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

**Trustees and Officers' Indemnities**

In accordance with normal commercial practice the Trust has purchased insurance through the DfE Risk Protection Arrangement to protect Trustees, Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides unlimited cover and details of the costs are disclosed in Note 13 to the accounts.

**Method of Recruitment and Appointment or Election of Trustees**

There were five Members of the Trust at the year end: Marion Lloyd, Lesley Adams, Robert Dool, Mark Kerr and Helen Capron, who have the authority to appoint up to 10 Trustees. The articles of the Trust allow the Trustees to appoint additional co-opted Trustees. In determining the makeup of the Trust Board, the Members take into account the skills, knowledge and experience of potential Trustees. In addition, the Members seek to ensure that all Trustees have a passion for education and a determination to assist the Trust management in securing improvement of attainment in Trust Schools. The TB similarly takes into account the skills, knowledge and experience of potential Trustees who could then be co-opted to join the TB. The Trust has worked this year to increase the diversity of Trustees as part of our commitment to equity and social justice.

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

Trustees are appointed for a term of four years. The Chief Executive Officer (CEO) is an ex officio member of the TB. Other Trustees are elected to office or appointed if there are insufficient candidates offering themselves for election. The Articles of Association make provision for 12 Trustees plus the CEO.

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

The Trust is committed to providing adequate opportunities for Trustees and Governors to undertake and receive suitable training so as to enable them to perform their role effectively. To this end The Trust links with a number of local training providers. New Trustees and Governors are required to attend a training programme. The induction programme would involve a tour of the relevant Academy, meetings with students and staff and provision of policy and procedures documents that are appropriate to the role they undertake with particular emphasis on the committee work that they will undertake.

**Organisational Structure**

The TB has established five Committees to undertake detailed examination of aspects of the Trust's operation. These Committees are:

- Personnel and Remuneration
- Finance
- Audit
- Quality of Education
- Safeguarding and Well-Being

The minutes of each Committee are received by the TB and the Chair of each Committee reports back to the TB on its work. The terms of reference for each Committee are reviewed annually. The TB retains responsibility for oversight of the work of the Trust on school improvement activities and the key decisions around finance and personnel.

Each School operates with a LGB, whose work is governed by a scheme of delegation. In addition, the Trust has agreed manuals with Schools that set out the delegated responsibilities within each School.

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

The Chief Executive Officer is the Accounting Officer for the Active Learning Trust. This was Stephen Chamberlain for September 2021 to May 2022 and Craig D'Cunha for June 2022 to August 2022. The TB has established that day to day decision making rests with the Chief Executive Officer and the senior team and the Chief Executive Officer reports back to the TB at each meeting with both a record of work of the Trust since the last meeting and with potential changes in the workload of the Trust which may impact on resourcing.

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

The TB, meets on at least 5 occasions per year and its 3 sub committees Finance and Audit 6 times a year in person or online and Personnel and Remuneration at least once a year (to reflect the COVID 19 situation this year with the majority of meetings taking place online). The TB is responsible for the strategic direction of the Trust. The Trustees are responsible for setting strategic policy, adopting an annual plan and budget, monitoring The Trust by the use of those budgets and making major decisions about the direction of The Trust, capital expenditure and senior staff appointments. The Governors within their LGB's are responsible for implementing strategic policy and monitoring the annual budgets and expenditure for their Academy.

The Senior Leadership Teams (SLT's) control the Academies at an executive level implementing policies and reporting to their LGB. Each SLT is responsible for the day-to-day operation of their Academy, in particular organising staff, resources and students. They are responsible for the authorisation of spending within agreed budgets and for the appointment of staff following vetting and safeguarding recruitment processes.

The Central Team Executive Leadership Team (CTELT) looks across the Trust and aligns local SLT and LGB activity with the strategic aims of The Trust as a whole.

**Arrangements for setting pay and remuneration of Key Management Personnel**

Arrangements for setting the pay and remuneration of the Trust's key management personnel are reviewed by the Personnel & Remuneration Committee on behalf of the TB.

For key management staff based in Schools an annual Whole School Pay Policy is applied in which the Trust follows the pay and conditions arrangements from the national provisions used for maintained schools in England and Wales - both for teachers and support staff. The teachers' pay policy is based on the national agreed pay scale as outlined in the School Teachers Pay and Conditions Document. The Trust adheres to Local Government pay arrangements for those support staff who have Transferred to the Trust and selected to retain their TUPE entitlements for the transferred role. These are based on the Local Government pay spines for Cambridgeshire or Suffolk respectively and are applied in the Local Authority areas in which the Academies are based. For support staff appointed to Trust roles since 1 April 2016 the Trust applies the Trust's own ALT support staff pay scale, revisions to which shadow the Local Government pay scale percentage increases and are approved annually by the Personnel & Remuneration Committee.

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

For key management staff employed directly by the central team of the Trust, and so not based in Schools, a specific central team Pay Policy, approved by the Personnel & Remuneration Committee of the TB is applied. Salaries are based on an evaluation of the individual roles and responsibilities of the post taking into account market rate factors, comparability of responsibilities and differentials. An annual performance pay appraisal is undertaken which is reported to the TB and changes in salaries which result are with the TB's approval.

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

**Trade union facility time**

**Relevant union officials:**

Number of employees who were relevant union officials during the relevant period (Headcount) 9  
Full-time equivalent employee number less than 1

Percentage of time spent on facility time:

Number of employees

0%	4
1%-50%	5
51%-99%	0
100%	0

Percentage of pay bill spent on facility time:

Provide the total cost of facility time	£7,008
Provide the total pay bill	£47.5m
Percentage of total pay bill spent on facility time	0.015%

Paid trade union activities:

Time spent on paid trade union activities as a percentage of total paid facility time hours 100%

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

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

The Trust co-operated with the following organisations during the academic year in pursuit of its charitable activities:

- Confederation of Schools Trusts
- Cambridge University (Oracy Cambridge and CamTree)
- Ogden Trust
- Ambition Institute
- National Association for Special Educational Needs
- Minds Ahead
- Paul Hamlyn Foundation
- Ipswich and Cambridgeshire Opportunity Areas
- School and Student Teachers Network
- Ipswich Town Football Community Trust
- The Academy of Women's Leadership
- Educational Equity Services
- Alpha Teaching School
- Unity Schools Trust
- National College of Education

The Trust does not have a formal sponsor.



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

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

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

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

**Objectives and Activities**

The Active Learning Trust's prime aim is to establish, maintain and develop academy schools offering a broad and balanced curriculum. The Trust exists to enable all pupils in its Schools to achieve to the best of their ability in all that they do. In order to do this the Trust has gained DfE approval as a Multi-Academy sponsor and has drawn together a number of senior professionals to aid its delivery. The key object of the Active Learning Trust is to raise standards of education in those Schools approved to join the Trust by the Secretary of State. The Trust does this through developing and implementing school improvement activities designed to ensure that every pupil attending an Active Learning Trust School has the opportunity to access a broad and balanced curriculum that is based upon (but is extended beyond) the National Curriculum. The Trust aims and mission statement can be found on our website <http://activelearningtrust.org/about/our-mission>.

As part of its work, the Trust seeks to ensure that its Schools have access to evidenced based school improvement activities that will support the achievement of pupils and also access to resources and experience of other organisations with whom partnerships have the potential to help meet the overall aim of the Trust.

**Objectives, Strategies and Activities**

Our vision is to raise standards in all the Schools and settings we work with so that they can become Outstanding. We do this by maximising our impact at School level, both with Schools in need of significant improvement and with those that are already Good and we will work with currently Outstanding Schools both to maintain that judgement and use their expertise to support others. Through this approach we will build a broad professional partnership of Academies that share the same vision and values represented by the Trust.

Specifically, we will:

- Support the drive to raise standards in the lowest performing Schools, through sponsorship and the deployment of our own team of experienced school improvers and with the support of existing high performing Schools.
- Continually improve our capacity to ensure that the quality of what we deliver remains at an outstandingly high level by ensuring there are strong systems of performance management in place in all Schools to support improvement, seeking out and valuing excellent performance and by ensuring good value for money.
- Ensure the delivery of high quality education through our Academies to support pupils across all age ranges from the early years to post 16.
- Work with Local Authorities on school organisation issues to address local communities' demand for the provision of high quality school places locally.
- Develop the leadership, management and governance in all our Schools so that we grow and maintain the best leaders, and act as a "Training School" network to grow the next generation of effective teachers, school leaders, support staff and Governors.
- Establish a strong professional partnership of Active Learning Trust Academies so that they can stimulate and support each other across all aspects of teaching and learning and leadership and management.
- Provide value for money services to our Schools that minimise administration locally and maximise the potential for our managers to be leaders in their Schools. The Trust will fully utilise cutting edge IT systems to provide cost effective solutions and operations within and across its Schools.

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

- Ensure as a business, the Trust maximises the potential for income and maintains a high level of control on costs which provides long term security for the Trust and its Schools.

The TB undertook a strategic review of our mission, vision and values in 2019-2020 and as a result there is a new three year plan in place based on a 14 point excellence framework and KPIs based on four broad strategic areas: 'Active Learners', 'Active Leaders', 'Active Citizens' and 'Leading Active Lives'.

**Public Benefit**

The Trustees believe that by working towards the objects and aims of the Trust as detailed above, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

**Strategic Report**

**Achievements and Performance**

**Key performance indicators (KPIs)**

Our KPIs are primarily related to the setting and evaluation of targets at School level for pupil performance. These targets are regularly monitored through detailed meetings between our Chief Executive Officer, representatives from the Central Education Team and the relevant Headteacher and reported to our TB through regular reports from the Chief Executive Officer.

**School Improvement Process**

The school improvement process has continued with regular AIG (Academy Improvement Group) meetings taking place with Schools. These are also supplemented by regular reviews, focus work on curriculum, teaching, learning and assessment work to ensure an accurate picture of the Quality of Education across the Schools. Support is targeted and resourced depending on the capacity and identified need of the individual School.

- SCC – Schools causing concern
- EI – Embedding improvement
- G2G – Getting to good
- SG – Securing good
- J2O – Journey to outstanding

All Schools are aware of their category and the focus of the plan is to secure improvement and movement through the improvement journey.

Schools have developed capacity across the whole Trust to engage with Trust wide developments in the continued development of the Quality of Education – looking at the wider curriculum, assessment, teaching and learning alongside a greater data literacy and consistency across all schools that will be supported by the further development of the Data Dashboard. This strategic tool will be used to support the improvement process by linking the Trust view of the School with leaders' analysis, ensuring a clarity and transparency throughout the process.

There are 8 strategic areas that form the hub that links directly into our models for school improvement and are designed to transform teaching, leading, and learning to make sure we fulfil our commitment to give our children, young people and communities the high-quality education they deserve.

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

The Key Strategic Areas are:

- (1) Research and Development Hub
- (2) Pedagogy, Best Practice and Innovation Programmes
- (3) National, Regional and Cluster Conferences
- (4) Trust Wide Projects and Initiatives
- (5) Governor Support and Training
- (6) Virtual Learning Zone
- (7) Talent and Capacity Register
- (8) Leadership and Professional Development Programmes

The work of the Institute is underpinned by the four pillars of our People Strategy. These are:

- Work and Culture- ensuring that we have a culture in our Schools that allows all staff to be highly effective and to be inspired, feel valued and be part of the Trust and School family;
- Grow and Develop- the opportunity for professional development and growth;
- Reward and Recognition- recognition of effort and commitment to the School and the Trust;
- Connect to the Trust- strategies and opportunities for all staff to contribute linked to the vision, values and culture of the Trust.

This year we have delivered our first ATT (Active Teacher Training) programme led by our Director of Teacher development. We have partnered with YHTT (Yorks and Humber Teacher Training) for our ITT programme and Ambition to deliver our ECT Programme. Working across three regional hubs in the Trust based in Cambridgeshire (Cromwell Community College), North Suffolk (Red Oak Primary School) and South Suffolk/Ipswich (Chantry Academy).

The Trust has developed a strong network of Schools that work in partnership to achieve the outcomes described below, supported by a central team that supports school improvement, school-to-school support alongside a Continuing Professional Development (CPD) programme that has a pathway for all staff from Early Careers Teachers (ECTs) to Leadership level (Including NPQs in partnership with Ambition Institute). This has been extended further to ensure that all staff have a clear pathway which has led to the comprehensive programme and series of Career Pathways opportunities with associated training and professional development. We have 8 Executive Leaders across the Trust from our pool of Headteachers and Executive Headteachers who are working on cross Trust strategic plans in relation to Mental Health and Well Being, Curriculum, the arts, SEND, Early Years Excellence, professional development, assessment and student voice.

As part of the ALT Institute of Teaching and Leadership we a Learning Commission as part of a research and development project to bring together hundreds of students and teachers from across our primary, secondary and special Schools to create a new design for learning across the Active Learning Trust and to give them a voice on the important issue of their own learning. This year the group have been able to meet at conference and share their experiences while also contributing to the construction of a true 'student voice' towards the view of what is effective learning for them across the phases.

The aims of the Commission are:

- to give students a real voice and influence in how learning is organised across the Trust and be fully engaged in our trust wide projects in partnership with our teachers and the Trust;
- to create opportunities for our children and young people and their teachers to work side by side to learn about strategies for active learning and then test out new approaches to see what works best for all of us at ALT in order to create significant and enduring changes to our learning;
- to create a step-change in student engagement, motivation and learning;
- to go beyond traditional 'student voice' work, helping students become active leaders of their own and others' learning with a real stake in how education is organised and delivered.

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

The additional capacity that has been developed has now enabled the development of School Leadership opportunities – this focus on Executive Leadership allows ownership and development of Trust wide initiatives – including Safeguarding, Well Being and Mental health.

In support of the work of all colleagues it is very clear that all Trust Schools will have:

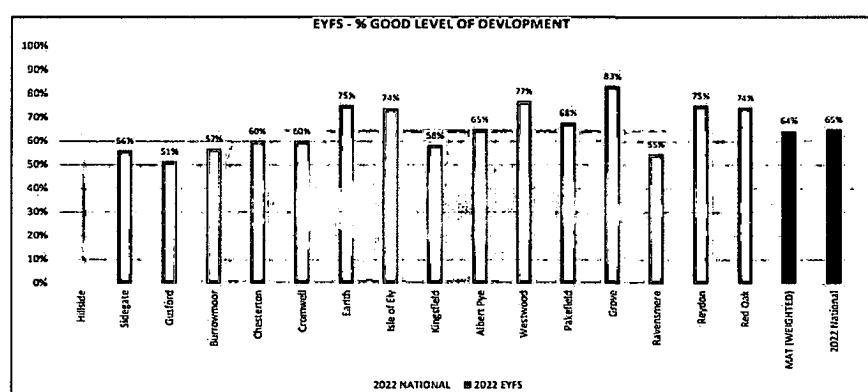
- a rich, broad and balanced knowledge-based curriculum and assessment model that supports effective teaching and learning to support all learners;
- a clear focus on supporting all groups of learners – including disadvantaged;
- evidence of clear improvements in the expected progress of pupils in reading, writing and mathematics;
- consistently good or better teaching across all subject areas;
- established staffing structures to meet the requirement of the new curriculum models and rapid improvement in both core and foundation subjects;
- established and effective LGB's with training in place and priorities identified;
- systems for making highly effective use of individual pupil data to effect improvement, reduce workload and ensure systems are efficient; and
- attendance in line with or better than the national average.

Building on our wider professional development offer, it can be noted that during the year:

- Leadership development programmes both in house and with Ambition have supported the development of Associate Leaders. Training and quality assurance of this programme has been secured and in partnership with SSAT accreditation has been completed. This continues to be a popular choice for aspiring middle leaders and includes Trust- wide arts leads working to introduce whole school approaches to arts delivery through the Paul Hamlyn Foundation; and RE and KS2 Standards leads.
- There are a range of other initiatives being developed through our partnerships with Ambition and the continued project with Oracy Cambridge which has now been extended to support an international project (CamTree) that supports the effective sharing and development of classroom-based action research.

## Primary Outcomes 2022

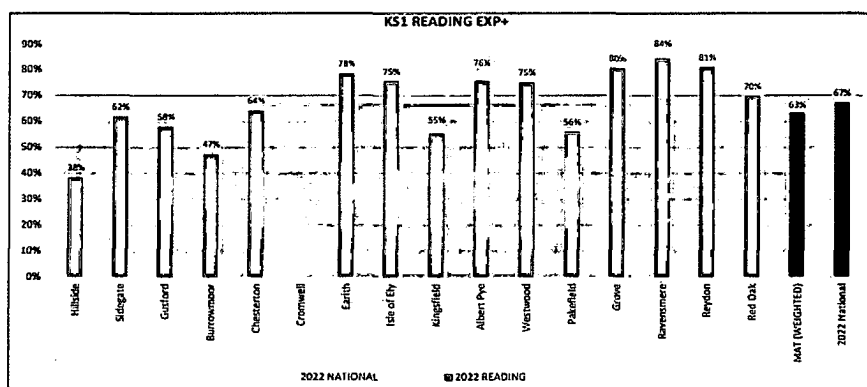
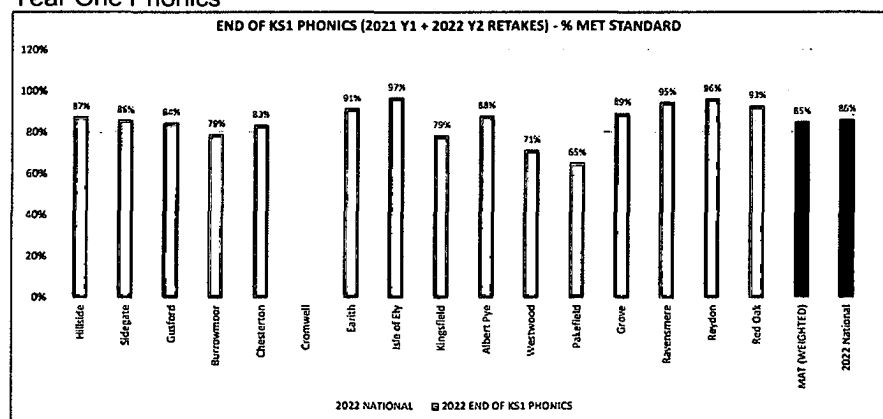
### Early Years



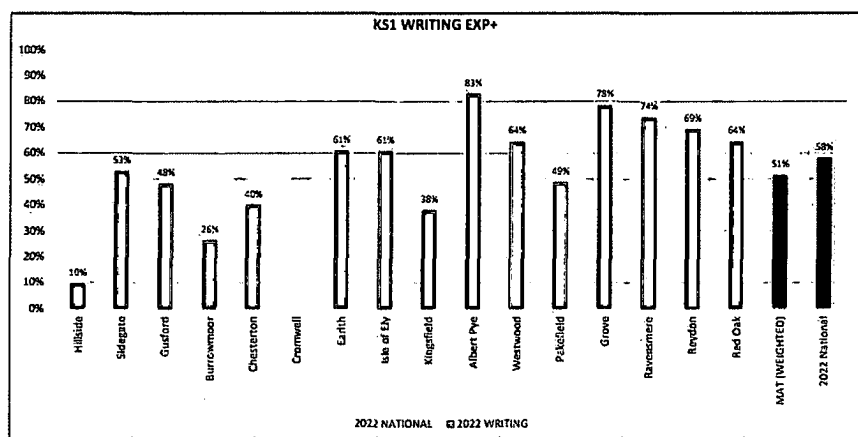
**THE ACTIVE LEARNING TRUST LIMITED**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

**Year One Phonics**

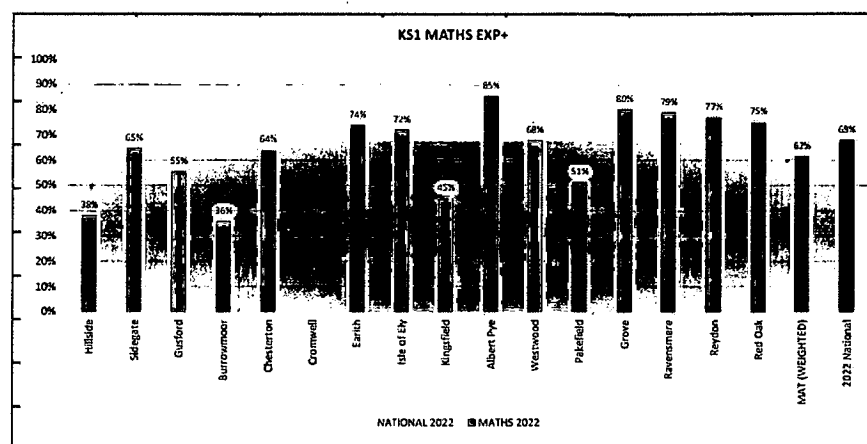


**End of Key Stage One**



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



All Schools have a clear plan based on data analysis of all pupils needs – this is linked to the revised curriculum offer that is supporting the development of core learning and depth in key areas.

#### **Primary progress measures 2021/2022**

In the autumn, the Department for Education will produce new progress measures. KS2 pupil progress will continue to be measured from KS1 outcomes, however, this current Year 6 cohort were the first to complete the new assessments in KS1 that no longer reported National Curriculum Levels. However, the methodology for calculating progress will in all likelihood be broadly the same as pre-pandemic measures and therefore although the progress outcomes currently available are provisional, they in all probability reflect a fair picture.

#### **School progress**

Progress outcomes from Chesterton and Isle, both primary schools opened by the Trust and with their first set of KS2 results, are positive with Isle of Ely being particularly so with above average progress for all three subjects. Both Burrowmoor and Kingsfield have improved significantly with all three subjects now showing average progress.

For Sidegate, the data shown includes children both from the mainstream classes and the specialist SEND provision and once data is separated, to show a comparable picture with other schools, will in all likelihood show improved progress for all three subjects including writing which is currently below average.

For Hillside, whilst progress in Reading is positive, Writing and Maths is significantly lower. This difference in progress also reflects the difference in attainment outcomes in Reading compared to both Writing and Maths and will require further investigation.

For Reydon, where progress is negative in both Reading and Maths, there were significantly lower outcomes in attainment when compared to the School's forecasts. This is taking account the School's own assessment of where the children are currently working in both subjects and includes outcomes from previous KS2 SATS papers that have been completed during the year.

For Gusford, with the second largest cohort of Year 6 pupils in the Trust, outcomes show a decline in both attainment and progress over the last three years and require further investigation.

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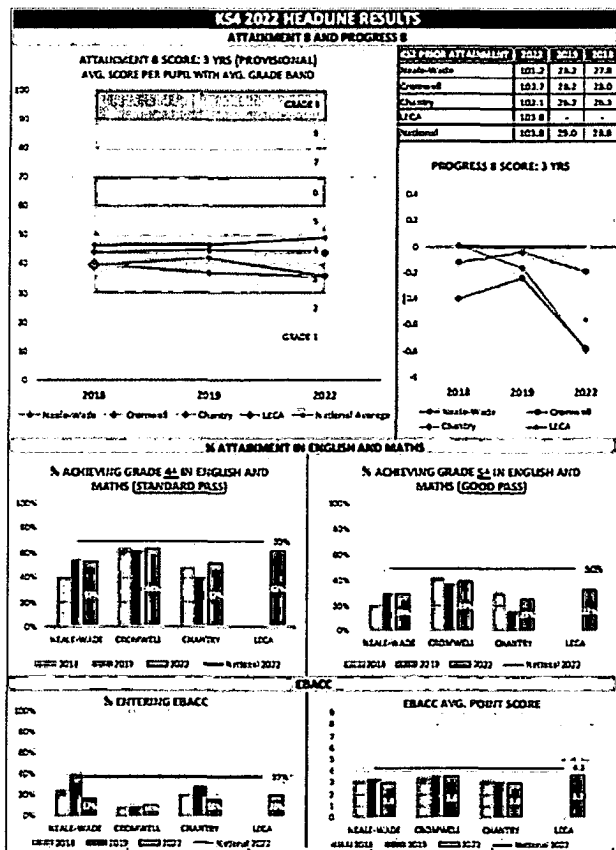
**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

**Trust progress**

Overall, Trust progress in Reading, Writing and Maths have all improved with the most significant improvements being Reading and Maths with all three subjects now most closely aligned and near to zero.

Trust Progress Overview			
	2018	2019	2022
Reading progress	-0.1	-1.1	-0.2
Writing progress	-0.4	-0.1	0
Maths progress	-0.4	-0.8	-0.1

**Key Stage 4 Results**



2022 Cumulative % Entries at Grade Thresholds										
GCSE Full Course Entries 9-1	Number Sat	9	8	7	6	5	4	3	2	1
England National	5219550	6.6	15.1	26.0	40.7	58.1	73.0	86.0	94.5	98.4
ALT	5406	1.0	3.6	9.4	21.0	40.7	60.8	79.5	90.4	96.4
Cromwell	1711	0.9	5.0	13.1	27.6	48.7	68.8	85.4	93.7	97.6
Leale-Wade	1589	0.3	1.1	4.9	14.4	34.0	53.0	72.9	87.4	95.4
Chantry	1305	1.8	5.1	10.0	19.6	36.1	56.0	76.2	87.2	94.7
LECA	801	1.0	3.4	9.5	22.3	44.8	67.0	85.5	94.6	98.6

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

CHANTRY

CHANTRY

ALL PUPILS

Headlines						
KPI Measure	RESULT 2022	Stra Collab 2022	Forecast 2022	FFT50 2022	School 2019	National 2019
Attainment 8	3.6	4.9	4.0	4.4	3.7	4.7
Progress 8 Estimate 2022 collaboration logic	-0.79	0.01	-	0	-0.16	0
AS - Maths Element	3.6	4.7	4.0	4.2	3.5	4.6
AS - English Element	3.8	5.2	4.1	4.8	3.9	5.0
AS - Ebacc Element	3.5	4.8	4.0	4.4	3.5	4.5
AS - Open Element	3.5	5.0	3.9	4.7	3.9	4.7
% Entered for Ebacc	16.3%	37.4%	17.5%	not available	29%	40%
Ebacc APS	3.0	4.3	3.4	not available	3.1	4.1
English & Maths Grade 4+	51.8%	69.5%	56.0%	60%	40%	65%
English & Maths Grade 5+	25.3%	49.6%	28.3%	35%	16%	43%
English & Maths Grade 7+	3.6%	15.6%	1.8%	not available	2.2%	not available

PUPIL PREMIUM

Headlines						
KPI Measure	RESULT 2022	Stra Collab 2022	Forecast 2022	FFT50 2022	School 2019	National 2019
Attainment 8	3.2	4.1	3.6	4.4	3.0	3.7
Progress 8 Estimate 2022 collaboration logic	-1.23	-0.41	-	not available	-0.62	-0.45
Ebacc APS	2.7	3.4	3.1	not available	not available	3.1
English & Maths Grade 4+	50.8%	53.0%	53.7%	59%	19.0%	45%
English & Maths Grade 5+	23.0%	33.0%	26.2%	35%	5.0%	25%
English & Maths Grade 7+	0.0%	7.6%	0.0%	not available	not available	not available

SEN ENCO

Headlines						
KPI Measure	RESULT 2022	Stra Collab 2022	Forecast 2022	FFT50 2022	School 2019	National 2019
Attainment 8	0.8	2.6	1.0	2.6	2.1	not available
Progress 8 Estimate 2022 collaboration logic	-1.94	-0.8	-	not available	-0.65	not available
Ebacc APS	0.7	2.1	0.9	not available	not available	not available
English & Maths Grade 4+	0.0%	25.0%	0.0%	13%	0.0%	not available
English & Maths Grade 5+	0.0%	11.5%	0.0%	3%	0.0%	not available
English & Maths Grade 7+	0.0%	2.2%	0.0%	not available	not available	not available

SEN SUPPORT

Headlines						
KPI Measure	RESULT 2022	Stra Collab 2022	Forecast 2022	FFT50 2022	School 2019	National 2019
Attainment 8	2.4	3.5	2.9	3.2	2.3	not available
Progress 8 Estimate 2022 collaboration logic	-0.62	-0.44	-	not available	-0.37	not available
Ebacc APS	1.9	2.9	2.5	not available	not available	not available
English & Maths Grade 4+	22.2%	39.8%	22.2%	32%	0%	not available
English & Maths Grade 5+	11.1%	23.4%	11.1%	18%	0%	not available
English & Maths Grade 7+	0.0%	5.4%	0.0%	not available	not available	not available



CROMWELL

CROMWELL

ALL PUPILS

Headlines						
KPI Measure	RESULT 2022	Stra Collab 2022	Forecast 2022	FFT50 2022	School 2019	National 2019
Attainment 8	4.4	4.9	4.7	4.5	4.5	4.7
Progress 8 Estimate 2022 collaboration logic	-0.19	0.01	-	0	-0.04	0
AS - Maths Element	4.3	4.7	4.3	4.4	4.3	4.6
AS - English Element	4.6	5.2	4.9	4.9	4.9	5.0
AS - Ebacc Element	4.3	4.8	4.7	4.5	4.3	4.5
AS - Open Element	4.6	5.0	4.7	4.8	4.6	4.7
% Entered for Ebacc	10.4%	37.4%	10.1%	not available	10.0%	40%
Ebacc APS	3.6	4.3	3.9	not available	3.6	4.1
English & Maths Grade 4+	63.7%	69.5%	64.3%	61%	62.0%	65%
English & Maths Grade 5+	38.8%	49.6%	39.7%	39%	37.5%	43%
English & Maths Grade 7+	6.0%	15.4%	10.1%	not available	7.6%	not available

PUPIL PREMIUM

Headlines						
KPI Measure	RESULT 2022	Stra Collab 2022	Forecast 2022	FFT50 2022	School 2019	National 2019
Attainment 8	3.8	4.1	4.0	4.3	3.9	3.7
Progress 8 Estimate 2022 collaboration logic	-0.54	-0.41	-	not available	-0.22	-0.45
Ebacc APS	3.1	3.4	3.3	not available	not available	3.1
English & Maths Grade 4+	54.0%	53.0%	58.0%	56%	56.0%	45%
English & Maths Grade 5+	24.0%	33.0%	24.0%	34%	24.0%	25%
English & Maths Grade 7+	0.0%	7.6%	2.0%	not available	not available	not available

SEN ENCO

Headlines						
KPI Measure	RESULT 2022	Stra Collab 2022	Forecast 2022	FFT50 2022	School 2019	National 2019
Attainment 8	2.4	2.6	2.4	2.8	3.0	not available
Progress 8 Estimate 2022 collaboration logic	-0.46	-0.8	-	not available	0.14	not available
Ebacc APS	1.9	2.1	2.0	not available	not available	not available
English & Maths Grade 4+	25.0%	25.0%	25.0%	23%	22.0%	not available
English & Maths Grade 5+	0.0%	12.5%	0.0%	11%	11.0%	not available
English & Maths Grade 7+	0.0%	2.2%	0.0%	not available	not available	not available

SEN SUPPORT

Headlines						
KPI Measure	RESULT 2022	Stra Collab 2022	Forecast 2022	FFT50 2022	School 2019	National 2019
Attainment 8	2.7	3.5	2.8	4.2	4.0	not available
Progress 8 Estimate 2022 collaboration logic	-1.66	-0.44	-	not available	0.43	not available
Ebacc APS	2.2	2.9	2.4	not available	not available	not available
English & Maths Grade 4+	50.0%	39.8%	40.0%	59%	100.0%	not available
English & Maths Grade 5+	10.0%	23.4%	0.0%	30%	0.0%	not available
English & Maths Grade 7+	0.0%	5.4%	0.0%	not available	not available	not available





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

NEALE-WADE

NEALE-WADE						
ALL PUPILS	Headlines					
	KPI Measure	RESULT 2022	Sierra Collab 2022	Forecast 2022	FTT50 2022	School 2019 / National 2019
	Attainment 8	5.6	6.9	3.9	4.2	4.7
	Progress 8 Estimate	-0.78	0.01	-	0	-0.24
	2022 cohort score	-	-	-	-	-
	AS - Maths Element	3.8	4.7	3.8	4	3.9
	AS - English Element	4.0	5.2	4.1	4.6	4.4
	AS - Ebacc Element	3.3	4.8	3.3	4.2	3.8
	AS - Open Element	3.5	5.0	4.3	4.5	4.7
	% Entered for Ebacc	17.2%	37.4%	17.6%	not available	25%
PUPIL PREMIUM	Headlines					
	KPI Measure	RESULT 2022	Sierra Collab 2022	Forecast 2022	FTT50 2022	School 2019 / National 2019
	Attainment 8	2.9	4.1	3.2	3.8	3.7
	Progress 8 Estimate	-1.1	-0.41	-	not available	-0.45
	2022 cohort score	-	-	-	-	-
	Ebacc APS	2.4	3.4	2.5	not available	3.1
	English & Maths Grade 4+	53.2%	53.0%	51.2%	55%	55%
	English & Maths Grade 5+	28.8%	49.6%	27.6%	31%	30%
	English & Maths Grade 7+	2.0%	13.4%	1.2%	not available	3%
	English & Maths Grade 7+	2.0%	13.4%	1.2%	not available	3%
SEN ENCP	Headlines					
	KPI Measure	RESULT 2022	Sierra Collab 2022	Forecast 2022	FTT50 2022	School 2019 / National 2019
	Attainment 8	3.7	2.6	1.9	3.7	3.5
	Progress 8 Estimate	-2.14	-0.8	-	not available	0.45
	2022 cohort score	-	-	-	-	-
	Ebacc APS	1.4	2.1	1.5	not available	not available
	English & Maths Grade 4+	0.0%	25.0%	0.0%	50%	25%
	English & Maths Grade 5+	0.0%	12.5%	0.0%	24%	25%
	English & Maths Grade 7+	0.0%	2.2%	0.0%	not available	not available
	English & Maths Grade 7+	0.0%	2.2%	0.0%	not available	not available
SEN SUPPORT	Headlines					
	KPI Measure	RESULT 2022	Sierra Collab 2022	Forecast 2022	FTT50 2022	School 2019 / National 2019
	Attainment 8	2.2	3.5	2.4	3.3	2.5
	Progress 8 Estimate	-1.43	-0.44	-	not available	-0.72
	2022 cohort score	-	-	-	-	-
	Ebacc APS	1.7	2.9	1.9	not available	not available
	English & Maths Grade 4+	20.0%	59.8%	20.0%	38%	11%
	English & Maths Grade 5+	13.3%	23.4%	6.7%	17%	7%
	English & Maths Grade 7+	0.0%	5.4%	0.0%	not available	not available
	English & Maths Grade 7+	0.0%	5.4%	0.0%	not available	not available



### Key Stage Five


It is important to point out that this year's results cannot be compared to last years as the assessment process was completely different. As CAGs/TAGs were used in 2021, the only national average that can be used to draw conclusions from is 2019. However 2022 grade boundaries are lower and sit approx half-way between 2021 and 2019. For your information, examination boards have adjusted grade boundaries for subjects accordingly. We must also note that these are the first external examinations sat by the 2022 cohort since their Year 6 SAT papers.

For Cohort 2022 results, there will not be any performance tables for Post 16, this is due to the impact of the pandemic and results being awarded by Schools in August 2020.


At the stage of writing this report all national data isn't available so limited conclusions can be drawn.

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

CROMWELL KSS HEADLINE RESULTS SUMMARY							
KSS HEADLINE MEASURE		2022 OUTCOMES	NATIONAL 2022	SCHOOL 2019	NATIONAL 2019	SCHOOL FINAL PREDICTION 2022	SCHOOL INTERNAL TARGET 2022
LEVEL 3 COURSES	<b>A-LEVELS</b>						
	Average Result - Grade (per entry)	B-	not yet available	C+	C+	B	A
	Average Result - Points (per entry)	35.5	not yet available	32.9	34.0	39.2	45.4
	% of students achieving AAB or higher in at least 2 facilitating subjects	10.2%	not yet available	0.0%	16.5%	12.0%	15.3%
	Avg. Grade of students best 3 A levels	B-	not yet available	C-	C+	B-	A
	% of entries in which A*- A is achieved	28.8%	35.9%	21.0%	25.0%	43.0%	50.0%
	% of entries in which A*- C is achieved	74.5%	82.1%	73.0%	76.0%	83.0%	86.0%
	% of entries in which A*- E is achieved	96.4%	98.4%	98.0%	98.0%	99.0%	99.3%
	% of L3 students entering an A Level qualification	90.8%					
	<b>APPLIED GENERAL QUALIFICATIONS</b>						
Average Result - Grade (per entry)	Distinction	not yet available	Distinction	Merit+	Merit+	Distinction+	
Average Result - Points (per entry)	33.9	not yet available	34.8	28.9	29.3	39	
% of L3 students entering an Applied General qualification		53.8%					
LEVEL 2	<b>TECH LEVELS</b>						
	Average Result - Grade (per entry)	NONE TAKEN	-	-	-	-	-
	Average Result - Points (per entry)	NONE TAKEN	-	-	-	-	-
	% of L3 students entering a Tech Level qualification	-	-	-	-	-	-
	<b>INTERMEDIATE LEVEL QUALIFICATIONS (LEVEL 2) - TECHNICAL CERTIFICATES</b>						
	Average Result - Grade (per entry)	NONE TAKEN	-	-	-	-	-
	Average Result - Points (per entry)	NONE TAKEN	-	-	-	-	-
	% of L2 students entering a Technical Certificate	-	-	-	-	-	-
	<b>RETENTION MEASURE</b>						
	% of students staying at provider for a second year until the end of their study programme	94%	not yet available	81%	85%	not collected	not collected

NEALE-WADE KSS HEADLINE RESULTS SUMMARY



NEALE-WADE  
ACADEMY

KSS HEADLINE MEASURE		2022 OUTCOMES		NATIONAL 2022	SCHOOL 2019	NATIONAL 2019	SCHOOL FINAL PREDICTION 2022	SCHOOL INTERNAL TARGET 2022	
LEVEL 3 COURSES	A-LEVELS								
	Average Result - Grade (per entry)	C+	not yet available	C	C+	C	B		
	Average Result - Points (per entry)	32.0	not yet available	28.5	34.0	28.5	not provided		
	% of students achieving AAB or higher in at least 2 facilitating subjects	1.0%	not yet available	0.0%	16.5%	4.0%	not provided		
	Avg. Grade of students best 3 A levels	D+	not yet available	C	C+	not collected	not provided		
	% of entries in which A*- A is achieved	20.4%	35.9%	11.0%	25.0%	23.0%	23.1%		
	% of entries in which A*- C is achieved	67.3%	82.1%	62.0%	76.0%	73.0%	95.2%		
	% of entries in which A*- E is achieved	96.9%	98.4%	96.0%	98.0%	96.0%	100.0%		
	% of L3 students entering an A Level qualification	62.0%							
	APPLIED GENERAL QUALIFICATIONS								
Average Result - Grade (per entry)	Distinction	not yet available	Distinction	Merit+	Distinction+	Distinction			
Average Result - Points (per entry)	33.8	not yet available	33.8	29.9	54.3	not provided			
% of L3 students entering an Applied General qualification	69.0%								
LEVEL 2	TECH LEVELS								
	Average Result - Grade (per entry)	NONE TAKEN	-	-	-	-	-		
	Average Result - Points (per entry)	NONE TAKEN	-	-	-	-	-		
	% of L3 students entering a Tech Level qualification	-	-	-	-	-	-		
	INTERMEDIATE LEVEL QUALIFICATIONS (LEVEL 2) - TECHNICAL CERTIFICATES								
	Average Result - Grade (per entry)	NONE TAKEN	-	-	-	-	-		
	Average Result - Points (per entry)	NONE TAKEN	-	-	-	-	-		
	% of L2 students entering a Technical Certificate	-	-	-	-	-	-		
	RETENTION MEASURE								
	% of students staying at provider for a second year until the end of their study programme	94%	not yet available	74%	85%	not collected	not collected		

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

**Curriculum and Assessment**

The strategic approach is to drive improvements in curriculum including assessment across our Secondary, Primary and Special Schools and align these against the following principles:

**Curriculum**

Principle 1: Develop knowledge alongside skills, through a wide range of subject disciplines.

Principle 2: Build on prior learning, enabling effective retrieval practice to develop schema in the long-term memory and demonstrating learning through clear progression while encountering and engaging with learning.

Principle 3: Have a clearly thought through curriculum intent, which focuses on the learners and prepares them for their future.

Principle 4: Provide learners with a rich language and subject-specific vocabulary which allows for informative learning conversations.

Principle 5: Extend learning beyond the classroom – extended opportunities to deepen and strengthen learning must be an integrated part of curriculum.

Principle 6: Open-up the world, taking individuals beyond their own local context – challenging thinking, extending experiences and understanding cultures different to their own.

**Assessment**

Principle 1: Inform leaders and teachers of the experiences of the learner on entry to their next phase of education, their curriculum journey, pedagogical experiences and progression through the curriculum while encountering and engaging with learning experiences.

Principle 2: Ensure that learners are progressing well through an effectively constructed curriculum by using regular assessment opportunities to inform the next stages of learning.

Principle 3: Use periodic summative assessment opportunities to embed prior and new learning and evidence how well knowledge has been transferred to the long-term memory.

Principle 4: Utilise an assessment tool kit which informs learners and teachers about how well knowledge and skills have been learnt and use this to shape the future learning journey.

Principle 5: Focus on how effectively learners have acquired the knowledge and skills of the curriculum and how it will be adapted to move the learner forward.

Principle 6: Have reporting structures that inform parents and learners about how well the curriculum is being learned and how you know.

Schools will evaluate where they are against these principles and we will support them in their next stages of development. A priority area is Key stage 3 curriculum development and the need to align curriculums and assessments so that our Schools know how well students are acquiring the knowledge and understanding of the curriculum and this is transferring to the long-term memory. Summative examinations that are common to Key stage 3 is a focus with assessment senior leaders working with their heads of department on the development of assessment as an integral part of curriculum. Across the Trust we are working towards a common end of year summative exams to be written collaboratively by our subject leaders across the 4 secondary schools. This will enable us to see the effectiveness of the curriculum as the progression model.

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

**Conclusion**

There has been continued progress in most Schools.

The School that was in an inadequate Ofsted category has successfully moved to a Good judgement. However, there are two Schools who have been judged as inadequate. This has been a challenge for the Trust as the amount of capacity needed to support the Schools has been significant. This has meant that members of the Education team have led the post inspection planning and resourcing support for leadership, curriculum, behaviour and safeguarding. IEBs (Interim Executive Boards) have been established and are supporting the central team in driving rapid improvement. External support has been accessed through collaborative working with other Trust (e.g. Unity Partnership). This added capacity and rigour alongside effective School Improvement planning is supporting the rapid intervention that these Schools need.

Executive Leadership from 'Good' schools has been deployed into one of the Schools to establish a Senior Leadership team that can drive improvement in response to the Summer Ofsted outcome.

The Trust's wider engagement with external agencies including Ambition Institute National College, Oracy Cambridge amongst others, there is a clear sense of deepening the understanding of curriculum, leadership alongside research based professional development building on national and international expertise. Aligned with the Associate Leadership programme across the Trust and the strengthened quality assurance the continued improvement and understanding if high quality provision for all should continue to be at the heart of the work of the Education team.

**Promoting the Success of the Charitable Company**

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

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

**Financial Review**

The principal source of funding for the Trust is the General Annual Grant (GAG) and other grants that it receives from the Education and Skills Funding Agency (ESFA). For the year ended 31 August 2022 the Trust received £68,967,000 of GAG and other income. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust spent £71,532,000 on general running costs and transferred £784,000 to support capital new build and improvement projects on the various Academy sites. The Trust brought forward from 2020/21, £3,527,000 restricted funds (excluding pension and fixed assets) and £7,953,000 unrestricted funding. The carry forward for 2021/22 is £3,253,000 restricted funding and £9,248,000 unrestricted funding (excluding pension).

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Trust is recognising a significant pension fund deficit of £8,201,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years. While there has been a significant reduction in the opening deficit of £34,559,000 resulting from the application of actuarial assumptions, this does not guarantee that contribution rates will reduce and ease the cash flow effect on the Trust.

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

**Reserves Policy**

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

The Trustees have identified a target of between 5% and 8% of total income as an acceptable level for free reserves and Schools are expected to aim for these levels, with any School falling above or below being questioned around solvency or the risk of carrying too high balances at the annual budget planning stage. There is a clear expectation that reserves will be maintained at a level sufficient to cover delays between spending and receipt of grants and to provide a contingency to deal with unexpected emergencies.

There are no funds identified as reserves that can only be realised by disposal of tangible fixed assets.

The amount of unrestricted reserves held currently equates to 13.5% of total income, which is within the overall parameters set by the Trust for levels of reserves.

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £9,248,000. This has been built up from a mixture of locally raised income and balances transferred from the predecessor schools.

The Trust's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2022 was £12,501,000.

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £16,970,000. The Trustees monitor cash flow as part of the committee reports and ensures each School has sufficient to meet all cash flow demands.

**Investment Policy**

An Investment Policy was approved by the TB 13 December 2016 and affirmed May 2019.

The Trust works with its bankers (Barclays PLC) to place surplus funds held in individual Academy accounts on deposit with Barclays Bank PLC. Funds are only invested with the Trust bankers and this is regarded as low risk strategy.

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

**Principal Risks and Uncertainties**

The Trust maintains a central risk register identifying the major risks, to which the Trust is exposed, and identifying actions and procedures to mitigate those risks. This register is approved and monitored by the TB via the Audit Committee with a review process undertaken prior to each meeting.

Individual Academies have a standard risk register that is maintained and reviewed. The internal control systems and the exposure to identified risks are monitored on behalf of the Trustees at each Audit Committee meeting. The principal risks facing the Trust are outlined below; those facing the Academies at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As a group of Academy Schools, the level of financial risk is lower than an individual academy. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

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

- each Academy within the Trust has considerable reliance on continued Government funding through the ESFA and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms;
- failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks;
- reputational - the continuing success of the individual Academies is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student progress and outcomes are closely monitored and reviewed;
- safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline;
- staffing - the success of the Academies is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning;
- fraud and mismanagement of funds - The Trust has appointed a Head of Internal Audit to carry out independent and external checks on financial systems and records as required by the Academies Trust Handbook. All finance staff receive training to keep up to date with financial practice requirements and develop their skills in this area;
- financial instruments – the Trust only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low; and
- defined benefit pension liability – as the Government has agreed to meet the defined benefit pension liability of any Academy ceasing to exist the main risk to the Trust is an annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan.

The Trust, working with each Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

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

**Fundraising**

The Trust only held small fundraising events during the year which were limited by the impacts of COVID. The Trust does not work with external professional fundraisers or companies who carry out fundraising on its behalf. All fundraising undertaken during the year was monitored by the Trustees. During the year no complaints or issues have arisen as a result of the fundraising events.

**Streamlined Energy and Carbon Reporting**

**Greenhouse gas emissions and energy use data for the period 1 September 2021 to 31 August 2022 – UK:**

<b>Total energy consumption (kWh)</b>	11,132,298
<b>Energy consumption break down (kWh)</b>	
• gas,	8,028,285
• electricity,	3,049,101
• transport fuel - owned transport	13,346
• transport fuel - employee vehicles	41,566
<b>Taking the kWh above, now convert into CO2e using conversion ta</b>	<b>IN TONNES</b>
<b>Scope 1 emissions in metric tonnes CO2e</b>	
Gas consumption	1,470
Owned transport – mini-buses	3
<b>Total scope 1</b>	1,473.67
<b>Scope 2 emissions in metric tonnes CO2e</b>	647
Electricity	
<b>Scope 3 emissions in metric tonnes CO2e</b>	
Business travel in employee owned vehicles	11.47
<b>Total gross emissions in metric tonnes CO2e</b>	2,132.55

Total gross emissions in metric tonnes CO2e per pupil

0.226

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

Quantification and Reporting Methodology

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

Intensity measurement

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

Measures taken to improve energy efficiency

In previous years there has been an extensive programme of LED lighting upgrades with the support of Salix loan funding, during and post COVID an increased utilisation of video conferencing technology for meetings, to reduce the need for travel between sites.

The major expansion at Chantry Academy has had air source heat pumps fitted rather than traditional gas fired heating.

The Trust developed four detailed heat decarbonisation plans with the support of Salix funding and one of these is being taken forward in a bid for funding to replace gas heating plant and equipment with ground source heat pump technology. In addition the trust is working with Cambridgeshire County Council to develop energy improvement plans via the MLEI scheme for all schools in Cambridgeshire.

The Trust has tendered photovoltaic panels to generate 220,000 kwh per annum and is hoping to complete installation by the end of 2022.

**Plans for Future Periods**

The Department for Education has confirmed that the Active Learning Trust is an approved sponsor for Schools in Cambridgeshire and Suffolk. The Trust has been accepted as sponsor for a Free School due to open in Central Ipswich in 2023 and planning for this is at a detailed stage. The Trust will continue to enter bids for new Schools when considered these match the profile and expertise within the Trust.

The Trust's approved business plan sets out the aspiration to grow with between 8 and 9 Schools based in regional hubs.

In terms of the Trust's work for other Schools and Trusts, we continue to carry out small elements of work in line with our approved Memorandum and Articles of Association, but the amount of work is small due to the increased number of Schools now in the Trust.

**Funds Held as Custodian Trustee on Behalf of Others**

There are no funds held on behalf of others.

**Employee involvement**

Where appropriate the Trust consults on matters such as policy, pay, health & safety, staff restructures and redundancy proposals and staff welfare with the relevant support staff and teaching trade unions. Trade Union consultation is formalised through a mutually negotiated Trade Union Recognition Agreement arrangement. The Trust provides information to employees generally by way of email, memoranda, School intranet facilities, Trust and School websites, staff professional development and training days and staff meetings. Staff representatives are invited to attend LGB meetings on a regular basis.



**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

At each of the Schools, information is channelled via the Senior Leadership Teams and or through Trust activities organised at hub or whole Trust level. Employees are included in the consideration of Ofsted reports and other reviews and inspections as well as other relevant information available from the School and Trust websites including pupil progress and attainment data.

### Equal Opportunities Policy

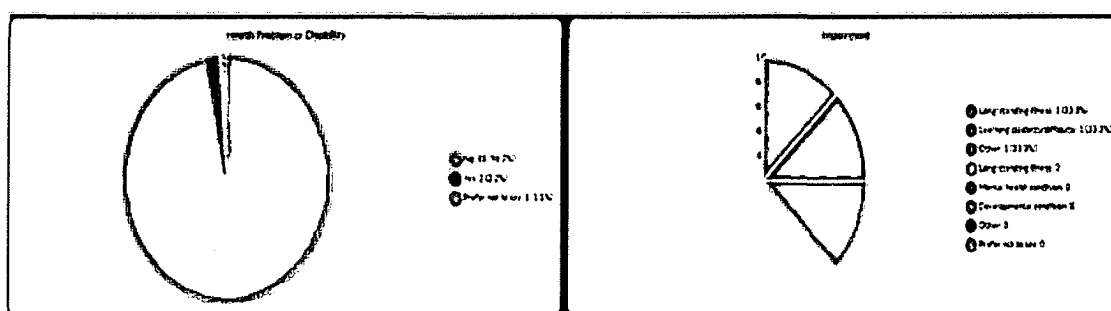
It is the Trust's policy to ensure equality of opportunities are afforded to staff, students and other stakeholders. Training, career development and promotion opportunities are available to all employees based on their skills and abilities. Reasonable adjustments can and will be made whenever practicable and feasible for any employee who may be at risk of experiencing an unfair disadvantage as a result of a protected characteristic.

### Disabled Persons

Applications for employment by disabled persons are given full and fair consideration for all vacancies in accordance with their particular aptitude and abilities. Reasonable adjustments (such as those to interview attendance and physical access) are considered whenever practical and feasible for any employee or applicant who may be at risk of experiencing an unfair disadvantage as a result of any protected characteristic including disability. In the event of employees becoming disabled then appropriate assessments are made with a view to offering training, adjusted duties or working conditions or other assistance (Such as Access to Work services) in order that their employment within the Trust may continue.

All schools within the Trust now use My New Term as an applicant tracking system (ATS). When applicants apply for a role they have an Equal Ops section to complete. Part of that section asks the applicant to confirm if they have a health condition and / or a disability. This provides the Trust with statistics at both Trust and school level on the number of applicants who declare a disability as a percentage of the overall applicant base.

The ATS Dashboard will also display the following data from the Equal Opportunities Monitoring data referred to above.



This above process ensures that applications for employment by disabled persons are given full and fair consideration for vacancies across the Trust in accordance with their particular aptitude and abilities.

Reasonable adjustments are also made to support the appointment and ongoing employment of the successful candidate, where appropriate. Such arrangements also exist where an employee becomes disabled post appointment or where the nature of the extent of a disability alters during the course of employment. The nature of reasonable adjustments may be informed by a qualified occupational therapist or practitioner via an employee occupational health appointment/s.

Training on Equality and Diversity is given and made available to all those who line manage and they also have qualified and experienced HR advice from the Trust's HR provider and via the Trust's own appointed Director of HR.

**THE ACTIVE LEARNING TRUST LIMITED**  
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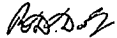
**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

**Auditor**

Insofar 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 Auditors, Price Bailey LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

The Trustees' Report, incorporating the Strategic Report, was approved by the Trust Board, on 22 Dec 2022 and signed on its behalf by:



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R Dool (Dec 22, 2022, 12:57pm)

**Robert Dool**  
Chair of Trustees

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT**

**Scope of responsibility**

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

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

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

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Trust Board has formally met six times during the year.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Ms Marion Lloyd	5	6
Mr Robert Dool	6	6
Mr Clive Bush	6	6
Mr Shaheen Myers	3	4
Mr Benjamin Stickley (appointed 10 February 2022)	3	4
Mr Stephen Chamberlain (resigned 31 May 2022)	4	4
Mr David Bateson OBE (resigned 10 February 2022)	1	1
Mr Jeremy Beswick	4	6
Mrs Jacqueline Cutchey	5	6
The Hon R G Hely Hutchinson (resigned 10 February 2022)	0	1
Dr Adam Boddison (resigned 10 February)	2	2
Mrs Catherina Quinn	3	6
Ms Rosie Weaver BEM	6	6
Mr Amritpal Singh (resigned 31 August 2022)	1	6

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

**Review of year:**

There were a number of changes to the composition of the Trust Board in the year with the following Trustees leaving:

David Bateson, Adam Boddison, Richard Hely-Hutchinson, Marion Lloyd, Amrit Singh and Stephen Chamberlain Benjamin Stickley joined the Trust Board in February 2022.

The Trust Board continues to deliver effective challenge and support for Schools across the three hubs. The Trust Board receives timely and detailed reports in agreed formats from the central team and Schools.

- the coverage of its work
- the Board's performance, including assessment of its own effectiveness and any particular challenges that have arisen for the Board
- information about the quality of the data used by the Board, and why the Board finds it acceptable

**Conflicts of interest:**

The Trust maintains an up-to-date and complete register of interests, with declarations of any interest a standing item on all agendas. There are no declared business interests from Trustees which are likely to impact on School or central Trust spending. The only subsidiary company "The Active Learning Trust LINC" is a vehicle to manage 19 to 25 Special Needs provision and is subject to the same financial rules and regulations as all Schools.

**Governance reviews:**

The Trust Board was reviewed externally by NGA (National Governance Association) in 2016 and the recommendations from that were followed through by the Trust Board. The Trust Board completed an internal governance review in 2021 as part of the overall review following the appointment of the new chief executive officer in 2019.

**Committees**

The Finance Committee is a sub-committee of the Trust Board.

During the year the following issues were dealt with by the committee:

- o Annual budgetary setting and oversight,
- o oversight of capital projects,
- o updating finance regulations

During the year the following changes to the committee took place:

Richard Hely-Hutchinson and Amrit Singh left the committee and Ben Stickley joined. Ben is an experienced Chief Operation Officer from another MAT based in Essex. Rosemary Weaver also joined the committee.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mrs Rosemary Weaver	6	6
Mr Benjamin Stickley	3	4
Mr Jeremy Beswick	4	6
The Hon R G Hely Hutchinson	0	1
Mr Robert Dool	6	6
Mr Amritpal Singh	1	6

The Audit Committee is also a sub-committee of the Trust Board.

During the year the following issues were dealt with by the committee:

- oversight of internal scrutiny,
- follow up on actions from previous year audits,
- risk management related activities

During the year the following changes to the committee took place:

Richard Hely-Hutchinson and Amrit Singh left the committee and Ben Stickley joined the committee. Ben is an experienced Chief Operation Officer from another MAT based in Essex.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr Benjamin Stickley	3	4
Mr Jeremy Beswick	4	6
The Hon R G Hely Hutchinson	0	1
Mr Robert Dool	6	6
Mr Amritpal Singh	1	6

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Review of value for money**

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

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

- Continued to manage the catering contract across nineteen schools, the capital project management consultancy and the facilities management contracts centrally.
- Continued monitoring of and reaction to the changing energy market, utilising external expertise to secure best value unit costs for the coming year in very difficult trading circumstances
- Control of staffing costs generally and implementation of Integrated Curriculum Financial Planning across all Schools, with particular focus on training and developing staff at middle and senior management.
- Working closely with Schools to ensure procurement of goods and services in a compliant manner.
- IT hardware specified and procured centrally which has evidenced cost savings for Schools.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Active Learning Trust for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the Annual Report and financial statements.

**Capacity to handle risk**

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

**The risk and control framework**

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

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**The risk and control framework (continued)**

The Trust Board has decided to employ Caroline Driver (Compliance & Internal Audit Manager) as Internal Auditor.

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

- BACS Processing Arrangements
- Safeguarding Part I – Websites and Policies
- Safeguarding Part II – Training and Awareness
- New Employees Safer Recruitment & Payroll
- School Websites
- Discretionary Leave of Absence
- Validity of school census data
- Central Team – IT assets (inc mobile phones)

Six times a year, aligned with Board meeting dates the Internal Auditor reports to the Trust Board, through the Audit Committee on the operation of the systems of control and on the discharge of the Trust Board's financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The Internal Auditor has delivered their schedule of work as planned, due to volume of data protection subject access requests some elements have been delayed or deferred, and there were no material control issues arising as a result of most of their work. Safeguarding Part II – Training and Awareness and Central Team – IT assets (inc mobile phones) both received a limited audit assurance opinion. Internal Audit has subsequently received evidence to support progress in the implementation of agreed actions to raise the standards.

Due to volume of data protection subject access requests some elements have been delayed or deferred.

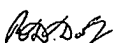
**Review of effectiveness**

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

- the work of the Internal Auditor;
- the school resource management self-assessment tool;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.
- the work of the external Auditors;
- correspondence from ESFA e.g. FNTI/NtI and 'minded to' letters.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit Committee/ Finance Committee and ensure continuous improvement of the system is in place.

Approved by the Trust Board and signed on their behalf by:

  
Robert Dool  
Chair of Trustees  
R Dool (Dec 22, 2022, 12:57pm)

  
Craig D'Gurtha  
Accounting Officer  
Craig D'Gurtha (Dec 22, 2022, 5:48pm)

Date: 22 Dec 2022

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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

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

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



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Craig D'Cunha (Dec 22, 2022, 5:48pm)  
**Craig D'Cunha**  
Accounting Officer

Date: 22 Dec 2022



**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

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

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

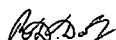
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting 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 Group and the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and 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 their conduct and operation the Group and the Charitable Company apply financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

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

Approved by the Trust Board and signed on its behalf by:



R Dool (Dec 22, 2022, 12:57pm)

**Robert Dool**

Chair of Trustees

Date:

22 Dec 2022

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
ACTIVE LEARNING TRUST LIMITED**

**Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent 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.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
ACTIVE LEARNING TRUST LIMITED (CONTINUED)**

**Other information**

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

We have nothing to report in this regard.

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

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

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

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

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

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

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

**Responsibilities of Trustees**

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

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent 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 Group or the parent Trust or to cease operations, or have no realistic alternative but to do so.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
ACTIVE LEARNING TRUST LIMITED (CONTINUED)**

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

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

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

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

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

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

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

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
ACTIVE LEARNING TRUST LIMITED (CONTINUED)**

**Use of our Report**

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

**Gary Miller (Senior Statutory Auditor)**

for and on behalf of

**Price Bailey LLP**

Chartered Accountants

Statutory Auditors

Causeway House

1 Dane Street

Bishop's Stortford

Hertfordshire

CM23 3BT

Date: 23 December 2022

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE ACTIVE LEARNING TRUST LIMITED AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 2 September 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Active Learning Trust Limited during the year 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of The Active Learning Trust's Accounting Officer and the Reporting Accountant**

The Accounting Officer is responsible, under the requirements of The Active Learning Trust Limited's funding agreement with the Secretary of State for Education dated 9 January 2012 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

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

**Conclusion**

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

Reporting Accountant  
**Price Bailey LLP**

Date: 23 December 2022

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

		Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
	Note					
<b>Income from:</b>						
Donations and capital grants	3	2,286	3	2,016	4,305	4,168
Other trading activities	5	890	156	-	1,046	1,192
Investments	6	28	-	-	28	4
Charitable activities	4	737	62,246	-	62,983	59,460
<b>Total income</b>		<b>3,941</b>	<b>62,405</b>	<b>2,016</b>	<b>68,362</b>	<b>64,824</b>
<b>Expenditure on:</b>						
Charitable activities	7	2,651	68,276	3,335	74,262	66,032
<b>Total expenditure</b>		<b>2,651</b>	<b>68,276</b>	<b>3,335</b>	<b>74,262</b>	<b>66,032</b>
<b>Net income / (expenditure)</b>		<b>1,290</b>	<b>(5,871)</b>	<b>(1,319)</b>	<b>(5,900)</b>	<b>(1,208)</b>
Transfers between funds	20	(600)	(184)	784	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>690</b>	<b>(6,055)</b>	<b>(535)</b>	<b>(5,900)</b>	<b>(1,208)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial gains/(losses) on defined benefit pension schemes	29	-	40,945	-	40,945	(8,235)
<b>Net movement in funds</b>		<b>690</b>	<b>34,890</b>	<b>(535)</b>	<b>35,045</b>	<b>(9,443)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward	20	7,953	(39,233)	169,384	138,105	147,548
Net movement in funds		690	34,890	(535)	35,045	(9,443)
<b>Total funds carried forward</b>		<b>8,643</b>	<b>(4,343)</b>	<b>168,849</b>	<b>173,149</b>	<b>138,105</b>

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

The notes on pages 43 to 72 form part of these financial statements.



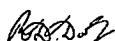
**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07903002**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 AUGUST 2022**

	Note	2022 £000	2021 £000
<b>Fixed assets</b>			
Tangible assets	14	167,270	167,615
<b>Current assets</b>			
Stocks	15	7	7
Debtors	16	1,653	1,962
Investments	17	1,212	1,200
Cash at bank and in hand		15,758	14,986
		<u>18,630</u>	<u>18,155</u>
Creditors: falling due within one year	18	(4,231)	(4,457)
<b>Net current assets</b>		<u>14,399</u>	<u>13,698</u>
<b>Total assets less current liabilities</b>		<u>181,669</u>	<u>181,313</u>
Creditors: amounts falling due after more than one year	19	(319)	(449)
<b>Net assets excluding pension liability</b>		<u>181,350</u>	<u>180,864</u>
Defined benefit pension scheme liability	29	(8,201)	(42,760)
<b>Total net assets</b>		<u><u>173,149</u></u>	<u><u>138,104</u></u>
<b>Funds of the Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	20	168,849	169,384
Restricted income funds	20	3,253	3,527
		<u>172,102</u>	<u>172,911</u>
Restricted funds excluding pension liability	20	172,102	172,911
Pension reserve	20	(8,201)	(42,760)
<b>Total restricted funds</b>	20	<u>163,901</u>	<u>130,151</u>
<b>Unrestricted income funds</b>	20	<u>9,248</u>	<u>7,953</u>
<b>Total funds</b>		<u><u>173,149</u></u>	<u><u>138,104</u></u>

The financial statements on pages 38 to 72 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by:

22 Dec 2022



**Robert Deor**  
 Chair of Trustees

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07903002**

**TRUST BALANCE SHEET**  
**AS AT 31 AUGUST 2022**

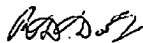
	Note	2022 £000	2021 £000
<b>Fixed assets</b>			
Tangible assets	14	167,270	167,617
		<u>167,270</u>	<u>167,617</u>
<b>Current assets</b>			
Stocks	15	7	7
Debtors	16	1,702	1,960
Investments	17	1,212	1,200
Cash at bank and in hand		15,712	14,986
		<u>18,633</u>	<u>18,153</u>
Creditors: amounts falling due within one year	18	(4,234)	(4,457)
<b>Net current assets</b>		<u>14,399</u>	<u>13,696</u>
<b>Total assets less current liabilities</b>		<u>181,669</u>	<u>181,313</u>
Creditors: amounts falling due after more than one year	19	(319)	(449)
<b>Net assets excluding pension liability</b>		<u>181,350</u>	<u>180,864</u>
Defined benefit pension scheme liability	29	(8,201)	(42,760)
<b>Total net assets</b>		<u><u>173,149</u></u>	<u><u>138,104</u></u>
<b>Funds of the Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	20	168,849	169,384
Restricted income funds	20	3,253	3,527
		<u>172,102</u>	<u>172,911</u>
Restricted funds excluding pension asset	20	<u>172,102</u>	<u>172,911</u>
<b>Total restricted funds</b>	20	<u>172,102</u>	<u>172,911</u>
Unrestricted income funds			
Unrestricted funds excluding pension liability	20	-	7,953
Pension reserve	20	(8,201)	(42,760)
		<u>1,047</u>	<u>(34,807)</u>
<b>Total unrestricted income funds</b>	20	<u>1,047</u>	<u>(34,807)</u>
<b>Total funds</b>		<u><u>173,149</u></u>	<u><u>138,104</u></u>

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07903002**

**TRUST BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2022**

The Trust has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements. The Trust's net movement in funds for the year a surplus was £35,045k (2021 - £(9,443k)).

The financial statements on pages 38 to 72 were approved by the Trustees, and authorised for issue on 22 December 2022 and are signed on their behalf, by:



**Mr Robert Dool**

The notes on pages 43 to 72 form part of these financial statements.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2022**

	Note	2022 £000	2021 £000
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	23	1,937	3,301
<b>Cash flows from investing activities</b>	25	(892)	251
<b>Cash flows from financing activities</b>	24	(261)	77
<b>Change in cash and cash equivalents in the year</b>		784	3,629
Cash and cash equivalents at the beginning of the year		16,186	12,557
<b>Cash and cash equivalents at the end of the year</b>	26, 27	<u>16,970</u>	<u>16,186</u>

The notes on pages 43 to 72 form part of these financial statements

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Trust's functional and presentational currency is Pounds Sterling.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Trust and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Trust has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

**1.2 Going concern**

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

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

**1.3 Company status**

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

The Trust's registered office is Littleport & East Cambridgeshire Academy, Camel Road, Littleport, Ely, England, CB6 1EW.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.4 Fund accounting**

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Department for Education 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.

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

**1.5 Income**

All incoming resources are included in the Statement of Financial Activities when the Trust is legally entitled to the income and the amount can be quantified with reasonable accuracy.

- **Grants**

Grants are included in the Consolidated 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 Consolidated Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

- **Donations**

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured.

- **Other income**

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

- **Donated fixed assets (excluding transfers on conversion or into the Group)**

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.6 Expenditure**

All expenditures is recognised in the period in which a liability is incurred and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.7 Interest receivable**

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

**1.8 Taxation**

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

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

**1.9 Tangible fixed assets**

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the Government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and are carried forward in the Balance Sheet.

Depreciation on such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Trust's depreciation policy.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, over their expected useful lives on the following basis:

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.9 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

Long-term leasehold property	- 125 years
Land & buildings additions	- 15 years
Furniture and equipment	- 7 years
Computer equipment	- 3 years
Motor vehicles	- 4 years

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 in the Statement of Financial Activities.

**1.10 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

**1.11 Debtors**

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

**1.12 Cash at bank and in hand**

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

**1.13 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 Group 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.



**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.14 Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Cash at bank and short term investments are classified as a basic financial instrument and is measured at face value.

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

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

**1.15 Operating leases**

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

**1.16 Pensions**

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

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

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

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**2. Critical accounting estimates and areas of judgement**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 29, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the Actuary in valuing the pensions liability at 31 August 2022. 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.

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

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Donations including central service contributions	2,286	3	-	2,289	1,931
Capital grants	-	-	2,016	2,016	2,237
	<u>2,286</u>	<u>3</u>	<u>2,016</u>	<u>4,305</u>	<u>4,168</u>
Total 2021	<u>1,931</u>	<u>-</u>	<u>2,237</u>	<u>4,168</u>	

In 2021, income from donations was £1,931,000 of which all was unrestricted.

In 2021, income from Government capital grants was £2,237,000, all of which was in relation to restricted fixed assets.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**4. Funding for the Academy Trust's educational operations**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
<b>DfE/ESFA grants</b>				
General Annual Grant	-	48,497	48,497	44,503
Other DfE/ESFA grants				
Other DfE / ESFA grants	-	1,892	1,892	12
Supplementary funding	-	59	59	-
Pupil Premium	-	3,299	3,299	3,132
Teachers Pay and Pension grants	-	311	311	2,253
Rates Relief	-	206	206	232
Free School Meals	-	553	553	838
PE and Sports Grant	-	332	332	316
	-	55,149	55,149	51,286
<b>Other Government grants</b>				
Local Authority grants	-	7,025	7,025	6,807
	-	7,025	7,025	6,807
<b>Catering income</b>	737	-	737	605
<b>COVID-19 additional funding (DfE/ESFA)</b>				
Catch-up Premium	-	72	72	762
	-	72	72	762
	737	62,246	62,983	59,460
	737	62,246	62,983	59,460
<b>Total 2021</b>	605	58,855	59,460	

The Trust received £72,000 of funding for catch-up premium, all of which was spent in the 2021/22 year.

In 2021 all income received was restricted except for catering income which was unrestricted.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**5. Income from other trading activities**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Hire of facilities	269	-	269	108
Other income	497	-	497	750
Music income	24	-	24	15
Staff services income	93	156	249	309
Uniform income	7	-	7	10
	<u>890</u>	<u>156</u>	<u>1,046</u>	<u>1,192</u>
Total 2021	<u>1,097</u>	<u>95</u>	<u>1,192</u>	

In 2021, income from other trading activities was £1,192,000, of which £1,097,000 was unrestricted and £95,000 was restricted.

**6. Investment income**

	Unrestricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Bank interest	28	28	4
	<u>4</u>	<u>4</u>	
Total 2021	<u>4</u>	<u>4</u>	

In 2021, all investment income was in relation to unrestricted funds.

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**7. Expenditure**

	Staff Costs 2022 £000	Premises 2022 £000	Other 2022 £000	Total 2022 £000	Total 2021 £000
Direct costs	37,031	-	5,595	42,626	46,016
Support costs	18,001	3,371	10,264	31,636	20,016
	<u>55,032</u>	<u>3,371</u>	<u>15,859</u>	<u>74,262</u>	<u>66,032</u>
Total 2021	<u>50,850</u>	<u>5,383</u>	<u>9,799</u>	<u>66,032</u>	

In 2022, of total expenditure, £2,651,175 was to unrestricted funds, £68,881,641 was to restricted funds and £3,334,073 was to restricted fixed asset funds.

In 2021, of total expenditure, £3,657,000 was to unrestricted funds, £60,126,000 was to restricted funds and £2,249,000 was to restricted fixed asset funds.

In 2021, direct expenditure consisted of £41,771,000 staff costs, £375,000 premises costs and £3,870,000 other costs, whilst support expenditure consisted of £9,079,000 of staff costs, £5,008,000 premises costs and £5,929,000 other costs.

**8. Charitable activities**

	2022 £000	2021 £000
<b>Analysis of support costs</b>		
Support staff costs	18,001	9,079
Depreciation	3,282	2,131
Technology costs	95	123
Premises costs	3,372	2,877
Other support costs	6,785	5,751
Governance costs	62	39
Legal costs	39	16
	<u>31,636</u>	<u>20,016</u>

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**9. Net**

Net for the year includes:

	2022 £000	2021 £000
Operating lease rentals	47	75
Depreciation of tangible fixed assets	3,282	2,131
Fees paid to Auditors for:		
- audit	37	32
- other services	19	16
	<u>          </u>	<u>          </u>

**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	Group 2022 £000	Group 2021 £000	Trust 2022 £000	Trust 2021 £000
Wages and salaries	36,341	35,388	36,341	35,388
Social security costs	3,420	3,120	3,420	3,120
Pension costs	13,493	11,296	13,493	11,296
	<u>53,254</u>	<u>49,804</u>	<u>53,254</u>	<u>49,804</u>
Agency staff costs	1,224	666	1,224	666
Staff restructuring costs	221	78	221	78
Staff development and other costs	333	302	333	302
	<u>55,032</u>	<u>50,850</u>	<u>55,032</u>	<u>50,850</u>

Staff restructuring costs comprise:

	Group 2022 £000	Group 2021 £000	Trust 2022 £000	Trust 2021 £000
Severance payments	123	28	123	28
Other contractual payments	98	50	98	50
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

**b. Special staff severance payments**

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £123,000 (2021 - £28,000). Individually, the payments were £14,000, £16,000, £21,000, £9,000, £17,000, £5,000, £4,000, £1,000, £22,000 and £13,000.

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**10. Staff (continued)**

**c. Staff numbers**

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

	Group 2022 No.	Group 2021 No.
Teachers	549	544
Administration and support	1,098	917
Management	44	48
	<u>1,691</u>	<u>1,509</u>

**d. Higher paid staff**

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

	Group 2022 No.	Group 2021 No.
In the band £60,001 - £70,000	22	16
In the band £70,001 - £80,000	9	11
In the band £80,001 - £90,000	9	7
In the band £90,001 - £100,000	3	4
In the band £100,001 - £110,000	2	2
In the band £110,001 - £120,000	1	2
In the band £120,001 - £130,000	1	-
In the band £140,001 - £150,000	1	-
In the band £150,001 - £160,000	-	1
	<u>-</u>	<u>1</u>

**e. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £764,746 (2021 - £654,702).

Included in the above are employer national insurance contributions of £77,662 (2021 - £61,479) employer pension contributions of £97,598 (2021 - £79,498).

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**11. Central services**

The Group has provided the following central services to its Academies during the year:

- Human resources
- Financial services
- Educational leadership and support
- CPD
- Strategic ICT
- Procurement
- Capital programme
- Compliance including data protection
- Internal Audit

The Group charges for these services on the following basis:

A flat percentage of income at 4% of all GAG-related income

The actual amounts charged during the year were as follows:

	2022 £000	2021 £000
The Neale-Wade Academy	331	312
Burrowmoor Primary School	65	65
Westwood Primary School	38	38
Gusford Primary School	96	95
Chesterton Primary School	33	32
Red Oak Primary School	76	74
Grove Primary School	51	36
Sidegate Primary School	111	102
Hillside Primary School	99	99
Kingsfield Primary School	66	71
Pakefield Primary School	62	62
Reydon Primary School	32	32
Isle of Ely Primary School	59	66
Chantry Academy	218	213
Highfield Ely Academy	50	51
Albert Pye Primary School	61	57
Ravensmere Infant School	13	13
Littleport & East Cambridgeshire Academy	133	104
Highfield Littleport Academy	50	51
Cromwell Community College	285	263
Earith Primary School	18	16
<b>Total</b>	<b>1,947</b>	<b>1,852</b>



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**12. Trustees' remuneration and expenses**

One Trustee has been paid remuneration or has received other benefits from an employment with the Trust. The Chief Executive Officer only receives remuneration in respect of services they provide undertaking the role of Chief Executive Officer under their contracts of employment. The value of Trustee remuneration and other benefits was as follows:

		2022 £000	2021 £000
Mr Stephen Chamberlain, Staff Trustee	Remuneration	140 - 145	150 - 155
	Pension contributions paid	15 - 20	25 - 30

During the year ended 31 August 2022, expenses totalling £2,541 (2021 - £721) were reimbursed or paid directly to 6 Trustee (2021 - 1 Trustee), relating to travel and subsistence.

**13. Governors' and Officers' insurance**

The Trust has opted into the Department of Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK Government funds cover losses that arise. This scheme protects Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on 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 membership.

**14. Tangible fixed assets**

Group and Trust

	Long-term leasehold property £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total £000
<b>Cost or valuation</b>					
At 1 September 2021	176,975	2,106	2,342	137	181,560
Additions	2,686	43	194	13	2,936
At 31 August 2022	179,661	2,149	2,536	150	184,496
<b>Depreciation</b>					
At 1 September 2021	10,161	1,613	2,067	103	13,944
Charge for the year	3,035	156	65	27	3,283
At 31 August 2022	13,196	1,769	2,132	130	17,227
<b>Net book value</b>					
At 31 August 2022	166,465	380	404	20	167,269
At 31 August 2021	166,814	493	275	34	167,616

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**15. Stocks**

	Group 2022 £000	Group 2021 £000	Trust 2022 £000	Trust 2021 £000
School uniforms	7	7	7	7

**16. Debtors**

	Group 2022 £000	Group 2021 £000	Trust 2022 £000	Trust 2021 £000
<b>Due within one year</b>				
Trade debtors	79	77	65	77
Other debtors	3	3	3	1
Prepayments and accrued income	1,248	1,194	1,311	1,194
VAT recoverable	323	688	323	688
	<u>1,653</u>	<u>1,962</u>	<u>1,702</u>	<u>1,960</u>

**17. Current asset investments**

	Group 2022 £000	Group 2021 £000	Trust 2022 £000	Trust 2021 £000
Short term cash deposits	1,212	1,200	1,212	1,200

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

	Group 2022 £000	Group 2021 £000	Trust 2022 £000	Trust 2021 £000
Salix loans	84	84	84	84
Other loans	40	40	40	40
Trade creditors	582	723	582	723
Other taxation and social security	777	774	777	774
Other creditors	912	1,046	912	1,046
Accruals and deferred income	1,836	1,790	1,839	1,790
	<u>4,231</u>	<u>4,457</u>	<u>4,234</u>	<u>4,457</u>

The Trust agreed a loan from the Department for Education under the Capital Pilot Loan Programme in 2018 and drew an amount of £201,472. The loan is repayable at an interest rate of 1.75% and repayable over a term of 8 years. The amount repaid in 2022 was £35,982 (2021 - £35,982). The amount due within one year is £38,873. As part of the above agreement, the Trust was granted an interest free Salix loan of £12,000 which is repayable over a term of 8 years. The amount due within one year is £1,500 (2021 - £1,500).

The Trust inherited two interest-free Salix loans on conversion of Albert Pye Primary School. The total balance introduced at 1 October 2016 amounted to £19,977. When the loans were introduced, the remaining term repayable was 3.1 years for the balance of £8,684 and 6.3 years for the balance of £11,293. The amount repaid in 2022 was £1,540 (2021 - £1,540). The amount due within one year amounted to £1,540 (2021 - £1,540).

In 2019-20 the Trust inherited five interest-free Salix loans. The total balance introduced during the year amounted to £191,980. When the loans were introduced, the remaining term repayable was 5 years for the balance of £191,980. The amount repaid in 2022 was £38,396. The amount due within one year amounted to £38,396.

The Trust also inherited an interest-free Salix loan on conversion of Highfield Ely Academy. The total balance introduced at 1 September 2016 amounted to £101,086 which is repayable over a term of 8 years. The amount due within one year is £12,636.

In 2020-21 the Trust was advanced for interest-free Salix loans. The total balance introduced during the year amounted to £191,063. When the loans were introduced, the remaining term repayable ranged from 5 years to 8 years. The amount repaid in 2022 was £68,212. The amount due within one year amounted to £68,212.

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**Deferred income**

	Group 2022 £000	Group 2021 £000
<b>Deferred income</b>		
Deferred income brought forward	797	849
Resources deferred during the year	728	797
Amounts released from previous periods	(797)	(849)
<b>Deferred income carried forward</b>	<u>728</u>	<u>797</u>

The majority of resources deferred at the period end relate to funding received in advance for the provision of infant free school meals, rates relief and nursery funding; and income from parents for educational trips.

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

	Group 2022 £000	Group 2021 £000	Trust 2022 £000	Trust 2021 £000
Salix loans	215	298	215	298
Government loans	104	151	104	151
	<u>319</u>	<u>449</u>	<u>319</u>	<u>449</u>

The Trust agreed a loan from the Department for Education under the Capital Pilot Loan Programme in 2018 and drew an amount of £201,472. The loan is repayable at an interest rate of 1.75% and repayable over a term of 8 years. The amount due after more than one year is £107,945. As part of the above agreement the Trust was granted an interest-free Salix loan of £12,000, which is repayable over a term of 8 years. The amount due after more than one year is £3,750.

The Trust inherited two interest free loan on conversion of Albert Pye Primary School, one of which has since been repaid. The amount due after more than one year amounted to £2,053.

In 2019-20 the Trust inherited five interest-free Salix loans. The total balance introduced during the year amounted to £191,980. The amount due after more than one year amounted to £115,188.

The Trust also inherited an interest-free Salix loan for Highfield Ely Academy which the amount repayable after more than one year amounts to £31,590.

In 2020-21 the Trust was advanced for interest-free Salix loans. The total balance introduced during the year amounted to £191,063. The amount due after more than one year amounted to £146,337.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**20. Statement of funds**

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
<b>Unrestricted funds</b>						
Unrestricted	7,953	4,546	(2,651)	(600)	-	9,248
<b>Restricted general funds</b>						
GAG	3,527	48,497	(48,587)	(184)	-	3,253
Other DfE/ESFA grants	-	6,060	(6,060)	-	-	-
Other Government grants	-	7,027	(7,027)	-	-	-
Other restricted	-	157	(157)	-	-	-
Start up grants	-	59	(59)	-	-	-
The Active Learning Trust LINC	-	605	(605)	-	-	-
Pension reserve	(42,760)	-	(6,386)	-	40,945	(8,201)
	<u>(39,233)</u>	<u>62,405</u>	<u>(68,881)</u>	<u>(184)</u>	<u>40,945</u>	<u>(4,948)</u>
<b>Restricted fixed asset funds</b>						
Fixed assets	167,616	-	(3,283)	2,937	-	167,270
DfE/ESFA capital grants	685	225	(52)	(274)	-	584
Other Government capital grants	328	60	-	(200)	-	188
Salix loans	(382)	-	-	83	-	(299)
SCA grant	1,137	1,731	-	(1,762)	-	1,106
	<u>169,384</u>	<u>2,016</u>	<u>(3,335)</u>	<u>784</u>	<u>-</u>	<u>168,849</u>
<b>Total Restricted funds</b>	<u>130,151</u>	<u>64,421</u>	<u>(72,216)</u>	<u>600</u>	<u>40,945</u>	<u>163,901</u>
<b>Total funds</b>	<u>138,104</u>	<u>68,967</u>	<u>(74,867)</u>	<u>-</u>	<u>40,945</u>	<u>173,149</u>

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

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

**Unrestricted funds**

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

£600,000 was transferred to restricted fixed asset funds to represent the cost of assets purchased using unrestricted funding.

**General Annual Grant (GAG)**

This represents funding from the ESFA to be used for the normal running costs of the Trust, including education and support costs.

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2022.

**Start-up grants**

The start-up grant represents additional funds received from the DfE/ESFA in the early years of the establishment of a School to be used for educational purposes.

**Other DfE/ESFA grants**

This represents funding for specific educational provisions including amounts to be used to help raise achievement and improve outcomes for pupils from low income families who are eligible for free school meals.

**Other Government grants**

This represents various grants from local and national Government bodies for the provision of specific services to pupils of the Schools.

**Other restricted funds**

This represents restricted income in relation to staff absence insurance rebates and staff services recharges.

**Exceptional Government funding**

This represents funding received from the ESFA in response to exceptional costs incurred by the Trust following the COVID-19 outbreak.

**Pension reserve**

This reserve represents the Trust's share of the deficit on the Local Government Pension Scheme (LGPS) transferred to it on conversion from state controlled schools.

**Restricted fixed asset fund**

Restricted fixed asset fund represents the value of long leasehold land, buildings and other fixed assets transferred into the Trust on the conversion of schools and assets subsequently purchased, less accumulated depreciation.

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

**DfE/ESFA capital grants**

This represents capital grants received from the DfE/ESFA to be used on capital projects.

During the year, £391,000 of this fund was used to purchase fixed assets.

**Other Government capital grants**

This represents capital grants received from the Local Authority to be used on capital projects.

**Salix loans**

This represents capital funding received as Salix loans.

**School Condition Allocation (SCA)**

This represents a Government grant allocation for Trust-wide capital or repair projects.

During the year, £1,762,000 of this fund was used to purchase fixed assets.

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

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

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2021 £000
<b>Unrestricted funds</b>						
Unrestricted	8,042	3,636	(3,657)	(68)	-	7,953
<b>Restricted general funds</b>						
GAG	708	44,503	(41,684)	-	-	3,527
Other DfE/ESFA grants	-	7,546	(7,546)	-	-	-
Other Government grants	-	6,806	(6,806)	-	-	-
Other restricted	-	95	(95)	-	-	-
Pension reserve	(30,530)	-	(3,995)	-	(8,235)	(42,760)
	(29,822)	58,950	(60,126)	-	(8,235)	(39,233)
<b>Restricted fixed asset funds</b>						
Fixed assets	167,754	-	(2,131)	1,992	-	167,615
DfE/ESFA capital grants	1,438	221	(57)	(917)	-	685
Other Government capital grants	328	98	(61)	(36)	-	329
Salix loans	(192)	-	-	(190)	-	(382)
SCA grant	-	1,918	-	(781)	-	1,137
	169,328	2,237	(2,249)	68	-	169,384
<b>Total Restricted funds</b>	139,506	61,187	(62,375)	68	(8,235)	130,151
<b>Total funds</b>	147,548	64,823	(66,032)	-	(8,235)	138,104



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

**Total funds analysis by Academy**

Fund balances at 31 August 2022 were allocated as follows:

	2022 £000	2021 £000
The Neale-Wade Academy	2,048	1,608
Burrowmoor Primary School	375	177
Westwood Primary School	199	110
Gusford Primary School	640	623
Chesterton Primary School	151	124
Red Oak Primary School	1,558	1,561
Grove Primary School	217	261
Sidegate Primary School	720	639
Hillside Primary School	451	413
Kingsfield Primary School	334	215
Pakefield Primary School	188	103
Reydon Primary School	178	186
Isle of Ely Primary School	478	476
Chantry Academy	1,054	820
Highfield Ely Academy	381	321
Albert Pye Primary School	206	192
Ravensmere Infant School	117	95
Littleport & East Cambridgeshire Academy	331	535
Highfield Littleport Academy	851	786
Cromwell Community College	1,213	1,386
Earith Primary School	55	56
Central Services	756	793
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	12,501	11,480
Restricted fixed asset fund	168,849	169,384
Pension reserve	(8,201)	(42,760)
	<hr/>	<hr/>
<b>Total</b>	<b>173,149</b>	<b>138,104</b>
	<hr/>	<hr/>

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

**Total cost analysis by academy**

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

	Teaching/ educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2022 £000	Total 2021 £000
The Neale-Wade Academy	4,872	2,027	308	2,110	9,317	8,620
Burrowmoor Primary	1,240	293	45	413	1,991	2,218
Westwood Primary	700	236	7	264	1,207	1,402
Gusford Primary	1,454	673	107	713	2,947	2,785
Chesterton Primary	525	138	21	328	1,012	935
Red Oak Primary	1,363	363	36	518	2,280	2,198
Grove Primary	1,320	225	22	330	1,897	1,688
Sidegate Primary	2,377	543	51	714	3,685	3,299
Hillside Primary	1,793	561	53	563	2,970	2,978
Kingsfield Primary	1,346	293	27	424	2,090	2,061
Pakefield Primary	1,139	373	17	409	1,938	1,867
Reydon Primary	590	121	24	229	964	926
Isle of Ely Primary	1,333	231	27	481	2,072	1,959
Chantry	3,593	1,076	126	1,675	6,470	6,163
Highfield Ely	2,240	696	38	259	3,233	3,276
Albert Pye Primary	1,138	389	48	322	1,897	1,731
Ravensmere Infant	218	77	15	87	397	423
Littleport & East Cambridge	2,278	452	72	1,241	4,043	3,022
Highfield Littleport	1,272	280	61	479	2,092	2,138
Cromwell Community	4,871	1,675	453	2,013	9,012	7,650
Earith Primary	291	133	7	127	558	542
Central Services	2	6,998	1	1,907	8,908	6,022
<b>Trust</b>	<b>35,955</b>	<b>17,853</b>	<b>1,566</b>	<b>15,606</b>	<b>70,980</b>	<b>63,903</b>

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**21. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	-	-	167,270	167,270
Current assets	9,240	7,175	2,215	18,630
Creditors due within one year	8	(3,922)	(317)	(4,231)
Creditors due in more than one year	-	-	(319)	(319)
Provisions for liabilities and charges	-	(8,201)	-	(8,201)
<b>Total</b>	<b>9,248</b>	<b>(4,948)</b>	<b>168,849</b>	<b>173,149</b>

**22. Analysis of net assets between funds - prior year**

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000
Tangible fixed assets	-	-	167,616	167,616
Current assets	7,953	7,445	2,756	18,154
Creditors due within one year	-	(3,918)	(539)	(4,457)
Creditors due in more than one year	-	-	(449)	(449)
Provisions for liabilities and charges	-	(42,760)	-	(42,760)
	<b>7,953</b>	<b>(39,233)</b>	<b>169,384</b>	<b>138,104</b>

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**23. Reconciliation of net income to net cash flow from operating activities**

	2022 £000	2021 £000
	-	-
Net income for the year (as per Statement of Financial Activities)	(5,900)	(1,208)
<b>Adjustments for:</b>		
Depreciation	3,282	2,129
Capital grants from DfE and other capital income	(2,016)	(2,237)
Interest receivable	(28)	(4)
Interest payable	4	10
Pension adjustment	6,386	3,995
Decrease/(increase) in debtors	300	(350)
(Decrease)/increase in creditors	(91)	966
<b>Net cash provided by operating activities</b>	<b>1,937</b>	<b>3,301</b>

**24. Cash flows from financing activities**

	Group 2022 £000	Group 2021 £000
Repayments of borrowing	(257)	87
Interest payable	(4)	(10)
<b>Net cash (used in)/provided by financing activities</b>	<b>(261)</b>	<b>77</b>

**25. Cash flows from investing activities**

	Group 2022 £000	Group 2021 £000
Interest receivable	28	4
Purchase of tangible fixed assets	(2,936)	(1,990)
Capital grants from DfE Group	1,956	2,139
Capital funding received from others	60	98
<b>Net cash (used in)/provided by investing activities</b>	<b>(892)</b>	<b>251</b>

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**26. Analysis of cash and cash equivalents**

	Group 2022 £000	Group 2021 £000
Cash in hand and at bank	15,758	14,986
Short fixed term deposits	1,212	1,200
<b>Total cash and cash equivalents</b>	<b>16,970</b>	<b>16,186</b>

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

	At 1 September 2021 £000	Cash flows £000	At 31 August 2022 £000
Cash at bank and in hand	14,986	772	15,758
Salix loans	(84)	-	(84)
Government capital loans due within 1 year	(40)	-	(40)
Government capital loans due after 1 year	(449)	130	(319)
Liquid investments	1,200	12	1,212
	<b>15,613</b>	<b>914</b>	<b>16,527</b>

**28. Capital commitments**

	Group 2022 £000	Group 2021 £000
Expenditure contracted for but not provided in these financial statements	688	633

**29. Pension commitments**

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

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

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**29. Pension commitments (continued)**

Contributions amounting to £882,318 were payable to the schemes at 31 August 2022 (2021 - £880,791) and are included within creditors.

**Teachers' Pension Scheme**

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

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

**The Teachers' Pension Budgeting and Valuation Account**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £4,926,000 (2021 - £4,935,000).

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

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

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**29. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £3,786,000 (2021 - £3,722,000), of which employer's contributions totalled £2,959,000 (2021 - £2,925,000) and employees' contributions totalled £827,000 (2021 - £797,000). The agreed contribution rates for future years are 14-24.3% per cent for employers and 5.5-12.5% per cent for employees.

As described in note 1.16 the LGPS obligation relates to the employees of the Trust, who were the employees transferred as part of the conversion from the maintained schools and new employees who were eligible to, and did, join the Scheme since conversion. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the 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.

**Principal actuarial assumptions**

	2022 %	2021 %
Rate of increase in salaries (Cambridgeshire)	3.58	3.40
Rate of increase for pensions in payment/inflation (Cambridgeshire)	3.08	2.90
Discount rate for scheme liabilities (Cambridgeshire)	4.25	1.65
Inflation assumption (CPI) (Cambridgeshire)	3.08	2.90
Rate of increase in salaries (Suffolk)	3.75	3.60
Rate of increase for pensions in payment/inflation (Suffolk)	3.05	2.90
Discount rate for scheme liabilities (Suffolk)	4.25	1.65
Inflation assumption (CPI) (Suffolk)	3.08	2.90

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

	2022 Years	2021 Years
Retiring today		
Males (Suffolk/Cambridgeshire)	21.9/22	22.1/22.2
Females (Suffolk/Cambridgeshire)	24.3/24.2	24.5/24.4
Retiring in 20 years		
Males (Suffolk/Cambridgeshire)	22.9/22.9	23.2/23.2
Females (Suffolk/Cambridgeshire)	26.1/26	26.4/26.2

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**29. Pension commitments (continued)**

As at the 31 August 2022 the Trust had a pension liability of £8,201,000 (2021 - £42,760,000). The sensitivity analysis detailed below would increase / (decrease) the closing defined benefit obligation in the following way;

**Sensitivity analysis**

	2022 £000	2021 £000
Discount rate +0.1%	1,132	1,854
Discount rate -0.1%	(1,132)	(1,854)
Mortality assumption - 1 year increase	2,022	3,294
Mortality assumption - 1 year decrease	(2,022)	(3,294)
CPI rate +0.1%	1,110	1,815
CPI rate -0.1%	(1,110)	(1,815)
	<u>          </u>	<u>          </u>

**Share of scheme assets**

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

	At 31 August 2022 £000	At 31 August 2021 £000
Equities	29,241	26,326
Corporate bonds	7,267	8,212
Property	5,595	4,240
Cash and other liquid assets	227	790
<b>Total market value of assets</b>	<u>42,330</u>	<u>39,568</u>

The actual return on scheme assets was £-359,000 (2021 - £5,195,000).

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

	2022 £000	2021 £000
Current service cost	(8,577)	(6,372)
Interest income	678	545
Interest cost	(1,430)	(1,093)
<b>Total amount recognised in the Consolidated Statement of Financial Activities</b>	<u>(9,329)</u>	<u>(6,920)</u>



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**29. Pension commitments (continued)**

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

	2022 £000	2021 £000
<b>At 1 September</b>	82,328	61,030
Adjustment to opening balance	16	-
Current service cost	8,577	6,372
Interest cost	1,430	1,093
Employee contributions	827	797
Actuarial (gains)/losses	(41,982)	13,605
Benefits paid	(663)	(569)
<b>At 31 August</b>	<u>50,533</u>	<u>82,328</u>

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

	2022 £000	2021 £000
<b>At 1 September</b>	39,568	30,500
Interest income	678	545
Actuarial (losses)/gains	(1,037)	5,370
Employer contributions	2,959	2,925
Employee contributions	827	797
Benefits paid	(663)	(569)
<b>At 31 August</b>	<u>42,332</u>	<u>39,568</u>

**30. Operating lease commitments**

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

	Trust 2022 £000	Trust 2021 £000
Not later than 1 year	41	46
Later than 1 year and not later than 5 years	77	105
Later than 5 years	94	109
	<u>212</u>	<u>260</u>

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**31. Members' liability**

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

**32. Related party transactions**

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

Mrs Kerr, the spouse of Mr M Kerr, a Member, was employed by the Trust as a personal assistant. Mrs Kerr's appointment was made in open competition and Mr M Kerr was not involved in the decision-making process regarding appointment. Mrs Kerr is paid within the normal pay scale for her role and received no special treatment as a result of her relationship to a Member.

No other related party transactions took place in the period of account other than certain Trustees' remuneration and expenses already disclosed in note 12.

**33. Principal subsidiaries**

The following was a subsidiary undertaking of the Trust:

<b>Name</b>	<b>Company Number</b>	<b>Registered office</b>	<b>Class of Shares</b>	<b>Holding</b>
Active Learning Trust LINC	11845933	Isle of Ely Primary School Road Ely Cambridgeshire CB6 2FG	By guarantee	100%

The financial results of the subsidiary for the 18 month period ending 31 August 2022 were as follows:

<b>Name</b>	<b>Income £000</b>	<b>Expenditure £000</b>	<b>Profit for period £000</b>	<b>Net assets £000</b>
Active Learning Trust LINC	605	(605)	0	0