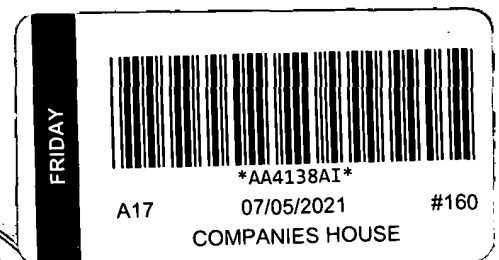


Registered number: 08550110

The Newman Catholic Collegiate
(A company limited by guarantee)

Annual Report and Financial Statements

For the year ended 31 August 2020



The Newman Catholic Collegiate
(A company limited by guarantee)

Contents

	Page
Reference and administrative details	1
Trustees' report	2 – 21
Governance statement	22 – 30
Statement on regularity, propriety and compliance	31
Statement of Trustees' responsibilities	32
Independent auditors' report on the financial statements	33 – 35
Independent auditors' assurance report on regularity	36 – 37
Statement of financial activities incorporating income and expenditure account	38
Balance sheet	39 – 40
Statement of cash flows	41
Notes to the financial statements	42 – 73

The Newman Catholic Collegiate

(A company limited by guarantee)

Reference and Administrative Details of the Collegiate, its Trustees and Advisers For the year ended 31 August 2020

Members

Barberi and Newman Academy Trust

Directors

S Bennion ² (appointed 6 October 2020)
S Rathbone ^{2 4} (resigned 31 August 2020)
I Beardmore, Accounting officer and Senior Executive Leader ^{2 3 4}
D McKenna ^{2 3 4}
T Stanway ³
D Campbell ² (resigned 3 November 2019)
T McGough ³
K Hancock ¹
L Cartlidge ² (resigned 14 October 2019)
Dr G Meller ^{2 3 4} (Chair of Directors)
R Maguire ¹ (resigned 20 March 2020)
E Ebrahimi ¹ (appointed 2 June 2020)
H Ryder ¹ (appointed 18 March 2020)
A Smith ³ (appointed 21 July 2020)
C Wilshaw ² (appointed 26 June 2020)

¹ Audit Committee

² Standard and Provisions Committee

³ Resources and Services Committee

⁴ Catholic Life and Mission Committee

Company registered number 08550110

Company secretary K England

Principal and registered office

83 Little Chell Lane, Tunstall, Stoke-On-Trent, Staffordshire, ST6 6LZ

Senior management team

I Beardmore, Catholic Senior Executive Leader and Executive Principal of St Mary's Catholic Academy and Our Lady of Grace Catholic Academy
D McKenna, Principal of St Margaret Ward Catholic Academy
R Snee, Principal of St Peter's Catholic Academy
L Hamilton, Principal of St Joseph's Catholic Academy
D Farmer, Principal of St George and St Martin's Catholic Academy
D Lee, Principal of St Wilfrid's Catholic Academy (from 1 September 2019)
H Rigby, Principal of St John the Evangelist Catholic Academy (from 1 September 2019)
D Sims, Principal of Our Lady and St Benedict Catholic Academy
K England, Business Director

External auditors

Dains LLP, Suite 2, Albion House, 2 Etruria Office Village, Forge Lane, Etruria, Stoke on Trent, ST1 5RQ

Internal auditors

Hardings Chartered Accountants, 6 Marsh Parade, Newcastle-under-Lyme, Staffordshire, ST5 1DU

HR advisors

Cook Lawyers, Manchester Business Park, 3000 Aviator Way, Manchester, M22 5TG

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

The Directors present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2019 to 31 August 2020. The Annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

The Trust operates 8 primaries and 1 secondary. Its academies have a combined pupil capacity of 3,037 and had a roll of 2,980 in the January 2020 school census.

Structure, governance and management

Constitution

The Newman Catholic Collegiate ("Newman" or "The Collegiate") is a Multi-Academy Company limited by guarantee. The company's memorandum and articles of association are the primary governing documents of the multi-academy company, established according to an agreement between the Secretary of State for Education in England and the Archdiocese of Birmingham. No alteration or addition may be made to or in the provisions of the Articles without the written consents of the Secretary of State, the Founder Member of the Company, the Trustees of the Archdiocese of Birmingham and the Archbishop of Birmingham. Details of the Trustees who served during the year are included in the reference and administrative details on page 1.

The trustees of The Newman Catholic Collegiate are also the directors of the charitable company for the purposes of company law. The charitable company operates as The Newman Catholic Collegiate.

Members' liability

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

Trustees' indemnities

Subject to the provisions of the Companies Act 2006 every Collegiate Representative or other officer or auditor of the Company acting in relation to the Collegiate shall be indemnified out of the assets of the Company against any liability incurred by him in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Company.

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Method of recruitment and appointment or election of Trustees

The Newman Catholic Collegiate is not a registered charity. The Collegiate has a relationship with the Trustees of the Birmingham Diocesan Trust (Registered Charity Number 234216) of Cathedral House, Saint Chad's, Queensway, Birmingham B4 6EX, as indicated in the Articles of Association and in a Lease for the Premises of the Academies, which are in the ownership of the Birmingham Diocesan Trust.

The Directors are appointed according to the provision of the Articles of Association as follows: two parent Directors, elected by parents of the pupils of the academies; up to two staff Directors, elected by the staff of the Collegiate; up to two principals, elected by the principals of the academies; and foundation Directors, appointed by the Archbishop of Birmingham who constitute a majority of at least two over the other Directors.

Directors are recruited by identifying those in the local communities who meet the requirements of foundation Directors and who have an appropriate set of skills and experience for the role of Director. Nominations are scrutinised by the Diocesan Education Service of the Archdiocese of Birmingham who also provide advice and guidance.

The Newman Catholic Collegiate undertakes an annual skills audit and self-evaluation to enable a Board of Directors to explore its skills and knowledge base, as part of an overall assessment of effectiveness. The information obtained will be of use in organising committees, delegation of specific tasks, and will help to identify future training and information needs.

Policies and procedures adopted for the induction and training of Directors

The induction, training and support programme for the Board of Trustees will differ according to the nature of the post and the varying needs and experience of the individual concerned. There are, however, some general principles outlined below which should be common to all.

1. The incumbent Board of Directors will provide a good deal of practical help, advice, guidance and encouragement in all aspects of Governance and in enabling new Board members to integrate to a new situation.
2. Prior to taking up the appointment the new member will be welcome to visit the Academies as necessary to meet key people as appropriate.
3. The Trust's Equality & Diversity and related policies will be applicable to all. The other Board members will be informed of any new appointments.
4. Every Board member should be prepared to offer support to new Board members as appropriate. In some circumstances we may appoint a short term mentor to provide individual support.
5. All new Directors must be aware of the Governance handbook and Academies Financial handbook, both essential reference guides for Directors.
6. The Business Director will meet with all new Directors to give user training for Governor Hub and the intranet and go through all key documents and policies.
7. Every new Board member will adopt and sign the Board of Directors code of conduct and familiarise themselves with all the Terms of Reference including the academy committee representative terms of reference.
8. All Board members must sign a Declaration of Pecuniary Interest form.

Directors undertake an annual conference and are encouraged to take advantage of training for governors and Directors provided by local agencies and by the Archdiocese.

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Organisational structure

The Multi Academy Company is governed by the Board of Directors and each academy is governed by an academy committee which is appointed by the Archdiocese of Birmingham and elected by staff and parents in a manner similar to the Board of Directors.

The Directors set the strategic direction; determine the policy and procedures of the Academy; hold the Academy to account and provide challenge and support to the Principals.

The Academy Committees engage with the local parish and community, provide evaluative feedback and supporting evidence to the Trustees on the impact and effectiveness of both the Company's and the Academy's collective and individual: aims and objectives; policies; targets; and plans.

There is a formal, binding, Scheme of Delegation, an appendix to the Articles of Association sets out the responsibilities and delegated powers of the Academy Committees.

The Board of Directors and the Academy Committees do not exercise a managerial role: this resides with the Principals in their Academies, in particular actions concerning the budget, staffing and school improvement. Such matters are reported to, and monitored by Academy Committees and the Board of Directors, who provide support and advice to the management of the Academies, and may direct action when considered necessary.

The Senior Executive Leader is a Trustee, Mr Ian Beardmore, Executive Principal of St Mary's Catholic Academy and Our Lady of Grace Catholic Academy.

Arrangements for setting pay and remuneration of key management personnel

The Newman Catholic Collegiate, in accordance with our Pay policy, uses the school group size in order to set the salary ranges for Leadership in line with the Teacher Pay and Conditions document. The Directors lead this process for the Principals and the Senior Executive Leader. The Directors oversee the pay of the Principals using a rigorous process of Performance Management.

The Directors decide how pay progression will be determined subject to the following:

- In accordance with statutory requirements, the Directors nominate 2 or 3 members to review the performance of the Principals and Senior Executive Leader;
- Performance objectives relating to school leadership and management and to pupil progress are agreed and set in the Autumn Term. For the Senior Executive Leader, the objectives relate to the Collegiate as a whole. All these are then subjected to careful monitoring throughout the year and reviewed at a 6-month period;
- Progression on the range for the Principal will be subject to scrutiny of the Principal's performance determined against the annual appraisal review. The Directors may decide to award one increment for sustained high quality performance, or rarely, two increments where performance has been exceptional (within the 7-point salary range of the school). Where performance has not been of a sustained high quality the Directors may decide that there should be no pay progression as they did for some Principals this year. No senior leader is involved in deciding their own remuneration.

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

The above rationale also applies to Heads of Academy, Assistant Principals and Vice Principals (within a 5-point salary range). However, the Principal and Local Academy Committee members carry out their performance management.

The Senior Executive Leader's pay progression is subject to review annually, assessed against the targets set in the Autumn Term. A benchmarking exercise was carried out by the Collegiate in November 2019 to establish the salary range of this post in other similar sized academy trusts and to consider what represents good value for money. Advice was sought from the Diocese, Cook Lawyers (HR provider), the Collegiate auditors (Dains), the CST Code of Principles and the 'Setting Executive Pay' guidance from the Academies Financial Handbook concerning the Senior Executive Leaders' role and what Directors must ensure when making decisions about levels of executive pay.

All support staff are also subject to an annual performance review and follow the Local Government Services pay structure.

All decisions are documented along with the benchmarking information considered and any documents referred to when making the decision.

Trade Union facility time

Relevant Union Officials

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

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

Provide the total cost of facility time	£5,000
Provide the total pay bill	£13,610,396
Provide the percentage of the total pay bill spent on facility time:	0.03%

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as : (total hours spent on paid trade union activities by relevant union officials during the relevant period/total paid facility time hours)x 100	67%
--	-----

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Connected Organisations including Related Party Relationships

The Multi Academy Company is under Trusteeship of the Archdiocese of Birmingham. Each Academy within the Collegiate pays a Service Level Agreement (SLA) with the Diocese for educational support and training.

The Collegiate also has the following relationships;

- Has made payments to and received payments from C2C Teaching Alliance a company connected to the Collegiate from the 12 June 2018. The Primary Academies have purchased school to school support from C2C Teaching Alliance.
- Has made payments to and received payments from Christ the King Catholic Collegiate and All Saints Catholic Collegiate in relation to Trinity Sixth Form and training costs (please see note 31 in the financial statements for more details).
- Has made payments to and received payments from Painsley Catholic Academy for training services and the Maths Excellence Partnership.

The Board of Trustees complete a declaration of Business and other interests form on an annual basis which sets out any relationship with the Multi Academy Company that is not directly related to duties as a board member. Each board member is required to declare a potential 'conflict of interest' if it arises between such declarations. Once a declaration has been made, the board member concerned takes no further part in any decision relating to the matter declared. The conflicts of interest register is published on the collegiate website.

Principals maintain collaborative relationships with other secondary and primaries academies, particularly those in the Stoke on Trent and Staffordshire areas, where matters of mutual interest are discussed.

Engagement with employees (including disabled persons)

The collegiate is committed to employment policies which follow best practice based in ensuring equal opportunities for all employees irrespective of gender(s), race, colour, age, sexuality, disability or marital status. This includes all protected characteristics in line with the Equality Act 2010. The collegiate gives full and fair consideration to applications for employment from disabled persons having regard to their particular aptitudes and abilities.

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

Procedures are in place to make sure that all supplier and customer engagements operate in the best interest of the Collegiate. New suppliers are subject to an appraisal process including standards requirements for declaring interests and agreements and ensuring that they are comply with our Catholic culture and values.

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Objectives and Activities

Objects and aims

The main objectives and aims of the collegiate are summarised below:

- To provide an education rooted in the Catholic faith, bringing Christ into the lives of all pupils;
- To raise the standards of educational achievement of all pupils;
- To provide challenge and support to all academies across the collegiate;
- Monitoring and evaluating data presented by academies and review the impact of support on pupil progress;
- To conduct business in accordance with the highest standards of integrity, probity, and openness;
- To comply with the Academies Financial Handbook;
- To oversee the financial performance of the Multi-Academy Company and make sure the money is well spent;
- To comply with all appropriate statutory and curriculum requirements.
- Ensure that the Multi-Academy Company and all its academies are conducted in accordance with its governing body documents, which includes:
 1. Canon Law
 2. The Curriculum Directory and Bishop's statements on religious education
 3. Diocesan trust deed
 4. Articles of Association
 5. Scheme of Delegation

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Strategic Report

Achievements and Performance

The Newman Catholic Collegiate has established a very clear Standards and Provision Improvement Plan which identified the strategy and development planning for the year 2020-21. The plan was designed and reviewed through discussion and consultation of the Standards and Provision subcommittee and the Board of Directors. The plan is informed by the analysis of data of each Academy at the end of each Key Stage and the analysis of internal data including teaching reviews, pupil premium reviews, governance reviews and Ofsted reports. In addition to the information from the visits to the academies from the School Improvement Partners and the Senior Executive Leader are used to inform the priorities.

Objectives, Strategies and Activities

Key activities and targets that were identified in the Standards and Provision plan together with progress against the key priorities from the 2019-20 section of the plan.

Key Performance Outcomes 2019-2020 against identified priorities.

Priority 1 – Teaching and Learning Outcomes for children in the MAC 2019-2020.

Objective 1- Primary

- Develop a school curriculum that has a clear intent and is inclusive for all including disadvantaged pupils and SEND.

The designed curriculum in all the academies has been further developed throughout the academic year and, each academy's curriculum and this is reflected in the teacher assessment results at the end of KS2. Peer reviews have taken place in all MAC schools to look at the provision of the curriculum to ensure it is rigorously planned and sequenced and reports made available for Governors and Directors. Reviews showed that pupils work across the curriculum is of a good quality in the academies and demonstrates coverage of the curriculum in all academies.

Objective 2- Primary

- All academies across the Collegiate are at or above the national benchmark for achievement and progress at the end of all Key Stages.

Predicted attainment at the end of EYFS was in line with government expectations for all children in the majority of academies. Any academies where gaps still exist have been identified and targeted for support. Predicted attainment in phonics is at least in line with government expectations for all children in the MAC academies. The phonics screening taking place in all schools in Autumn 2 will be used to further assess against this priority.

Predicted attainment at the end of KS1 and KS2 was in line with or close to the government expectations in the majority of the academies in the MAC. Any academy where there was a dip in data or where gaps with national have not been diminishing have been identified and plans to support the school with School Development Planning, Catch Up planning and the Pupil Premium Strategy are in place.

All primaries were set targets relating to the areas identified from the 2018-19 outcomes and progress was tracked against the milestones.

Objective 3 - Primary and Secondary

- All academies to ensure that SEND children make achieve the best possible outcomes.

Progress of all children from their baseline is evident in all the academies and the impact of the quality of the provision is evident. For those with SEND the curriculum in the academies is designed to be ambitious and meet their needs. Pupils with SEND achieve well in the academy schools in the MAC. Appropriate specialist support leads to best possible outcomes for all SEND pupils. Attainment and progress in the academies will remain priorities for 2020-2021 with 'Catch Up Strategy Plans' being in place in every academy with targeted funding to close gaps in learning as a result of the school closures. Online streaming of lessons to be prepared for future closures will be a focus.

Priority 2 – Consistent Post 16 Outcomes- Secondary

Objective 1

- Increase and maintain KS5 attainment

Due to the school closures formal external examinations did not take place this year therefore, no comparable data is available. Centre Assessed Grades demonstrate improved attainment across all KS5 subjects and this would be consistent with the fact that this was a very able cohort on entry and taught in small groups. 63.7% of students achieved A*-B grades and 89.0% of students achieved A*-C.

Objective 2

- Increase and maintain KS5 progress

Progress data has also improved in the Centre assessed grades. Seven subjects have achieved progress that places them in the top 25% nationally. Overall, the ALPs score of 0.98 gives an ALPS measure of a 3 also placing the school in the top 25% of schools nationally. This may not provide a fair and accurate measurement this year as it is difficult to make national comparisons however; improved progress is consistent with expectations.

Objective 3

- Strengthen Trinity Links using effective data tracking systems

Each Trinity partner has invested jointly in 'ALPS Consortium Connect' software. This allows monitoring and tracking student performance data to be immediate and specific. This will allow for improved data analysis, greater awareness of progress and greater accountability for teachers and subject leaders.

Trustees' Report
For the year ended 31 August 2020

Priority 3 – Personal Development, Behaviour and Welfare- Primary and Secondary

Objective 1

- Improve attendance in all academies to ensure it is above national averages in all areas including the analysis of groups.
- Improve the attendance of low attenders so attendance over time is improving, ensuring attendance is above average in academies.
- Punctuality of all pupils improves across the Collegiate

Awareness of the importance of attendance has been raised across the academies with parents, staff and children. Reward systems have been improved and this impacts positively on children's motivation to attend school. Monthly meetings with the EWO are firmly established and embedded in all academies and this impacts on raising awareness and improving attendance. Directors monitor the attendance in all schools through the intranet. All parents are now informed of their child's attendance through termly colour coded letters and this is used consistently across all academies in the MAC. Meetings with identified parents are established and are routine in all academies following the publication of the coded sheets each term.

Analysis of absence in all academies shows an improving picture when compared to national averages.

Action plans are in place for all identified PA children. The Pupil Premium Strategy identifies PA Pupil Premium in the academies where this is an issue and funding is allocated to address the issue. All academies are monitoring absence of all PA pupils more closely.

This was the picture up until the beginning of March however from March until the end of the academic year it is impossible to analyse attendance due to school closures and parents keeping children away from school prior to closure and in the cohorts returning in June. Attendance will remain a priority for 2020-2021.

Objective 2- Primary and Secondary

- To reduce significantly the number of fixed and permanent exclusions across the Collegiate particularly in the High School.
- To monitor exclusions across the Collegiate

Behaviour policies have been implemented across the academies and positive reward systems are in place to support pupil motivation to succeed and behave. Exclusions are shared with SEL (permanent immediately and fixed term monthly). Data up until academy closures indicates that exclusions were reduced in all academies and were better than previous year's figures.

Objective 3- Primary and Secondary

- To ensure outstanding behaviour across the academies (both behaviour and attitudes to learning)

New behaviour logs have been implemented. Break times and lunchtimes are observed regularly by SMT. Lesson visits have taken place and areas for improvement for behaviour and attitudes to behaviour have been identified. Action plans have been developed to address issues. Areas for improvement were being addressed prior to academy closures.

Priority 4 – Assessment- Primary

Objective 1

- To improve the accuracy of teachers assessment within all primary phases especially in writing.
- To improve the internal MAC moderation process within all primary phases

All primary academies using 'No More Marking' as well as teacher assessment. Identified primaries have had the support of an SLE and a support plan in place to further develop writing and writing assessment. Identified primary academy staff are moderators for the LA and moderate writing in the schools across the Collegiate.

Priority 5 – Disadvantaged Children- Primary and Secondary

- Accelerate the progress of disadvantaged children to close the gap with this group of children and all nationally across the Collegiate.
- The attainment of disadvantaged pupils at least matches or is rapidly approaching those of other pupils nationally and in all the schools across the MAC.

A Pupil Premium Strategy was completed in each academy and specifically targeted the disadvantaged children to achieve the best possible outcomes. The strategy is available on the academy's website. Progress against the Pupil Premium Strategy was reported to Governors and shows the impact of the strategy and funding on diminishing gaps. Academy closures had an impact on all the strategies in the PP strategies being completed and having an impact. The work on Pupil Premium Strategies will continue 2020-2021.

Priority 6 - Teaching and Learning- Secondary

Objective 1

- Continue to close the gap with disadvantaged children by further engaging with parents, addressing wellbeing and building the emotional resilience of learners. (This is a city priority).

This was affected due to the academy closures; however during this time the school dedicated part of its website to wellbeing ensuring that families had access to a range of wellbeing and emotional support online during this time. Tutors throughout lockdown contacted all parents regularly.

Objective 2

- To continue to improve the quality of teaching and learning in the sixth form

All sixth form teachers are expected to deliver the same high-quality research informed teaching strategies to sixth form students as they do to all other students in the school. This has been codified into the 'Effective learning at St Margaret Ward Catholic Academy' document. To improve standards and learning attitudes in the sixth form, the 'St Margaret Ward Way' was extended into the Sixth Form in January. The impact was limited due to the school closures that followed in March.

Objective 3

- To improve the quality of teaching so that it is always good and frequently outstanding

The focus for teachers has been on using evidenced informed strategies from 'Making every lesson Count', the research of Doug Lemov and the example of the uncommon schools network, and Rosenshine's principles of instruction to codify expectations into the 'Effective learning at St Margaret Ward Catholic Academy' document. School based, and online training was delivered throughout the year to share this approach with all teachers and it was a focus of learning walks and department reviews.

Objective 4

- To improve home learning opportunity so that pupils become resilient and independent learners

The enforced school closures required the school to move teaching online so that by June all teachers were trained in using Microsoft Teams. This has transformed the school's approach to home learning and made feedback and assessment more immediate. Students have greater access to resources and lesson materials from home.

Priority 7 – Transition- Primary and Secondary

- Continue to work on transition from primary to secondary.

Planned transition work was affected this year due to the academy closures and amendments to transition arrangements due to children working in bubbles were made.

A number of the objectives that were planned for 2019-2020 are present in the strategic plan for 2020-2021 due to the closures of the academies and not enough time to embed or see impact of the identified strategies and actions.

Public benefit

The Collegiate Directors have complied with their duty to have due regard to the guidance and public benefit published by the Charity Commission.

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Strategic Report

The Collegiate vision

What the Newman Catholic Collegiate aims to achieve by 2023.

We work together to offer outstanding Catholic education, allowing students to come to know Jesus Christ, his Mission and his Gospel, and to live life in its fullness.

Together with families and local communities, we work together so that each academy, respecting its own unique character, fulfils its mission, enabling all the members of our communities to reach their full potential.

- All the academies within the Collegiate are effective in providing Catholic Education and academies are improving rapidly and securely towards outstanding
- The quality of education is at least good in all the academies and the quality of education in 33- 44% of the academies is outstanding.
- The academies meet all the criteria for a good quality of education consistently.
- The curriculum in all the academies is of a high quality.
- The quality of early years provision in the primary academies is at least good with 33% of provision being exceptional.
- In the sixth form the programmes of study are ambitious with the impact of the taught curriculum being strong and work produced being of a high standard.
- Pupils consistently achieve well across the academies, particularly the disadvantaged.
- Pupils with SEND achieve well in all the academies.
- Safeguarding is effective in all academies.
- All the academies have high expectations for pupil's behaviour and conduct and behaviour in all academies is at least good with behaviour in 44% of the academies being exceptional.
- Pupils have high attendance in all the academies and are punctual to school and lessons.
- In all academies the work to enhance pupils', spiritual, moral and cultural development is of a high quality.
- Leadership and Management is at least good and in 33-44% of academies the leadership and management is exceptional.
- Each academy has a clear and ambitious vision for providing high quality education to all its pupils.

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Key performance outcomes 2020 - Secondary

The judgement of Good is based on the evidence of improving exam performance over two academic years and further improvement evident in the recent Centre Assessed Grades, which replaced Exam results this summer due to the Coronavirus pandemic. The school has returned a small financial surplus for the previous two years demonstrating that the serious financial concerns have been resolved and the budget is now set accurately and monitored scrupulously. As a consequence, staffing levels are stable.

Rigorous line management structures have been introduced to ensure there is effective communication, challenge and support throughout the school and this ensures greater consistency in middle leadership.

The approach to behaviour and teaching and learning has been refocused and the curriculum has been rewritten. The focus of school improvement is now on consolidating and refining what has already been implemented to ensure greater impact and steady improvement year on year.

School Improvement Plan 2020-21

The time is always ripe to do right

Faith in the Presence of God (Personal Development)

- To provide individuals with bespoke opportunities to develop as Lasallian people of God

Respect for all Persons (Behaviour and Attitudes)

- To empower our community to develop a habit of excellence through self-regulation

Quality Education (Quality Education)

- To immerse our community in challenging knowledge-rich learning

Inclusive Community (Leadership)

- To nourish a confident and supportive community that is accessible to all.

Concern for the Poor and Social Justice (Outcomes/PP)

- To promote and secure high outcomes for all

Over the past 12 months the school has established routines and processes that have ensured a greater focus on learning, more challenge in the curriculum and more effective and focused teaching. Student behaviour has improved and student outcomes have increased based on internal school data using FFT.

A focus on raising the level of challenge for all students has been embedded throughout the school and the curriculum has been reviewed to ensure there are higher expectations of what students can achieve; this begins in the transition work that is taking place with the primary schools and extends throughout Key stage 3, 4 and 5. This should ensure higher levels of progress and attainment in the future at GCSE and ensure more students join and succeed in the sixth form. Numbers in the sixth form have risen from 106 to 128 between summer 2019 and summer 2020. This continues to be an area of development for the school.

The careful monitoring of the school budget by the Directors and the Local Academy Committee has ensured that the school has returned a small surplus for the past two years; this is also after finding extra funds to make essential improvements to the school site to ensure maximal safety and security for staff and students.

The Newman Catholic Collegiate

(A company limited by guarantee)

Trustees' Report

For the year ended 31 August 2020

The deployment of the Pupil Premium

The Directors and Academy Committees have looked at how effectively the schools deploy Pupil Premium funding to ensure that pupils' individual circumstances and backgrounds do not adversely affect their attainment and progress gaps. The lead for Standards and Provision undertakes analysis of pupil premium data and academies are visited to see what strategies are being used to close any gaps. After a full analysis when the Analyse School Performance document (formerly Raise online) is released a full report on the impact of pupil premium across the Collegiate will be produced and reported to the Directors.

Within the secondary setting Pupil Premium funds are used to support students who require additional intervention in order to reduce the barriers to learning. The school has used the research of the EEF and other research related to effective learning to ensure all students are challenged and supported to achieve. Performance data is tracked and monitored to ensure staff are aware of gaps in achievement and intervene to address this. Additional extra-curricular opportunities to develop personal and social skills and to further enhance cultural capital for students identified as Pupil Premium was a priority for the school before Covid-19 limited the scope of extra-curricular opportunity.

Going Concern

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

Financial Review

The principle source of income has been Education & Skills Funding Agency grants, the use of which is restricted to particular purposes. These grants and associated expenditure are shown as restricted funds in the statement of financial activities during the year ended 31 August 2020.

The Collegiate has carried out a review of its central Business Management function during the 19/20 year and are now operating with 2 finance officers and an apprentice. The Board of Directors also decided that the Executive Support Manager post would not be replaced, resulting in an overall saving of £64,000. The new structure has meant the redistribution of work but resulted in greater efficiency and consistency across the Collegiate and the opportunity for more robust financial planning.

During the reporting period the Covid pandemic has affected operations and activities for both pupils and staff. Pupils were unable to attend trips and music lessons and staff unable to attend training. On some occasions but not all, we were able to claim through the RPA for trip expenditure however for many staff training events and travel arrangements, particularly those due to happen within the following months of the start of the pandemic we were unable to have refunds for, due to the terms and conditions of booking. A number of staff are NLE's or SLE's and these were unable to trade services with other Trusts/schools, also resulting in a loss of income. Unfortunately, all schools lost considerable catering and wrap around care income during the months April to July, which affected predicted surpluses. Despite this financial impact, we have still made good progress to our targeted reserves threshold of one month's payroll costs. Just not as much progress as we had anticipated.

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

The Collegiate held fund balances at 31 August 2020 of £10,095,206 comprising £249,803 of unrestricted general funds, restricted fixed asset funds of £20,337,393, restricted funds of £308,010 and a pension reserve deficit of £10,800,000.

The Collegiate has a number of financial policies in place to ensure that it maintains and develops systems of financial control. These policies include; Accounting, Risk Management, Debt Recovery, Anti-Fraud, Overseas Travel and Charging and Remissions.

Reserves Policy

The Newman Catholic Collegiate Board of Directors are responsible for the effective and efficient use of resources to deliver the vision of the Collegiate. This reserves policy will mitigate the impact of any risk upon the continuing operations of the Collegiate caused by funding uncertainty and make sufficient provision for future cash flow requirements.

Academies are expected to hold contingency reserves from their annual GAG (General Annual grant) funding or other income, which may be both capital and revenue reserves. The Directors require a revenue reserve to be created to fund future expenditure related to the collegiate strategic long-term aims and developments. Each Academy within the Collegiate has to explain what the funds are set aside for in the future and when they will be used. The Board of Directors have reviewed this policy in year and going forwards in the 20/21 financial year the Board of Directors will retain 4.75% of the schools' GAG in a ring fenced reserve fund, access to which would be controlled by the Board. Where academies do not hold 1 month's payroll costs in reserve Directors expect academies to be working towards this and have a clear plan in order to achieve the threshold. The Board of Directors will review the reserve policy regularly.

As mentioned in the financial review, we have made good progress to the one month's payroll costs in the year as a Collegiate but due to the financial impact of Covid-19, not as much progress as we had budgeted to.

Investment Policy

The Collegiate investment objectives are:

- to achieve the best financial return available for cash reserves, while ensuring that security of deposits takes precedence over revenue maximisation;
- to only invest funds surplus to operational need, ensuring the Collegiate bank account does not become overdrawn and all financial commitments are being met;
- Funds will only be placed with banking institutions that are regulated by the Financial Conduct Authority and with good credit ratings.
- Prior to investing funds, the Resources and Services Subcommittee must be satisfied that the cash flow predictions provided by the Central team are accurate and that the amount/time period of the investment will not compromise the viability and sustainability of the activities of the Collegiate

During this period, the Trust has held all its funds in interest bearing current accounts. Cash balances are regularly reviewed at the Resources and Services subcommittee and Directors ensure that when appropriate necessary investments can be made taking into consideration social, environmental and ethical considerations in relation to the tenets of the Catholic Church. All decisions regarding investments will be reported at the Board of Trustees meeting.

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Principal Risks and Uncertainties

The Directors confirm that the major risks to which the Trust is exposed have been reviewed and systems or procedures have been established to manage those risks. The internal control systems and exposure to risks are considered on a regular basis by management and Trustees. There is a Risk Management Strategy in place which aims to ensure that the Collegiate complies with risk management best practice and sets out the current processes and responsibilities for risk management within the Collegiate.

The requirements can be summarised as:

- The Board of Directors acknowledge responsibility for the system of internal control
- An on-going process is in place for identifying, evaluating and managing all significant risks
- An annual process is in place for reviewing the effectiveness of the system of internal control
- There is a system in place to deal with internal control aspects of any significant issues disclosed in the annual report and accounts.
- Key roles and responsibilities within risk management are clearly defined

The Newman Catholic Collegiate takes responsibility in regard to the management of risk seriously. Each term, both the management of each Academy, and the management of the Collegiate as a whole, review and update their risk register, which is then submitted to the Audit committee. The Collegiate risk register highlights a number of low risk areas which Directors monitor.

The Collegiate current top 7 identified risks are:

- Covid-19
- Pension Risk
- Income Risk
- An Academy receives an unfavourable Ofsted report
- Building Risk
- Difficulty Recruiting and Retaining Staff
- Loss of key members of staff

The Collegiate has appropriate plans in place to manage these risks. These plans include preventative controls, mitigation processes and contingency plans in the event that risks materialise. The approach taken will depend substantially on the collegiate risk appetite and risk capacity:

- Risk appetite – the amount of risk the Collegiate is willing to accept in the pursuit of its objectives
- Risk capacity – the resources which the Collegiate is able to put in place in managing risk

The Audit Committee review the risk register, and identify, assess and control other areas of risk. The review of risks registers of the individual Academies is delegated to the Academy Committee and the link governor for compliance. The link governor must follow up on any additional controls needed and who will be the responsible person. Any significant changes in risk consequence or likelihood, or the occurrence of an event which raises the profile of a risk will be recorded on the risk register as it occurs. Any new or increased risks identified by Academy Committees, Board subcommittees, Board members or raised by a member of staff will be evaluated and, if appropriate, recorded in the Risk Register. Once items are deemed to be at an acceptable risk level they will be removed from the risk register and stored in an appendix. This appendix will be reviewed once a year or when needed following any issue or change to determine whether any of those items need to be re-scored and added to the collegiate risk register.

The Newman Catholic Collegiate

(A company limited by guarantee)

Trustees' Report

For the year ended 31 August 2020

Communication across the Collegiate has continued to improve, the chair of the Academy Committee now attends a meeting with the Senior Executive Leader and Chair of the Board termly. There is now a compliance link governor for every academy, and they receive updates from the Business Director and meet with the Academy Manager twice a year. These meetings particularly focus on risk management within the school, including the risk register, GDPR compliance and Health and Safety.

The Collegiate has a compliance strategy that forms part of the collegiate strategy. This is shared with link governors and the Board of Directors in detail.

The Business Director will endeavour to raise awareness that risk management is a part of the collegiate culture to seek to ensure that:

- all staff are aware of their academy's risk register;
- individual members of staff are aware of their accountability for individual risks;
- individuals report promptly to senior management any perceived new risks or failure of existing control measures.

The Audit Committee has also worked through a cycle for the internal audit review of risk through the year in the various areas of risk relating to financial management, human resources, fixed assets, compliance and governance.

Fundraising

Fundraising for the Collegiate refers to Collegiate generated income such as before and after school clubs, catering income, services of staff and lettings income. In all cases, the Collegiate abides by the code of fundraising practice.

Fundraising has been particularly difficult this year due to the effect of Covid-19, all schools were closed for a period of time meaning that before and after school clubs, catering income and letting income were seriously affected during the year. The Collegiate would usually raise money for a number of charities by hosting summer fayres, concerts, raffles etc. but have been unable to do so this year due to Covid-19.

Prior to Covid the Collegiate decided to take a collective approach to fundraising and fundraised for specific projects. Monies were raised for Father Hudson's Care and CAFOD.

All monies raised during any fundraising events are accounted for separately on the Collegiate accounting system. There has never been any fundraising complaints or any undue pressure to donate.

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2019 to 31 August 2020

Energy consumption used to calculate emissions (kWh)	3,097,795
--	------------------

Energy consumption break down (kWh) (optional):

• gas	2,211,635
• electricity	835,351
• transport fuel	50,809

Scope 1 emissions in metric tonnes CO₂e

Gas consumption	406.65
Owned transport – mini-buses	12.18
Total Scope 1	418.83

Scope 2 emissions in metric tonnes CO₂e

Purchased electricity	194.75
-----------------------	--------

Scope 3 emissions in metric tonnes CO₂e

Business travel in employee owned vehicles	0.73
--	------

Total gross emissions in metric tonnes CO₂e	614.31
---	---------------

Intensity ratio Tonnes CO₂e per pupil	0.21
---	-------------

Quantification and reporting methodology

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

Intensity measurement

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

Measures taken to improve energy efficiency

During the year we have used video conferencing technology for staff and Directors meetings, due to Covid measures. However, we will continue to have remote meetings going forwards to reduce the need for travel between sites. Where possible our sites have had smart meters installed and an energy audit carried out.

The Newman Catholic Collegiate

(A company limited by guarantee)

Trustees' Report

For the year ended 31 August 2020

Plans for Future Periods

We will focus on the following key priorities, identified from our strategic objectives.

- To further embed the Catholic partnership and collaboration between the academies in the Collegiate.
- To contribute to the impact of the role of the Lay Chaplain across all the schools within the Collegiate.
- To enhance the charitable giving within the Collegiate through joint fundraising.
- To develop effective preparations for the primary school children as they move to St Margaret Ward in order for them to have a fuller understanding of the spiritual life of the school and be an active member of a faith community.
- SEL/SIP/ Principals carry out 'Peer Reviews' in all 9 schools to evaluate the impact of the education provided by the school focussing primarily on what pupils have learned. The focus to be on the provision of Reading, Mathematics and on one FS subject spaced throughout the year.
- Review of the Early Year Provision across the MAC is carried out to evaluate the impact and evaluate how well pupils are taught to read
- Review of the Sixth Form Provision across the MAC is carried out to evaluate the impact
- Pupil Premium funding is used effectively so that the attainment and progress of these children is at least in line with the national average for Disadvantaged children.
- All academies to ensure that SEND children achieve the best possible outcomes (there has been no progress nationally in reducing SEND gaps)
- Develop a strong focus across the Collegiate on attendance and punctuality so that disruption is minimised.
- Significantly reduce and monitor exclusions across the Collegiate and have a strategy for reintegrating a pupil who returns to school following a fixed term exclusion and for managing future behaviour.
- To develop spiritual, moral, social and cultural development.
- To develop extra-curricular offer across all schools in the Collegiate.
- Promote British Values and Understanding of Equality
- To maintain outstanding safeguarding provision across the Collegiate (beyond compliance)
- Subject Leadership focus on improving teachers' subject pedagogical and pedagogical content knowledge to enhance the teaching of the curriculum.
- Early Year and Sixth Form Leadership across the MAC is a focus and leadership is further developed so that the aims of the early years foundation stage are met in all primary academies and in the sixth form, the impact of the taught curriculum is strong so that students develop high quality skills.
- Leadership capacity of the academies is developed through appropriate leadership development of middle and senior leaders
- To ensure that governance of the Collegiate is rigorous and challenges the academy towards improvement.
- To ensure every Academy within the trust is working towards 1 month's payroll costs in reserves.
- To develop a clearer link between management of resources and improving educational outcomes
- To continue developing our central services, which deliver value for money, manage risk and support growth.
- To ensure the Collegiate has an estates strategy and is fully compliant with Health & Safety
- To reduce the Collegiate impact on climate change

The Newman Catholic Collegiate
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2020

Funds Held as Custodian Trustee on Behalf of Others

The Board of Trustees do not act as the custodian trustees of any other charity.

Auditor

Insofar as the Directors 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.

This report was approved by order of the board of directors, on the 9 December 2020 and signed on the board's behalf by:



Dr G Meller
Chair of the Board of Directors

The Newman Catholic Collegiate

(A company limited by guarantee)

Governance Statement

Scope of Responsibility

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

The Board of Directors has delegated the day-to-day responsibility to the Senior Executive Leader and Business Director, 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 Newman Catholic Collegiate Multi Academy Company and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

The main functions of the Board of Directors are to focus on these core strategic functions:

- Fulfil the Object of the company, including ensuring that the academy at all times serves as witness to the Catholic faith;
- Ensure clarity of vision, ethos and strategic direction;
- To act with integrity, objectivity and honesty in the best interests of the Collegiate;
- Hold the principals to account for the educational performance of the academy they lead;
- Oversee the financial performance of the academies making sure all money is well spent in the interests of the children;
- Be the employer of all staff contracted by the company;
- Ensure compliance with the Companies Act 2006 and act within their powers to;
- Promote the success of the company;
- Exercise independent judgment;
- Exercise reasonable care, skill and diligence;
- Avoid conflicts of interest;
- Not to accept benefits from third parties;
- Declare any interest in proposed transactions or arrangements; and
- To ensure compliance with regulations set by the Charity Commission.

Compliance – the Trustees comply with charity law and its governing document i.e. the articles of association;

Care – the trustees take reasonable care in their work, manage the company efficiently and effectively, and consider the need for professional advice if there is any material risk to the Collegiate;

Prudence – the trustees act responsibly, keep the necessary financial records, making sure that the finances and assets are protected and used for the benefit of the academies.

To ensure the Collegiate has a distinctively Catholic character and is run in accordance with its Object and the provisions of the Articles of Association and associated documents of the Newman Catholic Collegiate, which ensure that the academies at all times give witness to the Catholic faith in Our Lord Jesus Christ.

The Newman Catholic Collegiate
(A company limited by guarantee)

Governance Statement

Governance

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

Board of Directors	Meetings attended	Out of a possible
S Rathbone (staff trustee, resigned 31.8.20)	4	5
I Beardmore, (Senior Executive Leader)	5	5
D McKenna, (staff trustee)	4	5
T Stanway	5	5
T McGough (Vice Chair)	4	5
L Cartledge (resigned 14.10.2019)	0	0
K Hancock	2	5
G Meller (Chair)	5	5
R Maguire (resigned 20.03.2020)	0	3
D Campbell (resigned 03.11.2019)	1	1
H Ryder (appointed 18.03.2020)	2	2
E Ebrahimi (appointed 02.06.2020)	1	1
C Wilshaw (appointed 26.06.2020)	1	1
A Smith (appointed 21.07.2020)	0	0

We currently have 1 Foundation Director vacancy on the Board of Directors.

The Board of Directors have met 5 times within the year. In order to maintain effective oversight of funds the Board has a Resources and Services Committee that met 4 times within the year. The purpose of this Committee is to inform and assist the Board of Directors in overseeing the financial control of the collegiate.

The Committee provides a robust financial environment, which meets all requirements regarding statutory compliance, ensuring solvency and probity, so that the financial resources made available to the academy company for running its academies are managed effectively and efficiently, to provide a quality education for the children in the academies that is value for money. The Resources and Services Committee ensures high standards of management and administration of the academies' finances and resources.

The Newman Catholic Collegiate
(A company limited by guarantee)

Governance Statement

Governance Reviews

A Governance review took place at a meeting of the Board of Directors on 14th July 2020. The new governance structure has now been in place for 1 year and although we have had a few resignations, the overall feedback has been positive. Academy representatives feel more informed/involved. This structure will continue to embed in 2020/21. Each Academy now has a link governor for the following key areas:

- Catholic Life & Mission
- Finance
- Standards
- Compliance
- Safeguarding
- SEND
- Pupil Premium

Governor meetings take place twice a year between the link governors, responsible director and central team member. Link Governors also meet the school officer responsible for the areas listed above twice a year. To improve two-way communication the academy committee chairs meet with the chair of the board and the Senior Executive Leader three times per year.

Committees of the Board

The Directors' core subcommittees will focus on:

- Securing the Catholic character;
- Individual accountability;
- Collective responsibility and collaborative action;
- Self-evaluation and improvement planning;
- Succession planning and leadership formation and development;
- Staffing;
- Admissions;
- Standards and performance;
- Data tracking and analysis;
- Policies for curriculum, teaching, learning, assessment, monitoring, evaluation and review;
- Strategic financial management of budgets, resources and services;
- Risk Management;
- Health & Safety.

Also, through their manner of working, Directors will grow and develop a competitive collaborative culture in order to raise standards in all the academies.

The constitution, membership and proceedings of any subcommittee are determined by the Trustees in consultation with the Diocesan Bishop and the Founder Member and this Scheme expresses such matters as well as acknowledging the authority delegated to the Academy Committee in order to enable the Academy Committee to contribute to the running of the Academy and fulfil the Academy's mission.

All Foundation Trustees are required to comply with those procedures for appointment required by the Diocesan Bishop, acting through his agent, the Diocesan Education Service.

The Newman Catholic Collegiate
(A company limited by guarantee)

Governance Statement

Audit Committee

The Audit Committee is delegated by the Board of Trustees to take responsibility for ensuring the aims, objectives and performance targets of the academy company and its academies are achieved in the most efficient and effective manner and to have oversight of internal audit controls in relation to financial accounting and risk management. The Committee review all the areas of perceived risk contained in the Collegiate Risk Register and individual Academy Risk Registers. Additionally, the Committee examined, in detail, the statements of account from the previous accounting period. Going forwards, the Audit Committee has stabilised its membership and will have at least 3 meetings per year, within the agreed audit cycle.

Director	Meetings Attended	Out of a Possible
K Hancock	2	2
R Maguire (resigned 20.03.2020)	1	1
H Ryder	1	1
E Ebrahimi (appointed 2.06.2020)	0	0

Resources and Services Committee

The Resources and Services Committee purpose is to inform and assist the board in overseeing financial control of the Collegiate and it is authorised to investigate any activity within its terms of reference or specifically delegated to it by the Board. The Committee must provide strong policy, monitoring, evaluation and reporting frameworks so the Multi-Academy Company functions in line with the Academies Financial Handbook. It is authorised to request any information it requires from any academy, external audit, internal audit or other assurance provider. The Committee monitors staffing costs and deployment, HR policies, service level agreements, contracts and ensures value for money via probity and efficiency in the management of expenditure and of income from all sources.

The Committee also ensures that the Board and the Audit Committee are kept fully informed regarding any issue relating to risk management. Particular issues dealt with during the year are recorded in the minutes of the Resources and Services Committee meetings.

Director	Meetings Attended	Out of a Possible
T Stanway (Vice Chair)	4	4
I Beardmore	4	4
T McGough (Chair)	4	4
D McKenna	4	4
Dr G Meller	3	4
A Smith (appointed 21.07.2020)	0	0

The Newman Catholic Collegiate

(A company limited by guarantee)

Governance Statement

Standards & Provision Committee

The Standards and Provision Committee purpose is to provide challenge and support to all academies across the Collegiate, monitoring and evaluating data presented by academies and reviewing the impact of support on pupil progress and raising standards across the Collegiate. They also identify the strategic priorities for the academic year ahead and ensure that the priorities match the areas for development identified through the data analysis. The Committee holds Principals and other senior leaders to account for the quality of teaching, pupils' achievement, and pupils' behaviour and safety, and providing the kind of curricular experience and teaching and learning strategies that make the most difference to children's enjoyment in learning, their attainment in relation to national expectations, and rates of progress.

Data is analysed and a report of the findings are presented to the Standards and Provision Committee. The data is discussed and challenged by the Committee and actions for improvement are discussed. A summary of the main findings is then presented to the Board of Directors. The strategic plan was designed and reviewed through discussion and consultation with the Principals, the Standards and Provision Committee and the Board of Directors.

Director	Meetings Attended	Out of a Possible
D McKenna	2	2
L Cartlidge (resigned 14.10.2019)	0	1
S Rathbone (resigned 31.8.2020)	2	2
I Beardmore	2	2
Dr G Meller	2	2
D Campbell (resigned 03.11.2019)	1	1
C Wilshaw (appointed 26.6.2020)	0	0

Catholic Life and Mission Committee

The Catholic Life and Mission Committee purpose is to take into account the requirements of the Collegiate instrument of governance, the policies of the Archdiocese of Birmingham, and the teaching and Canon Law of the Catholic Church, to secure the Catholic nature of education of the Collegiate pupils. This includes ensuring that the schools of the Collegiate fulfil their mission to make known the person of Jesus Christ, assisting the Church in its mission, assisting parents in the education and religious formation of their children and being of service to the local Church and to society.

The Committee is responsible for setting, evaluating and revising the Collegiate vision and mission statement as well as the Collegiate strategy plan in the light of the Catholic nature of the Collegiate.

Director	Meetings Attended	Out of a Possible
I Beardmore	4	4
D McKenna	4	4
Dr G Meller	4	4
S Rathbone	3	4

The Newman Catholic Collegiate

(A company limited by guarantee)

Governance Statement

Review of Value for Money

The Senior Executive Leader has responsibility for ensuring that the Collegiate delivers good value in the use of public resources. The Senior Executive Leader understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

- Continuing to have a dedicated team, who are centrally employed
- Reviewing and restructuring support staff within the primary schools
- Procurement and economies of scale

The Board of Directors is accountable for the way in which the resources are allocated to meet the objectives set out in the Collegiate Strategy and individual School Development Plans (monitored by each school's Academy Committee).

Improving Educational Outcomes

We have ensured that resources are directed where they are most needed to meet education requirements. The Senior Executive Leader, working with the School Improvement Partner and Curriculum Improvement Officer have deployed support to a number of the Collegiate academies throughout the year, including deploying an external School Improvement Partner to support and challenge the secondary academy leaders. This has led to the development of leaders across the Collegiate and secure leadership capacity. Progress has also been made towards addressing key priorities and the Collegiate objectives.

The School Improvement Partners report to Trustees on pupil progress, so that they are aware of how well the pupils are progressing in each academy. This stringent monitoring leads to targeted intervention across the Collegiate. Staff are deployed across the Collegiate in order to facilitate improvements.

The central team also includes a dedicated Education Welfare Officer who co-ordinates and supports attendance across the Collegiate. The Education Welfare Officer reports to the Standards and Provision Committee in all attendance matters.

The Education Welfare Officer worked with all schools across the Collegiate in order to support during lockdown and on the return to school for some year groups in June. Weekly attendance was monitored and shared with Directors.

The Collegiate have had a Covid strategy in place since March 2020, which is regularly updated in line with the government guidance. Part of the Covid strategy was to ensure that transition work continued for those pupils moving to the high school. Leaders from the secondary school worked closely with the primaries in order to ensure the best possible way forward in order to support the transition programme.

The Newman Catholic Collegiate

(A company limited by guarantee)

Governance Statement

Financial Governance and Effective Purchasing

Continuing with the centralised approach to financial management has led to a further restructure of the Central Team. The current structure was reviewed in light of staff members leaving, it was felt that to streamline the service further a restructure and re-distribution of key roles would lead to more efficiencies, better value for money and the potential for greater savings in the future. The central finance team now consists of the Business Director, Deputy Business Director, 2 x finance officers and a finance apprentice.

The central finance team have been key in procuring all PPE and cleaning materials during lockdown for the hub schools and beyond that once schools re-opened in June for some year groups. The centralised approach to procurement for these supplies has led to significant savings across the Collegiate. The distribution of these supplies has also been co-ordinated by the central team, ensuring that no school runs out of much needed supplies and saves the school office staff a lot of time.

A review of all the primary school support staff structures took place, which led to a restructure at one of the primary schools, resulting in reduced staffing costs and addressing a potential future deficit budget.

The Business Director is responsible for all aspects of business and finance, including contracts and service level agreements. Where possible services have been procured centrally, saving each of the academies time and money. In 2019-2020 new minibus leases were negotiated resulting in an overall saving of £1k per year per minibus. The team were also able to negotiate group discounts on a number of annual subscriptions.

As indicated in the Governance Statement, the Resources and Services Committee monitors expenditure and makes strategic decisions about service level agreements and contractual commitments. As a result, no school is allowed to unilaterally sign up to a significant Service Level Agreement before a planned Collegiate approach is explored.

A system of internal financial control is in place including continuous financial monitoring which is reported on a regular basis to the Directors and the Senior Executive Leader. All financial policies are centralised across the Collegiate and reviewed annually by the Business Director.

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 collegiate 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 works at the collegiate level, overseen by the Board of Directors through the Audit Subcommittee, as well as at Academy level, overseen by the Academy Committees. The system of internal control has been in place in the Newman Catholic Collegiate for the accounting period covered by these financial statements ending on 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Directors has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Directors is of the view that there is a formal on-going process for identifying, evaluating and managing the Collegiate significant risks and that this has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Directors and the Audit Committee.

The Newman Catholic Collegiate

(A company limited by guarantee)

Governance Statement

The Risk and Control Framework

The Collegiate 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. This framework has developed throughout the seven years since incorporation. In particular it includes:

- Comprehensive 3 year budgeting modelling and monthly management accounts, that are reviewed and agreed by the Board of Directors;
- Regular reviews by the Resources and Services Committee of reports which indicate financial performance against the forecasts and of major purchase plans, service level agreements, capital works, expenditure programmes and CIF bids;
- Setting targets to measure financial and other performance;
- Clearly defined purchasing (asset purchase or capital investment) guidelines;
- Delegation of authority and segregation of duties;
- Identification and management of risks.

The Board of Directors has considered the need for a specific internal audit function and has appointed Hardings Accountants.

Hardings role includes giving advice on financial matters and performing a range of checks on the Collegiate financial systems. In particular the checks carried out in the current period included:

- testing of payroll;
- testing of purchase systems;
- testing of income;
- testing of accounting system/bank reconciliations;
- testing of absence monitoring to ensure that policies are being adhered to.

Hardings will report to the Audit Committee annually on the internal operation of systems of control from a review of the whole financial year, annually.

This has then been reported back to the audit committee, there were no material recommendations with only a small number of housekeeping recommendations. No changes have been deemed necessary.

The Newman Catholic Collegiate
(A company limited by guarantee)

Governance Statement

Review of Effectiveness

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

- the work of the External Auditor;
- the work of the Trustees and subcommittees within the collegiate who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Deputy Business Director, the Audit Committee and the Resources and Services Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 9 December 2020 and signed on their behalf, by:



Dr G Meller
Chair of the Board of Directors



I Beardmore
Accounting Officer

The Newman Catholic Collegiate

(A company limited by guarantee)

Statement on Regularity, Propriety and Compliance

As accounting officer of The Newman Catholic Collegiate I have considered my responsibility to notify the Collegiate Board of Directors and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of funding received by the Collegiate, under the funding agreement in place between the Collegiate 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 2019.

I confirm that I and the Collegiate Board of Directors are able to identify any material irregular or improper use of funds by the Collegiate, or material non-compliance with the terms and conditions of funding under the Collegiate's funding agreement and the Academies Financial Handbook 2019.

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



I Beardmore
Accounting Officer

9 December 2020

The Newman Catholic Collegiate

(A company limited by guarantee)

Statement of Trustees' Responsibilities
For the year ended 31 August 2020

The Trustees (who act as governors of The Newman Catholic Collegiate and are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Annual Accounts Direction issued by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies' Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of trustees on the 9 December 2020 and signed on its behalf by:



Dr G Meller
Chair of the Board of Directors

The Newman Catholic Collegiate
(A company limited by guarantee)

Independent Auditors' Report on the Financial Statements to the Members of The Newman Catholic Collegiate

Opinion

We have audited the financial statements of The Newman Catholic Collegiate (the 'academy trust' or the 'Collegiate') for the year ended 31 August 2020 which comprise Statement of financial activities including the income and expenditure account, the Balance sheet, the Statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and 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 2019 to 2020 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31 August 2020, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education & 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the 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

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

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

The Newman Catholic Collegiate
(A company limited by guarantee)

Independent Auditors' Report on the Financial Statements to the Members of The Newman Catholic Collegiate

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (including the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' report and 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 academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the Strategic report.

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

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

The Newman Catholic Collegiate
(A company limited by guarantee)

Independent Auditors' Report on the Financial Statements to the Members of The Newman Catholic Collegiate

Responsibilities of trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the academy 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 academy trust or to cease operations, or have no realistic alternative but to do so.

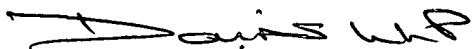
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that 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.

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

Use of our report

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



Jonathan Dudley (Senior statutory auditor)

for and on behalf of
Dains LLP

Statutory Auditor
Chartered Accountants

Suite 2, Albion House
2 Etruria Office Village
Forge Lane
Etruria
Stoke on Trent
ST1 5RQ

Date:

9 December 2020

The Newman Catholic Collegiate

(A company limited by guarantee)

Independent Reporting Auditors' Assurance Report on Regularity to The Newman Catholic Collegiate and the Education Funding Agency

In accordance with the terms of our engagement letter dated 21 September 2018 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Newman Catholic Collegiate during the period 1 September 2019 to 31 August 2020 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 Newman Catholic Collegiate and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Newman Catholic Collegiate 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 Newman Catholic Collegiate and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Newman Catholic Collegiate's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Newman Catholic Collegiate's funding agreement with the Secretary of State for Education dated 30 August 2013 and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The Newman Catholic Collegiate
(A company limited by guarantee)

**Independent Reporting Auditors' Assurance Report on Regularity to The Newman Catholic Collegiate
and the Education Funding Agency**

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Dains LLP

Statutory Auditor
Chartered Accountants

Suite 2, Albion House
2, Etruria Office Village
Forge Lane
Etruria
Stoke on Trent
ST1 5RQ

Date:

9 December 2020

The Newman Catholic Collegiate
(A company limited by guarantee)

Statement of Financial Activities Incorporating Income and Expenditure Account
For the year ended 31 August 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	2	7,365	-	83,723	91,088	385,919
Charitable activities: Funding for the Collegiate's educational operations	3	207,136	15,842,720	-	16,049,856	15,589,657
Other trading activities	4	290,961	-	-	290,961	421,150
Investments	5	762	-	-	762	813
Total income		506,224	15,842,720	83,723	16,432,667	16,397,539
Expenditure on:						
Raising funds	6	113,313	-	-	113,313	133,260
Charitable activities: Collegiate's educational operations	7	509,670	16,347,417	658,052	17,515,139	17,145,027
Total expenditure	6	622,983	16,347,417	658,052	17,628,452	17,278,287
Net income/(expenditure)		(116,759)	(504,697)	(574,329)	(1,195,785)	(880,748)
Transfers between funds	20	158,064	(80,293)	(77,771)	-	-
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	26	-	(857,000)	-	(857,000)	(2,510,000)
Net movement in funds		41,305	(1,441,990)	(652,100)	(2,052,785)	(3,390,748)
Reconciliation of funds:						
Total funds brought forward		208,498	(9,050,000)	21,005,624	12,164,122	15,554,870
Total funds carried forward		249,803	(10,491,990)	20,337,393	10,095,206	12,164,122

The notes on pages 41 to 72 form part of these financial statements.

All amounts relate to continuing operations and all recognised gains and losses are included in the Statement of Financial Activities.

The Newman Catholic Collegiate

(A company limited by guarantee)

Registered number: 08550110

**Balance Sheet
As at 31 August 2020**

	Note	£	2020 £	£	2019 £
Fixed assets					
Intangible assets	14		-		15,593
Tangible assets	15		<u>20,270,725</u>		<u>20,906,658</u>
			<u>20,270,725</u>		<u>20,922,251</u>
Current assets					
Debtors	16	568,431		557,789	
Cash at bank and in hand	25	<u>1,343,095</u>		<u>1,112,794</u>	
		1,911,526		1,670,583	
Creditors: amounts falling due within one year	17	<u>(1,274,569)</u>		<u>(1,363,967)</u>	
Net current assets			<u>636,957</u>		<u>306,616</u>
Total assets less current liabilities			<u>20,907,682</u>		<u>21,228,867</u>
Creditors: amounts falling after one year	18		<u>(12,476)</u>		<u>(14,744)</u>
Net assets excluding pension liability			<u>20,895,206</u>		<u>21,214,122</u>
Defined benefit pension scheme liability	26		<u>(10,800,000)</u>		<u>(9,050,000)</u>
Net assets including pension scheme liabilities			<u>10,095,206</u>		<u>12,164,122</u>

The Newman Catholic Collegiate
 (A company limited by guarantee)
 Registered number: 08550110

Balance sheet (continued)			2020	2019
Funds of the Collegiate	Note	£	£	£
Restricted income funds:				
Restricted income funds	20	308,010	-	
Restricted fixed asset funds	20	<u>20,337,393</u>	<u>21,005,624</u>	
Restricted income funds excluding pension liability		20,645,403	21,005,624	
Pension reserve	20	<u>(10,800,000)</u>	<u>(9,050,000)</u>	
Total restricted income funds		9,845,403		11,955,624
Unrestricted income funds	20	<u>249,803</u>		<u>208,498</u>
Total funds		<u>10,095,206</u>		<u>12,164,122</u>

The financial statements were approved by the Directors, and authorised for issue, on 9 December 2020 and are signed on their behalf, by:



Dr G Meller
Chair of the Board of Directors

The notes on pages 41 to 72 form part of these financial statements.

The Newman Catholic Collegiate
(A company limited by guarantee)

Statement of Cash Flows
For the year ended 31 August 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	24	<u>423,607</u>	<u>67,716</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		762	813
Purchase of tangible fixed assets		(328,571)	(99,532)
Capital grants from Local Authority		53,047	-
Capital grants from DfE/ESFA		<u>83,723</u>	<u>215,790</u>
Net cash provided by/(used in) investing activities		<u>(191,039)</u>	<u>117,071</u>
Cash flows from financing activities:			
New secured Salix loan		-	9,073
Repayment of Salix loan		<u>(2,268)</u>	<u>(1,134)</u>
Net cash provided by financing activities		<u>(2,268)</u>	<u>7,939</u>
Change in cash and cash equivalents in the year		230,301	192,726
Cash and cash equivalents brought forward		<u>1,112,794</u>	<u>920,068</u>
Cash and cash equivalents carried forward	25	<u>1,343,095</u>	<u>1,112,794</u>

The notes on pages 41 to 72 form part of these financial statements.

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

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 Collegiate, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Newman Catholic Collegiate constitutes a public benefit entity as defined by FRS 102.

1.2 Company status

The Collegiate is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Collegiate being wound up, the liability in respect of the guarantees noted in note 30 of the financial statements.

1.3 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Collegiate 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 and include grants from the Department for Education.

1.4 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 Collegiate to continue as a going concern. The Trustees make the assessment in respect of a period of at least twelve months from the date of authorisation for issue of the financial statements and have concluded that the Collegiate has adequate resources to continue in operational existence for the foreseeable future and there is no material uncertainties about the Collegiate's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Notes to the Financial Statements
For the year ended 31 August 2020

1. Accounting Policies (continued)

1.5 Income

All income is recognised once the Collegiate has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

General Annual Grant is recognised in full in the Statement of financial activities incorporating income and expenditure account in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants are recognised 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 not deferred over the life of the asset on which they are expended.

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

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

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.6 Expenditure

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

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds. Charitable activities are costs incurred on the Collegiate's educational operations, including support costs and costs related to the governance of the Collegiate apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

1. Accounting Policies (continued)

1.7 Intangible fixed assets and amortisation

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on the following basis:

Software - 33.33% straight line

1.8 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised, carried at cost, net of depreciation and any provision for impairment.

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

The long term leasehold land and buildings within the accounts have been donated on conversion to the Collegiate on a 125 year lease from The Birmingham Roman Catholic Diocesan Trustees Registered, The Council of the City of Stoke on Trent and Staffordshire County Council. These are being depreciated in accordance with the depreciation policies set out below. No annual charge is made for the use of the land and buildings in line with the terms of the leases.

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

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Long-term leasehold land	-	0.8% straight line
Long-term leasehold buildings	-	2% straight line
Building improvements	-	10% straight line
Fixtures and fittings	-	20% straight line
Computer equipment	-	33.3% straight line

Notes to the Financial Statements
For the year ended 31 August 2020

1. Accounting Policies (continued)

1.9 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Collegiate; this is normally upon notification of the interest paid or payable by the Bank.

1.10 Leasing and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives.

1.11 Operating leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

1.12 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.

1.13 Cash at Bank and in hand

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

1.14 Liabilities and provisions

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 Collegiate anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

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

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

Notes to the Financial Statements
For the year ended 31 August 2020

1. Accounting Policies (continued)

1.15 Financial instruments

The Collegiate only holds basic financial instruments as defined as FRS 102. The financial assets and liabilities of the Collegiate and are measured on the following bases:

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 and 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 17 and 18. 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.

1.16 Taxation

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

1.17 Private Finance Initiative (PFI)

The Collegiate has Private Finance Initiative (PFI) arrangements in place at 7 academies. These arrangements cover maintenance and facility management/caretaking arrangements. The academies make a contribution which was determined at the start and is increased by RPI annually. Payments are accounted for in the period in which they relate.

The Newman Catholic Collegiate

(A company limited by guarantee)

**Notes to the Financial Statements
For the year ended 31 August 2020**

1. Accounting Policies (continued)

1.18 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Collegiate in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 27, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

1. Accounting Policies (continued)

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

Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, 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 2020. 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.

Long-term leasehold land and buildings

The long term leasehold land and buildings within the accounts relates to each academy's premises which were donated to the academies on conversion. The land is on a 125 year lease from Staffordshire County Council and Stoke City Council. The buildings are on a 125 year lease from the Birmingham Roman Catholic Diocese. The leasehold land and buildings were valued using the ESFA valuation. These are being depreciated in accordance with the depreciation policies set out in note 1. No annual charge is made for the use of the land and buildings under the terms of the lease, based on management not being able to reliably measure the open market rate.

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

2. Donations and capital grants

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	7,365	-	-	7,365	32,214
Capital Grants	-	-	83,723	83,723	353,705
	<u>7,365</u>	<u>-</u>	<u>83,723</u>	<u>91,088</u>	<u>385,919</u>
<i>Total 2019</i>	<u>32,214</u>	<u>-</u>	<u>353,705</u>	<u>385,919</u>	

3. Funding for the Collegiate's educational operations

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
DfE/ESFA grants				
General annual grant (GAG)	-	12,666,581	12,666,581	12,581,539
Other DfE group grants	-	1,895,960	1,895,960	1,376,918
	<u>-</u>	<u>14,562,541</u>	<u>14,562,541</u>	<u>13,958,457</u>
Other government grants				
Early years funding	-	747,356	747,356	760,084
Other local authority grants	-	25,282	25,282	74,218
Special educational projects	-	236,820	236,820	243,870
	<u>-</u>	<u>1,009,458</u>	<u>1,009,458</u>	<u>1,078,172</u>
Other funding				
Trip income	-	71,663	71,663	209,252
Other non-government grants	-	25,602	25,602	13,461
Catering income	207,136	-	207,136	330,315
Exceptional government funding				
Coronavirus job retention scheme grants	-	81,394	81,394	-
Coronavirus exceptional support	-	92,062	92,062	-
	<u>207,136</u>	<u>270,721</u>	<u>477,857</u>	<u>553,028</u>
	<u>207,136</u>	<u>15,842,720</u>	<u>16,049,856</u>	<u>15,589,657</u>
<i>Total 2019</i>	<u>330,315</u>	<u>15,259,342</u>	<u>15,589,657</u>	

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

Note 3 continued

The Collegiate has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding".

The Collegiate furloughed some of its catering and wrap around care staff under the government's CJRS. The funding received of £81,394 relates to staff costs in respect of 42 staff which are included within note 9 below as appropriate.

The funding received for coronavirus exceptional support covers £92,062 of supermarket vouchers for free school meal children prior to the roll out of the governments 'Edenred' free school meal system. It also includes additional cleaning costs for keeping some academies open during lockdown. These costs are included within notes 6 and 7.

4. Other trading activities

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Hire of facilities	13,477	-	13,477	24,659
Income from other charitable activities	266,966	-	266,966	369,838
Income from ancillary trading activities	10,518	-	10,518	26,653
	290,961	-	290,961	421,150
<i>Total 2019</i>	<i>421,150</i>	<i>-</i>	<i>421,150</i>	

5. Investment income

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Short term deposits	762	-	762	813
<i>Total 2019</i>	<i>813</i>	<i>-</i>	<i>813</i>	

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

6. Expenditure

	Staff costs	Non pay expenditure		Total	Total
	2020	Premises	Other costs	2020	2019
	£	2020	2020	£	£
Expenditure on raising funds:					
Direct costs	68,611	-	15,606	84,217	197,286
Support costs	29,095	-	-	29,095	35,974
Activities:					
Direct costs	12,045,485	-	1,129,792	13,175,277	12,802,059
Support costs	1,467,205	1,624,060	1,248,598	4,339,863	4,292,968
	<u>13,610,396</u>	<u>1,624,060</u>	<u>2,393,996</u>	<u>17,628,452</u>	<u>17,278,287</u>

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

7. Charitable activities

	Total funds 2020 £	Total funds 2019 £
Direct costs - educational operations	13,175,276	12,852,059
Support costs - educational operations	4,339,863	4,292,968
Support staff costs	1,467,205	1,447,307
Depreciation	522,171	514,148
LGPS net finance costs	179,000	170,000
Technology costs	242,247	193,640
Premises costs	1,101,889	1,022,843
Other support costs	790,306	909,560
Governance costs	37,045	35,470
	<u>4,339,863</u>	<u>4,492,968</u>
	<u>17,515,139</u>	<u>17,145,027</u>

8. Net income/(expenditure)

This is stated after charging:

	2020 £	2019 £
Depreciation of tangible fixed assets	642,459	629,207
Amortisation of intangible assets	15,593	15,594
Fees payable to the Collegiate's auditor and its associates for the audit of the Collegiate's annual accounts	18,000	17,750
Fees payable to the Collegiate's auditor and its associates in respect of: All other non-audit services not included above	2,250	2,250
Operating lease rentals	41,834	42,496
PFI charges	<u>518,888</u>	<u>493,846</u>

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

9. Staff costs

a. Staff costs were as follows:

	2020 £	2019 £
Wages and salaries	9,637,431	9,584,171
Social security costs	900,282	897,670
Operating costs of defined benefit pension schemes	2,958,695	2,251,916
	13,496,408	12,733,757
Supply teacher costs	75,195	176,650
Staff restructuring costs	38,793	98,497
	13,610,396	13,008,904
Staff restructuring costs comprise:		
Redundancy payments	25,997	22,148
Severance payments	12,796	76,349
	38,793	98,497

b. Non-statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £nil (2019: £42,108).

c. Staff numbers

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

	2020 No.	2019 No.
Teachers	167	178
Administration and support	244	250
Management	8	8
	419	436

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

d. Higher paid staff

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

	2020 No.	2019 No.
In the band £60,001 - £70,000	6	5
In the band £70,001 - £80,000	0	1
In the band £80,001 - £90,000	0	2
In the band £90,001 - £100,000	2	0

In the prior year, one employee included within band £70,001 - £80,000 received restructuring payments which would actually take them into band £110,001 - £120,000. A further employee included within band £60,001 - £70,000 in the prior year received restructuring payments in that year which would actually take them into band £80,001 - £90,000. These amounts have been omitted from the table above to ensure comparability.

e. Key management personnel

The key management personnel of the collegiate comprise the senior management team listed on page 1. The total amount of employee benefits (including employer's pension and employer's national insurance) received by the key management personnel for their services to the Collegiate was £778,568 (2019: £697,729).

The Newman Catholic Collegiate

(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 August 2020

10. Central services

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

- Accounting Officer
- Financial Services including finance software, completely centralised finance function and strategic financial management
- Payroll Services
- Health and Safety compliance
- HR support
- Education Welfare Officer
- Transition related expenditure and coordination
- GDPR Compliance
- Risk management
- Governance Services
- Internal Audit
- External Audit
- School improvement
- All Covid-19 related costs
- Collegiate wide religious education resources
- Others as arising

The services were charged at a flat rate (4%) of General Annual Grant plus a flat fee of £5,000.

In the prior year, the services were charged at a flat rate (3%) of General Annual Grant plus a flat fee of £10,000.

The actual amounts charged during the year were as follows:

	2020 £	2019 £
Our Lady of Grace Catholic Academy	24,364	25,448
Our Lady & St Benedict Catholic Primary Academy	44,096	37,724
St George & St Martin Catholic Academy	38,510	34,846
St John the Evangelist Catholic Academy	35,882	33,967
St Joseph's Catholic Academy	40,829	36,142
St Margaret Ward Catholic Academy	210,597	160,336
St Mary's Catholic Academy	38,645	34,705
St Wilfrid's Catholic Academy	54,557	46,447
St Peter's Catholic Academy	43,229	38,551
Total	530,709	448,166

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

11. Related Party Transactions - Trustees' remuneration and expenses

Some Trustees have been paid remuneration or has received other benefits from an employment with the Collegiate. Staff Trustees only receive remuneration in respect of services they provide undertaking the roles as staff members under their contracts of employment, and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

		2020 £	2019 £
D McKenna	Remuneration	90,000-95,000	85,000-90,000
	Employer's pension contributions paid	20,000-25,000	10,000-15,000
S Rathbone	Remuneration	55,000-60,000	55,000-60,000
	Employer's pension contributions paid	10,000-15,000	5,000-10,000
I Beardmore	Remuneration	95,000-100,000	85,000-90,000
	Employer's pension contributions paid	20,000-25,000	10,000-15,000

During the year, no Trustees received any benefits in kind (2019 - £NIL).

During the year, the above staff trustees were reimbursed for travel expenses totalling £nil (2019: £487) for their duties as staff. No trustees were reimbursed for expenses for their capacity as trustees.

12. Trustees' and Officers' Insurance

The Collegiate has opted in the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. The scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Collegiate 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.

13. Other finance income

	2020 £	2019 £
Interest income on pension scheme assets	164,000	205,000
Interest on pension scheme liabilities	(343,000)	(375,000)
	<u>(179,000)</u>	<u>(170,000)</u>

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

14. Intangible fixed assets

	Software £
Cost	
At 1 September 2019	46,781
Additions	<u>-</u>
At 31 August 2020	<u>46,781</u>
Amortisation	
At 1 September 2019	31,188
Charge for the year	<u>15,593</u>
At 31 August 2020	<u>46,781</u>
Net book value	
At 31 August 2020	<u>-</u>
At 31 August 2019	<u>15,593</u>

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

15. Tangible fixed assets

	Long-term leasehold land and buildings £	Building improvements £	Fixtures and fittings £	Computer equipment £
Cost				
At 1 September 2019	22,608,253	783,031	818,551	390,396
Additions	-	32,778	88,393	43,419
Disposals	(158,064)	-	(62,190)	(21,159)
At 31 August 2020	22,450,189	815,808	844,754	412,656
Depreciation				
At 1 September 2019	2,510,952	286,018	568,712	327,891
Charge for the year	443,012	79,158	75,168	45,121
On disposals	-	-	(62,190)	(21,159)
At 31 August 2020	2,953,964	365,175	581,690	351,852
Net book value				
At 31 August 2020	19,496,225	450,663	263,064	60,803
At 31 August 2019	20,097,301	497,013	249,839	62,505
				Total £
Cost				
At 1 September 2019				24,600,231
Additions				164,589
Disposals				(241,413)
At 31 August 2020				24,523,407
Depreciation				
At 1 September 2019				3,693,573
Charge for the year				642,458
On disposals				(83,349)
At 31 August 2020				4,252,682
Net book value				
At 31 August 2020				20,270,725
At 31 August 2019				20,906,658

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

16. Debtors

	2020 £	2019 £
Trade debtors	7,405	96,810
VAT recoverable	78,560	75,290
Other debtors	14,061	-
Prepayments and accrued income	468,405	385,689
	<u>568,431</u>	<u>557,789</u>

17. Creditors: amounts falling due within one year

	2020 £	2019 £
Loan	2,268	2,268
Trade creditors	348,922	268,691
Other taxation and social security	211,570	209,689
Other creditors	270,426	234,880
Accruals and deferred income	441,383	648,439
	<u>1,274,569</u>	<u>1,363,967</u>

The loan relates to a Salix loan totalling £14,744 owed to the government. The loan is interest free and repayable in sixteen fixed six monthly instalments commencing March 2019. The Salix loan is to provide energy efficient capital investment and no interest is charged.

	2020 £	2019 £
Deferred income		
Deferred income at 1 September	187,202	211,709
Resources deferred during the year	178,205	187,202
Amounts released from previous years	<u>(187,202)</u>	<u>(211,709)</u>
Deferred income at 31 August	<u>178,205</u>	<u>187,202</u>

At the balance sheet date the Collegiate was holding funds received in advance for grants and educational visits that relate to the 2020/21 academic year.

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

18. Creditors: Amounts falling after one year

	2020	2019
	£	£
Loan	12,476	14,744
	12,476	14,744

The loan relates to a Salix loan totalling £14,744 owed to the government. The loan is interest free and repayable in sixteen fixed six monthly instalments commencing March 2019. The Salix loan is to provide energy efficient capital investment and no interest is charged.

19. Loan

Analysis of the maturity of the Salix loan is given below:

	2020	2019
	£	£
Amounts falling due within one year		
Loan	2,268	2,268
	2,268	2,268
Amounts falling due within 1-5 years		
Loan	11,342	11,342
	11,342	11,342
Amounts falling due after more than 5 years		
Loan	1,134	3,402
	1,134	3,402
	14,744	17,014

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

20. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, (losses) and transfers £	Balance at 31 August 2020 £
Unrestricted funds					
Unrestricted funds	208,498	506,224	(622,983)	158,064	249,803
	<u>208,498</u>	<u>506,224</u>	<u>(622,983)</u>	<u>158,064</u>	<u>249,803</u>
Restricted funds					
General Annual Grant (GAG)	-	12,666,581	(12,278,278)	(80,293)	308,010
Pupil premium	-	839,188	(839,188)	-	-
Other grants/income	-	2,336,951	(2,336,951)	-	-
Pension reserve	(9,050,000)	-	(893,000)	(857,000)	(10,800,000)
	<u>(9,050,000)</u>	<u>15,842,720</u>	<u>(16,347,417)</u>	<u>(937,239)</u>	<u>(10,491,990)</u>
Restricted Fixed Asset Funds					
Transfer on conversion	17,693,605	-	(330,534)	-	17,363,071
Assets donated by the Local Authority	1,615,749	-	(112,478)	-	1,503,271
DfE group capital grants	470,046	83,723	(60,211)	(15,001)	478,557
Capital expenditure from GAG	326,746	-	(40,858)	95,294	381,182
Capital expenditure from other funds	883,346	-	(113,971)	(158,064)	611,311
	<u>21,005,624</u>	<u>83,723</u>	<u>(658,052)</u>	<u>(77,771)</u>	<u>20,337,393</u>
Total restricted funds	<u>11,955,624</u>	<u>15,926,443</u>	<u>(17,005,469)</u>	<u>(1,015,010)</u>	<u>9,845,403</u>
Total of funds	<u>12,164,121</u>	<u>16,432,667</u>	<u>(17,628,452)</u>	<u>(856,946)</u>	<u>10,095,206</u>

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

20. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, (losses) and transfers £	Balance at 31 August 2019 £
Unrestricted funds					
Unrestricted funds	149,703	784,492	(710,535)	(15,572)	208,498
	<u>149,703</u>	<u>784,492</u>	<u>(710,535)</u>	<u>(15,572)</u>	<u>208,498</u>
Restricted funds					
General Annual Grant (GAG)	-	12,581,539	(12,566,558)	(14,981)	-
Pupil premium	-	836,659	(836,659)	-	-
Other grants/income	-	1,841,144	(1,841,144)	-	-
Pension reserve	(5,861,000)	-	(679,000)	(2,510,000)	(9,050,000)
	<u>(5,861,000)</u>	<u>15,259,342</u>	<u>(15,923,361)</u>	<u>(2,524,981)</u>	<u>(9,050,000)</u>
Restricted Fixed Asset Funds					
Transfer on conversion	18,024,139	-	(330,534)	-	17,693,605
Assets donated by the Local Authority	1,728,227	-	(112,478)	-	1,615,749
DfE group capital grants	225,629	353,705	(58,930)	(50,358)	470,046
Capital expenditure from GAG	321,206	-	(75,371)	80,911	326,746
Capital expenditure from other funds	967,375	-	(67,489)	-	883,346
	<u>21,266,167</u>	<u>353,705</u>	<u>(644,801)</u>	<u>30,553</u>	<u>21,005,624</u>
Total restricted funds	<u>15,404,167</u>	<u>15,613,047</u>	<u>(16,668,468)</u>	<u>(2,494,428)</u>	<u>11,955,624</u>
Total of funds	<u>15,554,870</u>	<u>16,397,539</u>	<u>(17,278,697)</u>	<u>(2,510,000)</u>	<u>12,164,121</u>

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

Unrestricted funds

This fund represents those resources which may be used towards meeting any of the charitable objectives of the Collegiate at the discretion of the Trustees.

Restricted general funds

This fund represents grants received for the Collegiate's operational activities and development.

Pension reserve

This fund represents the Collegiate's share of the pension liability arising on the Staffordshire LGPS pension fund.

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

20. Statement of funds (continued)

Restricted fixed asset fund

This fund relates to grant funding received from the ESFA to carry out works of a capital nature and also the donation of the leasehold land and buildings from the Diocese on a 125 year lease, the playing fields and land from the local authorities and capital expenditure from restricted and unrestricted funds

Under the funding agreement with the Secretary of State, the Collegiate was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2020.

Analysis of academies by fund balance

Fund balances at 31 August 2020 were allocated as follows:

	Total 2020 £	Total 2019 £
Our Lady of Grace Catholic Academy	58,056	40,192
Our Lady & St Benedict Catholic Academy	113,820	93,636
St George & St Martin Catholic Academy	12,035	246
St John the Evangelist Catholic Academy	41,153	330
St Joseph's Catholic Academy	41,005	69,356
St Margaret Ward Catholic Academy	57,540	(169,147)
St Mary's Catholic Academy	47,387	52,996
St Peter's Catholic Academy	80,645	93,625
St Wilfrid's Catholic Academy	32,327	267
Central services	73,845	26,937
Total before fixed asset fund and pension reserve	557,813	208,498
Restricted fixed asset fund	20,337,393	21,005,664
Pension reserve	(10,800,000)	(9,050,000)
Total	10,095,206	12,164,122

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

22. Statement of funds (continued)

Analysis of academies by cost

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £	Total 2019 £
Our Lady of Grace Catholic Academy	476,111	53,764	18,132	109,999	658,006	649,676
Our Lady & St Benedict Catholic Academy	867,921	93,061	23,081	209,166	1,193,229	1,156,046
St George & St Martin Catholic Academy	826,094	88,590	16,858	185,499	1,117,041	1,227,889
St John the Evangelist Catholic Academy	772,363	74,774	22,954	131,021	1,001,112	1,012,303
St Joseph's Catholic Academy	925,623	70,516	21,579	260,802	1,278,520	1,188,843
St Mary's Catholic Academy	828,453	96,928	34,659	212,471	1,172,511	1,180,860
St Margaret Ward Catholic Academy	4,440,039	640,235	106,360	1,055,984	6,242,618	6,238,395
St Peter's Catholic Academy	890,619	76,752	28,024	226,234	1,221,629	1,232,132
St Wilfrid's Catholic Academy	1,167,105	81,528	35,107	303,993	1,587,733	1,654,965
Central services	919,768	220,152	3,317	354,764	1,498,001	1,092,377
	12,114,096	1,496,300	310,071	3,049,933	16,970,400	16,633,486

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

23. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Fixed assets	-	-	20,270,725	20,270,725
Current assets	305,211	1,453,939	152,376	1,911,526
Creditors due within one year	(55,408)	(1,145,929)	(73,232)	(1,274,569)
Creditors due after one year	-	-	(12,476)	(12,476)
Provisions for liabilities and charges	-	(10,800,000)	-	(10,800,000)
	<u>249,803</u>	<u>(10,491,990)</u>	<u>20,337,393</u>	<u>10,095,206</u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Fixed assets	-	-	20,922,251	20,922,251
Current assets	208,498	1,378,712	83,373	1,670,583
Creditors due within one year	-	(1,363,967)	-	(1,363,967)
Creditors due after one year	-	(14,744)	-	(14,744)
Provisions for liabilities and charges	-	(9,050,000)	-	(9,050,000)
	<u>208,498</u>	<u>(9,050,000)</u>	<u>21,005,624</u>	<u>12,164,122</u>

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

24. Reconciliation of net movement in funds to net cash flow from operating activities

	2020 £	2019 £
Net expenditure for the year (as per Statement of Financial Activities)	(1,195,785)	(880,748)
Adjustment for:		
Depreciation and amortisation charges (notes 14 and 15)	658,052	644,801
Interest receivable (note 5)	(762)	(813)
Decrease/(Increase) in debtors (note 16)	(77,736)	42,555
(Decrease)/Increase in creditors (note 17)	230,561	(63,374)
Capital grants from DfE and other capital income (note 2)	(83,723)	(353,705)
Defined benefit pension scheme cost less contributions payable (note 26)	714,000	509,000
Defined benefit pension scheme finance cost (note 26)	<u>179,000</u>	<u>170,000</u>
Net cash provided by/(used in) operating activities	<u>423,607</u>	<u>67,716</u>

25. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	<u>1,343,095</u>	<u>1,112,794</u>

26. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	Other non-cash changes £	At 31 August 2020 £
Cash	1,112,794	230,301	-	1,343,095
Loans falling due within one year	(2,268)	(2,268)	2,268	(2,268)
Loans falling due after more than one year	(14,744)	-	(2,268)	(12,476)
Total	<u>1,095,782</u>	<u>228,033</u>	<u>-</u>	<u>1,328,351</u>

27. Pension commitments

The Collegiate's employees belong to two principle pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Staffordshire County Council. Both are Multi-employer defined benefit pension schemes.

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

Contributions amounting to £252,277 were payable to the schemes at 31 August 2020 (2019 - £206,431) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, designs 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 costs 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 deficit of £22,000 million;
- The SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. Assumed real rate of return is 2.4% in excess of priced and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the period amounted to £1,472,614 (2019 - £1,019,970).

Notes to the Financial Statements
For the year ended 31 August 2020

27. Pension commitments (continued)

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme pension scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £948,058(2019 - £897,590), of which employer's contributions totalled £768,056 (2019 - £721,603) and employees' contributions totalled £180,002 (2019 - £175,987). The agreed contribution rates for future years are 25.2%-27.2% for employers and 5.5-8.5% for employees.

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

Principal actuarial assumptions:

	2020	2019
Discount rate for scheme liabilities	1.70%	1.90%
Rate of increase in salaries	2.60%	2.70%
Rate of increase for pensions in payment / inflation	2.20%	2.30%
Inflation assumption (CPI)	2.20%	2.30%
Commutation of pensions to lump sums pre April 2008 service	50.00%	50.00%
Commutation of pensions to lump sums post April 2008 service	75.00%	75.00%

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

27. Pension commitments (continued)

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

	2020	2019
Retiring today		
Males	21.2	21.1
Females	23.6	23.5
Retiring in 20 years		
Males	22.1	22.2
Females	25.0	24.8

	At 31 August 2020 £	At 31 August 2019 £
Sensitivity analysis		
Discount rate -0.1%	518,000	474,000
Discount rate +0.1%	(518,000)	(474,000)
Salary increase rate -0.1%	66,800	78,200
Salary increase rate +0.1%	(66,800)	(78,200)
Pension increase rate -0.1%	441,200	385,600
Pension increase rate +0.1%	(441,200)	(385,600)

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

	Fair value at 31 August 2020 £	Fair value at 31 August 2019 £
Equities	6,136,320	5,582,800
Debt instruments	1,804,800	1,806,200
Property	721,920	656,800
Cash	360,960	164,200
Total market value of assets	9,024,000	8,210,000

The actual return on scheme assets was £32,840 (2019 - £459,000).

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

27. Pension commitments (continued)

Amounts recognised in the Statement of financial activities:

	2020 £	2019 £
Current service cost	(1,507,000)	(1,134,000)
Past service cost	-	(95,000)
Net interest cost	(179,000)	(170,000)
Total	(1,686,000)	(1,399,000)

Movements in the present value of the defined benefit obligation were as follows:

	2020 £	2019 £
At 1 September	17,260,000	12,761,000
Current service cost (including past service cost)	1,507,000	1,229,000
Interest cost	343,000	375,000
Contributions by employees	181,000	174,000
Actuarial (gains)/losses	688,000	2,764,000
Benefits paid	(155,000)	(43,000)
At 31 August	19,824,000	17,260,000

Movements in the fair value of the Collegiate's share of scheme assets:

	2020 £	2019 £
At 1 September	8,210,000	6,900,000
Return on plan assets (excluding net interest on the net defined pension liability)	164,000	205,000
Actuarial (loss)/gains	(169,000)	254,000
Contributions by employer	793,000	720,000
Contributions by employees	181,000	174,000
Benefits paid	(155,000)	(43,000)
At 31 August	9,024,000	8,210,000

The Newman Catholic Collegiate
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2020

28. Operating lease commitments

At 31 August 2020 the total of the Collegiate's future minimum lease payments under non-cancellable operating leases was:

	2020 £	2019 £
Amounts payable:		
Within 1 year	27,858	30,374
Between 1 and 5 years	34,301	37,037
Total	<u>62,159</u>	<u>67,411</u>

29. Other financial commitments

At 31 August 2020 the Collegiate had annual commitments under non-cancellable PFI contracts as follows

Amounts payable

	2020 £	2019 £
Within 1 year	502,093	470,064
Between 1 and 5 years	2,008,371	1,880,256
After more than 5 years	83,682	548,408
Total	<u>2,594,146</u>	<u>2,898,729</u>

The Newman Catholic Collegiate

(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 August 2020

30. Members' liability

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

31. Related and connected party transactions

Owing to the nature of the Collegiate's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with the Collegiate's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

Birmingham Roman Catholic Diocesan Trustees Registered (the Archdiocese of Birmingham) is related to The Newman Catholic Collegiate due to the Diocesan Bishop of the Archdiocese of Birmingham having the power under the Articles of Association to appoint members and trustees of The Newman Catholic Collegiate.

The Collegiate purchased religious educational services from the Archdiocese of Birmingham totalling £11,109 (2019: £10,760) during the year. There were £nil amounts outstanding at the balance sheet date in either year. These transactions are deemed at cost in accordance with the Academies Financial Handbook 2019. During the year, the Archdiocese of Birmingham donated £4,800 to the Collegiate.

The Archdiocese of Birmingham also has power to appoint members and trustees of: Christ the King Catholic Collegiate, All Saints Catholic Collegiate, The Painsley Catholic Academy and Saint Nicholas Owen Multi Academy Company. As a consequence, the Collegiate is related to these Companies.

The Newman Catholic Collegiate (Newman), Christ the King Catholic Collegiate (Christ the King) and All Saints Catholic Collegiate (All Saints) have a shared sixth form provision where the costs of running it are shared across the three Collegiates. During the year, Newman incurred expenditure of £601 (2019: £6,591) from Christ the King. Newman also incurred expenditure from All Saints of £5,569 (2019: £442), this amount remained unpaid at the year-end (2019: paid). Newman recharged out £29,551 (2019: £29,020) to Christ the King and £25,305 (2019: £27,152) to All Saints. In addition to this in the prior year, Newman also charged All Saints £1,080 for supply cover. At the balance sheet date, Christ the King owed Newman £nil (2019: £14,059) and All Saints owed Newman £nil (2019: £14,935).

The Collegiate has also transacted with The Painsley Catholic Academy (Painsley). The Collegiate incurred training expenditure of £700 (2019: £398) during the year. The Collegiate also received income from Painsley of £2,500 (2019: £8,813) for funding for being part of the Maths Hub. At the balance sheet date £nil (2019: £450) was owed to the Collegiate.

In the prior year, the Collegiate has also invoiced Saint Nicholas Owen Multi Academy Company £302 for training that was provided. This amount remained unpaid as at 31 August 2019.

Where expenditure was above £2,500, statements of assurances have been obtained confirming that it was at cost.

The Newman Catholic Collegiate

(A company limited by guarantee)

**Notes to the Financial Statements
For the year ended 31 August 2020**

31. Related and connected party transactions (continued)

E Stanway, spouse of T Stanway, is employed by the Collegiate as an academy manager. E Stanway was appointed prior to the Collegiate's conversion to an academy trust. As a result, T Stanway was not involved in the decision-making process regarding the appointment. T Stanway is a foundation director and consequently has no responsibility for line managing staff. E Stanway is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a director.

G McGough, daughter of T McGough, is employed by the Collegiate as a teacher. G McGough's appointment was made in open competition and T McGough was not involved in the decision-making process regarding the appointment. T McGough is a foundation director and consequently has no responsibility for line managing staff. G McGough is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a director.

F Beardmore, spouse of I Beardmore, is employed by the Collegiate as a teacher. F Beardmore's appointment was made in open competition and I Beardmore was not involved in the decision-making process regarding the appointment. F Beardmore works in an academy to which I Beardmore is not the Principal and therefore is not line managed by I Beardmore. F Beardmore is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a director.

The Collegiate is connected to C2C Teaching Alliance (C2C) due to a director, D McKenna, of the Collegiate having more than 20% of the voting rights of that company. C2C provides school to school support and other teaching school activities to a range of schools and academies across North Staffordshire. During the year, the Collegiate incurred £5,600 (2019: £18,050) of expenditure with C2C. A statement of assurance has been obtained confirming that these amounts were at cost.

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