

Company Registration Number: 10074054 (England & Wales)

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023



**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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BRUNEL ACADEMIES TRUST
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REFERENCE AND ADMINISTRATIVE DETAILS

Members	William Wyldbore-Smith Shirley Ludford Keith Defter Michelle Howard Paul Wingfield
Trustees	Michelle Carter Jackie Fieldwick, Chief Executive Nigel Green (appointed 5 September 2022) Christopher Sims Andrew Tait Alison Thunder William Wyldbore-Smith, Chairman Patrick O'Farrell (resigned 12 May 2023) Mark Westen (resigned 22 September 2022)
Company registered number	10074054
Company name	Brunel Academies Trust
Principal and registered office	Unit B4C Orbital Retail Park Thamesdown Drive Swindon England SN25 4AN
Company secretary	Michelle Carter
Executive Leadership Team	Jackie Fieldwick, MBE - CEO Paul Jackson, CFO - resigned 22/06/2023 Maxine Adams, CFO - appointed 19/06/2023, resigned 02/10/2023 Phil Helme, CFO - appointed 03/10/2023 David West, Director of People & Culture Rob Reeve, Director of Operations Fiona Clark, Assistant Director of Education, resigned 21/07/2023 Karen Iles, Acting Director of Education
Independent auditors	Bishop Fleming LLP Chartered Accountants Statutory Auditors 10 Temple Back Bristol BS1 6FL
Bankers	Lloyds Bank Gorse Hill 84-86 Cricklade Road Swindon SN2 8AF

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Solicitors	Stone King LLP Boundary House 91 Charterhouse St Clerkenwell London EC1M 6HR
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**BRUNEL ACADEMIES TRUST
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**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees present their Annual Report together with the financial statements and auditor's report of the company for the year 1 September 2022 to 31 August 2023. The Annual Report serves the purposes of both a Trustee's report, and a Director's report under company law. The Multi Academy Trust (MAT) called Brunel Academies Trust (Brunel) operates two special primary academies, two special secondary academies, the Brunel Autism Support & Inclusion Service (B.A.S.I.S) and was joined by Westlea Primary School, a former Single Academy Trust (SAT) from 1 September 2022. Brunel academies have a combined pupil allocation number (PAN) of 711 and had a roll of 739 in August 2023, resulting in being 28 students over PAN across the MAT.

STRUCTURE, GOVERNANCE AND MANAGEMENT

A. CONSTITUTION

Brunel Academies Trust (Brunel), previously known as Brunel SEN Multi Academy Trust is a charitable company limited by guarantee and an exempt charity. The charitable company's Article of Association dated 21 March 2016 and subsequently amended on 26 February 2018 by special resolution to enable the company to become a Multi Academy Trust, is the primary governing document of the academy Trust. The Trustees of Brunel are also Directors of the charitable company for the purpose of company law.

Details of the Trustees who served during the year are included in the Reference and Administrative details on page 3.

B. MEMBERS' LIABILITY

The liability of the Members of the Multi Academy Trust is limited.

Every Member of Brunel undertakes to contribute such amount as may be required (not exceeding £10) to Brunel's assets if it should be wound up while he or she is a Member or within one year after he or she ceases to be a Member, for payment of Brunel's debts and liabilities before he or she ceases to be a Member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves.

C. TRUSTEES' INDEMNITIES

The Trustees have not provided indemnities in respect of any activity undertaken at Brunel.

Qualifying third party indemnity provisions (as defined in section 236 of the Companies Act 2006) were in force for the benefit of Directors of the Company throughout the year and remain in force at the date of this report.

In accordance with the normal commercial practice, the Academies have entered into a DfE Risk Protection Arrangement (RPA) to protect Trustees and officers from claims arising from negligent acts, errors and omissions occurring whilst on the business of the Academy. The arrangement has an unlimited liability subject to claims occurring after the signing of the Funding Agreement, that there is no other insurance policy in place, and to claims arising that a Member had prior knowledge of before opting to join the RPA.

D. METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF TRUSTEES

Recruitment of Trustees is overseen by the Chair of the Brunel Board and Education and Standards Committee. Potential new Trustees are invited to meet with the Chair, CEO and members of the Education and Standards Committee to discuss the role and responsibilities.

If agreed by the Education and Standards Committee, the individual is invited to attend one or more Board meetings as an observer before The Board make a recommendation to the Members on an appointment. The Board hold annual Board Strategic Development Sessions where the agenda focuses on Brunel's Strategic Priorities, planning for the future, Governance as leadership, and agreeing a Board Strategic Development

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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

Plan for the next 12 months. The Board also focus on the seven principles of public life. Trustees training and development needs are identified for the next 12 months and termly training sessions (6 x per year) are delivered to Trustees and Governors throughout the academic year. The Chair also holds regular update meetings with the CEO and the Clerk.

E. POLICIES AND PROCEDURES FOR THE INDUCTION AND TRAINING OF TRUSTEES

All Trustees and Local Governing Committee (LGC) Governors are invited to attend the programme of annual training and are encouraged to attend courses and conferences to improve their knowledge and enhance their skills. Brunel delivers 6 bespoke training sessions for Trustees and Governors, delivered by the Executive Leadership Team, each year and additional Learning Link modules are available through the National Governance Association (NGA) Membership. Brunel also utilises specialist trainers to provide courses to the whole of The Board and LGCs. Trustee/LGC training is a topic on the agenda for each meeting of The Board and LGCs. Attendance at Annual Safeguarding Training is compulsory for all Trustees and Governors.

Trustees, LGC Governors, Senior Leaders and teaching staff meet regularly to review specific areas of development of the School and share joint training on relevant topics.

Trust Members are regularly informed of the academies' progress and activities and welcomed to attend events or visit.

F. ORGANISATIONAL STRUCTURE

Brunel Academies Trust is the parent company and Sole Member of the subsidiary company, Brunel Education (BE), a company limited by guarantee with registration number 11991915 and registered offices also at Unit B4C Orbital Retail Park, Thamesdown Drive, Swindon, SN25 4AN.

Brunel Academies Trust holds directly or indirectly 75% or more of the voting rights of Brunel Education.

The objects of the Charity, Brunel Education, are to advance the education of young people with special educational needs and disabilities, by providing and assisting in the provision of facilities for their education (the "Objects"). Brunel Education was established to operate Horizons College, a Specialist Post 16 Institution. Following a successful tendering process, from 1 April 2023, Brunel Education now delivers Short Breaks Respite Services for children and young people who attend the academies within Brunel Academies Trust and across the wider Swindon area.

Brunel Academies Trust is the Sole Member of Brunel Education which has its own separate Board of Trustees. The Brunel Education Board has overall legal responsibility for the operation of Brunel Education and the Education Provisions within it, namely Horizons College and Short Breaks.

Horizons College has its own separate Funding Agreement with the Education Skills and Funding Agency (ESFA) which sets out the operational, financial and accounting requirements. A significant number of young people go on to continue their education at Horizons College when they leave statutory education. The academies within Brunel Academies Trust work closely with Horizons College around transition of the young people.

Brunel Education were awarded the Swindon Borough Council contract to deliver the Short Breaks Respite Service on 1 April 2023. Short Breaks offers a provision for children aged 5-18 with Special Educational Needs and Disabilities (SEND). Short Breaks provides after school and weekend respite and are open throughout the school holidays. The provision promotes and actively encourages independence and life skills that will help the children and young people prepare for their futures. This is delivered through meaningful and fun experiences where the children and young people have the opportunity to try new things in a safe, positive and socially inclusive environment.

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Brunel's organisational structure is based on the shared Brunel and Brunel Education Scheme of Delegation with each Education Provision having a strategic lead (Head of Education Provision – HoEP) and delegated responsibilities to the LGC.

Brunel organisation is structured according to levels of accountability and responsibility. The structured tiers of the organisation are as follows:

- Brunel Academies Trust and Brunel Education Boards of Trustees
- Joint Committees of The Brunel and Brunel Education Boards of Trustees
- Executive Leadership Team (ELT)
- Extended Executive Leadership Team (EELT)
- Local Governing Committee (LGC) of the Education Provision (EP)
- Central Service Team (CST)
- Development and Best Practice Groups who act as Steering/Advisory Groups and draw on expertise from across the organisation

Board of Trustees

The Trustees have responsibility for setting and monitoring the overall strategic direction of the charitable company and approving decisions reserved to Trustees. A detailed Scheme of Delegation for the Trust is reviewed annually. Terms of reference for Brunel have been drawn up and are also annually reviewed.

The Trustees meet as a Board at a minimum of 6 times each year. Meetings are held in person where possible with a Microsoft Teams link available for attendees who wish to join remotely. All decisions reserved to the Trustees are taken by The Board as a whole.

Brunel and its subsidiary company Brunel Education (BE) have established a joint Audit, Risk and Finance Committee comprising of Brunel and BE Board Trustees, which meets a minimum of 3 times a year and carries out the remit of The Boards in order to fulfil their responsibilities in line with the Academy Trust Handbook, the Trust's Financial Regulation and in compliance with the Funding Agreements with the Secretary of State of Education.

The Brunel and BE Boards have established a joint People and Culture Committee, comprising of Board Trustees, which meet a minimum of 3 times per year and advise The Boards on matters relating to Brunel/BE's Executive Pay arrangements, staffing structures, succession planning for key members of staff. The People and Culture Committee is responsible to the Brunel and BE Boards and the committees' terms of reference may only be amended with the approval of the Brunel and BE Boards.

The Brunel and BE Boards have established a joint Education and Standards Committee comprising of Board Trustees, LGC Chairs and ELT members, which meet a minimum of 3 times per year and advise The Boards on matters relating to governance, including driving good governance, increasing the effectiveness of The Boards and LGCS through scrutinising and monitoring of the work of the LGCs in being a supportive, critical friend to the Education Provisions and sharing good practice across Brunel and BE. The Governance Committee also oversees Trustee and Governor recruitment and recommendations of appointment and training and development.

The Brunel Board of Trustees have overall legal responsibility for the operation of Brunel and the Education Provisions/Academies within it. However, The Board of Trustees works in partnership with the Schools/Academies. The Scheme of Delegation therefore provides for certain functions to be carried out by one or more of the following delegated strategic groups.

Executive Leadership Team

The strategic leadership of Brunel rests with the CEO who has overall responsibility and accountability for the Trust. The CEO is responsible for leading the Executive Leadership Team (ELT) with additional members; Chief Finance Officer, Director of Education, Assistant Directors of Education, Director of People and Culture

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and Director of Operations. The strategic leadership of Brunel is clearly defined and understood by all stakeholders. Accountability is embedded at all levels, including governance and school-based leadership.

Extended Executive Leadership Team

The CEO also has an Extended Executive Leadership Team (EELT) which is made up of ELT and the Heads of Education Provisions. The EELT meets regularly, minimum 6 times per year, to discuss matters of importance to each of the Education Provisions and the Team co-ordinates aims which apply to the whole Trust. The CEO reports back from this Team any matters requiring consideration by the Trustee Board. In addition, the Heads of Education Provisions also hold regular meetings with the Director's of Education to share good practice and work collaboratively towards the improvement of the quality of education and outcomes.

The Brunel strategic leadership ELT & EELT are part of regional and national networks to ensure that Brunel helps shape the future and gives our young people the opportunities they deserve. The aim is for local excellence which leads to national influence. A primary focus of the Executive Leadership teams is to draw up clear and realistic goals that are based upon a foundation of outstanding teaching and learning, robust business controls and strong working relationships.

Central Services

The core focus of the Central Services Team (CST) (The Brunel Business Function) is outlined within the Central Services Framework and Charter. The purpose is to ensure that Brunel allows each of the individual Education Provisions (EPs) to achieve their potential whilst remaining sustainable. The work of the Executive Leadership teams is supported by the CST through a range of underpinning managers, research and project administrators.

All functions of Central Services have a responsibility to support and enable strategic leadership and the development of all aspects of Brunel. This core business function is embedded in every Central Services area with the expectation that cross-over and/or cross-fertilisation of roles and responsibilities result in an adaptable and flexible Central Services Team.

Local Governing Committees

The Brunel Board has overall legal responsibility for the operation of Brunel and the Educational Provisions, with certain functions delegated to the Local Governing Committees (LGCs) in accordance with the Brunel Scheme of Delegation.

The Brunel Board has established a joint Secondary LGC which is accountable for Uplands School and Churchward School. There are separate LGC's for The Chalet School, Brimble Hill School, Westlea Primary School and BASIS. Each LGC has its own sub-committees which focus on areas such as Teaching and Learning and Safeguarding for their specific Education Provisions and all LGCs include both parent and staff representatives. The BE Board also has an LGC for Horizons College.

The LGC's perform a vital role on behalf of the Brunel and BE Boards in developing the strategic priorities for the Education Provisions, in line with Brunel/BE's Strategic Plan, and in reviewing, scrutinising, and monitoring delegated areas in greater depth and feeding information up to The Boards. The key role of the LGC is to ensure that their Education Provision continues to raise education standards and deliver successful outcomes for all Children and Young People (CYP). The LGC also plays a prominent role in the Education Provision's inspection from Ofsted and is assessed as part of the Inspection's Leadership and Management criterion. The LGC have an in-depth knowledge of their Education Provision/s and scrutinise the evidence of quality teaching and learning and meaningful outcomes and progression pathways. The LGC is therefore best placed to assess whether the Education Provision is working within agreed policies, meeting agreed targets, managing its delegated finances well and is compliant. The LGC monitor the performance of the Education

Provisions by challenging and supporting Heads of Education Provisions' (HoEPs) and monitoring progress towards annual Education Provision Improvement Plans. HoEPs provide reports to the LGCs 3 x per year for review and scrutiny. The LGCs also receive and review delegated budget monitoring reports and Safeguarding reports 3 times per year.

TRUSTEES' REPORT (CONTINUED)
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The Governors that sit on the LGC serve a vital role in being the collective 'eyes and ears' of the Education Provision, ensuring that voices are heard and account is rendered. The LGC has a role in representing Brunel and BE, consulting with others outside of the organisation, being both an ambassador for Brunel and BE, but also engaging with stakeholders. LGCs are embedded within their Education Provision and 'know their provision', engaging with Children and Young People, parents, carers, staff and the wider community. Governors have opportunities to visit the Education Provision on a regular basis and have identified Link Governors who work within different cohorts within the Provision. This 'eyes and ears' role of the LGCs is critical to the Brunel and BE Boards in ensuring that there is in-depth knowledge, review, scrutiny and monitoring of the areas of responsibility delegated to the LGCs which have been defined in four 'Core Functions':

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the Head of Education Provision (HoEP) to Account for the Educational Performance of the Provision and its Children and Young People (CYP);
3. Overseeing the Financial Performance of the Education Provision and making sure its delegated budget is well spent;
4. Compliance

G. ARRANGEMENTS FOR SETTING PAY AND REMUNERATION OF KEY MANAGEMENT PERSONNEL

The Board of Trustees is responsible for establishing overall guidelines for pay and has specific responsibility for setting the remuneration of the Trust CEO. The CEO Performance Management is quality assured by the People and Culture Committee with advice and guidance from an external advisor and the Brunel Board holds the CEO to account in all aspects of their role. The Brunel Board uses benchmarks of other Academies and Schools in the local area, together with benchmarks for the appropriate size of SEND MAT set by the Education & Skills Funding Agency (ESFA). Remuneration of other senior Brunel staff is also benchmarked and proposed and lead by the CEO in line with nationally agreed current Teachers Pay and Conditions.

The Senior Leadership Team (SLT) ranges in each Education Provision (EP) are calculated using the National School Group Size calculation based on CYP and staff numbers. The CEO is responsible for the calculation and setting of the range for Heads of Education Provisions (HoEPs), which then determines the range for the Deputy and Assistant Head Teachers. These SLT ranges are approved and quality assured by the Brunel People and Culture Committee and Audit, Risk and Finance Committee. The LGC are responsible, through the Brunel Performance Management process, for the incremental awards within the SLT ranges. The LGC is not able to set new ranges, this can only occur when an EP significantly increases CYP numbers that result in an increase/decrease in Group Size.

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H. TRADE UNION FACILITY TIME

Relevant Union Officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
0	0

Percentage of Time Spent on Facility Time

Percentage of Time	Number of Employees
0%	N/A
1%-50%	N/A
51%-99%	N/A
100%	N/A

Percentage of Pay Bill Spent on Facility Time

Total Cost of Facility Time	£0
Total Pay Bill	£12,329,469 (includes Brunel Education)
Percentage of Total Pay Bill Spent on Facility Time	0%

Paid Trade Union Activities

Time Spent on Paid Trade Union Activities as a Percentage of Total Paid Facility Time Hours	0
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Brunel do not dissuade their People to become Union representatives where the wish is desired. Brunel have had nominated Official Union representatives during the period 1 September 2022 to 31 August 2023. Brunel also welcome Regional Union Officials within the organisation and continually discuss relevant matters with the regional stakeholders. With any consultation Brunel launch, this is consulted with the relevant Union for either Support or Teaching & Learning employees. Brunel has great working relationships with the Unions who represent our employees. The Unions which Brunel has regular contact with are:

- National Education Union (NEU)
- UNITE the union
- GMB – Trade Union for Everyone
- Unison – The Public Service Union
- NASUWT

I. ENGAGEMENT WITH EMPLOYEES

Brunel ensures that their people are involved in matters of concern to them and provides employees with all transparent and relevant information. This includes consultation where Brunel People's pay, terms and conditions of employment and, or their Health & Safety is affected in line with the ACAS Code of Conduct criteria. Consultations are meaningful and are completed with maximum people engagement at all times involving the relevant Union representatives as detailed in section H.

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The People Services Team have focused their attention to the ever-changing employment landscape. This includes supporting the Head of Education Provision (HoEP), their Senior Leadership Teams (SLT) and all employees with any employee life cycle query or new way of working, whether this is implemented by Brunel or by an employment law change. The People Services Team has seen some turnover in the department, however, this has also allowed a full review of the structure and this still includes the Payroll Team, as the synergy between both teams is paramount for the employee life cycle. Therefore, the service offered to the Education Provisions (EPs) has changed to tailor our People Service offer. The People Service Advisors now have 2 EPs each (previously 3) allowing a more personalised service to the EP team.

Brunel's Resourcing, Learning & Development team have been in post with the defined roles and responsibilities for 12 months now and it is fair to say, it is going from strength to strength. Given the current resourcing and retention issues Education find themselves in, along with other industries, it is crucial more than ever, to ensure we are recruiting the right people. Brunel is working with recruitment agencies to support the current supply and demand of the organisations requirements, this is through organic growth, planned growth and also labour turnover.

We continually ensure disabled and unrepresented candidates have the same opportunities to apply for employment advertised on our recruitment platforms as all other candidates.

Brunel is an equal opportunities employer and ensure that we work with disabled employees or employees who become disabled to enable them to carry out their role. Within the last 12 months, Brunel has signed up to the disability confident commitment charter. This shows Brunel is a transparent and inclusive employer. Where required with current employees, referrals are made to the external Occupational Health provider, in order to support any of our People with reasonable adjustments that can be put in place to continue employment. Brunel continually work with individual employees to implement and support reasonable adjustments. This is crucial to sustaining our valuable People and retain outstanding employees with their varying levels of experience.

Leadership, Learning and Development is a huge focus for Brunel moving forward and clearly plays a perfect part in the People Strategy. The People Strategy is inclusive of all Brunel People, regardless of the nine protective characteristics of the Equality Act 2010, which are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Brunel takes great pride in itself for the inclusion of the above and ensures all decisions are factored around Equality, Diversity and Inclusion.

J. RELATED PARTIES AND OTHER CONNECTED CHARITIES AND ORGANISATIONS

Uplands Enterprise Trust (UET) is a non-profit organisation, dedicated to the young people and adults of Swindon by providing meaningful and engaging skills-based learning opportunities and enterprise programmes. The vision statement for UET is to "Help young people with special educational needs or disabilities to help themselves". UET has a wide range of provision across Swindon, including skills and enterprise centres, short breaks respite services (up until 1 April 2023) and a farm provision.

CYP of Brunel academies benefit from the services provided by UET. The Trusts CEO is a Trustee/ CEO of UET with some business functions of the UET being supported by the Brunel's Central Service function in line

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with an agreed Service Level Agreement between Brunel and UET. Brunel has continued to provide at cost strategic leadership, through the CEO, and clerking services to the UET Board of Trustees.

Brunel Academies Trust Trustee, Chris Sims, is also a Trustee of Uplands Enterprise Trust. The Brunel Board Chair, William Wyldbore-Smith, acts as a patron of Uplands Enterprise Trust.

Brunel Education (BE) was incorporated on 13 May 2019 as a subsidiary company of Brunel and was established in order to transfer the operation of Horizons College from UET to a subsidiary of Brunel. Brunel is the sole corporate member of BE with 3 independent Trustees and Jackie Fieldwick, the CEO, as the 4th Trustee. The Chair of the Brunel Board of Trustees, William Wyldbore-Smith is also a Trustee on the Brunel Education Board. BE has been consolidated into these Brunel financial statements.

OBJECTIVES AND ACTIVITIES

A. OBJECTS AND AIMS

The objects of the company are:

To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum ('the mainstream Academies') or educational institutions which are principally concerned with providing full-time or part-time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them ('the alternative provision Academies') or 16 to 19 Academies offering a curriculum appropriate to the needs of its students ('the 16 to 19 Academies') or schools specially organised to make special educational provision for pupils with Special Educational Needs ('the Special Academies').

B. OBJECTIVES, STRATEGIES AND ACTIVITIES

Our Vision

To be an exceptional creative education family opening doors, opening minds and changing lives.

Our Mission

We will significantly improve life chances and outcomes for all children and young people through:

- Exceptional Education
- Exceptional People
- Exceptional Practice

Leading to exceptional outcomes

Our Values

The Vision and Mission are underpinned by the shared core values:

- Aspiration
- Integrity
- Inclusion

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C. PUBLIC BENEFIT

- The Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity should undertake. The Trustees consider that they have acted in the public benefit.

Benefits & Beneficiaries

In accordance with its charitable objectives, the charitable company strives to advance the education of the students attending the individual schools. The charitable company's primary beneficiaries are therefore the pupils/students, and benefits to the pupils/students are provided through continuing to maintain a high standard of education throughout the schools.

Trustees' Assessment of Public Benefit

In order to determine whether the charitable company has fulfilled its charitable objectives for public benefit, the Trustees gather evidence of the success of the Brunel Academy Trust's activities by reviewing progress against key priorities as detailed in the short, medium and long term strategic development plans. Performance of each of the Education Provisions within Brunel is robustly and rigorously monitored through an efficient and effective quality assurance framework.

STRATEGIC REPORT

Brunel's principles, which are shaped by our vision, mission and values are at the heart of all we do and include; creating opportunities for all, high quality Teaching and Learning delivering exceptional outcomes, efficient, effective and compliant business practice, innovative and creative curriculums that enrich learning, commitment to the safeguarding of all children and young people (CYP), high standards of governance & leadership, high quality professional people development, effective communication and collaborative partnerships and proactive intelligent strategic planning.

Brunel have a well-established Executive Leadership and Central Services Team (Strategic Development, Education Directorate, People Services (HR), Operations (Estates & Facilities Management, Health & Safety and ICT) Finance and Compliance (Data Management and Governance) with the capacity to continue to focus on the Trusts three Mission Objectives within Brunel's Strategic Plan 2022 – 2027 in order to reach its destination:

Mission Objectives (MO)	Strategic Objectives (SO)
MO 1 - Exceptional Education To deliver exceptional education across the trust through robust, rigorous and aligned quality assurance whilst supporting trust-wide partnerships and the growth and development of Brunel provisions.	SO 1 - All CYP in Brunel are educated in a good or better provision that improves opportunities & outcomes SO 2 - Sustainable Growth & Development that meets emergent need and enhances the existing offer without compromising quality SO 3 - Effective Governance & Strategic Leadership equip Brunel for a thriving future in the MAT education landscape
MO 2 - Exceptional People To deliver exceptional people and culture services across the trust through collaboration, partnership working and effective stakeholder engagement.	Strategic Objectives SO 4 - To recruit, retain and reward whilst delivering a programme to raise the professional profile and expertise of our exceptional People. SO 5 - To ensure our People receive an exceptional employee lifecycle through a dedicated People Services function. SO 6 - To value all of our people, within an inclusive environment, focusing on engagement and employee wellbeing

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MO 3 - Exceptional Practice To deliver exceptional practice across the trust through driving continuous improvement and encouraging collaboration with the goal of both efficiency and sustainability underpinned by legal compliance.	Strategic Objectives SO 7 – Continuous review of practice and processes to enhance the connectivity of people to people, place and information. SO 8 – Ensure environmental, economic and social sustainability are embedded in all processes, practices and optimising outcomes. SO 9 – To promote the development and utilisation of systems and management information both in qualitative and quantitative form to facilitate evidence based decision making.
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In September 2022, Brunel were delighted to formally welcome Westlea Primary School into the Trust. The Education Team have supported the implementation of the curriculum at Westlea for the new Unit for children with autism, in a wonderful new space that has been adapted to meet their needs. Westlea was honoured in 2022 to have collected the top prize for Primary Provision at Nasen's sixth annual Awards. The Chief Executive of Nasen, Annamarie Hassall MBE said: "Westlea Primary School should be extremely proud of what they have achieved. Our judges were won over by its dedication to ensure all students have the opportunity to thrive. We especially admired Westlea's ethos that "being different is celebrated" – an approach we warmly embrace.

Brunel also commenced discussions with the South West Regional Director where it was identified that Somerset Road Education Trust (SRET), a MAT located in Salisbury comprised of Exeter House Special School, St Mark's Church of England Junior School and Wyndham Park Infant School, were looking to join another MAT.

Brunel has revised its Strategic Growth and Diversification Plan to include the development of a 'Salisbury Hub' including mainstream schools and church schools to support a truly inclusive community and to encourage cross phase collaboration.

The Brunel and SRET Boards held a number of informal meetings between September 2022 and February 2023 about the creation of the Regional Hub and it was agreed that the vision and ethos of the Brunel MAT was very closely aligned to SRET's vision. By forming a joint MAT within Brunel, it was agreed that Brunel and SRET would be stronger together'. The Brunel Members also agreed in principle at their Annual General Meeting in December 2022, to move to mixed model Articles, including Church Schools.

The rationale for SRET joining the Brunel Academies Trust includes:

- Widening the Brunel and SRET reach across Swindon and Wiltshire– supporting more families & Children and Young People (CYP)
- Collaboration and sharing good practice
- Greater opportunities for Post-19 learning, targeted fundraising, capital development and sharing staff expertise
- Enabling effective Inclusion - Built in, not bolt on for SEND
- Breaking down barriers and promoting diversity
- Greater economies of scale leading to more funding directed to CYP resources

There are several advantages to all CYP from being a member of a larger family of academies, including excellent SEND and Primary schools, enjoying shared practices and having a broader range of expertise, resources and experiences to share and benefit from and build common practices based on the larger resources available to a grouping of schools, which will include other primary mainstream and special schools.

Following the agreement of both the Brunel and SRET Boards, Brunel commenced a process of due diligence and proceeded to submit applications to the Regional Director for SRET to join Brunel and to the Salisbury Diocese Board of Education (SDBE) for Brunel to adopt mixed articles to include church schools.

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The SDBE approved Brunel's application to adopt church articles and the South West Region's Advisory Board gave their approval to the transfer on the 18 September 2023. Following the completion of due diligence and the review of the due diligence findings, both the Brunel and SRET Boards agreed at their meetings, both held on the 27 September 2023, to proceed with the transfer. The proposed transfer date for SRET to join Brunel is the 1 February 2024 and during the transition process Brunel's ELT and Central Services Senior Managers will work closely alongside SRET's leaders to develop the Hub model, prior to them formally joining Brunel.

A. KEY PERFORMANCE INDICATORS

The Brunel Education Provisions' Performance 2022 – 2023

Within the time period 1 September 2022 to 31 August 2023 four trust schools were inspected by Ofsted:

Education Provision	Dates of Inspection	Ofsted Judgement
Brimble Hill School	21/09/2022 & 22/09/2022	Good (Ungraded Section 8 Inspection)
Uplands School	29/11/2022 & 30/11/2022	Outstanding (Ungraded Section 8 Inspection)
Churchward School	24/01/2023 & 25/01/2023	Good
The Chalet School	10/05/2023 & 11/05/2023	Requires Improvement
Westlea School	20/06/2023 & 21/06/2023	Good

There continued to be a high demand for Brunel/BE places and our financial imperative again saw an increase in Children and Young People (CYP) numbers across all the Education Provisions in 2022/2023. Additional places have been provided for Uplands School and Brimble Hill School and an extension to the complex needs unit for Westlea Primary School.

Safeguarding alignment and training is a target for all school provisions to ensure the highest standards of safeguarding across all provisions in the trust. A significant piece of work is being done to align systems and processes and this will lead to strengthened safeguarding systems across the provisions and more effective QA processes for Trust leaders. This is very much a shared piece of work across the Education Team and People Services team.

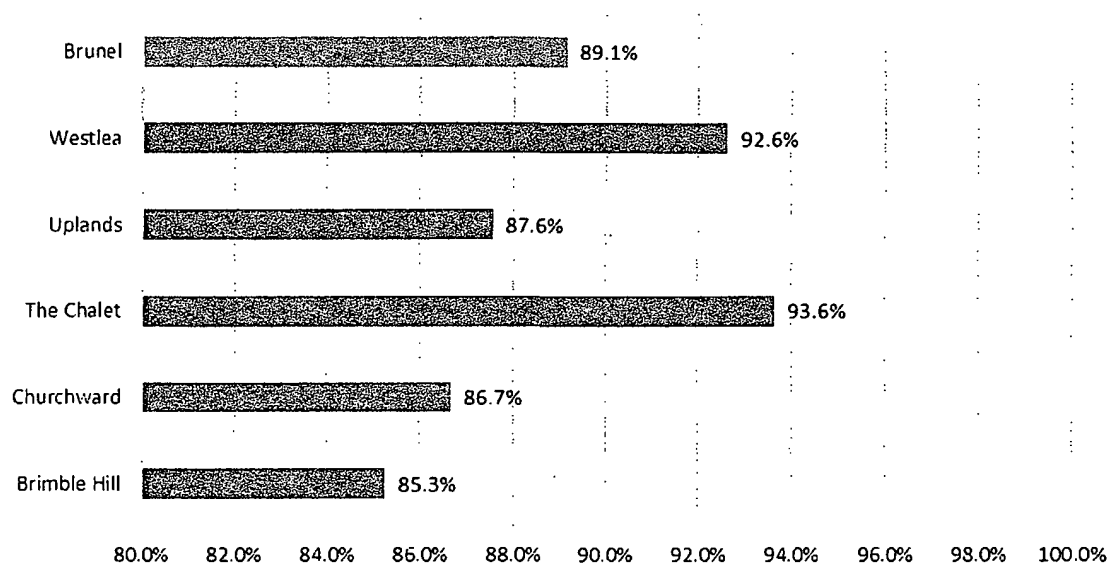
Recruitment will continue to be a constant preoccupation and the follow up support, induction and training for new staff will be crucial to ensure consistency and quality.

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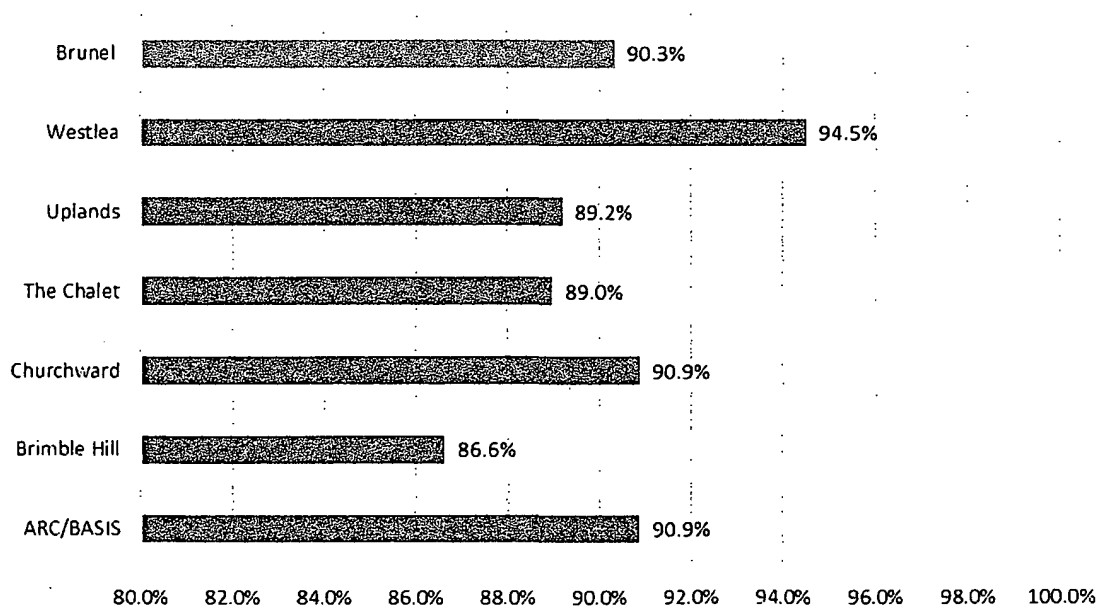
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Attendance Data

CYP Attendance - 22/23



Staff Attendance - 22/23

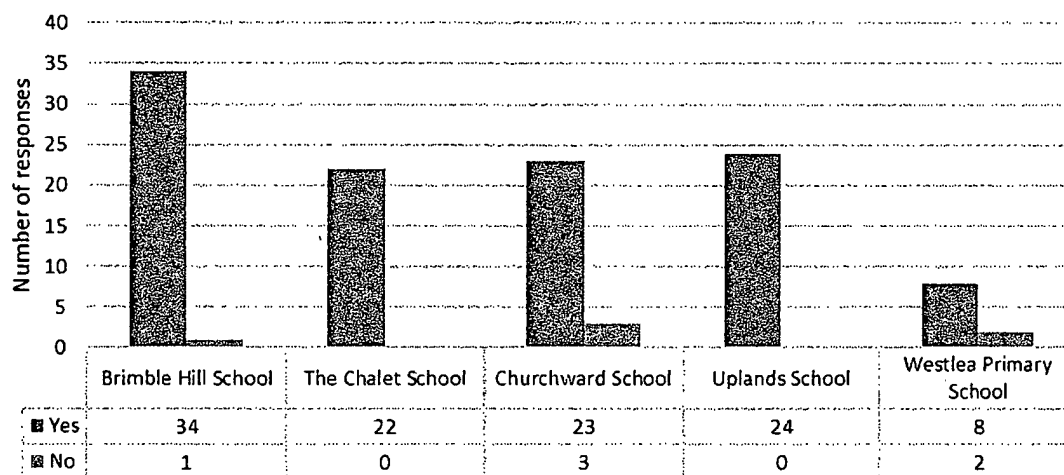


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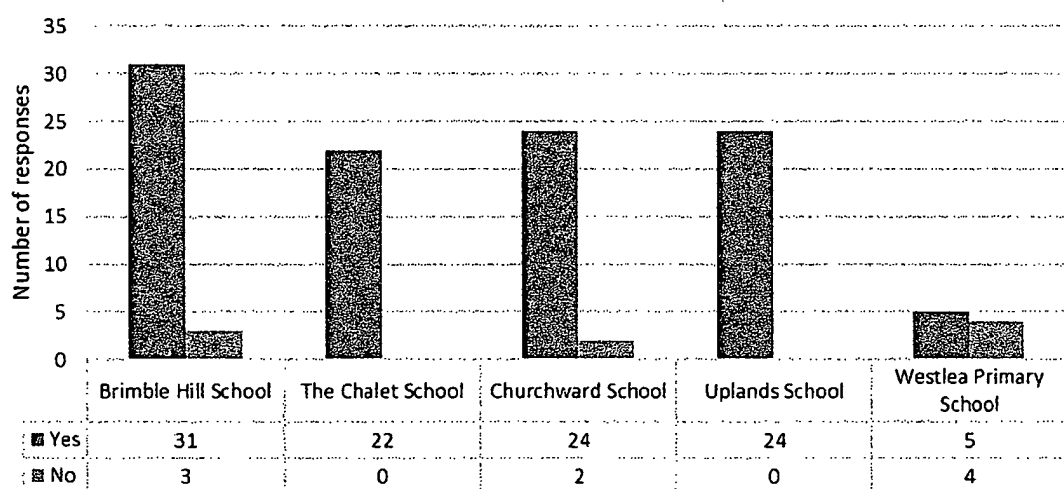
Stakeholder Views

At the end of the academic year each school undertakes a Parent/Carer Survey. Although most of the questions within each survey is specific to the school 3 questions are Brunel wide enabling us to benchmark responses. Although responses were not as high as we would have hoped, the responses themselves were overwhelmingly positive.

My child is happy at this school

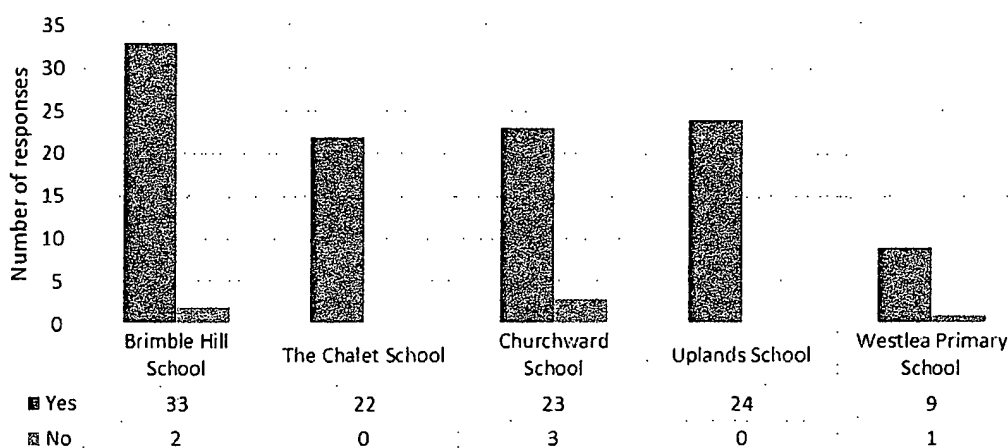


I know my child is making progress



TRUSTEES' REPORT (CONTINUED)
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My child feels safe at this school



B. GOING CONCERN

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

Promoting the Success of the Company

The Board of Trustees has a clear framework for determining matters within its remit and has approved Terms of Reference for each of its committees including the Local Governing Committees. Financial and strategic thresholds have been determined to identify matters requiring Board consideration and approval. When making decisions, each Trustee ensures that he/she acts in a way that he/she considers, in good faith, would most likely promote the Trust's success for the benefit of all stakeholders. In doing so the Trustees have regard for the following matters:

- the likely consequences of any decision in the long term
Trustees recognise the challenges the trust faces in dealing with the significant pressure for places, particularly SEND places, and the impact of managing significant growth while delivering exceptional high-quality education and enhancing the existing offer without compromising quality. The decisions taken by the board take into account the overall Mission and Strategic Objectives of the trust – predominantly the educational progress outcomes and wellbeing of the children and young people in its care. By supporting growth, the Trust Board hopes to further develop the capacity and sustainability to support the wider community in the future.

- the interests of the company's employees

Trustees recognise the vital role that Brunel's People play in delivering the best possible outcomes for all stakeholders. The trust is fully committed to Continual Professional Development (CPD) and employee wellbeing to ensure that everyone reaches their full potential and feels supported in their roles.

- the need to foster the company's business relationships with suppliers, customers and other

As a publicly funded organisation the trust has a duty to ensure that all partner organisations are aligned to the trust's principles and ethical standards. Brunel Academies Trust (the Trust)

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Procurement & Contract Management Strategy (the Strategy) is aligned with the Trusts Strategic Plan (Practice SO7 Continuous Review of practice and processes to enhance the connectivity of people to people, place and information), collaborative initiatives and the Academies Handbook.

The approved Strategy is the culmination of consultation and engagement with different stakeholder groups affected by the Trusts approach to procurement & contract management. Through this consultation, the Strategy benefits from exposure to both internal and external scrutiny. This strengthens the understanding of the Strategy and the prospect of achieving its policies, aims and objectives.

Within this 5 year strategy 2023-28 we will promote the delivery of value for money through good procurement practice and optimal use of procurement collaboration opportunities working with our strategic partners to ensure continued value, managed performance and minimal risk throughout the life of contracts for the benefit of customers and CYP, outputs include updating the onboarding pack and contracts SLA to include alignment to and delivery against Brunel Vision and Values.

- the impact of the company's operations on the community and the environment

Through the work of our Executive Leadership team, Trustees and other Senior staff, we will work collaboratively with our local community to ensure that we develop meaningful relationships and implement actions that will have a positive impact on the local environment. Wherever possible, we aim to add capacity to existing community initiatives and to share best practice with, and learn from, our strategic partners. This is captured in the trusts sustainability action plan.

- the desirability of the company maintaining a reputation for high standards of business conduct

The trust has an obligation to ensure the highest possible ethical standards are applied when carrying out its core business. The trust is committed to equality of opportunity and this is reflected in its policies and practice that underpin employee recruitment. The Trust also operates a strong governance framework that is open and transparent.

- the need to act fairly as between members of the company

When taking decisions Trustees abide by the principles of Nolan's 7 Principles of Public Life; selflessness, integrity, objectivity, accountability, openness, honesty and leadership as set out in the trust's governance charter. Trustees understand the requirement to fulfil their responsibilities fairly and without prejudice.

FINANCIAL REVIEW

Most of the Trust's income is obtained from the following two sources:

DfE via the ESFA in the form of recurrent grants (principally student place funding), the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31st August 2023 and the associated expenditure are shown as restricted funds in the statement of financial activities.

Local authorities in the form of recurrent grants (principally top up grants to meet the special educational needs of each student), the use of which is restricted to particular purposes. The grants received from local authorities during the year ended 31st August 2023 and the associated expenditure are shown as restricted funds (within other government grants) in the statement of financial activities.

Total income for the year was £24,117,000 (2022: £16,675,000). Total expenditure for the year was £20,665,000 (2022: £16,777,000). Brunel experienced growth at all provisions between 21/22 to 22/23. Although the growth was smaller for our primary provisions, when compared to our secondary schools, it was still significant with Brimble Hill increasing from 98 to 101 on roll (including Comets) and The Chalet increasing to 72, from 64 the previous year. Uplands continued to grow with 148 CYP on roll, 16 places over their PAN of 132 and an increase of 8 places compared to 21/22. Churchward continued to experience the

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most significant growth increasing to 81 CYP on roll compared to 65 in 20/21 and 6 CYP over their PAN of 75.

The Trust made an in-year surplus of £271,000 (2022: £418,000). The Trust's financial position was impacted as a direct result of staff recruitment and retention challenges in the financial year with a significant number of unfilled vacancies. This is calculated as the change in balance of restricted general funds (excluding pension reserve) plus unrestricted funds. At the 31st August 2023, the actual position of reserves were £1,725,000 (2022: £1,755,000). This comprises the total balance at 31st August 2023 on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds. The Trust made revenue contributions to capital of £207,000 to support significant projects including nursery alterations, outdoor play area enhancements, new classroom equipment and the installation of sensory equipment.

The surplus on the pension scheme at 31st August 2023 is £1,588,000 (2022: £41,000). As the recognition criteria for an asset has not been met, the £1,588,000 asset is not included in these financial statements. Instead the pension scheme is shown at nil value.

A. RESERVES POLICY

The Trustees review the reserve levels of the Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The Trustees aim to maintain free reserves to ensure that there is sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The target reserve level is based upon a range between 5 - 6 % of the Trust's annual income, so £1,200,000 - £1,450,000 (2022: £833,000 - £1,000,000). As at 31 August 2023, the Trust had free reserves (total funds less the amount held in fixed assets and restricted funds) of £836,000 (2022: £662,000). The Trust also held an amount of £889,000 (2022: £1,093,000) on restricted general funds. The reserves held are above the required level. Any excess reserves have been ringfenced to support the growth programme for Brunel including investment in systems, assets and professional resource. Included in free reserves are designated funds totalling £25,000 for capital investment and targeted education support staff.

The total balance at 31st August 2023 on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds was £1,725,000 (2022: £1,755,000).

In total at 31st August 2023, the funds of the Trust were of £17,122,000 (2022: £13,810,000), which is represented by £Nil (2022: £Nil) pension fund, £889,000 (2022: £1,093,000) restricted revenue funds, £15,397,000 (2022: £12,055,000) restricted fixed asset funds and £836,000 (2022: £662,000) unrestricted funds. As at 31st August 2023, £15,141,000 (2022: £11,737,000) of the restricted funds can only be realised by disposing of tangible fixed assets.

The Trustees acknowledge the pension reserve of £Nil (2022: £Nil). The funding of the Local Government Pension Scheme remains a major non-operational financial risk. The Trust's non-teaching staff are entitled to enter the Local Government Pension Scheme. The contribution rate paid by the Trust is calculated by an independent actuary and there is no direct correlation between what is shown in an employer's FRS102 position and the cash contribution that any LGPS Fund requires to be paid.

B. INVESTMENT POLICY

The Trustees' investment powers are set down in the charitable company's Memorandum and Articles of Association, which permit the investment of monies of the Trust that are not immediately required for its purposes in such investments, securities or property as may be thought fit subject to any restrictions which may from time to time be imposed or required by law.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

C. PRINCIPLE RISKS AND UNCERTAINTIES

The Board of Trustees has reviewed the key risks to which the academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees categorises risks into main categories;

- Reputation,
- Operational,
- Knowledge & People,
- Financial,
- Estates and safety management.

The Board of Trustees has delegated responsibility for monitoring and evaluating the impact of risk to the Audit, Risk and Finance Committee (AR&FC). The AR&FC regularly scrutinise and monitor the Risk Register as a standing agenda item 3 times per year and considers the controls in place to mitigate risks. The Board of Trustees, through the AR&FC, has implemented formal processes for identifying, evaluating and managing the academy Trust's significant risks. This has been embedded in the activity of the AR&FC in the period 1 September 2022 to 31 August 2023 up to the date of approval of the Annual Report and financial statements. This delegated process is regularly reviewed by the Board of Trustees.

FUNDRAISING

The academy Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees':

- Fundraising in 2022/23 totalled £9,204
- £4,411 received from a successful application of £19,110 from the Science Museum. Funds were awarded in 2 stages until licenses are agreed to connect to the national grid for solar panels.
- £2,500 from Nineveh Trust towards Uplands Sensory Garden
- £2,157 raised via GoFundMe page from families taking part in the Superheroes Tri event for Uplands Sensory Garden.
- £135 Intel donated from volunteers mentoring students at Horizons College.

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STREAMLINED ENERGY AND CARBON REPORTING

UK Greenhouse gas emissions and energy use data for the period	1 September 2022 to 31 August 2023	1 September 2021 to 31 August 2022
Energy consumption used to calculate emissions (kWh)	127,493	135,975
Energy consumption break down (kWh) (optional)		
• gas,	79,939	93,467
• electricity	47,554	42,508
• transport fuel (Mileage)	292,732	219,549
Scope 1 emissions in metric tonnes CO ₂ e Gas consumption	14,788.72	17,291.40
Owened transport	64,641.08	48,480.81
Total scope 1	79,429.8	65,772.21
Scope 2 emissions in metric tonnes CO ₂ e Purchased electricity	11,086.74	9910.31
Scope 3 emissions in metric tonnes CO ₂ e Business travel in employee-owned vehicles	Unknown	Unknown
Total gross emissions in metric tonnes CO ₂ e	90,516.54	75,682.52
Intensity ratio Tonnes CO ₂ e per pupil	1:122.49	1:188.73
<u>Quantification and Reporting Methodology:-</u>		
Brunel have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2023 UK Government's Conversion Factors for Company Reporting.		
<u>Intensity measurement</u>		
The chosen intensity measurement ratio is total gross emissions in metric tonnes CO ₂ e per pupil, the recommended ratio for the sector.		
<u>Measures taken to improve energy efficiency</u>		
Brunel have installed LED lighting at two more provisions Started leasing Electric vehicles over petrol or diesel Completed solar surveys for installation at 3 provisions CIF bid for heating replacement at one provision		

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

PLANS FOR FUTURE PERIODS

Brunel will strive to deliver on the five-year Strategic Plan 2022 -2027 and deliver on it's destination statement as set out in the table below:

Brunel Academies Trust Strategic 5 Year Plan 2022 - 2027

Brunel Academies Trust is an educational family with no barriers only potential

Our Vision

To be an **exceptional** creative education family opening doors, opening minds and changing lives.



Our Mission

We will significantly improve life chances & outcomes for all CYP through:

	Mission Objectives (MO)	Strategic Objectives (SO)
Integrity Inclusion Aspiration	MO 1 - Exceptional Education To deliver exceptional education across the trust through robust, rigorous and aligned quality assurance whilst supporting trust-wide partnerships and the growth and development of Brunel provisions.	SO 1 - All CYP in Brunel are educated in a good or better provision that improves opportunities & outcomes. SO 2 - Sustainable Growth & Development that meets emergent need and enhances the existing offer without compromising quality. SO 3 – Effective Governance & Strategic Leadership equip Brunel for a thriving future in the MAT education landscape.
	MO 2 - Exceptional People To deliver exceptional people and culture services across the trust through collaboration, partnership working and effective stakeholder engagement.	Strategic Objectives SO 4 - To recruit, retain and reward , whilst delivering a programme to raise the professional profile and expertise of our exceptional People. SO 5 – To ensure our People receive an exceptional employee lifecycle through a dedicated People Services function. SO 6 – To value all of our people , within an inclusive environment, focusing on engagement and employee wellbeing
	MO 3 - Exceptional Practice To deliver exceptional practice across the trust through driving continuous improvement and encouraging collaboration with the goal of both efficiency and sustainability underpinned by legal compliance.	Strategic Objectives SO 7 – Continuous review of practice and processes to enhance the connectivity of people to people, place and information. SO 8 – Ensure environmental, economic and social sustainability are embedded in all processes, practices and optimising outcomes. SO 9 - To promote the development and utilisation of systems and management information both in qualitative and quantitative form to facilitate evidence based decision making.

The Brunel Destination by 2027

We will be a fully inclusive, inspirational and aspirational organisation with good or better Ofsted ratings. Brunel Academies is a well-known respected and recognised provider of education and support to CYP, their families and community. We are a national centre of excellence training others in education using research-based solutions and have been improving lives for a generation. As a local employer of choice, we are expanding our model to deliver quality in all we do and creating positive destinations for staff and pupils.

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Exceptional Education			
Strategic Objective	Key Priorities (KP)		
	Year 2 (Development Plan 23/24)	By Year 3	By Year 5
1. All CYP in Brunel are educated in a good or better provision that improves opportunities & outcomes.	<ol style="list-style-type: none"> 1. Trust wide leadership roles have a significant impact on the quality of school improvement. 2. Curriculum Intent includes new opportunities to extend the curriculum offer and outcomes for all. 3. Improved opportunities result in better outcomes and destinations for all CYPs and a wider skilled workforce. 4. All pupils perform equally well regardless of their circumstances. Mental health support is embedded across provisions. 5. Education systems & processes are robust & rigorous and enable settings to devise a creative education. 6. Safeguarding across all provisions is effective 	<ol style="list-style-type: none"> 1. Trust wide leadership roles have a significant impact on the quality of school improvement documentation and the practice. 2. Safeguarding practice is exemplary. 3. Curriculum implementation demonstrates new opportunities to extend the offer and outcomes for all. 4. Improved opportunities result in better and more varied outcomes and destinations for all CYP. 5. The systems and processes are robust and rigorous enough to enable settings to deliver a creative education for their CYP. 6. Leaders are taking key roles outside of the Trust at local and national level to influence policy and practice 	<ol style="list-style-type: none"> 1. Brunel EPs are recognised as Innovators for self-evaluation and delivery regionally and nationally & provide support to other settings 2. Curriculum design includes new models to support the Brunel Growth & Development plan e.g. 24hr curriculum for residential offer 3. Brunel educational expertise is commissioned beyond Brunel settings and Leaders are contributing to or leading research projects that have impact beyond the Trust 4. Brunel EPs have a range of options to support children in crisis so that their needs can be met more collaboratively & creatively 5. All settings are consistently good or better with highly effective leadership at all levels based on secure and effective QA
2. Sustainable Growth & Development that meets emergent need and enhances the existing offer without compromising quality.	<ol style="list-style-type: none"> 1. Deliver on the Growth & Development Plan for 23/24, including SRET transfer. 2. Focus on stakeholder "first impressions" and simplification of information & data. 3. To maximise and simplify all income streams across Brunel, including Bespoke, Independent, LA Band and external grants. 	<ol style="list-style-type: none"> 1. To increase capacity & promote inclusion through delivery of the Brunel mainstream Free School programme 2. Brunel Data Dashboard fully embedded and adapted further to meet the needs of the organisation and the communication is clear with a range of stakeholders 3. The income maximisation model is fully embedded with an annual cycle of review based on current research and legislation 	<ol style="list-style-type: none"> 1. Effective growth and development planning informed by robust data intelligently sourced and analysed 2. All stakeholders are well informed through a variety of mediums, reflective of a consistent standard of quality 3. All sources of income are maximised to ensure we maintain the quality of the Brunel offer and enables development to continue to improve and widen the reach of Brunel
3. Effective Governance & Strategic Leadership equip Brunel for a thriving future in the MAT	<ol style="list-style-type: none"> 1. To implement the Brunel Hub model, including the Church of England mixed articles, and alignment of the Governance Structure, process, and practice. 2. Brunel will continue to focus on external influence to shape and improve of the local, regional and national education landscape. 	<ol style="list-style-type: none"> 1. The Governance structure is fully embedded and annually reviewed to reflect the changing education landscape of the MAT 2. Fully embedded links with a range of partners supports the strategic 	<ol style="list-style-type: none"> 1. A strong, effective Governance structure drives vision, mission and strategy ensuring accountability and compliance at all levels 2. To implement a full review of the Brunel Strategic Plan to reflect the growth and development of the MAT for the next 5 years

Exceptional People			
Strategic Objectives (SO)	Key Priorities (KP)		
	Year 2	By Year 3	By Year 5
4. To recruit, retain and reward, whilst delivering a programme to raise the professional profile and expertise of our exceptional People.	<ol style="list-style-type: none"> 1. Constantly review vacancies and review against risk register. Implement an application tracking system – reduce administration process 2. Implement Brunel Induction e-book and hard copy for all new starters 3. Reward Strategy to be aligned with benefits platform 4. Implement in Summer 2023 	<ol style="list-style-type: none"> 1. Talent pools are 'ready to go' within Teaching & Learning and Central Services positions 2. Engage in a Brunel Day 2 Training (link to our values) where all employees attend a further training session to cement culture and values of the organisation 3. Reward strategy in place and successful with regular monitoring / reporting of 'success points. Engagement is raised within the organisation reference 'celebrating success' 4. Brunel has an organisation wide CPD tracking system ensuring year on year professional development courses are achieved and the professional standards are increasing across the MAT 	<ol style="list-style-type: none"> 1. Robust plans in place to move our People around the organisation, to prevent further LTO with multiple options 2. Our rewards and professional development platforms are the major attraction to new talent as it overshadows our competitors
5. Ensure our People receive an exceptional employee lifecycle through a dedicated People Services function.	<ol style="list-style-type: none"> 1. Continually review Payroll practices and system 2. Implement Brunel wide Appraisal system 3. New launch of policies for September 2023 4. Implement benefits platform updated 	<ol style="list-style-type: none"> 1. Employees continually paid right, with the increase of headcount into Brunel 2. All employees receive a yearly appraisal and a record of achievement 3. Review of Brunel's T&Cs to ensure Brunel is competitive to the local MATs / SAT's and where appropriate, Brunel is a market leader 4. Employee benefits platform increased by 5% to accommodate the increased financial position for families 	<ol style="list-style-type: none"> 1. Brunel's LTO is less than 5% of total headcount 2. Our appraisal system is a true reflection of business decisions to support talent and growth of the organisation
6. To value all of our People, within an inclusive environment, focusing on engagement and employee wellbeing	<ol style="list-style-type: none"> 1. ED&I strategy needs to be reviewed 2. Design Brunel wider Employee Pulse surveys 3. Brunel Wide Wellbeing Day to be delivered 	<ol style="list-style-type: none"> 1. ED&I working group network outside the Brunel organisation, comparing different offers and bring back to Brunel 2. 3 years' worth of employee feedback where the organisation can show the difference to our People, with meaningful successes 3. Regular engagement sessions across Brunel, to capture the ever-changing climate and Brunel to reflect offers accordingly 4. Implemented a meaningful and flexible Wellbeing platform for Brunel People to take advantage of and ensure 10% of Brunel headcount are Mental Health first Aiders 	<ol style="list-style-type: none"> 1. Brunel is achieving 'Investors in People' recognised awards 2. Brunel's workforce is reflecting local cultural demographics

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Exceptional Practice			
Strategic Objectives (SO)	Key Priorities (KP)		
	Year 2	By Year 3	By Year 5
7. Continuous review of practice and processes to enhance the connectivity of people to people, place and information	<ol style="list-style-type: none"> On-going review of key practices to ensure continuous improvement & implementation of robust fit for purpose processes in capital planning, cash flow projections & budgeting. On-going review of procurement processes to adhoc spend, preferred supplier or contract process in line with Trust growth strategy which will include any new provisions joining the Trust in 2023/24 identifying any efficiency savings & improvements to current practice Reduction of at least 25% of non-order invoices across the Trust to ensure better financial reporting accuracy on a month-to-month basis Review, agree and implement revised key financial KPI's to be included consistently on all financial reports and budget monitoring reports 	<ol style="list-style-type: none"> Annual Reviews of financial structure embedded to ensure fit to organisation needs Regular cycle in place to review all material practices seeking out efficiency, through technical advancement and innovation Brunel has intelligent systems in place enhancing data gathering and informing decision making Brunel has Streamlined intelligent service partners and robust performance management in place 	<ol style="list-style-type: none"> All Yr1 and Yr 3 KP's are embedded as part of standard practice and culture Central Trust has a healthy pipeline of talent to support the long-term development of the Trust. All functions of Central services accessible for end user to enable self-serve Service partners to be aligned to Brunel MSA
8. Ensure environmental, economic and social sustainability are embedded in all processes, practices and optimising outcomes	<ol style="list-style-type: none"> Implement a tender exercise to review the Trust's legal advisors and appoint a new contract for the next 3 years during 2023.24. Review current practice in respect of internal financial processes and impact of in-year decision. Review financial policies and guidance to strengthen simplification within finance and resources management and to maximise efficiencies across the Trust. Create and reports against provision targets for General Waste, Printing, KWH usage Report against Pillar progress and implement action plans Review of sustainability impact of strategic partners and set up to positively influence Brunel's vision 	<ol style="list-style-type: none"> Strategic Partnerships are embedded and fully contribute to Trust's sustainability focus Annual Review of two key decisions to ensure impacts of decisions are as planned and to learn lessons where sub-optimal development is evident All service partners being measured to KPI to include sustainability Decarbonisation plan in delivery against priority and strategic plan 	<ol style="list-style-type: none"> Fundamental Review of Strategic partners to ensure fit for purpose for next 5 years Post Appraisal analysis to ensure learnings established is embedded. Income and result of sustainable actions against property costs has brought cost per CYP down Brunel can be put forward for awards within sustainability
9. To promote the development and utilisation of systems and management	<ol style="list-style-type: none"> Review key financial performance indicators to all strategic reports during 2023.24 Review of Key Management Information (MI) including KPI's (financial & non-financial) & consider how they are utilised across the Trust to support decision making. Implement a systematic 	<ol style="list-style-type: none"> A digitally based MI dashboard is embedded to support the running of the central Trust. 	<ol style="list-style-type: none"> The digitally based MI dashboard is embedded in the Trust ELT and Provision SLTs, enabling data driven and evidence-based decision making across the Trust
information both in qualitative and quantitative form to facilitate evidence-based decision making	<ol style="list-style-type: none"> review by senior management to consider the impact on outcomes of decisions made based on analysed information. Embrace simplification ethos & remove inefficient ways of working. Use data to drive design guide & Inform Income packages for CYP Continue to understand the depth of the systems available to reduce the work & enhance the capability of our provisions. Review current process & utilise systems to improve performance 	<ol style="list-style-type: none"> A regular systematic review of both the contents and utilisation of MI is embedded in Brunel All provisions on consistent single systems reducing the volume of licences Single source of access to information available to all 	<ol style="list-style-type: none"> Detailed data in place to move assets around the trust to support all schools Estate developed to self-deliver and services to CYP where possible and enhance full CYP access to learning

Delivery Overview			
	Education	People	Practice
Development Plans	Education; Teaching & Learning Growth & Development Governance & Leadership	People Development Plan	Operation Development Plan Finance Development Plan
Supporting Documents	Brunel Quality Assurance Framework Safeguarding Framework Brunel Improvement Capacity Audit Education Provision Development Plans Key Strategic Documents Brunel Annual Data Report	People Structures Stakeholder Engagement	Management Information Financial Monthly Reporting Risk Management Register (3 x per year) Budget Reports to Committees
Networking across Brunel	Extended Executive Leadership Team (EELT) - Termly Meeting Head of Education Provision (HoEPs) meetings with Education Team Safeguarding Champions Group Teaching and Learning Champions Group	Extended Executive Leadership Team (EELT) - Termly Meeting Head of Education Provision (HoEPs) - Termly Meeting Equality, Diversity and Inclusion Champions Group - Termly Meeting	Extended Executive Leadership Team (EELT) - Termly Meeting Central Services Senior Leadership Meeting Head of Education Provision (HoEPs) - Termly Meeting Health & Safety Champions Group Teaching and Learning Champions Group
Monitoring & Quality Assurance Refer to the Brunel Schedule of Reporting and Scrutiny	Strategic Plan approved by Brunel Board in September Education Development Plans are approved by the Education and Standards Committee (E&SC) at the first meeting of the year and progress towards the Development Plans is monitored by the E&SC formally through a mid-year and end of year report	People Development Plan is approved by the People and Culture Committee (P&CC) at the first meeting of the year and progress towards the Development Plan is monitored by the P&CC formally through a mid-year and end of year report Termly reviews take place with the CEO	Practice Development Plans are approved by the Audit, Risk and Finance Committee (AR&FC) at the first meeting of the year and progress towards the Development Plans is monitored by the AR&FC formally through a mid-year and end of year report CFO and DoO Reports to Audit, Risk & Finance Committee (AR&FC) formally 3 times per year including Health & Safety and Risk and ICT infrastructure update

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

AUDITOR

Insofar as the Trustees are aware:

there is no relevant audit information of which the charitable company's auditor is unaware

the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Trustees' report, incorporating a strategic report, was approved by order of The Board of Trustees, as the company directors, on 7 December 2023 and signed on The Board's behalf by:



William F Wyldbore-Smith

Trustee

Date: 7.12.23

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2023**

SCOPE OF RESPONSIBILITY

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

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

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 12 times during the year, including the Annual General Meeting. Meetings were held both in person and via Microsoft Teams. Attendance during the year at meetings of The Board of Trustees and LGCs was as follows:

Brunel Board Meeting Attendance

Trustee	Meetings attended	Out of a possible
Jackie Smith (CEO & Accounting Officer)	9	10
William Wyldbore-Smith (Chair)	12	12
Kim West	4	12
Alison Thunder	10	12
Chris Sims	12	12
Andy Tait	8	12
Nigel Green	10	12
Patrick O'Farrell (resigned)	7	9
Mark Westen (resigned)	0	1

In 2022/2023 there were no key changes to the composition of The Board of Trustees.

Trustees identified the need to evaluate the performance and impact of The Board at their Strategic Development Meeting where the 3 Year Strategic Development Plan was presented by the Executive Leadership Team and discussed and agreed by The Board. The Board agreed that the Education and Standards Committee would oversee the identified priorities within the Governance Development Plan which included carrying out a review of The Board's effectiveness/self-review, Trustee and Governor Induction and training, a review of the committee structure and a governor recruitment strategy.

The Board considered the data that they received on the performance of the Education Provisions through internal and external data reports and mid-year and end of year KPI reviews. The Brunel Strategic Plan has agreed Key Priorities linked to each of the Mission Objectives and data presented to The Board is at an appropriate level of detail and complexity. The Board reviewed the Brunel Vision & Mission Objectives and approved the Strategic Objectives (SO) and associated Key Priorities for the year to come based on known trends and growth patterns.

The Board received an Annual Data Report from the CEO and completed a deep dive review into the data for Children and Young People (CYP), People (staff), Practice and Performance. Trustees and Governors were engaged in questioning and evaluating the data which is evidenced in minutes. The Annual Report also captured and analysed stakeholder views.

In addition, the historical data provided allowed comparisons, trends and patterns to be identified. Data on performance towards Strategic Objectives was presented to The Board by the CEO and Executive Leadership Team in March, May and July. Trustees and Governors were also invited to attend a training

**BRUNEL ACADEMIES TRUST
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**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

session, delivered by the CEO on understanding data in June 2023. The Executive Leadership Team felt appropriately challenged by The Boards.

Action plans resulting from Stakeholder questionnaires and other feedback were reviewed and monitored by The Board and information was provided to parents/carers and children and young people about what is being done in response to their feedback.

Conflicts of Interest

The Trust maintains an up to date and complete Register of Interests for The Board of Trustees, Senior Employees and for each LGC, which is published on their websites. The Register of Interests is kept up to date through regular, quarterly reviews.

Brunel adopts the definition of the Charity Commission which states that a Conflict of Interest is any situation where a Trustee or Senior Employee's personal interests or loyalties could, or could be seen, to prevent the Trustee or Senior Employee from making a decision in the best interests of Brunel. Trustees and Senior Employees are expected to identify any conflicts of interest at an early stage.

A standard agenda item is included at the beginning of each Board of Trustee and Trust Committee Meeting to enable the declaration of any actual or potential conflicts of interest. Trustees consider the conflict of interest so that any potential effect on decision-making is eliminated and they must be absent from any part of any meeting where the issue is discussed or decided. The affected individual does not vote or be counted in deciding whether a meeting is quorate. Trustees ensure that decisions are in the best interest of the Trust and independently of any competing interest.

In line with the requirements of the Academy Trust Handbook, the academy Trust's register of interests captures relevant business and pecuniary interests of members, Trustees, local governors of academies within a multi-academy Trust and senior employees, including:

- directorships, partnerships and employments with businesses
- Trusteeships and governorships at other educational institutions and charities
- for each interest: the name of the business; the nature of the business; the nature of the interest; and the date the interest began

The register also identifies any material interests arising from close family and/or interested other relationships between the academy Trust's members, Trustees, or local governors and relationships between members or Trustees and employees. The Trust's Audit and Finance Committee undertakes continuous monitoring of its activities and the Trustees/Senior Employees to ensure that any conflicts of interest are identified and mitigated as soon as possible.

Governance Reviews

An external review of governance was completed by the Trust's internal scrutiny provider, TIAA. The review focused on the review of the governance structure in relation to the transfer of SRET to Brunel and the change to church articles and the related accountability and compliance. The Education and Standards Committee oversaw the monitoring and review the Governance Development Plan.

In order to ensure that the governance framework remains robust and in line with the growth and development of the Trust the board will undertake review of governance through the National Governance Association (NGA). The review is planned as part of the Governance Development Plan for 2023/2024 and will focus on the governance structure, culture and practice, core functions, compliance, evaluation and impact.

The Board agreed at their meeting held on the 8 December 2022 to make a recommendation to the Members to agree in principle to adopt church articles in order to facilitate the transfer of SRET and to take on further church Primary Schools in Swindon and Wiltshire.

**BRUNEL ACADEMIES TRUST
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**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

The joint Brunel and BE People and Culture Committee, chaired by Alison Thunder, met 4 times throughout 2022/2023. All Independent Trustees have an open invitation to attend all meetings of the People and Culture Committee. The purpose of the People and Culture Committee is to advise the Brunel and BE Boards on matters relating to Brunel's Executive Pay arrangements, structures, succession planning for key members of staff, training and development, recruitment and resourcing and staff wellbeing. The People and Culture Committee also review the progress towards the Key Priorities outlined in the People Development Plan and feedback to The Board.

The newly established joint Brunel and BE Education and Standards Committee, chaired by William Wyldbore-Smith, met 3 times throughout 2022/2023. The purpose of the Education and Standards Committee is to advise The Boards on matters relating to standards of education and outcomes, safeguarding, governance, including driving good governance, increasing the effectiveness of The Boards and LGCS through scrutinising and monitoring of the work of the LGCs in being a supportive, critical friend to the Education Provisions and sharing good practice across Brunel and BE. The Education and Standards Committee also oversees Trustee and Governor recruitment and appointments and training and development.

The joint Brunel and BE Audit, Risk and Finance Committee, chaired by Andy Tait, continued to meet throughout 2022/2023. The Audit, Risk and Finance Committee held a total of 3 meetings throughout the year. Standing agenda items included the review of the Risk Register, Health and Safety Audit Report and Monthly Management Accounts.

Attendance at Committee Meetings in 2022/2023 year was as follows:

Audit, Risk and Finance Committee Meeting Attendance:

Trustee	Meetings attended	Out of a possible
Andy Tait (Committee Chair)	3	3
Jackie Fieldwick (CEO & Accounting Officer)	3	3
Patrick O'Farrell	1	2
Joe Szymanski (Brunel Education)	2	3
Nigel Green	1	3

People and Culture Committee Meeting Attendance:

Trustee	Meetings attended	Out of a possible
Alison Thunder (Chair)	4	4
Jackie Fieldwick	2	4
Chris Sims	4	4

Education and Standards Committee Meeting Attendance:

William Wyldbore-Smith	3	3
Kim West	1	3
Jackie Fieldwick	3	3

**BRUNEL ACADEMIES TRUST
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**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

Brimble Hill Local Governing Committee Meeting Attendance:

Governor	Meetings attended	Out of a possible
Alison Thunder	6	6
Katie Bellamy	4	6
Katie Ferns	2	2
Liz Fewings	5	6
Lucy Golder	1	3
Andy Hannath	4	6
Phillipa Sigler	4	6
Andy Tait	4	5
Cordula Wiltshire	3	3

The Chalet School Local Governing Committee Meeting Attendance:

Governor	Meetings attended	Out of a possible
Pete Crockett	5	5
Jerry Giles	2	3
Helena Knight	5	5
Lizzy Mitchell	4	5
Claire Morris	5	5
Gemma Neighbour	3	5

Secondary Local Governing Committee Meeting Attendance:

Governor	Meetings Attended	Out of a possible
Kim West	6	6
Jackie Bardwell	1	1
Katrina Berry	4	4
Parent Governor	6	6
Allan Brown	2	4
Jodie Cole	2	2
Louise Fisher	3	6
Ben Ford	1	2
Christine Gower	4	6
Joanna Gwinnett	3	3
Zoe Janes	4	4
Karen Johnstone	4	6
David Miller	5	6
David Stevens	6	6
David Dearsley	6	6

BASIS Local Governing Committee Meeting Attendance:

Governor	Meetings Attended	Out of a possible
Chris Sims	6	6
Penny Seymour	6	6
Julie Scarisbrick	5	6
Jo-Ann Nicol-Cobb	6	6

**BRUNEL ACADEMIES TRUST
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**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

Westlea Local Governing Committee Meeting Attendance:

Governor	Meetings Attended	Out of a possible
Nigel Green	7	7
Abdul Amin	4	7
Bob Barrett	5	7
Dawn Batchelor	6	7
Holly Coe	2	5
Louise Edmonds	3	4
Kim Jones	7	7
Charlotte Quinn	3	3
Heidi Sieluzycki	0	2
Sarah Sumner	7	7
Dale Welland	4	7

REVIEW OF VALUE FOR MONEY

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

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

Working closely with the Local Authority to ensure all CYP funding rates are reflective of need to provide a mechanism for full cost recovery. This exercise will continue into 2022/23 and beyond.

Brunel are in the fortunate position of securing fixed priced contracts at favourable rates, both directly and through the PFI arrangements, ensuring that in 22/23 energy costs for all existing sites are now tracking below the current market rate.

Maximising the advantages of a coordinated Trust lead initiative on catering, Brunel are in the process of transferring some of their provisions to a single catering supplier, resulting in future savings of circa £45k p.a.

Following delivery of the new cleaning contract (via DFE recommended Schools Buying Hub) to an established outsourced supplier Brunel has been able to realise the savings target of 5% and continues to monitor the indirect savings attributable from staff time and administrative costs. This model of delivery will be implemented for Westlea Primary School. Within the contract with the supplier there is an option to generate future savings.

Work will continue to refine the 'Procure to Pay' process including the onboarding of preferred suppliers, the aim is to negotiate better value services and contracts as well as reduce direct staff costs for administrative time. An example includes a review of all suppliers used to provide statutory training, through appointing preferred suppliers Brunel will be able to achieve savings on contracts as well as ensure consistency across all provisions.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy Trust policies, aims and objectives, to evaluate the likelihood of those risks

**BRUNEL ACADEMIES TRUST
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**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The system of internal control has been in place in Brunel for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the Annual Report and financial statements.

CAPACITY TO HANDLE RISK

The board of trustees has reviewed the key risks to which the academy trust is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The Board of Trustees has delegated responsibility for monitoring and evaluating the impact of risk to the Audit and Finance Committee for the period 1 September 2022 to 31 August 2023. The Board of Trustees, through the Audit, Risk and Finance Committee (AR&FC), has reviewed the key risks to which the academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. Formal processes for identifying, evaluating, and managing the academy Trust's significant risks are in place. This delegated process is regularly reviewed by The Board of Trustees.

Starting in September 2022 Risks were reviewed at Provision level in alternate terms, and monthly by ELT. Trust wide Risk are reported under Brunel and Central Services. Trust wide risks are replicated within each provision and assessed individually providing a Trust wide risk view and provision risk view, the provision risk also includes specific risk associated with that provision providing the HoEP with a complete view of Risk for their provisions.

THE RISK AND CONTROL FRAMEWORK

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

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

The Board of Trustees has considered the need for specific internal audit function and appointed TIAA Ltd as the internal scrutiny provider for 2022/2023. An internal scrutiny review was undertaken in accordance with the terms of engagement with TIAA Ltd and Brunel as agreed by the Board of Trustees. The focus of the review was on Brunel's governance structure and compliance in order to ensure that they meet the requirements for the trust's growth. The overall assurance assessment indicated that there was substantial assurance that there is a robust system of internal controls operating effectively to ensure that risks are managed, and process objectives achieved.

**BRUNEL ACADEMIES TRUST
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**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

On an annual basis, the reviewer reports to The Board of Trustees, through the Audit, Risk and Finance Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

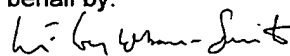
The reviewer has delivered their schedule of work as planned and will report to the Audit and Finance Committee at the meeting on the 7 December 2023.

REVIEW OF EFFECTIVENESS

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

- the work of the internal scrutiny provider
- the work of the external auditor
- the School Resource and Management Self-Assessment Tool process
- the work of the executive managers within the academy Trust who have responsibility for the development and maintenance of the internal control framework

Approved by order of the members of The Board of Trustees on 7/12/2023
behalf by:


.....
William F Wyldbore-Smith
Trustee

and signed on its


.....
Jackie Fieldwick, MBE
Accounting Officer

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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



Jackie Fieldwick, MBE
Accounting Officer
Date: 7.12.23

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2023**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group will continue in business.

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

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

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the group'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 and signed on its behalf by:



William Wyldbore-Smith

Trustee
Date: 7.12.23

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
BRUNEL ACADEMIES TRUST**

OPINION

We have audited the financial statements of Brunel Academies Trust (the 'parent Academy') and its subsidiaries (the 'Group') for the year ended 31 August 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated balance sheet, the Academy balance sheet, the Consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Academy's affairs as at 31 August 2023 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

OTHER INFORMATION

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

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

RESPONSIBILITIES OF TRUSTEES

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

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

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the Academy sector, control environment and the Group's and of the parent Academy's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Group's and of the parent Academy's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Group's and of the parent Academy's documentation of their policies and procedures relating to: identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance; detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; the internal controls established to mitigate risks of fraud or noncompliance with laws and regulations;
- how the Group and the parent Academy ensured it met its obligations arising from it being financed by the ESFA and other funders, and as such material compliance with these obligations is required to ensure the Group and the parent Academy will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the Group and the parent Academy ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- these matters were discussed among the audit engagement team who also considered any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud, which included incorrect recognition of revenue, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of revenue and management override using manual journal entries.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Group and the parent Academy operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, Academies Financial Handbook, UK Companies Act and tax legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Group's and of the parent Academy's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of Trustees and management and those charged with governance concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from an error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

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

USE OF OUR REPORT

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



Simon Morrison FCA (Senior statutory auditor)
for and on behalf of
Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL

Date: 20 / 12 / 2023

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

In accordance with the terms of our engagement letter dated 6 July 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Brunel Academies Trust during the year 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Brunel Academies Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Brunel Academies Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Brunel Academies Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF BRUNEL ACADEMIES TRUST'S ACCOUNTING OFFICER
AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Brunel Academies Trust's funding agreement with the Secretary of State for Education dated 1 March 2018 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

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

APPROACH

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

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

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

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

The work undertaken to draw our conclusion includes:

An assessment of the risk of material irregularity and impropriety across all of the Trust's activities;

Further testing and review of the areas identified through the risk assessment including enquiry, identification of controls processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and

Consideration of evidence obtained through the work detailed above and the work completed as part of our audit of the financial statements in order to support the regularity conclusion.

In line with the Framework and guide for external auditors and reporting accountants of academy trusts issued April 2023, we have not performed any additional procedures regarding the Trust's compliance with safeguarding, health and safety and estates management.

CONCLUSION

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



Reporting Accountant
Bishop Fleming LLP
Chartered Accountants
Statutory Auditors

Date: 20/12/2023

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND
EXPENDITURE ACCOUNT)**
FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
	Note					
Income from:						
Donations and capital grants	4	153	263	3,144	3,560	1,655
Other trading activities	6	530	113	-	643	654
Investments	7	2	8	-	10	-
Charitable activities		559	19,345	-	19,904	14,366
Total income		1,244	19,729	3,144	24,117	16,675
Expenditure on:						
Charitable activities		1,070	18,913	682	20,665	16,777
Total expenditure		1,070	18,913	682	20,665	16,777
Net income/(expenditure)		174	816	2,462	3,452	(102)
Transfers between funds	19	-	(880)	880	-	-
Net movement in funds before other recognised gains/(losses)		174	(64)	3,342	3,452	(102)
Other recognised gains/(losses):						
Actuarial gains on defined benefit pension schemes	26	-	1,427	-	1,427	9,415
Pension surplus not recognised	26	-	(1,567)	-	(1,567)	(70)
Net movement in funds		174	(204)	3,342	3,312	9,243
Reconciliation of funds:						
Total funds brought forward		661	1,093	12,055	13,810	4,567
Net movement in funds		174	(204)	3,342	3,312	9,243
Total funds carried forward		835	889	15,397	17,121	13,810

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

The notes on pages 44 to 73 form part of these financial statements.

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:10074054

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2023

	Note	2023 £000	2022 £000
Fixed assets			
Intangible assets	14	1	3
Tangible assets	15	15,141	11,734
		<u>15,142</u>	<u>11,737</u>
Current assets			
Stocks	16	9	-
Debtors	17	1,333	1,461
Cash at bank and in hand		2,478	1,773
		<u>3,820</u>	<u>3,234</u>
Creditors: amounts falling due within one year	18	(1,840)	(1,161)
Net current assets		<u>1,980</u>	<u>2,073</u>
Total assets less current liabilities		<u>17,122</u>	<u>13,810</u>
Total net assets		<u>17,122</u>	<u>13,810</u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	19	15,397	12,055
Restricted income funds	19	889	1,093
Total restricted funds	19	<u>16,286</u>	<u>13,148</u>
Unrestricted income funds	19	<u>836</u>	<u>662</u>
Total funds		<u>17,122</u>	<u>13,810</u>

The financial statements on pages 40 to 73 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by:

7/12/2023



William Wyldbore-Smith

The notes on pages 44 to 73 form part of these financial statements.

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:10074054

ACADEMY STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £000	2022 £000
Fixed assets			
Intangible assets	14	1	3
Tangible assets	15	14,571	11,443
		<u>14,572</u>	<u>11,446</u>
Current assets			
Stocks	16	9	-
Debtors	17	1,688	1,616
Cash at bank and in hand		1,459	743
		<u>3,156</u>	<u>2,359</u>
Creditors: amounts falling due within one year	18	(1,574)	(865)
Net current assets		<u>1,582</u>	<u>1,494</u>
Total assets less current liabilities		<u>16,154</u>	<u>12,940</u>
Total net assets		<u>16,154</u>	<u>12,940</u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	19	14,762	11,765
Restricted income funds	19	438	641
		<u>15,200</u>	<u>12,406</u>
Restricted funds excluding pension asset	19	15,200	12,406
Total restricted funds	19	<u>15,200</u>	<u>12,406</u>
Unrestricted income funds			
Designated funds	19	77	183
General funds	19	877	351
		<u>954</u>	<u>534</u>
Total unrestricted income funds	19	<u>954</u>	<u>534</u>
Total funds		<u>16,154</u>	<u>12,940</u>

The financial statements on pages 40 to 73 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by:


William Wyldbore-Smith

7/12/2023

The notes on pages 44 to 73 form part of these financial statements.

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £000	2022 £000
Cash flows from operating activities			
Net cash provided by operating activities	21	1,256	1,515
Cash flows from investing activities	23	(952)	(1,511)
Cash flows from financing activities	22	401	-
Change in cash and cash equivalents in the year		705	4
Cash and cash equivalents at the beginning of the year		1,773	1,769
Cash and cash equivalents at the end of the year	24, 25	2,478	1,773

The notes on pages 44 to 73 form part of these financial statements

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

1. GENERAL INFORMATION

Brunel Academies Trust is a company limited by guarantee, without share capital, incorporated in England and Wales. The registered office address can be found in the Trustees' Report.

2. ACCOUNTING POLICIES

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

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Academy and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

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

2.2 GOING CONCERN

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

2. ACCOUNTING POLICIES (continued)

2.3 INCOME

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

- **Legacies**

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Group has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Group, can be reliably measured.

- **Donations**

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

- **Transfer of existing academies into the Group**

Where assets and liabilities are received on the transfer of an existing academy into the Group, the transferred assets are measured at fair value and recognised in the Balance sheet at the point when the risks and rewards of ownership pass to the Group. An equal amount of income is recognised for the transfer of an existing academy into the Group within 'Income from Donations and Capital Grants' to the net assets acquired.

2.4 EXPENDITURE

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

2.5 INTEREST RECEIVABLE

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

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

2. ACCOUNTING POLICIES (continued)

2.6 TAXATION

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

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

2.7 INTANGIBLE ASSETS

Intangible assets costing £NIL 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 intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Computer software	- 3 years
-------------------	-----------

2.8 TANGIBLE FIXED ASSETS

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

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

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

Depreciation is provided on the following bases:

Long-term leasehold property	- 15 to 100 years straight line
Furniture and equipment	- 5 years straight line
Computer equipment	- 3 years straight line
Motor vehicles	- 25% reducing balance

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 Consolidated statement of financial activities.

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

2. ACCOUNTING POLICIES (continued)

2.9 STOCKS

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.10 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.

2.11 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.

2.12 LIABILITIES

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

2.13 FINANCIAL INSTRUMENTS

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 17. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 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. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

2.14 OPERATING LEASES

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight-line basis over the lease term.

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

2. ACCOUNTING POLICIES (continued)

2.15 PENSIONS

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

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

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

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

2.16 AGENCY ARRANGEMENTS

The academy trust acts as an agent in distributing 16-19 Bursary Funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 28.

2.17 FUND ACCOUNTING

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

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

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

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

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

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

3. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGMENT

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, 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 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

4. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
Donations	153	263	2,620	3,036	47
Capital Grants	-	-	524	524	1,608
	<u>153</u>	<u>263</u>	<u>3,144</u>	<u>3,560</u>	<u>1,655</u>
TOTAL 2022	<u>47</u>	<u>-</u>	<u>1,608</u>	<u>1,655</u>	

Donations relate primarily to the transfer into the Trust of the assets and liabilities of Westlea Primary School.

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

5. FUNDING FOR THE ACADEMY'S CHARITABLE ACTIVITIES

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
EDUCATION				
DFE/ESFA GRANTS				
General Annual Grant	-	5,070	5,070	3,008
OTHER DFE/ESFA GRANTS				
Pupil Premium	-	295	295	156
16-19 Funding	-	580	580	580
Teacher Pay and Pension Grants	-	306	306	-
Post 19 Funding	-	940	940	837
Others	-	220	220	67
	-	7,411	7,411	4,648
OTHER GOVERNMENT GRANTS				
High Needs Funding	-	10,440	10,440	8,943
Other Government Grants	-	1,315	1,315	437
	-	11,755	11,755	9,380
Other income from the Academy's education	559	14	573	321
COVID-19 ADDITIONAL FUNDING (DFE/ESFA)				
Recovery Premium	-	157	157	-
Other DfE/ESFA COVID-19 funding	-	8	8	17
	-	165	165	17
	559	19,345	19,904	14,366
	559	19,345	19,904	14,366
TOTAL 2022	319	14,047	14,366	

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

6. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
UET Support Services	91	-	91	131
ARC Packages	404	-	404	482
Lettings Income	21	-	21	-
Other Income	14	113	127	41
	<u>530</u>	<u>113</u>	<u>643</u>	<u>654</u>
TOTAL 2022	<u>654</u>	<u>-</u>	<u>654</u>	

7. INVESTMENT INCOME

	Restricted funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
Investment income	-	2	-
Pension income	8	8	-
	<u>8</u>	<u>10</u>	<u>-</u>
TOTAL 2022	<u>-</u>	<u>-</u>	

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

8. EXPENDITURE

	Staff Costs	Premises	Other	Total	Total
	2023	2023	2023	2023	2022
	£000	£000	£000	£000	£000
EDUCATION:					
Direct costs	13,263	-	1,062	14,325	10,532
Allocated support costs	2,789	1,127	2,432	6,348	6,245
	<u>16,052</u>	<u>1,127</u>	<u>3,494</u>	<u>20,673</u>	<u>16,777</u>
TOTAL 2022	<u>13,955</u>	<u>704</u>	<u>2,118</u>	<u>16,777</u>	

9. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities	Support	Total	Total
	undertaken	costs	funds	funds
	directly	2023	2023	2022
	2023	£000	£000	£000
Education	14,325	6,348	20,673	16,777
TOTAL 2022	<u>10,532</u>	<u>6,245</u>	<u>16,777</u>	

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

9. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Total funds 2023 £000	Total funds 2022 £000
Pension finance costs	2	-
Staff costs	2,791	4,027
Depreciation	553	70
Other costs	395	661
Agency costs - support staff	56	3
Recruitment and support	83	73
Maintenance of premises and equipment	236	179
Cleaning	164	141
Rent and rates	412	194
Energy costs	194	64
Insurance	74	50
Security and transport	121	100
Catering	200	117
Technology costs	201	148
Office overheads	85	73
Legal and professional	267	46
Bank charges	2	1
Loss on disposal of fixed assets	129	-
PFI charges	338	252
Governance costs	45	46
	<u>6,348</u>	<u>6,245</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) for the year includes:

	2023 £000	2022 £000
Operating lease rentals	870	509
Depreciation of tangible fixed assets	551	354
Amortisation of intangible assets	2	9
Fees paid to auditors for:		
- audit	37	39
- other services	5	7
	<u>1,465</u>	<u>918</u>

BRUNEL ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

11. STAFF

a. STAFF COSTS

Staff costs during the year were as follows:

	Group 2023 £000	Group 2022 £000	Academy 2023 £000	Academy 2022 £000
Wages and salaries	12,298	9,219	10,735	8,025
Social security costs	1,063	788	933	695
Pension costs	2,691	3,954	2,556	3,822
	16,052	13,961	14,224	12,542
Agency staff costs	-	2	-	2
	16,052	13,963	14,224	12,544

b. STAFF NUMBERS

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

	Group 2023 No.	Group 2022 No.	Academy 2023 No.	Academy 2022 No.
Teachers	79	58	69	50
Administration and support	472	371	404	334
Management	23	20	19	17
	574	449	492	401

The average headcount expressed as full-time equivalents was:

	Group 2023 No.	Group 2022 No.	Academy 2023 No.	Academy 2022 No.
Teachers	76	56	66	48
Administration and support	346	279	19	242
Management	23	20	299	16
	445	355	384	306

BRUNEL ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

11. STAFF (CONTINUED)

c. HIGHER PAID STAFF

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

	Group 2023 No.	Group 2022 No.
In the band £60,001 - £70,000	7	5
In the band £70,001 - £80,000	4	1
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	-	1
In the band £120,001 - £130,000	1	-

d. KEY MANAGEMENT PERSONNEL

The key management personnel of the Group comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Group was £493,969 (2022 - £555,000).

12. TRUSTEES' REMUNERATION AND EXPENSES

The CEO as a staff Trustee only receives remuneration in respect of services they provide undertaking the roles of CEO under their contract of employment, and not in respect of their services as a Trustee. Other Trustees did not receive any payments from the Academy in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows: J Fieldwick: Remuneration £130k - £135k (2022: £115k - £120k), Employer's pension contributions £30k - £35k (2022: £25k - £30k).

During the year, retirement benefits were accruing to no Trustees (2022 - none) in respect of defined benefit pension schemes.

During the year ended 31 August 2023, no Trustee expenses have been incurred (2022 - £NIL).

13. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business and provides cover up to £10m. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the insurance.

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

14. INTANGIBLE ASSETS

GROUP AND ACADEMY

	Computer software £000
COST	
At 1 September 2022	32
At 31 August 2023	32
AMORTISATION	
At 1 September 2022	29
Charge for the year	2
At 31 August 2023	31
NET BOOK VALUE	
At 31 August 2023	1
At 31 August 2022	3

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

15. TANGIBLE FIXED ASSETS

GROUP

	Long-term leasehold property £000	Assets under construction £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Property improvements £000	Total £000
COST OR VALUATION							
At 1 September 2022	9,688	1,337	360	542	305	586	12,718
Additions	747	-	138	109	30	450	1,474
Acquired on conversion	2,223	-	15	17	-	362	2,617
Disposals	(157)	-	(22)	-	-	-	(179)
Transfers between classes	1,337	(1,337)	-	-	-	-	-
At 31 August 2023	13,738	-	491	668	335	1,398	16,630
DEPRECIATION							
At 1 September 2022	193	-	159	350	188	94	984
Charge for the year	165	-	105	144	45	93	552
On disposals	(35)	-	(12)	-	-	-	(47)
At 31 August 2023	323	-	252	494	233	187	1,489
NET BOOK VALUE							
At 31 August 2023	13,415	-	239	174	102	1,211	15,141
At 31 August 2022	9,395	1,337	201	192	116	493	11,734

BRUNEL ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

15. TANGIBLE FIXED ASSETS (CONTINUED)

ACADEMY

	Long-term leasehold property £000	Assets under construction £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Property improvements £000	Total £000
COST OR VALUATION							
At 1 September 2022	9,586	1,258	310	447	220	429	12,250
Additions	327	-	96	95	18	434	970
Acquired on conversion	2,223	-	15	17	-	362	2,617
Transfers between classes	1,258	(1,258)	-	-	-	-	-
At 31 August 2023	13,394	-	421	559	238	1,225	15,837
DEPRECIATION							
At 1 September 2022	193	-	134	294	128	59	808
Charge for the year	139	-	87	112	27	93	458
At 31 August 2023	332	-	221	406	155	152	1,266
NET BOOK VALUE							
At 31 August 2023	13,062	-	200	153	83	1,073	14,571
At 31 August 2022	9,393	1,258	176	153	92	371	11,443

BRUNEL ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

16. STOCKS

	Group 2023 £000	Group 2022 £000	Academy 2023 £000	Academy 2022 £000
Finished goods and goods for resale	9	-	9	-

17. DEBTORS

	Group 2023 £000	Group 2022 £000	Academy 2023 £000	Academy 2022 £000
DUE WITHIN ONE YEAR				
Trade debtors	145	345	83	181
Amounts owed by group undertakings	-	-	576	351
Other debtors	345	369	228	368
Prepayments and accrued income	843	747	801	716
	1,333	1,461	1,688	1,616

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2023 £000	Group 2022 £000	Academy 2023 £000	Academy 2022 £000
Trade creditors	298	212	276	155
Other taxation and social security	234	163	204	143
Other creditors	509	371	484	318
Accruals and deferred income	799	415	610	249
	1,840	1,161	1,574	865

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

19. STATEMENT OF FUNDS

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
UNRESTRICTED FUNDS						
DESIGNATED FUNDS						
Designated fund - Fundraising reserve	46	-	(37)	-	-	9
Designated fund - Capital programme allocation	94	67	(161)	-	-	-
Designated fund - Training and development	25	-	-	-	-	25
Designated fund - ICT lifecycle & replacement	65	-	(6)	-	-	59
Designated fund - Horizons new accommodation project	43	-	(43)	-	-	-
Designated fund - Internal supply start-up fund	5	-	(5)	-	-	-
	278	67	(252)	-	-	93
GENERAL FUNDS						
Unrestricted funds	384	1,177	(818)	-	-	743
TOTAL UNRESTRICTED FUNDS	662	1,244	(1,070)	-	-	836

BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

19. STATEMENT OF FUNDS (CONTINUED)

**RESTRICTED
GENERAL
FUNDS**

General Annual Grant (GAG)	547	5,070	(4,773)	(385)	-	459
Other Government Grants	13	11,392	(11,399)	-	-	6
Pupil Premium	35	295	(330)	-	-	-
Teachers Pay and Pension Grant	-	306	(306)	-	-	-
PE Sports Premium	-	102	(16)	-	-	86
Other DfE Group Grants	15	748	(738)	-	-	25
Other Restricted Income	15	231	(233)	-	-	13
COVID Catch Up Premium	15	-	(15)	-	-	-
Other DfE/ESFA COVID Grants	-	164	(164)	-	-	-
Programme Funding, High Needs Student Funding and Student Financial Support Funding	453	1,281	(939)	(495)	-	300
Pension reserve	-	140	-	-	(140)	-
	<u>1,093</u>	<u>19,729</u>	<u>(18,913)</u>	<u>(880)</u>	<u>(140)</u>	<u>889</u>

**RESTRICTED
FIXED ASSET
FUNDS**

Fixed Asset Fund	11,737	2,620	(682)	1,464	-	15,139
Devolved formula capital	-	52	-	(39)	-	13
Local authority grants	266	273	-	(431)	-	108
Other capital grants	52	199	-	(114)	-	137
	<u>12,055</u>	<u>3,144</u>	<u>(682)</u>	<u>880</u>	<u>-</u>	<u>15,397</u>

**TOTAL
RESTRICTED
FUNDS**

	<u>13,148</u>	<u>22,873</u>	<u>(19,595)</u>	<u>-</u>	<u>(140)</u>	<u>16,286</u>
TOTAL FUNDS	<u>13,810</u>	<u>24,117</u>	<u>(20,665)</u>	<u>-</u>	<u>(140)</u>	<u>17,122</u>

**BRUNEL ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

19. STATEMENT OF FUNDS (CONTINUED)

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

General Annual Grant (GAG) - Relates to the funding provided to the Academy by the DfE and expenditure incurred by the Academy spent in line with the terms of the Funding Agreement. Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023.

Other DfE group grants:

- PE sports grant to fund improvements to the provision of PE and sports for primary pupils
- the rates relief to contribute to the rates bill
- the grant towards the universal infant free school meals provision
- the grant towards teachers pay and teachers pension
- the grant to assist pupils from low income families (pupil premium)
- covid catch up funding
- other covid impact related funding to help catch up on missed learning
- School-led tutoring grants schools the flexibility in determining how best to provide tutoring intervention to support catch-up for lost education due to coronavirus (COVID-19) pandemic
- Recovery premium funding to support pupils whose education has been impacted by coronavirus (COVID-19). It is focused on pupil premium eligible pupils.

Programme funding, High Needs Student Funding and Student Financial Support Funding - Annual funding allocations from Education and Skills Funding Agency for the provision of 16 to 19 education.

Other government grants - Relates to additional funding received in the period to be used on specific purposes from local authorities. This includes special educational needs funding.

Other restricted income - relates to income received for specific purposes.

Pension reserve - Relates to the academy Trust's local government pension scheme liability.

Fixed asset fund - This represents the net book value of all fixed assets held by the Trust.

Devolved Formula Capital - Funding received from the ESFA to cover the maintenance and purchase of the Academy Trust's assets.

Local Authority Grants - Funding received from local authorities to cover the maintenance and purchase of the Academy Trust's assets.

Other Capital Grants - Funding received from other sources to cover the maintenance and purchase of the Academy Trust's assets.

Transfers are done to recognise the purchase of fixed assets from revenue funding.

BRUNEL ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

19. STATEMENT OF FUNDS (CONTINUED)

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

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
UNRESTRICTED FUNDS						
DESIGNATED FUNDS						
Designated fund - Fundraising reserve	82	-	(36)	-	-	46
Designated fund - peripatetic teaching assistants fund	182	-	(37)	(145)	-	-
Designated fund - Capital programme allocation	40	-	(121)	144	-	63
Designated fund - Training and development	21	-	-	-	-	21
Designated fund - ICT lifecycle & replacement	53	-	-	-	-	53
Designated fund - Internal supply start-up fund	28	-	(29)	1	-	-
	<u>406</u>	<u>-</u>	<u>(223)</u>	<u>-</u>	<u>-</u>	<u>183</u>
GENERAL FUNDS						
Unrestricted funds	<u>301</u>	<u>691</u>	<u>(345)</u>	<u>(168)</u>	<u>-</u>	<u>479</u>
TOTAL UNRESTRICTED FUNDS	<u>707</u>	<u>691</u>	<u>(568)</u>	<u>(168)</u>	<u>-</u>	<u>662</u>
RESTRICTED GENERAL FUNDS						
General Annual Grant (GAG)	405	3,588	(3,407)	(39)	-	547

BRUNEL ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

19. STATEMENT OF FUNDS (CONTINUED)

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
Other						
Government Grants	10	9,669	(9,666)	-	-	13
Pupil Premium	21	156	(142)	-	-	35
PE Sports Premium	44	-	(44)	-	-	-
Other DfE Group Grants	3	67	(55)	-	-	15
Other Restricted Income	12	4	-	-	-	16
COVID Catch Up Premium	51	-	(36)	-	-	15
Other DfE/ESFA COVID Grants	-	17	(17)	-	-	-
Programme Funding, High Needs Student Funding and Student Financial Support Funding	84	837	(468)	-	-	453
Pension reserve	(7,337)	-	(2,019)	-	9,355	(1)
	<u>(6,707)</u>	<u>14,338</u>	<u>(15,854)</u>	<u>(39)</u>	<u>9,355</u>	<u>1,093</u>
RESTRICTED FIXED ASSET FUNDS						
Fixed Asset Fund	10,240	-	(355)	207	-	10,092
Other capital grants	328	1,646	(11)	-	-	1,963
	<u>10,568</u>	<u>1,646</u>	<u>(366)</u>	<u>207</u>	<u>-</u>	<u>12,055</u>
TOTAL RESTRICTED FUNDS	<u>3,861</u>	<u>15,984</u>	<u>(16,220)</u>	<u>168</u>	<u>9,355</u>	<u>13,148</u>
TOTAL FUNDS	<u>4,568</u>	<u>16,675</u>	<u>(16,788)</u>	<u>-</u>	<u>9,355</u>	<u>13,810</u>

Total funds analysis by academy

BRUNEL ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

19. STATEMENT OF FUNDS (CONTINUED)

Fund balances at 31 August 2023 were allocated as follows:

	2023 £000	2022 £000
Uplands School	21	27
Brimble Hill Special School	46	3
Churchward School	341	4
The Chalet School	33	60
Westlea Primary School	12	-
Central Services	946	1,081
Brunel Education	326	580
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	1,725	1,755
Restricted fixed asset fund	15,397	12,055
	<hr/>	<hr/>
TOTAL	17,122	13,810

TOTAL COST ANALYSIS BY ACADEMY

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2023 £000	Total 2022 £000
Uplands School	3,154	162	154	401	3,871	3,341
Brimble Hill Special School	1,930	74	36	352	2,392	2,174
Churchward School	2,292	147	50	522	3,011	2,517
The Chalet School	1,462	131	49	220	1,862	1,568
Westlea Primary School	1,433	94	47	270	1,844	-
BASIS	252	128	36	302	718	920
Central Services	1,090	1,875	2	507	3,474	2,064
Brunel Education	1,650	177	174	939	2,940	1,820
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
ACADEMY	13,263	2,788	548	3,513	20,112	14,404

BRUNEL ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Tangible fixed assets	-	-	15,141	15,141
Intangible fixed assets	-	-	1	1
Current assets	628	2,937	255	3,820
Creditors due within one year	208	(2,048)	-	(1,840)
TOTAL	836	889	15,397	17,122

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	-	-	11,734	11,734
Intangible fixed assets	-	-	3	3
Current assets	315	2,601	318	3,234
Creditors due within one year	347	(1,508)	-	(1,161)
TOTAL	662	1,093	12,055	13,810

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

21. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £000	2022 £000
Net income/(expenditure) for the year (as per Statement of financial activities)	3,452	(102)
ADJUSTMENTS FOR:		
Depreciation	554	365
Capital grants from DfE and other capital income	(524)	(91)
Interest receivable	2	-
Defined benefit pension scheme cost less contributions payable	-	1,871
Defined benefit pension scheme finance cost	-	137
(Increase)/decrease in stocks	(9)	-
(Increase)/decrease in debtors	475	(677)
Increase in creditors	322	104
Provision Movement	-	(92)
Net assets on conversion	(3,016)	-
NET CASH PROVIDED BY OPERATING ACTIVITIES	1,256	1,515

22. CASH FLOWS FROM FINANCING ACTIVITIES

	Group 2023 £000	Group 2022 £000
Cash on conversion	401	-
NET CASH PROVIDED BY FINANCING ACTIVITIES	401	-

23. CASH FLOWS FROM INVESTING ACTIVITIES

	Group 2023 £000	Group 2022 £000
Interest receivable	(2)	-
Purchase of tangible fixed assets	(1,474)	(1,602)
Capital grants from DfE Group	524	91
NET CASH USED IN INVESTING ACTIVITIES	(952)	(1,511)

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

24. ANALYSIS OF CASH AND CASH EQUIVALENTS

	Group 2023 £000	Group 2022 £000
Cash in hand and at bank	2,478	1,773
TOTAL CASH AND CASH EQUIVALENTS	2,478	1,773

25. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2022 £000	Cash flows £000	Acquisition from existing academies £000	At 31 August 2023 £000
Cash at bank and in hand	1,773	304	401	2,478
	1,773	304	401	2,478

26. PENSION COMMITMENTS

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2019.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

TEACHERS' PENSION SCHEME

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

26. PENSION COMMITMENTS (CONTINUED)

VALUATION OF THE TEACHERS' PENSION SCHEME

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 26 October 2023. The key elements of the previous valuation as at 31 March 2016 which was effective for the year ended 31 August 2023 are:

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

The 2020 valuation result is due to be implemented from 1 April 2023/2024 and effective until 31 March 2027. The employer contribution rate for this period will be 28.68% of pensionable pay (including a 0.08% administration levy).

The employer's pension costs paid to TPS in the year amounted to £880,993 (2022 - £798,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>) for 2016 and www.teacherspensions.co.uk/news/employers/2023/10/valuation-result.aspx for 2020.

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

LOCAL GOVERNMENT PENSION SCHEME

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £2,027,000 (2022 - £1,551,000), of which employer's contributions totalled £1,640,000 (2022 - £1,258,000) and employees' contributions totalled £387,000 (2022 - £293,000). The agreed contribution rates for future years are 25.60 per cent for employers and 5.5 - 12.5% per cent for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on [GOV.UK](https://www.gov.uk).

**BRUNEL ACADEMIES TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

26. PENSION COMMITMENTS (CONTINUED)

PRINCIPAL ACTUARIAL ASSUMPTIONS

Wiltshire Pension Fund

	2023	2022
	%	%
Rate of increase in salaries	3.45	3.45
Rate of increase for pensions in payment/inflation	2.95	3.05
Discount rate for scheme liabilities	5.2	4.25
Inflation assumption (CPI)	2.95	3.05

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

	2023	2022
	Years	Years
RETIRING TODAY		
Males	20	21.7
Females	22.9	24.2
RETIRING IN 20 YEARS		
Males	21.4	22.6
Females	25.2	26

SENSITIVITY ANALYSIS

Wiltshire Pension Fund

	2023	2022
	£000	£000
Discount rate -0.1%	328	278
Mortality assumption - 1 year increase	494	406
CPI rate +0.1%	306	258

SHARE OF SCHEME ASSETS

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

The actual return on scheme assets was £(213,000) (2022 - £(152,000)).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

26. PENSION COMMITMENTS (CONTINUED)

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

	2023 £000	2022 £000
Current service cost	(1,636)	(3,120)
Interest income	563	122
Interest cost	(555)	(300)
TOTAL AMOUNT RECOGNISED IN THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES	(1,628)	(3,298)

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

	2023 £000	2022 £000
AT 1 SEPTEMBER	10,261	16,381
Current service cost	1,635	3,120
Interest cost	555	300
Employee contributions	387	294
Actuarial gains	(2,139)	(10,015)
Benefits paid	130	135
Business Combinations	1,737	-
AT 31 AUGUST	12,566	10,215

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

	2023 £000	2022 £000
AT 1 SEPTEMBER	10,331	9,044
Interest income	563	163
Actuarial losses	(712)	(600)
Employer contributions	1,641	1,266
Employee contributions	387	294
Benefits paid	130	135
Business combinations	1,864	-
AT 31 AUGUST	14,204	10,302

The Group has an unrecognised surplus of £1,637,000 (2022 - £70,000) in respect of its defined benefit pension scheme as it does not expect to recover the plan surplus either through reduced contributions in the future or through refunds from the plan.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

27. OPERATING LEASE COMMITMENTS

At 31 August 2023 the Group and the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group	Group	Academy	Academy
	2023	2022	2023	2022
	£000	£000	£000	£000
Not later than 1 year	870	511	522	511
Later than 1 year and not later than 5 years	3,040	1,757	1,648	1,757
Later than 5 years	6,070	1,555	1,198	1,555
	9,980	3,823	3,368	3,823

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 £NIL for the debts and liabilities contracted before he/she ceases to be a member.

29. RELATED PARTY TRANSACTIONS

Owing to the nature of the Academy 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 Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy's financial regulations and normal procurement procedures relating to connected and related party transactions.

30. AGENCY ARRANGEMENTS

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2023 the Trust received £9,956 (2022: £5,000) and disbursed £Nil (2022: £5,000) from the fund. An amount of £9,956 (2022: £Nil) is included in other creditors relating to undistributed funds that is repayable to the ESFA.

31. CONTROLLING PARTY

The Trust is jointly controlled by the trustees, there is no controlling party.

BRUNEL ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

32. TRANSFER OF EXISTING ACADEMIES INTO THE ACADEMY

On 1 September 2022 Westlea Primary School, an existing academy trust joined Brunel Academies Trust and all the operations, assets and liabilities were transferred to Brunel Academies Trust for £Nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance Sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Statement of Financial Activities as Income from Donations and Capital Grants - transfer from existing academy.

The following tables set out the fair values of the identifiable assets and liabilities transferred.

Westlea Primary School

	Value reported by transferring trust £000	Transfer in recognised £000
TANGIBLE FIXED ASSETS		
Long-term leasehold property	2,585	2,585
Furniture and equipment	15	15
Computer equipment	17	17
CURRENT ASSETS		
Debtors due within one year	29	29
Cash at bank and in hand	401	401
LIABILITIES		
Creditors due within one year	(158)	(158)
PENSIONS		
Pensions - pension scheme assets	127	127
NET ASSETS	<u>3,016</u>	<u>3,016</u>