

Registered number: 08550110

The Newman Catholic Collegiate
(A company limited by guarantee)

Annual Report and Financial Statements

For the year ended 31 August 2021

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The Newman Catholic Collegiate
(A company limited by guarantee)

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Reference and Administrative Details of the Collegiate, its Trustees and Advisers For the year ended 31 August 2021

Members

A Hardy, D Palmer and J Veasey

Directors

S Bennion ² (appointed 6 October 2020)

I Beardmore, Accounting officer and Senior Executive Leader ^{2 3 4}

D McKenna ^{2 3 4}

T Stanway ³

T McGough ^{3 4}

K Hancock ¹

Dr G Meller ^{2 3 4} (Chair of Directors)

E Ebrahimi ¹

H Ryder ^{1 2}

A Smith ³

C Wilshaw

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

H Rigby, Principal of St John the Evangelist Catholic Academy

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

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Trustees' Report

For the year ended 31 August 2021

The Directors present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2020 to 31 August 2021. 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 2,955 in the January 2021 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.

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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. All Directors must attend Level 1 Safeguarding training.

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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, Business Director 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 Business Director and 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 and Business Director will be subject to scrutiny of their 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.

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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 December 2020 to establish the salary range of this post in other similar sized academy trusts and to consider what represents good value for money. The Directors took into account the 'Setting Executive Pay' guidance from the Academies Trust 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	£14,251,952
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%
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Related Parties and other Connected Charities and Organisations

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 29 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.

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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

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 2020-21 section of the plan.

Key Performance Outcomes 2020-2021 against identified priorities

It would normally be expected to include exam results within this section. However as a result of the Covid-19 pandemic, there has not been any formal examinations for the past two years. In line with government guidance, we have not published any grades from teacher assessment.

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Priority 1 – Catholic Life and Mission of the Collegiate

Objective 1

- **To further embed the Catholic partnership and collaboration between the schools in the Collegiate**

There is a clear action plan agreed by Directors and RE Leaders that set the progress targets required for the coming year. Close liaison between Directors and Leaders means a shared vision is in place enabling outstanding partnerships between the Board of Directors and the schools they serve. Closer links are established with the school Parishes who are supporting the work to develop the Catholic Life across our schools. Good practice opportunities are explored for example moderation of assessments and sharing the experiences of section 48 visits. Pupil's views are sought across the Collegiate to establish further areas of improvement.

Objective 2

- **To contribute to the impact of the role of the Lay Chaplain across all the schools within the Collegiate**

The collegiate now has a Senior Lay Chaplain in post following an extensive recruitment process to ensure that the right person was employed. The Lay Chaplain will now begin their ministry by establishing themselves and the role at St. Margaret Ward and then start to outreach to our Primary Schools.

Objective 3

- **To further enhance the charitable giving within the Collegiate through joint fundraising..**

All children across the whole collegiate have worked extremely hard despite the pressures of COVID to raise significant sums of money for our Local, National and Global charities. Included in this work all children have had the chance to research these charities enabling them to understand how we can work together, in the service of Christ for others.

Objective 4

- **To develop effective preparations for the primary school children as they move to SMW 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.**

Further work has taken place to improve the already well-established transition work. Our Catholic Life transition programme is fully inclusive allowing all students to have a full understanding of what it means to be part of the Catholic Life at St. Margaret Ward and its Lasallian values.

Objective 5

- **To develop our new RSHE scheme**

The Directors, Parishes and all schools have worked hard to fully implement a new RSHE scheme. Successful consultation enabled all stakeholders to contribute to the creation of a policy that met legal requirements maintaining the integrity of our Catholic faith. Central funds were used to support schools by buying the 'Ten Ten' resources. Extensive staff, governor and parents training meant we were all clear about the content to be delivered and the positive impact this would have.

Priority 2 – Quality of Education

Objective 1

- **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. (One per term)**

A programme of self-review has been established across the collegiate focusing on the quality of curriculum. All schools have completed deep dives into sample subjects in their school demonstrating we have a curriculum that supports pupils to know more and remember more. Most noticeable are the improvements in our RI school where a Central Team SIP was based 1 day a week to work with staff to improve the Quality of the curriculum to at least Good.

The curriculum in all 9 schools is coherently planned and sequenced so that new knowledge and skills builds on what pupils have been taught before and towards clearly defined end points.

All schools produced Education Recovery plans to ensure gaps in the curriculum knowledge could be addressed and all monies received were fully accounted for.

Objective 2

- **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.**

The Senior Executive Leader and SIP complete Early Years reviews in all schools to ensure Early Reading was embedded and children are getting the very best starts to their education in all our Primary schools. To support schools further, central funds were used to purchase a new scheme, including new phonics books, resources and access to training for all schools. The purpose of purchasing the scheme was to ensure staff had access to all the resources they required and to support them with their workload whilst embedding an approved scheme to impact on standards and progress in early reading.

Objective 3

- **Review of the Sixth Form Provision across the MAC is carried out to evaluate the impact**

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

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Objective 4

- **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 now have an effective 3-year PP strategy that is used to target funding and narrow the attainment gap. Strategies were developed as all schools had a PP review led by an external NLE. All schools then had three review sessions using the Opportunity area funding to evaluate the impact of funding in each school. Work has been shared with the link Governor for PP in all schools.

Monitoring and 'Peer Reviews' indicate that there is QFT in all the schools with a particular emphasis on ensuring there is:

- highly focussed lessons with sharp objectives
- high demands of pupil involvement and engagement with their learning
- high levels of interaction for all pupils
- appropriate use of teacher questioning, modelling and explaining
- an emphasis on learning through dialogue with opportunities for PP children to speak both individually and in groups
- evidence of PP accepting responsibility for their learning and working independently
- regular use of encouragement and authentic praise to engage and motivate pupil premium pupils.

Pupil Premium attainment has increased in most schools across the Collegiate.

Objective 5

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

The curriculum meets the needs of SEND children and they are developing increasing fluency and independence. Teachers have developed skills to ensure the Curriculum is for all and adaptations are made to ensure the same curriculum offer is on offer for SEND pupils.

Pupils with SEND achieve well in the academy schools in the Collegiate. SMW had a review of SEND which identified many areas of strength in the support offered to SEND pupils.

Appropriate specialist support leads to best possible outcomes for all SEND pupils. The Collegiate feels let down by the SEND support offered by the local authority and so has targeted its own resources to support SEND pupils for example signing our own SLA with an Educational Psychologist. This means advice and reports can be sought in a matter of weeks when required.

All schools have had a SEND review with a report to Governors and recommended actions.

Priority 3- Behaviour and Attitudes

Objective 1

- **Develop a strong focus across the Collegiate on attendance and punctuality so that disruption is minimised.**
- **Develop a strong focus across the Collegiate on the attendance of low attenders in particular the low attending disadvantaged children.**
- **Develop a strong focus on punctuality in all schools across the Collegiate.**
- **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 Governor Hub in addition to Governors getting reports termly. 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 despite the impact of the Global Pandemic. 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. Attendance will remain a priority for 2021-2022 to ensure we restore parental attitude towards school attendance.

Objective 2

- **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**

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 the Senior Executive Leader (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. The Collegiate has developed a clear Sexual Harassment and Sexual Violence Policy to set clear that whilst we acknowledge that this is happening in all of our schools there are robust procedures to deal with such incidents and report these and the action taken to Directors.

Priority 4 – Personal Development

Objective 1

- **To ensure spiritual, moral, social and cultural development across all collegiate academies.**

The Collegiate has established a clear Mission and Life development plan to ensure that all academies are working together to develop the life and mission of the collegiate. A new RSHE policy and scheme (Ten Ten) are embedded to ensure that pupils understand right and wrong and that God made us all in a unique way. Across the collegiate we celebrate diversity.

Objective 2

- **To develop an extra-curricular offer across all schools in the Collegiate.**

Despite being limited due to the pandemic, the collegiate was creative in its approach to ensure that all pupils had access to a high quality extra-curricular offer. This was enhanced by an outstanding summer school where Primary aged children had access to 6 weeks' worth of activity including lunch. The High school had an extensive 4 week offer which provided students with food and a wealth of activities to support them. The High school offer was opened to year 5 and year 6 pupils to support transition. A similar offer was made available during the Easter break.

Objective 3

- **Promote British Values and Understanding of Equality throughout the Collegiate**

The curriculum (both taught and wider) has been evaluated, developed and implemented to ensure appropriate coverage FBV in the curriculum.

Evidence of effective teaching is available in books checked by Principals and feedback to Governors.

Teaching and Learning reviews check for evidence of effective teaching of FBV and this is referred to in the reports. This has now been further enhanced by our RSHE curriculum.

Objective 4

- **Promote the benefits of living a Healthy, Active Lifestyle across all Collegiate academies.**

All relevant Collegiate staff familiarised themselves with the 'statements' for each year group (What we hope the children can do before the end of the year).

Opportunities for Healthy lifestyle activities during holiday provision were established. Liaison from primary to secondary re. areas of success/ further development in terms of fitness levels, healthy lifestyle development.

Holiday Clubs have been established. Clubs joined up to offer support across the collegiate. Healthy lifestyle support targeted at PP, Vulnerable and transition pupils.

Priority 5 – Leadership and Management

Objective 1

- **To maintain outstanding safeguarding provision across the Collegiate (beyond compliance)**

Directors closely monitor safeguarding. Each Academy has a safeguarding rep who meets Directors twice a year for updates and training. The reps also meet with the DSL and carries out directed tasks to check the procedures in school. All Governors were invited to the Local Safeguarding Board Level 1 training and this is part of all staff and Governor Induction. All collegiate schools have a SCR template that they keep in their school to ensure relevant checks are made on all staff.

Central funds were used this year to put National Online Safety in all academies. This has enhanced the information that we provide to parents and gives comprehensive training for staff in all aspects of safeguarding.

Objective 2

- **Subject Leadership focuses on improving teachers' subject pedagogical and pedagogical content knowledge to enhance the teaching of the curriculum.**

The collegiate has established what you need to know statements across all curriculum areas. These are embedded throughout and then individual academies create their curriculum ensuring these key concepts are taught, understood and retained.

Moderation meetings take place to ensure curriculum coverage in all subjects in all academies. These meetings are regular and give the opportunity for subject leaders to share ideas and good practice across the collegiate. The High school fully support moderations meaning the learning journey of pupils from 3 to 19 is clear with all in the collegiate.

Objective 3

- **Leadership capacity of the academies is developed through appropriate leadership development of middle and senior leaders.**

Our teaching school (C2C) has appointed a Director of Teaching School who now leads on CPD opportunities throughout the Collegiate and beyond. Strong links have been established with the Local Hub (Golden Thread) and we have trained facilitators for NPQs.

The Collegiate has developed its own CPD offer meaning that good practice is freely shared across the collegiate developing the expertise of all.

Objective 4

- **Governance of the Collegiate is rigorous and challenges the school towards improvement.**

Governance systems and procedures are well established, with Directors sharing their vision clearly through a network of meeting and communications. We have lead Directors, Central Team members and Governors for key areas including; Catholic Life and Mission, Pupil Premium, Safeguarding, SEND, Standards, Compliance and Finance. This means that the work and smooth running of the collegiate is focused and each academy is fully informed on the Directors vision for improvement.

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Objective 5

- **Use of all external funding is used to impact on Pupils achievement.**

A Pupil Premium Strategy and a Catch up strategy (education recovery strategy) was completed in each academy. Careful attention was given to the FFT research to ensure money was targeted to where it would have the biggest impact. This specifically targeted the disadvantaged children to achieve the best possible outcomes and where appropriate narrow attainment gaps. The strategies are available on the individual academy's website. Progress against the Pupil Premium and Catch Up Strategy was reported to Directors and Governors and shows the impact of the strategies and funding on diminishing gaps. Academy closures had an impact on all the strategies being completed. The work on Pupil Premium Strategies and Education Recovery will continue 2022-2023.

Objective 6

- **For all academies to be at the one month's payroll cost reserves threshold.**

All academies have continued to make progress to hold the required level of funds in reserves. For more information, please see the Financial Review section.

Strategic Report

The Collegiate vision

The Newman Catholic Collegiate is a partnership of nine Catholic academies in North Staffordshire, part of the Archdiocese of Birmingham, under the patronage of Saint John Henry Newman.

Our priority is to help students to know Jesus Christ, his mission and his Gospel, which forms our way of living.

We commit to work together so that each academy, respecting its own unique character, will offer outstanding Catholic education.

Our shared vision of life respects the uniqueness of all students, supporting their families, engaging them in their communities, and offering them unconditional love, so that they may achieve their potential and live life in its fullness.

To achieve this, across our academies, we will know one another, offering each other encouragement and active support.

Our vision for the Collegiate is summed up in the words.

GROWING TOGETHER FOR LIFE.

Collegiate Improvement Strategy areas of focus 2021/22

Priority 1: Life and Mission of the Collegiate:

Objective 1

- To further build upon the effective collaboration across the schools within the collegiate.

Objective 2

- To integrate Catholic Social Teaching into the schools' curriculum.

Objective 3

- To contribute to the impact of the role of the Lay Chaplain across all the schools within the Collegiate.

Objective 4

- To develop pupil leadership in the Catholic Life of the Collegiate.

Objective 5

- To monitor the impact of the new Ten:Ten RSHE programme, ensuring it is effectively implemented into the curriculum.

Objective 6

- To ensure there is succession planning in place for developing the leadership of the RE Team.

Priority 2: Quality of Education

Objective 1

- To Strengthen the quality of monitoring and evaluation systems via the effective use of peer reviews across the Collegiate.

Objective 2

- A structured approach to the development of language is in place across the Collegiate to ensure children can read fluently, write with accuracy and demonstrate a broad vocabulary.

Objective 3

- Effective metacognitive strategies are developed to get learners to think about their own learning more explicitly, usually by teaching them to set goals, and monitoring and evaluating their own academic progress.

Objective 4

- All academies develop a strategy to use remote learning effectively to complement face to face teaching (hybrid approach- blended style) and enhance the learning experience across the schools.

Objective 5

- To improve outcomes at Early Years with the effective implementation of the new EYFS curriculum and its monitoring, being responsive to children's needs due to the Pandemic.

Objective 6

- Improve the quality of the Sixth Form Provision across the MAC to improve student outcomes.

Objective 7

- Continue to narrow the gap in outcomes of Disadvantaged children Vs non-disadvantaged children across all schools in the collegiate.

Objective 8

- SEND children have high quality first teaching and achieve outcomes in-line with or exceeding national expectations.

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Priority 3: Behaviour and Attitudes

Objective 1

- Develop a strong focus across the Collegiate on attendance so that disruption is minimised.
- Develop a strong focus across the Collegiate on the attendance of low attenders in particular the low attending disadvantaged children.
- Develop a strong focus on punctuality in all schools across the Collegiate.

Objective 2

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

Objective 3

- Update or implement a uniform policy including PE uniform in all schools across the Collegiate.

Priority 4: Personal Development

Objective 1

- To ensure spiritual, moral, social and cultural development across all collegiate academies.

Objective 2

- To develop an extra-curricular offer across all schools in the Collegiate.

Objective 3

- Promote British Values and Understanding of Equality throughout the Collegiate.

Objective 4

- Promote the benefits of living a Healthy, Active Lifestyle across all Collegiate academies.

Priority 5: Leadership and Management

Objective 1

- To maintain outstanding safeguarding provision across the Collegiate (beyond compliance).

Objective 2

- Subject Leadership focus on improving teachers' subject pedagogical and pedagogical content knowledge to enhance the teaching of the curriculum.

Objective 3

- Early Years 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.

Objective 4

- Leadership capacity of the academies is developed through appropriate leadership development of middle and senior leaders.

Objective 4

- Governance of the Collegiate is rigorous and challenges the school towards improvement.

Objective 5

- Use of all external funding is used to impact on Pupils achievement

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Priority: 6: Finance

Objective 1

- To ensure every Academy within the trust is working towards 1 month's payroll costs in reserves.

Objective 2

- To develop a clearer link between management of resources and improving educational outcomes.

Objective 3

- To further strengthen the trust and ensure future sustainability, efficiency and growth.

Objective 4

- Explore and access additional sources of funding.

Priority 7: Compliance

Objective 1

- To ensure that the Collegiate is compliant with the financial rules and regulations of the Education and Skills Funding Agency.

Objective 2

- To ensure effective internal control and risk management.

Objective 3

- To ensure the Collegiate has Good Estates Management and is fully compliant with Health & Safety.

Objective 4

- To reduce the Collegiate carbon footprint.

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Public Benefit

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

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.

Duty to promote the success of the company

The Board of Directors have considered the consequences of any decisions made within the 20/21 year and what affect this can have in the long term. They have continued to act in the best interest of all employees and pupils across the collegiate.

Financial Review

The principal source of income has been Education & Skills Funding Agency grants. These grants and associated expenditure are shown as restricted funds in the statement of financial activities during the year ended 31st August 2021.

The Collegiate carried out a review of its central Business Management function during 20/21 year and are now operating with two Finance Officers and a Business Support Officer. The Business Support Officer is split between the Collegiate and C2C Teaching Alliance.

During the reporting period, Covid has continued to affect operations and activities for both pupils and staff. Pupils were unable to attend trips and staff unable to attend training. All schools lost income during the months January to April, this included catering, wrap around care and PTFA income. Some staff were also unable to trade services with other schools/Trusts in their capacity as NLE's/SLE's, resulting in a loss of income. Despite this, the collegiate have made good progress towards having one months' payroll costs in reserves, with all academies increasing their surpluses.

The Collegiate has received additional funds from the following streams within the 20/21 year:

- Catch up Premium
- Covid-19 Workforce Fund
- Covid-19 Mass Testing Fund
- Summer Schools programme fund
- FSM Additional costs for the period of restricted attendance

This funding is detailed within Note 3 of the financial statements.

Every school has a Catch-up Strategy displayed on their website. The strategies included targeted academic support, greater access to technology enabling all students to learn remotely, additional professional counselling support and transition activities.

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The Collegiate Summer School has taken place throughout the summer holidays, with camps running in our Primary schools for students in Years 1 to 4, and a Transition Summer School at St Margaret Ward Catholic Academy for students in Years 5 to 8. Due to Covid-19 restrictions, our new cohort of Year 7 students may not have experienced the usual transition visits to St Margaret Ward Catholic Academy and so the Summer School has provided students with a fantastic chance to meet new friends, to meet some of our staff and to familiarise themselves with the school building. Every child has the right to a quality education, and we truly believe that the Summer School has given our students the perfect springboard into the new Academic Year.

The Collegiate held fund balances at 31st August 2021 of £6,891,912 comprising £402,873 of unrestricted general funds, restricted fixed asset funds of £20,285,019 and a pension reserve deficit of £14,383,000. After removing depreciation charges, capital transfers and defined benefit pension scheme adjustments: the Collegiate made an in year surplus of £522,080. This is mainly due to:

- Increasing pupil role at St Margaret Ward increasing funding with staffing remaining largely consistent.
- Staff leaving in December 2020, not needing to be replaced until post April 2021 due to lockdown and remote working commitments.
- Savings from whole academy staffing structures made in the previous year, with the savings being realised this year.
- A reduction in the amount of educational professional services purchased due to lockdown and Covid-19 requirements.
- A large amount of senior maternities, either not replaced at all or by a small amount of additional hours, resulting in saving compared to what was budgeted.

The Collegiate continues to have a number of financial policies in place to ensure that it maintains and develops systems of financial control. These policies include Accounting, Financial Procedures, Anti-Fraud, Risk Management, Risk Register, Business Continuity, Investment and Reserves, Cost Reduction, Asset and Disposal and Estates.

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 21/22 financial year and the target will be one month's payroll costs. Where academies do not hold 1 month's payroll costs in reserve Directors expect academies to be working towards this and have a clear strategy in order to achieve the threshold. The Board of Directors will review the reserve policy regularly.

Three academies (Our Lady of Grace, Our Lady & St Benedict and St Peter's) are at the reserves threshold. The remaining six academies are now all above 50% of the target with three of those about 75%. In the prior year, only two academies were at the reserves threshold, one was above 75%, one above 50% and the remaining five were below 50% of the reserves threshold. This shows a clear improvement in year with and improvement budgeted for 2021/22.

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In line with other Trusts, the support staff of the Trust and its academies are members of the local government pensions scheme in which there is a significant funding deficit. Details of these obligations and actuarial assumptions applied in the valuation of the liability are included in the notes to the financial statements. To reduce the deficit, increased employer pension contributions are being made. The Directors are satisfied that the funding of the pension scheme does not represent a Going Concern risk for the Collegiate.

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.

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.

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The Collegiate current top 10 identified risks are:

- Covid-19
- PFI Contract
- Pension Risk
- Income Risk
- Falling pupil numbers
- An Academy receives an unfavourable Ofsted report
- Building Risk
- Loss of key members of staff
- MAC Merger
- Energy Prices

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 3 times a year, 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 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.

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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 again been 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 affected during the year. Events such as Christmas concerts, raffles and summer fayres have not taken place due to Covid.

The Collegiate has collectively raised £6,650 for Father Hudsons Care and £1,000 for the Number 11 charity in the 20/21 year. All monies raised during any fundraising events are accounted for separately on the Collegiate accounting system. There has never been any fundraising complaints and there have never been any unreasonable intrusive or persistent fundraising approaches or any undue pressure to donate. In 21/22, the Collegiate will have a platform for all schools to sell second-hand uniform, musical instruments, books and materials. This will help to support parents, pupils and increase the collegiate income stream.

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data	2021	2020
Energy consumption used to calculate emissions (kWh)	3,499,078	3,097,795
Energy consumption break down (kWh) (optional):		
• gas	2,627,070	2,211,635
• electricity	832,967	835,351
• transport fuel	39,041	50,809
Scope 1 emissions in metric tonnes CO2e		
Gas consumption	481.17	406.65
Owned transport – mini-buses	9.78	12.18
Total Scope 1	490.95	418.83
Scope 2 emissions in metric tonnes CO2e		
Purchased electricity	176.87	194.75
Scope 3 emissions in metric tonnes CO2e		
Business travel in employee owned vehicles	0.62	0.73
Total gross emissions in metric tonnes CO2e	668.44	614.31
Intensity ratio Tonnes CO2e per pupil	0.22	0.21

Trustees' Report
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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 continued to use video conferencing technology for staff and Directors meetings, due to Covid measures but also to reduce travelling between sites. The Collegiate are keen to reduce our environmental footprint and educate our students on the impact we have on the world around us and how we can reduce this impact. Some of our schools currently hold the Eco-Schools Silver Award, but we are working towards achieving Green Flag status. Part of this is also to reduce our energy emission across the academy.

To reduce greenhouse gas emissions from our buildings, we intend to adopt a three-stage approach:

- Establish our carbon footprint within individual schools and across the MAT as a whole
- Develop an action plan to decarbonise each building
- Implement the recommendations identified in our action plan

We are very keen to accelerate our decarbonisation efforts and intend to get to net zero well before the UK's deadline of 2050. We want to make our students aware of the impact we are having and the steps we are taking to improve their environmental education.

Plans for Future Periods

The Newman Catholic Collegiate aims to develop school improvement by developing systems that enable us to work together to improve the quality of Catholic Education to all its pupils. This will be done by

- Evidence based evaluation of school improvement using available data but most importantly by the Quality of Education available to all pupils in the school.
- Quality assurance of school Self-Assessment taking into account all available information gathered by the SEL, SIPs and other quality assurance activity.
- Using the Ofsted framework, Section 48 framework and the SEL's expertise in these areas to provide clear understanding of external judgements and external accountability.
- Developing a common approach to reporting on school improvement by the SEL and SIPs which are aligned with the MAC strategy and includes information which is specific to each academy.
- Using the expertise within the Central team to deploy resources where appropriate to drive school improvement.
- Use the Collegiate improvement strategy to carefully monitor the progress of each school in achieving the vision set by the Board of Directors.

We will focus on the key priorities identified from our strategic objectives mentioned earlier in the report to support the above aims.

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Section 172 statement

In accordance with Section 172 of the Companies Act 2006, the directors (who form our Board of Trustees) complied with their duty to promote the success of the Collegiate through their approval of the collegiate development plan.

Culture, employee welfare and engagement are important to the Trustees. This is evidenced by the investment in the Care First counselling SLA which is available to all staff and we have sourced a new occupational health provider. We have also strived to continue to improve two way communication across the whole Collegiate.

Trustees understand the importance of maintaining productive relationships with stakeholders, underlines by a strong sense of purpose. Members of the central team proactively collaborate with a variety of stakeholders within the education sector to share knowledge and learnings as appropriate.

As an exempt charity, we are committed to making the biggest difference to our pupils, inside and outside the classroom, regardless of their background. The collegiate has an experienced Trustee Board who have a wide range of skill sets. The trustees are responsible for ensuring corporate governance best practice is followed, supported by the Catholic Mission and Life, Audit, Resources & Services and Standards and Provisions committees.

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 7 December 2021 and signed on the board's behalf by:



Dr G Meller
Chair of the Board of Directors

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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.

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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 six 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
G Meller (Chair)	6	6
I Beardmore, (staff trustee) (Senior Executive Leader)	6	6
D McKenna, (staff trustee)	6	6
T Stanway	6	6
T McGough (Vice Chair)	6	6
K Hancock	3	6
H Ryder	6	6
E Ebrahimi	5	6
C Wilshaw	3	6
A Smith	6	6
S Bennion (appointed 6 Oct 2020)	5	6

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

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. 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 and produce a visit report. These visit reports are shared with Directors and Academy Committee members.

The academy committee chairs have continued to meet with the chair of the board and the Senior Executive Leader three times per year. This has continued to improve two-way communication.

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Governance Statement

Committees of the Board

The Directors' core Committees 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;
- Building projects;
- Risk Management;
- Health & Safety.

The constitution, membership and proceedings of any Committee 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.

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 and the Business Continuity Plans. 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	4
H Ryder (Vice Chair)	4	4
E Ebrahimi (Chair)	4	4

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Governance Statement

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 Trust 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, building projects 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	6	6
I Beardmore	6	6
T McGough (Chair)	3	6
D McKenna	6	6
Dr G Meller	5	6
A Smith (Vice Chair)	6	6

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	4	4
I Beardmore	4	4
Dr G Meller	4	4
H Ryder (Chair)	4	4
S Bennion	3	3

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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	5	5
D McKenna	5	5
Dr G Meller (Chair)	5	5
T McGough	5	5

Review of Value for Money

The Senior Executive Leader (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 across the Collegiate
- 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 Partners and Curriculum Improvement Officer have deployed support to a number of the Collegiate academies throughout the year, including deploying an external School Improvement Partners 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.

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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. This has now been enhanced with an extensive Easter and Summer School programme in both primary and secondary schools.

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 (CFO), Deputy Business Director, 2 x finance officers and a Business Support Officer. A review of all the support staff structures took place, which led to restructures at two of the primary schools, resulting in reduced staffing costs and better structures to meet the needs of the schools.

Where possible services have been procured centrally, saving each of the academies time and money. In 2020-2021, the minibus insurance was negotiated resulting in an overall saving of £3,300 per year. The team were also able to negotiate group discounts on a number of resources, this included phonics, Relationship Sex Education and Safeguarding resulting in an overall saving of £15,146 for the year. Two of our academies, which are not in a PFI agreement (St John's and Our Lady of Grace), pay for their utilities directly. We have now negotiated better deals through Crown Commercial Services framework with Total Gas and Power Limited saving £3,000 per year.

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. During 2021/22, the Collegiate seeks to make further savings through reviewing: multi-functional devices, cleaning and grounds maintenance.

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 Committee, as well as at Academy level, overseen by the Academy Committees and link governor for compliance. 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 2021 and up to the date of approval of the annual report and financial statements.

The Newman Catholic Collegiate

(A company limited by guarantee)

Governance Statement

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 2020 to 31 August 2021 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 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 eight 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;
- Agreeing the finance and compliance strategies;
- 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 engaged Hardings Chartered Accountants (Hardings) to carry out Internal systems checks. 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 Data and IT
- testing of Premises issues

Hardings report to the Audit Committee annually on the internal operation of systems of control from a review of the whole financial year. 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 Internal Auditor;
- the financial management and governance self-assessment process;
- 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 7 December 2021 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 2020.

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 2020.

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

7 December 2021

The Newman Catholic Collegiate

(A company limited by guarantee)

Statement of Trustees' Responsibilities
For the year ended 31 August 2021

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 2020 to 2021;
- 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 7 December 2021 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 2021 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 2020 to 2021 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 2021, 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 2020 to 2021 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

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

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

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

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

We have nothing to report in this regard.

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 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.

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the academy through discussions with directors and other management, and from our commercial knowledge and experience of the Academy sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the academy, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the 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

We assessed the susceptibility of the academy trust's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in note 1 were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with HMRC, relevant regulators and the academy's legal advisors;

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

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


The Newman Catholic Collegiate

(A company limited by guarantee)

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

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:  7 December 2021

The Newman Catholic Collegiate

(A company limited by guarantee)

Independent Reporting Accountants' Assurance Report on Regularity to The Newman Catholic Collegiate and the Education and Skills 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 2020 to 2021, 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 2020 to 31 August 2021 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 2020, 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 2020 to 2021. 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 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The Newman Catholic Collegiate

(A company limited by guarantee)

Independent Reporting Accountants' Assurance Report on Regularity to The Newman Catholic Collegiate and the Education and Skills 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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Dains LLP

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

Date: 7 December 2021

The Newman Catholic Collegiate

(A company limited by guarantee)

**Statement of Financial Activities Incorporating Income and Expenditure Account
For the year ended 31 August 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:						
Donations and capital grants	2	6,413	-	483,233	489,646	91,088
Charitable activities: Funding for the Collegiate's educational operations	3	143,158	16,999,030	-	17,142,188	16,049,856
Other trading activities	4	249,745	-	-	249,745	290,961
Investments	5	218	-	-	218	762
Total income		399,534	16,999,030	483,233	17,881,797	16,432,667
Expenditure on:						
Raising funds	6	88,172	-	-	88,172	113,313
Charitable activities: Collegiate's educational operations	7	158,292	17,374,337	663,290	18,195,919	17,515,139
Total expenditure	6	246,464	17,374,337	663,290	18,284,091	17,628,452
Net income/(expenditure)		153,070	(375,307)	(180,057)	(402,294)	(1,195,785)
Transfers between funds	20	-	(127,683)	127,683	-	-
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	25	-	(2,711,000)	-	(2,711,000)	(857,000)
Net movement in funds		153,070	(3,213,990)	(52,374)	(3,113,294)	(2,052,785)
Reconciliation of funds:						
Total funds brought forward		249,803	(10,491,990)	20,337,393	10,095,200	12,164,122
Total funds carried forward		402,873	(13,705,980)	20,285,018	6,981,912	10,095,206

The notes on pages 46 to 77 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 2021**

	Note	£	2021 £	£	2020 £
Fixed assets					
Intangible assets	14		-		-
Tangible assets	15		<u>19,924,040</u>		<u>20,270,725</u>
			19,924,040		20,270,725
Current assets					
Debtors	16	840,401		568,431	
Cash at bank and in hand	23	<u>1,960,219</u>		<u>1,343,095</u>	
		2,800,620		1,911,526	
Creditors: amounts falling due within one year	17	<u>(1,349,540)</u>		<u>(1,274,569)</u>	
Net current assets			<u>1,451,080</u>		<u>636,957</u>
Total assets less current liabilities			21,375,120		20,907,682
Creditors: amounts falling after one year	18		<u>(10,208)</u>		<u>(12,476)</u>
Net assets excluding pension liability			<u>21,364,912</u>		<u>20,895,206</u>
Defined benefit pension scheme liability	25		<u>(14,383,000)</u>		<u>(10,800,000)</u>
Net assets including pension scheme liabilities			<u>6,981,912</u>		<u>10,095,206</u>

The Newman Catholic Collegiate

(A company limited by guarantee)
Registered number: 08550110

Balance sheet (continued)			2021		2020
Funds of the Collegiate	Note	£	£	£	£
Restricted income funds:					
Restricted income funds	20	677,020		308,010	
Restricted fixed asset funds	20	<u>20,285,019</u>		<u>20,337,393</u>	
Restricted income funds excluding pension liability		20,962,039		20,645,403	
Pension reserve	20	<u>(14,383,000)</u>		<u>(10,800,000)</u>	
Total restricted income funds			6,579,039		9,845,403
Unrestricted income funds	20		<u>402,873</u>		<u>249,803</u>
Total funds			<u>6,981,912</u>		<u>10,095,206</u>

The financial statements were approved by the Directors, and authorised for issue, on 7 December 2021 and are signed on their behalf, by:



Dr G Meller
Chair of the Board of Directors

The notes on pages 46 to 77 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 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	22	<u>726,419</u>	<u>423,607</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		218	762
Purchase of tangible fixed assets		(212,795)	(328,571)
Capital grants from non DfE Group		30,255	53,047
Capital grants from DfE Group		<u>75,294</u>	<u>83,723</u>
Net cash provided by/(used in) investing activities		<u>(107,028)</u>	<u>(191,039)</u>
Cash flows from financing activities:			
Repayment of Salix loan		<u>(2,268)</u>	<u>(2,268)</u>
Net cash provided by financing activities		<u>(2,268)</u>	<u>(2,268)</u>
Change in cash and cash equivalents in the year		617,124	230,301
Cash and cash equivalents brought forward		<u>1,343,095</u>	<u>1,112,794</u>
Cash and cash equivalents carried forward	23	<u>1,960,219</u>	<u>1,343,095</u>

The notes on pages 46 to 77 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 2021

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 2020 to 2021 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.

The financial statements are presented in sterling which is also the functional currency of the Trust.

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 28 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 2021

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.

**Notes to the Financial Statements
For the year ended 31 August 2021**

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 2021

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.

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Notes to the Financial Statements
For the year ended 31 August 2021

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.

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**Notes to the Financial Statements
For the year ended 31 August 2021**

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 25, 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.

Notes to the Financial Statements
For the year ended 31 August 2021

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 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

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.

2. Donations and capital grants

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	6,413	-	-	6,413	7,365
Capital Grants	-	-	483,233	483,233	83,723
	6,413	-	486,233	489,646	91,088
<i>Total 2020</i>	<i>7,365</i>	<i>-</i>	<i>83,723</i>	<i>91,088</i>	

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**Notes to the Financial Statements
For the year ended 31 August 2021**

3. Funding for the Collegiate's educational operations

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020* £
DfE/ESFA grants				
General annual grant (GAG)	-	13,229,827	13,229,827	12,666,581
Other DfE/ESFA grants:				
Pupil Premium	-	913,756	913,756	839,188
Universal Infant Free School Meal	-	188,735	188,735	217,846
Teacher Pension grant	-	471,079	471,079	471,790
Other grants	-	540,663	540,663	367,136
	-	15,344,060	15,344,060	14,562,541
Other government grants				
Early years funding	-	793,081	793,081	747,356
Other local authority grants	-	204,765	204,765	25,282
Special educational projects	-	226,666	226,666	236,820
	-	1,224,512	1,224,512	1,009,458
Other funding from the Collegiate's educational operations				
Trip income	-	6,985	6,985	71,663
Other non-government grants	-	19,645	19,645	25,602
Catering income	143,158	-	143,158	207,136
Covid-19 additional funding (DfE/ESFA)				
Catch-up premium	-	210,720	210,720	-
Other DfE/ESFA Covid-19 funding	-	118,203	118,203	92,062
Covid-19 additional funding (non-DfE/ESFA)				
Coronavirus job retention scheme grants	-	35,765	35,765	81,394
Other Covid-19 funding	-	39,140	39,140	-
	143,158	430,458	573,616	477,857
	143,158	16,999,030	17,142,188	16,049,856
<i>Total 2020</i>	207,136	15,842,720	16,049,856	

*Following the reclassification in the Academy Accounts Direction 2020/21 of some grants received from the Department for Education and ESFA, the Collegiate's funding for Universal Infant Free School Meals, Pupil Premium and Teacher Pension grants are no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading as they are individually material. The prior year numbers have been reclassified.

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Notes to the Financial Statements
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Note 3 continued

The Collegiate received £210,720 of funding for Catch-up premium and costs incurred in respect of this funding totalled £210,720.

The Collegiate furloughed some of its catering and wrap around care staff under the government's CJRS. The funding received of £35,765 (2020: £81,394) relates to staff costs in respect of 40 (2020: 42) staff which are included within note 9 below as appropriate.

4. Other trading activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Hire of facilities	40,511	-	40,511	13,477
Income from other charitable activities	203,234	-	203,234	266,966
Income from ancillary trading activities	6,000	-	6,000	10,518
	249,745	-	249,745	290,961
<i>Total 2020</i>	<i>290,961</i>	<i>-</i>	<i>290,961</i>	

5. Investment income

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Short term deposits	218	-	218	762
<i>Total 2020</i>	<i>762</i>	<i>-</i>	<i>762</i>	

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Notes to the Financial Statements
For the year ended 31 August 2021

6. Expenditure

	Staff costs	Non pay expenditure		Total	Total
	2021	Premises	Other costs	2021	2020
	£	2021	2021	£	£
		£	£		
Expenditure on raising funds:					
Direct costs	47,661	-	13,941	61,602	84,217
Support costs	26,570	-	-	26,570	29,095
Activities:					
Direct costs	12,709,079	-	1,044,601	13,753,680	13,175,277
Support costs	1,468,642	1,665,062	1,308,535	4,442,239	4,339,863
	<u>14,251,952</u>	<u>1,665,062</u>	<u>2,367,077</u>	<u>18,284,091</u>	<u>17,628,452</u>

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7. Charitable activities

	Total funds 2021 £	Total funds 2020 £
Direct costs - educational operations	13,753,680	13,175,276
Support costs - educational operations	4,442,239	4,339,863
Support staff costs	1,468,642	1,467,205
Depreciation	523,545	522,171
LGPS net finance costs	189,000	179,000
Technology costs	245,548	242,247
Premises costs	1,141,517	1,101,889
Other support costs	836,577	790,306
Governance costs	37,410	37,045
	<u>4,442,239</u>	<u>4,339,863</u>
	<u>18,195,919</u>	<u>17,515,139</u>

8. Net income/(expenditure)

This is stated after charging:

	2021 £	2020 £
Depreciation of tangible fixed assets - owned	223,439	202,607
Depreciation of tangible fixed assets - leased	439,851	443,012
Amortisation of intangible assets	-	15,593
Fees payable to the Collegiate's auditor and its associates for the audit of the Collegiate's annual accounts	18,000	18,000
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	32,051	41,834
PFI charges	<u>567,552</u>	<u>518,888</u>

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Notes to the Financial Statements
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9. Staff costs

a. Staff costs were as follows:

	2021 £	2020 £
Wages and salaries	10,154,983	9,637,431
Social security costs	961,837	900,282
Operating costs of defined benefit pension schemes	3,069,051	2,958,695
	14,185,871	13,496,408
Supply teacher costs	36,337	75,195
Staff restructuring costs	29,744	38,793
	14,251,952	13,610,396
Staff restructuring costs comprise:		
Redundancy payments	11,773	25,997
Severance payments	17,971	12,796
	29,744	38,793

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

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £nil (2020: £nil).

c. Staff numbers

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

	2021 No.	2020 No.
Teachers	165	167
Administration and support	242	244
Management	9	8
	416	419

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Notes to the Financial Statements
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d. Higher paid staff

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

	2021	2020
	No.	No.
In the band £60,001 - £70,000	4	6
In the band £70,001 - £80,000	1	0
In the band £90,001 - £100,000	1	2
In the band £100,001 - £110,000	1	0

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 £848,972 (2020: £778,568). The reason for the uplift is mainly as a result of a Principal returning from maternity part way through the year. The academy was led by an existing Principal whilst the maternity leave took place.

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Notes to the Financial Statements For the year ended 31 August 2021

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
- Lay Chaplaincy
- 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 (4.75%) of General Annual Grant.

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

The actual amounts charged during the year were as follows:

	2021	2020
	£	£
Our Lady of Grace Catholic Academy	24,283	24,364
Our Lady & St Benedict Catholic Primary Academy	47,441	44,096
St George & St Martin Catholic Academy	42,027	38,510
St John the Evangelist Catholic Academy	36,147	35,882
St Joseph's Catholic Academy	45,219	40,829
St Margaret Ward Catholic Academy	257,463	210,597
St Mary's Catholic Academy	41,883	38,645
St Wilfrid's Catholic Academy	62,278	54,557
St Peter's Catholic Academy	47,154	43,229
Total	603,895	530,709

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**Notes to the Financial Statements
For the year ended 31 August 2021**

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:

		2021 £	2020 £
D McKenna	Remuneration	95,000-100,000	90,000-95,000
	Employer's pension contributions paid	20,000-25,000	20,000-25,000
S Rathbone (resigned as a trustee 31 August 2020)	Remuneration	N/a	55,000-60,000
	Employer's pension contributions paid	N/a	10,000-15,000
S Bennion (appointed 6 October 2020)	Remuneration	60,000-65,000	N/a
	Employer's pension contributions paid	14,000-15,000	N/a
I Beardmore	Remuneration	100,000-105,000	95,000-100,000
	Employer's pension contributions paid	20,000-25,000	20,000 25,000

During the year, no Trustees received any benefits in kind (2020 - £nil).

During the year, the above staff trustees were reimbursed for travel expenses totalling £nil (2020: £nil) 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

	2021 £	2020 £
Interest income on pension scheme assets	161,000	164,000
Interest on pension scheme liabilities	(350,000)	(343,000)
	(189,000)	(179,000)

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Notes to the Financial Statements
For the year ended 31 August 2021

14. Intangible fixed assets

	Software £
Cost	
At 1 September 2020	46,781
Additions	<u>-</u>
At 31 August 2021	<u>46,781</u>
Amortisation	
At 1 September 2020	46,781
Charge for the year	<u>-</u>
At 31 August 2021	<u>46,781</u>
Net book value	
At 31 August 2021	<u>-</u>
At 31 August 2020	<u>-</u>

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Notes to the Financial Statements
For the year ended 31 August 2021

15. Tangible fixed assets

	Long-term leasehold land and buildings £	Building improvements £	Fixtures and fittings £	Computer equipment £
Cost				
At 1 September 2020	22,450,189	815,808	844,754	412,656
Additions	-	157,364	54,981	104,260
Disposals	-	-	(43,169)	(45,178)
At 31 August 2021	22,450,189	973,172	856,566	471,738
Depreciation				
At 1 September 2020	2,953,964	365,175	581,690	351,852
Charge for the year	439,851	83,693	81,733	58,011
On disposals	-	-	(43,169)	(45,178)
At 31 August 2021	3,393,815	448,869	620,254	364,686
Net book value				
At 31 August 2021	19,056,375	524,303	236,312	107,052
At 31 August 2020	19,496,225	450,663	263,064	60,803
				Total £
Cost				
At 1 September 2020				24,523,407
Additions				316,604
Disposals				(88,347)
At 31 August 2021				24,751,665
Depreciation				
At 1 September 2020				4,252,682
Charge for the year				663,288
On disposals				(88,347)
At 31 August 2021				4,827,623
Net book value				
At 31 August 2021				19,924,040
At 31 August 2020				20,270,725

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Notes to the Financial Statements
For the year ended 31 August 2021

16. Debtors

	2021 £	2020 £
Trade debtors	42,359	7,405
VAT recoverable	59,551	78,560
Other debtors	-	14,061
Prepayments and accrued income	738,491	468,405
	840,401	568,431

17. Creditors: amounts falling due within one year

	2021 £	2020 £
Loan	2,268	2,268
Trade creditors	301,157	348,922
Other taxation and social security	219,201	211,570
Other creditors	281,039	270,426
Accruals and deferred income	545,875	441,383
	1,349,540	1,274,569

The loan relates to a Salix loan totalling £12,476 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.

	2021 £	2020 £
Deferred income		
Deferred income at 1 September	178,205	187,202
Resources deferred during the year	185,931	178,205
Amounts released from previous years	(178,205)	(187,202)
Deferred income at 31 August	185,931	178,205

At the balance sheet date the Collegiate was holding funds received in advance for grants and educational visits that relate to the 2021/22 academic year.

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Notes to the Financial Statements
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18. Creditors: Amounts falling after one year

	2021	2020
	£	£
Loan	10,208	12,476
	10,208	12,476

The loan relates to a Salix loan totalling £12,476 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:

	2021	2020
	£	£
Amounts falling due within one year		
Loan	2,268	2,268
	2,268	2,268
Amounts falling due within 1-5 years		
Loan	10,208	11,342
	10,208	11,342
Amounts falling due after more than 5 years		
Loan	-	1,134
	-	1,134
	12,476	14,744

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Notes to the Financial Statements
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20. Statement of funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, (losses) and transfers £	Balance at 31 August 2021 £
Unrestricted funds					
Unrestricted funds	249,803	399,534	(246,464)	-	402,873
	<u>249,803</u>	<u>399,534</u>	<u>(246,464)</u>	<u>-</u>	<u>402,873</u>
Restricted funds					
General Annual Grant (GAG)	308,010	13,229,827	(12,733,134)	(127,683)	677,020
Pupil premium	-	913,756	(913,756)	-	-
Universal infant free school meal	-	188,735	(188,735)	-	-
Teacher pension grant	-	471,079	(471,709)	-	-
Other grants/income	-	2,195,633	(2,195,633)	-	-
Pension reserve	(10,800,000)	-	(872,000)	(2,711,000)	(14,383,000)
	<u>(10,491,990)</u>	<u>16,999,030</u>	<u>(17,374,337)</u>	<u>(2,838,683)</u>	<u>(13,705,980)</u>
Restricted Fixed Asset Funds					
Transfer on conversion	17,363,071	-	(330,534)	-	17,032,537
Assets donated by the Local Authority	1,503,271	-	(112,478)	-	1,390,793
DfE group capital grants	478,557	483,233	(71,795)	-	889,995
Capital expenditure from GAG	381,182	-	(57,215)	127,683	451,650
Capital expenditure from other funds	611,311	-	(91,268)	-	520,043
	<u>20,337,393</u>	<u>483,233</u>	<u>(663,290)</u>	<u>127,683</u>	<u>20,285,018</u>
Total restricted funds	<u>9,845,403</u>	<u>17,482,263</u>	<u>(18,037,627)</u>	<u>(2,711,000)</u>	<u>6,579,038</u>
Total of funds	<u>10,095,206</u>	<u>17,881,797</u>	<u>(18,284,091)</u>	<u>(2,711,000)</u>	<u>6,981,911</u>

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20. Statement of funds (continued)

Statement of funds - prior year

	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)	-	-
Universal infant free school meal	-	217,846	(217,846)	-	-
Teacher pension grant	-	471,790	(471,790)	-	-
Other grants/income	-	1,647,315	(1,647,315)	-	-
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	12,164,121	16,432,667	(17,628,452)	(856,946)	10,095,206

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.

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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 2021.

Analysis of academies by fund balance

Fund balances at 31 August 2021 were allocated as follows:

	Total 2021 £	Total 2020 £
Our Lady of Grace Catholic Academy	58,945	58,056
Our Lady & St Benedict Catholic Academy	140,033	113,820
St George & St Martin Catholic Academy	44,070	12,035
St John the Evangelist Catholic Academy	56,825	41,153
St Joseph's Catholic Academy	75,816	41,005
St Margaret Ward Catholic Academy	262,881	57,540
St Mary's Catholic Academy	69,664	47,387
St Peter's Catholic Academy	114,999	80,645
St Wilfrid's Catholic Academy	67,523	32,327
Central services	189,137	73,845
Total before fixed asset fund and pension reserve	1,079,893	557,813
Restricted fixed asset fund	20,285,019	20,337,393
Pension reserve	(14,383,000)	(10,800,000)
Total	<u>6,981,912</u>	<u>10,095,206</u>

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Notes to the Financial Statements
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20. 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 2021 £	Total 2020 £
Our Lady of Grace Catholic Academy	515,974	56,139	18,698	110,695	701,506	658,006
Our Lady & St Benedict Catholic Academy	924,384	90,190	36,677	198,842	1,250,093	1,193,229
St George & St Martin Catholic Academy	871,779	93,267	14,285	162,932	1,142,263	1,117,041
St John the Evangelist Catholic Academy	787,559	71,496	27,087	123,742	1,009,884	1,001,112
St Joseph's Catholic Academy	931,110	73,220	16,670	237,285	1,258,285	1,278,520
St Mary's Catholic Academy	878,259	65,897	28,477	201,086	1,173,719	1,172,511
St Margaret Ward Catholic Academy	4,779,459	647,117	134,501	992,174	6,553,251	6,242,618
St Peter's Catholic Academy	874,263	65,881	30,946	240,296	1,211,386	1,221,629
St Wilfrid's Catholic Academy	1,224,326	91,773	47,968	292,572	1,656,639	1,587,733
Central services	286,627	240,232	36,407	228,509	791,775	1,498,001
	12,073,740	1,495,212	391,716	2,788,133	16,748,801	16,970,400

Costs not included in the above are defined benefit pension scheme adjustments totalling £872,000 and the depreciation charge of £663,288.

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21. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Fixed assets	-	-	19,924,040	19,924,040
Current assets	402,873	1,999,292	398,455	2,800,620
Creditors due within one year	-	(1,322,271)	(27,269)	(1,349,540)
Creditors due after one year	-	-	(10,208)	(10,208)
Provisions for liabilities and charges	-	(14,383,000)	-	(14,383,000)
	<u>402,873</u>	<u>(13,705,979)</u>	<u>20,285,018</u>	<u>6,981,911</u>

Analysis of net assets between funds - prior 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>

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Notes to the Financial Statements
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22. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net expenditure for the year (as per Statement of Financial Activities)	(402,294)	(1,195,785)
Adjustment for:		
Depreciation and amortisation charges (notes 14 and 15)	663,288	658,052
Interest receivable (note 5)	(218)	(762)
Decrease/(Increase) in debtors (note 16)	22,213	(77,736)
(Decrease)/Increase in creditors (note 17)	54,663	230,561
Capital grants from DfE and other capital income (note 2)	(483,233)	(83,723)
Defined benefit pension scheme cost less contributions payable (note 25)	683,000	714,000
Defined benefit pension scheme finance cost (note 25)	<u>189,000</u>	<u>179,000</u>
Net cash provided by/(used in) operating activities	<u>726,419</u>	<u>423,607</u>

23. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	<u>1,960,219</u>	<u>1,343,095</u>

24. Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	Other non-cash changes £	At 31 August 2021 £
Cash	1,343,095	230,301	-	1,960,219
Loans falling due within one year	(2,268)	(2,268)	2,268	(2,268)
Loans falling due after more than one year	(12,476)	-	(2,268)	(10,208)
Total	<u>1,328,351</u>	<u>228,033</u>	<u>-</u>	<u>1,947,743</u>

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Notes to the Financial Statements For the year ended 31 August 2021

25. Pension commitments

The Collegiate's employees belong to two principal 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 £264,176 were payable to the schemes at 31 August 2021 (2020 - £252,277) 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 £1,564,606 (2020 - £1,472,614).

25. 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 2021 was £1,032,776 (2020 - £948,058), of which employer's contributions totalled £841,805 (2020 - £768,056) and employees' contributions totalled £190,971 (2020 - £180,002). 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:

	2021	2020
Discount rate for scheme liabilities	1.65%	1.70%
Rate of increase in salaries	3.30%	2.60%
Rate of increase for pensions in payment / inflation	2.90%	2.20%
Inflation assumption (CPI)	2.90%	2.20%
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%

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25. Pension commitments (continued)

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

	2021	2020
Retiring today		
Males	21.4	21.2
Females	24.0	23.6
Retiring in 20 years		
Males	22.5	21.2
Females	25.7	25.0

	At 31 August 2021 £	At 31 August 2020 £
Sensitivity analysis		
Discount rate -0.1%	661,000	518,000
Discount rate +0.1%	(661,000)	(518,000)
Salary increase rate -0.1%	79,000	66,800
Salary increase rate +0.1%	(79,000)	(66,800)
Pension increase rate (CPI) -0.1%	572,000	441,200
Pension increase rate (CPI) +0.1%	(572,000)	(441,200)
Mortality assumption -1 year	1,049,000	N/a
Mortality assumption +1 year	(1,049,000)	N/a

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

	Fair value at 31 August 2021 £	Fair value at 31 August 2020 £
Equities	8,402,140	6,136,320
Debt instruments	2,248,460	1,804,800
Property	828,380	721,920
Cash	355,020	360,960
Total market value of assets	11,834,000	9,024,000

The actual return on scheme assets was £1,849,920 (2020 - £32,840).

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25. Pension commitments (continued)

Amounts recognised in the Statement of financial activities:

	2021 £	2020 £
Current service cost	(1,528,000)	(1,507,000)
Past service cost	-	-
Net interest cost	(189,000)	(179,000)
Total	(1,717,000)	(1,686,000)

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

	2021 £	2020 £
At 1 September	19,824,000	17,260,000
Current service cost (including past service cost)	1,528,000	1,507,000
Interest cost	350,000	343,000
Contributions by employees	192,000	181,000
Actuarial (gains)/losses	4,482,000	688,000
Benefits paid	(159,000)	(155,000)
At 31 August	26,217,000	19,824,000

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

	2021 £	2020 £
At 1 September	9,024,000	8,210,000
Return on plan assets (excluding net interest on the net defined pension liability)	161,000	164,000
Actuarial (loss)/gains	1,771,000	(169,000)
Contributions by employer	845,000	793,000
Contributions by employees	192,000	181,000
Benefits paid	(159,000)	(155,000)
At 31 August	11,834,000	9,024,000

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26. Operating lease commitments

At 31 August 2021 the total of the Collegiate's future minimum lease payments under non-cancellable operating leases was:

	2021	2020
	£	£
Amounts payable:		
Within 1 year	56,875	27,858
Between 1 and 5 years	55,905	34,301
Total	<u>112,780</u>	<u>62,159</u>

27. Other financial commitments

At 31 August 2021 the Collegiate had annual commitments under non-cancellable PFI contracts as follows

Amounts payable		
	2021	2020
	£	£
Within 1 year	542,500	502,093
Between 1 and 5 years	1,717,916	2,008,371
After more than 5 years	-	83,682
Total	<u>2,260,416</u>	<u>2,594,146</u>

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Notes to the Financial Statements For the year ended 31 August 2021

28. 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.

29. 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 £12,401 (2020: £11,109) 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 2020. During the year, the Archdiocese of Birmingham donated £30,255 (2020: £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 and The Painsley Catholic Academy. 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 £nil (2020: £601) from Christ the King. Newman also incurred expenditure from All Saints of £7,369 (2020: £5,569), £2,829 remained unpaid at the year-end (2020: £5,569). Newman recharged out £23,178 (2020: £29,551) to Christ the King and £17,340 (2020: £25,305) to All Saints. At the balance sheet date, Christ the King owed Newman £4,740 (2020: £nil) and All Saints owed Newman £7,200 (2020: £nil).

In addition to this, Newman also incurred £615 of costs from All Saints for training, £25 of which remained unpaid at the year end. Newman also invoiced All Saints £1,125 for providing school to school support to a third party school which All Saints were supporting. There were no such transactions in the previous year.

The Collegiate has also transacted with The Painsley Catholic Academy (Painsley). The Collegiate incurred training expenditure of £60 (2020: £700) during the year. The Collegiate also received income from Painsley of £11,926 (2020: £2,500) for funding for being part of the Maths Hub. At the balance sheet date £nil (2020: £nil) was owed to the Collegiate.

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

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**Notes to the Financial Statements
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29. 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 directors, D McKenna and I Beardmore, of the Collegiate having more than 20% of the voting rights of that charity. 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 £3,160 (2020: £5,600) 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.