

Company Registration Number: 10192252 (England & Wales)

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2021**



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**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**CONTENTS**

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	Page
Reference and administrative details	1 - 2
Trustees' report	3 - 14
Governance Statement	15 - 25
Statement on Regularity, Propriety and Compliance	26
Statement of Trustees' responsibilities	27
Independent auditors' report on the financial statements	28 - 31
Independent reporting accountant's report on regularity	32 - 33
Statement of Financial Activities Incorporating Income and Expenditure Account	34
Balance Sheet	35
Statement of Cash Flows	36
Notes to the financial statements	37 - 67

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	C Jenkins N Murray S Fowler (appointed 18/11/2020) J Hopkins (resigned 09/11/2020)
<b>Trustees</b>	C Jenkins, Chair of Trustees <sup>1,2,3</sup> I Mitchell, Vice Chair <sup>1,2</sup> S Bellworthy, Chief Executive Officer <sup>1,2,3</sup> L Le Marquand <sup>1,2</sup> G Freathy <sup>3</sup> S Jones <sup>3</sup> A Young <sup>1,2</sup> P Osborne <sup>1,2</sup> T Lavis <sup>1,2</sup> V Rees (appointed 28/01/2021) <sup>1,2</sup>  <sup>1</sup> Audit Committee <sup>2</sup> Operations Committee <sup>3</sup> Standards Committee
<b>Company registered number</b>	10192252
<b>Company name</b>	Connect Academy Trust
<b>Principal and registered office</b>	Leigham Primary School Cockington Close Leigham Plymouth Devon PL6 8RF
<b>Company secretary</b>	C Biggs (resigned 31/07/2021) R Field (appointed 01/08/2021)
<b>Accounting Officer</b>	S Bellworthy
<b>Senior Leadership Team</b>	W Cording, Egguckland Vale Headteacher C Hardisty, Thornbury Headteacher S Nicholls, Widey Court Headteacher S Ryder, Manadon Vale Headteacher A Swainson, Leigham Headteacher S Bellworthy, Chief Executive Officer C Biggs, Chief Finance Officer (resigned 31/07/2021) D Brooker, Chief Operations Officer R Field, Chief Finance Officer (appointed 01/08/2021)

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**Independent auditors**      Bishop Fleming LLP  
Chartered Accountants  
Statutory Auditors  
Salt Quay House  
4 North East Quay  
Sutton Harbour  
Plymouth  
PL4 0BN

**Bankers**                      Lloyds Bank plc  
37 The Ridgeway  
Plympton  
Plymouth  
Devon  
PL7 2AP

**Solicitors**                    Wolferstans  
60-66 North Hill  
Plymouth  
Devon  
PL4 8EP

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**TRUSTEES' REPORT**

The Trustees present their Annual Report together with the Financial Statements and Auditors' Report of the Charitable Company for the year ended 31 August 2021. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operates 5 primary schools, including 2 nurseries, for pupils aged 3 to 11 in Plymouth. It has a pupil capacity of 2297 and had a roll of 2201 in the Summer term 2021.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The Company, which is limited by guarantee and is an exempt charity, was incorporated on 20th May 2016 and opened as an Academy Trust on 1st September 2016. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The Trustees of Connect Academy Trust are also the Directors of the Charitable Company for the purposes of company law. The Charitable Company is known as Connect Academy Trust.

Details of the Trustees who served during 2020/2021, are included in the Reference and Administration Details on page 1.

**Members' Liability**

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

**Trustees' Indemnities**

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which, by virtue of any rule of law, would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy Trust. The limit of this indemnity is £1,000,000.

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

The Academy Trust shall have the following Trustees as set out in its Articles of Association and funding agreement:

- up to 10 Trustees who are appointed by members.

Trustees are appointed for a four-year period except that this time limit does not apply to the Chief Executive Officer. Any Trustee can be reappointed or re-elected.

When appointing new Trustees, the Board will consider the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Trust's development.

**Policies and Procedures adopted for the Induction and Training of Trustees**

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the member schools and a chance to meet staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally only two or three new Trustees appointed in a year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by the Local Authority and other bodies.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**Organisational Structure as at 31st August 2021**

The Board of Trustees normally meets once each term. The Board establishes an overall framework for the governance of the Trust and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

The following decisions are reserved to the Board of Trustees: to consider any proposals for changes to the status or constitution of the Trust and its committee structure, to appoint or remove the Chairman and/or Vice Chairman, to appoint the Headteacher and Governance Professional to the Trustees, to approve the Annual Development Plan and budget.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Trust by the use of budgets and other data, and making major decisions about the direction of the Trust, capital expenditure and staff appointments.

The Trustees and Board of Trustees have devolved responsibility for day to day management of each School to the respective Headteacher and Senior Leadership Team (SLT). The SLT of each School comprises the Headteacher, Deputy/Assistant Headteacher(s), other leaders e.g. SENCo) and the Business Manager. The SLT implement the policies laid down by the Trustees and report back to them on performance.

The Chief Executive is the Accounting Officer.

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

The Trustees consider the Board of Trustees, CEO and the Headteachers of individual schools comprise the key management personnel of the Trust in charge of directing, controlling, running and operating the schools on a day to day basis. All Trustees give their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in the notes to the accounts. The pay of key management personnel is reviewed annually and normally increased in accordance with average earnings.

The Trustees benchmark remuneration against guidance in the teacher's pay and conditions documents.

**Trade Union facility time**

Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017, where an academy trust has more than 49 full time equivalent employees throughout any 7 months within the reporting period, it must include information included in Schedule 2 of the Regulations.

There were no relevant union officials during the accounting periods.

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

There are no transactions with related parties to disclose within the accounts.

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

The Trust engages with their employees through many means and methods, including:

- Consulting with employees on key matters, including engaging the relevant union officials
- Have a staff representative on the Local Governing Bodies (LGBs)
- Regular updates to all staff members, via termly updates and newsletters, including covering both financial and non-financial performance

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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

The Trust engages with their suppliers, customers and stakeholders through many means and methods, including:

- Consideration was given to all suppliers under the procurement policy notes during Covid 19. Trustees discussed and agreed to continue to engage with CaterED under these directives and that doing so was good value for money.
- To ensure best value quotations are obtained in line with the Finance Policy.
- Where appropriate Crown Commercial Services and South West Buying Hub are contacted as part of the procurement process to ensure best value.
- Where appropriate local suppliers are given the opportunity to quote to ensure our carbon footprint is reduced.

**OBJECTIVES AND ACTIVITIES**

**Aims**

The principal aim is 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 for pupils of different abilities.

The aims of the Trust during the year ended 31st August 2021 are summarised below:

- To continue to raise the standard of educational attainment and achievement of all pupils.
- To foster learning environments where children can develop physically, emotionally, spiritually, morally and culturally as well as academically.
- To provide a broad and balanced curriculum, including extra-curricular activities.
- To support the development of staff in order continually to improve teaching and learning
- To develop pupils as more effective learners.
- To improve the effectiveness of the Schools by keeping the curriculum and organisational structure under continual review.
- To provide value for money for the funds expended.
- To develop greater coherence, clarity and effectiveness in school systems.
- To comply with all appropriate statutory and curriculum requirements.
- To develop the Trust's capacity to manage growth and change
- To conduct the Trust's business in accordance with the highest standards of integrity, probity and openness.

At Connect Academy Trust we aim to achieve the best for, and from, each child. We intend to enable each child to realise his or her full academic, creative and physical potential and to develop positive social and moral values. Our Trust is a community in which children, staff and parents should be part of an ambitious, caring and happy learning environment.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

**Objectives, Strategies and Activities**

Key priorities for the year are contained in our Trust Improvement Plan which is available from the Trust Office and online. Strategic areas of focus identified for this year included:

<b>Business Strand</b>
To continue to operate robust financial systems
Reduction in Trust expenditure
Seamless transition for new schools
To ensure effective and timely communications
To develop knowledge and understanding of roles of Trustees and Members in order to ensure effective Governance
To develop knowledge and understanding and skills of LGBs in order to share good practice and ensure effective Governance
To ensure the Trust has knowledgeable and effective support to meet its statutory duties
Annual cohort of new trainees on own Middle Leaders' course. Key leaders from across the city/ region empowered to impact positively on provision in own schools
To increase viability of the Trust and range of central services that can be offered
<b>Raising Achievement strand</b>
Termly 360° Health Checks analyse Operation, Quality of Education and Culture in each school. These aspects develop and improve as a result.
Trust leaders use data to prioritise improvement.
Standards are closely monitored and school leaders are held to account.
Data across the Trust can be collated and scrutinised.
Use school data to identify gaps at year group level and use good practice to improve provision for all pupils.
Identification and support plan for vulnerable staff.
Identification and support plan for vulnerable schools.
Staff have access to current research and educational thinking and can engage in effective professional dialogue which impacts positively on pupil learning experiences.
Standards across the Trust will be comparable. Judgements are accurate and will ensure that relevant support is directed accordingly to raise standards.
Pupils are able to tackle challenging and complex problems at all levels.
Close work between schools in the Trust and with schools/Trust outside of Connect, providing valuable training/experience and an external perspective.
Transparent and effective process created for preventing and supporting schools causing concern.



**CONNECT ACADEMY TRUST**  
(A COMPANY LIMITED BY GUARANTEE)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

<b>Teaching and Learning strand</b>
Monitoring of the quality of Teaching and Learning is carried out providing an accurate picture of practice across the Trust schools.
Agreed process in place for identification of weak teachers with appropriate intervention strategies in place.
Termly joint CPD opportunities through staff meetings are planned.
Links with innovation and good practice are established – e.g., Somerset Literacy Network / Cornwall maths hub.
Staff knowledge and understanding of higher order skills has improved and developed through effective training and professional support.
An NQT/RQT teaching and learning programme was highly successful and will be run again. A comprehensive calendar of training based on needs identified within the Trust has been planned and delivery initiated.
Staff are regularly engaged in professional learning discussions during CPD sessions based on various methods of media e.g., think pieces, video learning bites.
An Ocean Conservation Curriculum has been started involving leaders and teachers across the Trust, which will result in all children across the Trust developing their knowledge of the Ocean through the Ocean Literacy Principles and experiencing at least 7 ocean-based units of work.
<b>Leadership and Management strand</b>
CEO and Leadership Team have agreed ways of working and set higher expectations for pupil progress
All Trust schools have continued their successes since their 'Good' Ofsted inspections in 2019, by working on the next steps by improving outcomes, developing staff and re-designing curriculums.
Members of SLTs have clear and consistent understanding of their role and responsibilities.
Appraisal policy is fit for purpose and consistently followed.
Lead Practitioners have been trained and are providing support across the five schools
Connect Leadership Team meet fortnightly, with presentations from internal and external partners
Support and challenge to enable all leaders to develop and impact positively on school improvement.

**Public Benefit**

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Trust's aims and objectives and in planning its future activities.

As a Multi Academy Trust we have a duty to support our schools. Our named schools in the Trust are Eggbuckland Vale Primary School, Leigham Primary School, Manadon Vale Primary School, Thornbury Primary School and Widey Court Primary School. We support these schools through regular meeting, dialogue, support and challenge and school-to-school support.

STRATEGIC REPORT, PERFORMANCE & VISION

The Trust's vision and values are:

## Vision and Values Statement



**The children in our schools are the future.  
Every child has the right to an appropriate and engaging curriculum,  
delivered by motivated and skilled professionals.  
We make a difference because it matters and we care.**

**We make decisions based on a detailed knowledge of what is happening for our children, in our classrooms, in our communities.**

We carry out school improvement work driven by enquiry, research and innovation  
We are outward looking and invite external moderation for our judgements  
We share our expertise to develop a creative and engaging curriculum  
We develop high quality learning environments within each unique school

**We are honest with each other.**

We treat each other with respect and take responsibility for our actions  
We are open to both giving and receiving constructive challenge  
We trust that difficult conversations are for the good of the children  
We prioritise resources according to where need is greatest to benefit all children

**We are absolutely focused on learning for all.**

- We hold a shared understanding of high-quality learning and behaviours for learning
- We are committed to growing, developing and building upon talent from within
- We invest in our staff as we believe that children will thrive if our staff grow and develop
- We value high quality collaborative continuing professional development to build on expertise from within and beyond
- We reflect on what we have learnt and how this can make a difference

**We are relentless in our drive to be the best that we can be**

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

**Assessment Results 2021 GAP funding statement required**

As a result of Covid-19, all 2021 national tests and assessments were cancelled by the DfE. All Trust schools remained open for key worker and vulnerable children throughout lockdown and all teachers/support staff were involved in setting online learning for all children. Internal teacher assessments were recorded for all children and have been used to assess gaps and interventions needed in September 2021. Moderated assessments for all Year 6 children were passed onto to receiving secondary schools, in order to provide the best support for these children for the next phase of their education. All schools have received Catch-Up funding and have published information on their websites regarding the planned use and impact of this funding.

During the year, the Trust secured three capital grants:

- Manadon Vale Primary replacement of Boiler
- Leigham Primary replacement of Boiler
- Egguckland Primary Upgrade on Fire Safety

Due to Covid-19 these works will be programmed for completion during 20/21.

**Key Performance Indicators**

The following KPI's were monitored by the Trust over the past year.

Total income per pupil	£5,055
Teaching staff costs per pupil	£2,347
Support staff costs per pupil	£1,497
Total Cost per pupil	£4,725
Staff pay as % of expenditure	79%
Average teacher cost	£47,654
Pupil to teacher ratio	25:1

The detailed monitoring of these KPIs has enabled the Trust to maintain best value for money for children.

**Going Concern**

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

**Financial Return**

Most of the Trust's income is obtained from the DfE via the EFSA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2021 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Trust also receives grants for fixed assets from the DfE which are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Trust's accounting policies.

During the year ended 31 August 2021, the Trust received total income of £11,394,130 and incurred total expenditure of £12,175,194. The excess of expenditure over income for the year was £781,064.

At 31 August 2021 the net book value of fixed assets was £19,016,238 and movements in tangible fixed assets are shown in note 15 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Trust.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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The land, buildings and other assets were transferred to the Trust upon conversion. Land and buildings were professionally valued on 31 August 2020 at £18,523,996. Other assets have been included in the Financial Statements at a best estimate, taking into account purchase price and remaining useful lives.

The Trust has taken on the deficit in the Local Government Pension Scheme in respect of non-teaching staff transferred on conversion. The deficit is incorporated within the Statement of Financial Activity with details in Note 27 to the Financial Statements.

Key financial policies adopted or reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Board, Head Teachers, managers, budget holders and other staff, as well as delegated authority for spending. Other policies reviewed and updated included Charges and Lettings, Asset Management and Insurance.

**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 take into consideration the future plans of the Trust, the uncertainty over future income streams and other key risks identified during the risk review.

The Trustees have determined that the appropriate level of free reserves to aim for would be approximately one month's reserve for the Trust which equate to the region of £700,000 - £800,000. The reason for this is to provide 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. This year the planned strategic decision to spend on capital expenditure in all schools has reduced the increase in reserves. However, 3-year budgets going forward evidence a rebuilding of the reserves. Total reserves of the Trust amount to £11,112,775, although £10,270,420 of this is invested in fixed assets or represents non-GAG restricted funds. The remaining £842,355, representing £580,572 unrestricted funds (free reserves) and £261,783 unspent GAG, is the balance that the Trustees monitor in accordance with the Board's reserves policy. This represents 1 month of normal recurring expenditure.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy Trust's budgeted annual income. Apart from the higher pension contributions referred to above (£943,000), which reduce cash-flow, the Pension Deficit has no other direct impact on the cash flows or free reserves of the Academy Trust.

**Investment Policy**

Due to the nature and timing of receipt of funding, the Trust may at times hold cash balances surplus to its immediate requirements. The Trustees have authorised the opening of additional short-term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**PRINCIPAL RISKS AND UNCERTAINTIES**

The Board of Trustees has reviewed the major 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 principal risks and uncertainties facing the Trust are as follows:

**Financial** - the Trust has considerable reliance on continued Government funding through the EFSA. In the last year, 94% of the Trust's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

**Failures in governance and/or management** - the risk in this area arises from potential failure to manage effectively the Trust's finances, internal controls, compliance with, *inter alia*, regulations and legislation and statutory returns. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

**Reputational** - the continuing success of the Trust is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, Trustees ensure that student success and achievement are closely monitored and reviewed.

**Safeguarding and child protection** - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety and discipline.

**Staffing** - the success of the Trust is reliant upon the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

**Fraud and mismanagement of funds** - The Trust has appointed an internal auditor to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Trust continues to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained and reviewed and updated on a regular basis. This includes each school's Covid 19 related assessments.

The Trustees examine the financial health formally every term. They review performance against budgets and overall expenditure by means of regular update reports at all Board and Operations Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments. Consideration has been given to the financial impact of Covid 19 including Government Procurement Policies Notes and their implications.

At the year end, the Trust had no significant liabilities arising from trade creditors or debtors that would have a significant effect on liquidity.

The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in Note 27 to the Financial Statements, represents a significant potential liability. However, as the Trustees consider that the Trust is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**ENERGY REPORT**

**STREAMLINED ENERGY AND CARBON REPORTING (SECR)**

**UK energy use and associated greenhouse gas emissions**

Annual energy usage and associated annual greenhouse gas ("GHG") emissions are reported pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

**Organisational boundary**

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those assets owned or operated within the UK only. This includes all 5 schools controlled during the reporting period along with personal vehicles used for business mileage ("grey fleet"). The Trust has no trust-owned vehicles.

**Reporting period**

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

**Quantification and reporting methodology**

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2021 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. The report has been reviewed independently by Briar Consulting Engineers Limited.

The electricity, gas and oil consumption were compiled from invoice records. Mileage claims were used to calculate energy use and emissions associated with grey fleet. On site renewable solar photovoltaic electricity is provided for free by a third party so is included within scope 2 and excludes exported energy. If exported energy is not measured, it is estimated to be 50%. Generally gross calorific values were used except for grey fleet mileage energy calculations as per Government GHG Conversion Factors.

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the direct combustion of fuels and the operation of facilities (scope 1), indirect emissions from purchased electricity (scope 2) and further indirect emissions that occur as a consequence of Trust activities (scope 3).

**Breakdown of energy consumption used to calculate emissions (kWh):**

Energy type	2019/20	2020/21
<b>Mandatory requirements:</b>		
Gas	572,063	653,872
Purchased electricity from the grid	318,404	352,549
Purchased electricity from on-site renewable sources	52,882	51,916
Transport fuel	570	623
<b>Total mandatory energy</b>	<b>943,919</b>	<b>1,058,960</b>
<b>Voluntary requirements:</b>		
Gas oil	155,770	231,211
<b>Total energy (voluntary)</b>	<b>155,770</b>	<b>231,211</b>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

<b>Total energy (mandatory &amp; voluntary)</b>	<b>1,099,689</b>	<b>1,290,171</b>
<b>Breakdown of emissions associated with the reported energy use (tCO<sub>2</sub>e):</b>		
<b>Emission source</b>	<b>2019/20</b>	<b>2020/21</b>
<b>Mandatory requirements:</b>		
<u>Scope 1</u>		
Natural gas	105.2	119.8
Transport - Company owned vehicles	0	0.0
<u>Scope 2</u>		
Purchased electricity (location-based)	74.2	74.9
<u>Scope 3</u>		
Transport – Business travel in employee-owned vehicles	0.1	0.2
<b>Total gross emissions (mandatory)</b>	<b>179.6</b>	<b>194.6</b>
<u>Intensity ratios (mandatory emissions only)</u>		
Tonnes of CO <sub>2</sub> e per pupil	0.085	0.090
Tonnes of CO <sub>2</sub> e per square meter floor area	0.018	0.019
<b>Voluntary requirements:</b>		
<u>Scope 1</u>		
Gas oil	40.0	59.4
<b>Total gross emissions (voluntary)</b>	<b>40.0</b>	<b>59.4</b>
<b>Total gross emissions (mandatory &amp; voluntary)</b>	<b>219.5</b>	<b>254.0</b>

**Intensity ratio**

Two intensity ratios are reported showing emissions (tCO<sub>2</sub>e) per pupil and per square meter floor area. Emissions per pupil is the recommended ratio for the sector for consistency and comparability and pupil numbers are based on the Autumn 2020 Census. Emissions per square meter floor area is reported to reflect the energy efficiency of the buildings, which are the source of the majority of emissions.

**Energy efficiency action during current financial year**

This year the Trust received a grant (£18,600) for energy surveys, which were carried out in early 2021 to identify energy saving opportunities. As a result, a plan of action has been put in place but a subsequent grant request in order to implement the actions was unsuccessful. Despite this, the Trust received CIF funding to replace the oil tank at Manadon Vale School with additional gas boilers. This took place in the summer of 2021 and means the school is now fully heated by natural gas, which has lower carbon emissions compared to oil.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**PLANS FOR FUTURE PERIODS**

The Trust will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all levels. The Trust will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

The Trust will continue to work with partners to improve the educational opportunities for students in the wider community.

**AUDITOR**

In so far as the Trustees are aware:

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

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Trustees' report, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 09/12/2021 and signed on the board's behalf by:



**C Jenkins**  
Chair of Trustees



**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**SCOPE OF RESPONSIBILITY**

As Trustees we acknowledge we have overall responsibility for ensuring that Connect Academy Trust 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 Chief Executive Officer (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 Connect Academy Trust 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 4 times during the year whilst the Audit and Operation committees met 6 times.

Attendance during the year at meetings of the **Board of Trustees** was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Stuart Bellworthy, Chief Executive Officer	4	4
Christian Jenkins Chair of Trustees	4	4
Ian Mitchell Vice Chair	4	4
Giles Freathy	3	4
Vedette Rees	1	2
Sam Jones	2	4
Lee Le Marquand	2	4
Andrew Young	4	4
Tom Lavis	4	4
Paul Osborne	4	4

Members are of the opinion that the composition of the Board should not include Headteachers, and, during the year, this position has been achieved. The Board has focussed its efforts on ensuring policy and procedures are in place for the Trust to carry out its duties effectively. Systems have been developed to ensure there is efficient delegation to Committees and Local Governing Bodies and to enable the Trustees to monitor the data around progress of pupils and the compliance with statutory duties. Communication between Local Governing Bodies and the Board has been an area of development.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021**

Area of responsibility	Evidence
<b>Vision, ethos and strategy</b>	
1. Does the Trustee Board have a clear vision and strategic priorities for the next three to five years, to which all academies contribute and which is understood by each of its academies?	Trustee Board has clear vision – evidenced by strategic business plan. All HT's are involved in HTLT, involving SLT from each academy.
2. How effectively do these strategic priorities drive the governance structure, activities and agenda setting at all levels of the Trust?	Business plan in place, agendas organised throughout all levels of the Trust with LGB's feeding back to the Trustees through their meeting agendas.
3. What vision does the Trustee Board have for the size of the Trust and how does the strategy ensure that there is the capacity to support any additional academies well?	Considerable work on the structure and discussion. On-boarding created and business planning for school business managers and school-to-school support; ensuring everyone is supported and represented. Planned use of growth fund. Despite 3 presentations no additional schools have joined to date. New CEO has been specifically tasked with growth of the Trust.
<b>Governance structures</b>	
4. Is the structure of the Trust from its Board to school-level governance conducive to effective working, ensuring checks and balances, but avoiding duplication at different levels, and delivering good two-way communications?	Scheme of delegation clear to all levels of Governance. Awareness of duplication has taken place, procedures checked and changes made to help with communication. Ongoing review.
5. How does the Trustee Board ensure that its governance structure is clear, in keeping with its Articles of Association, and that those at regional, cluster and school-level understand their roles and responsibilities compared to those of the Trustee Board?	Clear scheme of delegation. Schools are geographically close. LGBs continue to work with external adviser and have designed systems that will support growth.
6. a) Does the Trustee Board have a scheme of delegation, is it published on its website and those of its schools, and does the scheme make clear where the following key governance functions are exercised:	There is a clear scheme of delegation in place, which is published on the Trust website. Schools have a link back to the Trust website.
b) Determining each individual school's vision, ethos and strategic direction?	All in place
c) Recruiting each school's Principal/Head of school?	All in place
d) Performance management of each school's Principal/Head of school?	All in place – same improvement plan for each school.
e) Determination of Human Resources policy and practice?	All in place
f) Oversight of each school's budget?	All in place – CFO and Operations Committee monitors
g) Assessment of the risks for each school?	All in place
h) Is the principle of earned autonomy applied to individual schools or local clusters and if so, do all involved at all levels of governance within the Trust understand how?	All in scheme of delegation.

**CONNECT ACADEMY TRUST**  
(A COMPANY LIMITED BY GUARANTEE)

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

<b>Trustee Board effectiveness and conduct</b>	
7. Right skills: Has the Trustee Board adopted a robust and transparent process for the recruitment both of trustees and those at local governance level, including role specifications, skills audits and interview panel to ensure those carrying out governance functions have the full range of experience, qualities and skills necessary to discharge all the Trustee Board's responsibilities?	Reasonably new structure. All LGBs are recruiting for new governors, which is skills-led. Skills audit undertaken and action plans devised to improve Trustee skill-base. New Trustees appointed to provide greater depth of experience in finance
8. Clerking: Does the Trustee Board have a professional clerk providing information and guidance on regulatory practice and procedures, including governance leadership to the committees and any school- level governance?	New clerk has been appointed and will undertake appropriate training.
9. Chair: How does the Trustee Board ensure the Chair shows strong and effective leadership?	Agenda is well organised, questioning and support during meetings and at recruitment. Avenue to review any concerns with the Members.
10. Trustee performance: Does the Chair carry out an annual review of each Trustee's contribution to the Board's performance and ensure each Trustee is investing in his/her own development?	A register of contribution is being considered. However, all Trustees are established previous governors or senior managers with chosen expertise and all contribute based on their experience. 1:1 peer reviews are also being considered.
11. Succession planning: Do we engage in good succession planning so that, in normal circumstances, no Trustee serves for longer than two terms of office and the Chair is replaced at least every six years?	New chair appointed in 2019
12. Conflicts of interest & conduct: How does the Trustee Board ensure conflicts are avoided and that the Nolan principles of public life are adhered to?	System and process in place for declaring conflicts of interest. Addressed at beginning of each meeting.
13. Learning from others: Has the Trustee Board regularly reviewed its structures and practice, making use of other Boards' experiences and periodically seeking external expertise?	Trustees draw from their experience on other Boards and through peer-group networks.
<b>Engagement</b>	
14. How does the Trustee Board listen to, understand and respond to pupils, parents, staff and local communities across all its academies?	Trustees are aware of the LGB questionnaire responses. Trustees ensure LGBs have responded to parents from all schools in response to questions. Will look to implement a common questionnaire from the Trustee Board to parents in all schools. Through the LGB, any concerns raised by the schools would be addressed. Minutes of meetings and school-on-a-page summaries support this. Trust issues termly newsletter.
15. What benefit do the schools within the Trust draw from collaboration with other schools and other sectors, including employers, locally and nationally; and how is the Trust involved in contributing to improving leadership in academies beyond its own schools?	Collaboration with other schools is strong and the Trust has worked with Plymouth City on projects. Apprentices at four of the schools. Assisting a school outside of Trust.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

<b>Effective accountability of the executive leadership</b>	
16. How well does the Trustee Board understand its schools' performance data, and how do Trustees know that pupils in all their schools are making the best progress they can?	Standards Committee. Termly school summaries and Health Checks are used to give an overview of all the schools within the Trust. Structures in place, Trustees have confidence that the LGBs are asking the right questions. LGB minutes are available for Trustees to review as required.
17. What mechanisms does the Trustee Board use to ensure there is a strong and effective executive leadership structure in place across the Trust and personnel are employed with the right skills, clear line-management and reporting mechanisms?	CEO, CFO and HT leadership team meet on a regular basis, priorities on agendas feedback. Performance management completed by the same person to ensure they are conducted in the same way. If the Trust grows, additional executive posts would be required.
18. How does the Trustee Board ensure senior leaders within schools are challenged to improve the education of pupils, and what intervention would be used if improvement is not progressing according to plan at a school?	There is a policy for schools requiring additional support. Distant and close supervision. Lead practitioner support taking place.
19. How does the Trustee Board ensure that the Trust's financial capability and management systems are robust to ensure compliance with the Academies Financial Handbook, best value for money and deliver the long-term strategy?	Operations Committee, experienced CFO, Audit Committee and internal audits undertaken.
20. Do the compliance systems give assurance to the Trustee Board that the Trust is meeting its statutory and legal responsibilities?	Statutory and legal responsibilities are reviewed during the internal audit. Established process of reporting in place.
<b>Impact on outcomes for pupils</b>	
21. How much have the schools improved over the last three years, and what has the Trustee Board's contribution been to this?	All schools received Good Ofsted reports, greater collaboration has improved outputs. Greater depth of interrogation of data and finances.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**Operations Committee**

The Operations Committee is a sub-committee of the main Board of Trustees and the Terms of Reference are as follows:

**Membership**

- At least 3 Directors

The Chair may not be an employee of the Trust and should be elected annually at a main Directors' meeting. The Committee may invite or co-opt Associate Members of staff when appropriate. The quorum for each meeting will be 3 (associate members excluded). Board members who are not members of the Operations Committee will have the right of attendance but will not be able to vote. Meetings shall be held once a term, but additional meetings will be held if required.

**Delegated Finance duties**

- To lead the development of strategic plans and provide strategic direction on financial issues.
- To consider the annual indicative funding for the member schools (as notified by EFSA) and assess the implications for the Trust, in consultation with the CFO, CEO and Headteachers, in advance of the academic/financial year. Any matters of significance should be drawn to the attention of the Board.
- To agree and make recommendations to the Board on the broad budget headings and areas of expenditure to be adopted each year.
- To receive the Trust's proposed annual budget from the CFO, consider and recommend the acceptance/non-acceptance to the Board of Directors at the start of each academic / financial year. This should include the level and use of contingency funds or balances.
- To receive, consider and approve (or reject) quarterly budget reports from the CFO including virement requests, major variance reports, staffing costs, allocation of curriculum development costs and forecast operational costs.
- To receive, consider and approve annual reports and recommendations from the accounting officer. Submit quarterly overview report to the Board of Directors, highlighting areas of possible concern.
- To receive copies of Trust Improvement Plan(s) (and any subsequent updates) and review the financial implication of these. The plans should include detailed objectives, costs, timings and success criteria for measuring success for the coming academic year and outline broad objectives for the following two years.
- To annually to review and approve the financial procedures policy, ensuring that all the requirements of the Academies' Financial Handbook are met. Report amendments to the Board, as required.
- To monitor and review financial operation procedures to ensure effective implementation and operation, including progress against the "Financial MUSTs" and, where appropriate, to make recommendations for improvement.
- To consider financial benchmarking and how financial performance could be improved.
- To consider and approve (or reject) declaration of earmarked funds and requests to spend out of reserves.
- To consider and give outline approval (or reject) purchases greater than £100,000.
- To prepare the financial statement to form part of the Annual report of the Board of Directors, for filing in accordance with the Companies Act and the Charity commission requirements.
- To ensure adequate insurance cover is in place to support all Trust responsibilities such as employers' liability, fidelity, building, Director's indemnity, public liability insurance.
- To receive Audit reports from the Audit Committee and agree a plan for implementation.
- To review the Trust risk register document on a regular basis.
- To authorise (or refuse) requests in writing to EFSA for disposal of an asset(s) in excess of £20,000 in line with Financial Procedures.
- To approve /write-off of any debts (or liaise with EFSA if value of debt is greater than as stated in their guidance).

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

<ul style="list-style-type: none"> <li>• To receive an annual review / summary of all Service Contracting arrangements with a value of over £20,000.</li> <li>• To agree policy for Directors and Local Governors expense allowances.</li> <li>• Review annually the Trust policies relevant to the Committee including fraud and whistle-blowing.</li> <li>• To review these functions annually and propose any amendments to the Board.</li> </ul>
<p><b>Delegated Pay duties</b></p> <ul style="list-style-type: none"> <li>• To review the staffing establishment of the Trust at least once a year as part of the Trust Improvement Plan. This review will take place before the Board of Directors determines the budget for the following year so as to take account of any recommendations by the Pay Committees which carry financial implications.</li> <li>• To recommend to the Trust the annual budget needed for pay, bearing in mind the need to ensure the availability of monies to support any exercise of pay discretion.</li> <li>• To keep abreast of relevant developments and to advise the Trust when the pay policy needs to be revised.</li> <li>• To work with the CEO in ensuring that the Trust complies with the Appraisal Regulations 2012 (teachers) and that the appraisal process is fairly conducted across the Trust.</li> </ul>
<p><b>Delegated HR duties</b></p> <ul style="list-style-type: none"> <li>• Ensure appropriate budgetary provision exists for any staffing changes.</li> <li>• Approve job descriptions and conditions of service for CEO, Executive Headteacher, Headteachers and Heads of Schools.</li> <li>• To establish disciplinary and capability procedures, in line with the HR policy which has been agreed by the Trust board.</li> <li>• Produce for approval by the main Board, policies in respect of staffing reductions, including redundancy, early retirement and redeployment in accordance with policies recommended by the DfE.</li> <li>• Act as the first committee in respect of a need to reduce staffing in accordance with the redundancy procedure.</li> <li>• Recommend to the main Board of Directors the criteria to identify staff for compulsory redundancy where necessary.</li> <li>• Hear the initial case of any dismissal recommended by the Headteachers/CEO.</li> <li>• To make headteacher and heads of school appointments, with the involvement of the LGB.</li> <li>• To make deputy headteacher appointments for any school graded inadequate, with LGB involvement.</li> <li>• To agree pay discretions for any school graded Inadequate, in line with the pay policy, with a maximum of £4,000 discretion.</li> <li>• To dismiss a headteacher or deputy headteacher, in line with advice from HR.</li> <li>• To suspend a headteacher or deputy headteacher, in line with advice from HR.</li> <li>• To determine part-time work for a headteacher or deputy headteacher, in line with advice from HR</li> <li>• To grant leave for the CEO, headteacher or deputy headteacher, head of school or school business manager of over 5 days.</li> </ul>
<p><b>Delegated Health and Safety duties</b></p> <ul style="list-style-type: none"> <li>• Review annually the Trust's Health and Safety policy, ensuring it meets all requirements of relevant legislation.</li> <li>• Oversee Health &amp; Safety issues to ensure compliance with Trust policy. Receive Health &amp; Safety reports and recommend action to the Board as required.</li> </ul>

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021**

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Attendance at Operations Committee meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Stuart Bellworthy CEO	6	6
Christian Jenkins	5	6
Lee Le Marquand	4	6
Ian Mitchell	6	6
Andrew Young	6	6
Paul Osborne	6	6
Vedette Rees	0	1

**Audit Committee**

The Audit committee is a sub-committee of the main Board of Trustees and its Terms of Reference are as follows:

**Membership**

- At least 3 members of the Board of Directors

The Chair may not be an employee of the Trust and should be elected annually at a main Directors' meeting. The Committee may invite or co-opt Associate Members of staff when appropriate. The quorum for each meeting will be 3 (Associate Members excluded). Board members who are not members of the Audit Committee will have the right of attendance but will not be able to vote. Meetings shall be held once a term but additional meetings will be held if required. The external auditor may request a meeting, if considered necessary. Other meetings of the Audit Committee will be held as required by the Trust, or Chair of the committee. The External Auditor will attend as and when required. The Clerk will circulate minutes of meetings of the Audit Committee to all members of the Board.

The Audit Committee is authorised by the Board of Directors to investigate any activity within its terms of reference, and to seek any information it requires from staff. Staff are to co-operate with the Committee in the conduct of its inquiries. Requests for work, and reports received from internal audit will be channelled through the accounting officer, to whom the CFO report. The Audit Committee is authorised to obtain independent professional advice if it considers this necessary.

The specific duties of the Committee shall be to:

- Review the Trust's internal and external Financial Statements and reports to ensure that they reflect best practice.
- Review the risks to internal financial control of the Trust and establish a programme of work to address these risks, inform the Statement of Internal Control and so far as is possible, provide assurance to external auditors.
- Review the effectiveness of the Trust's internal control system to ensure that the aims, objectives and key performance targets of the organisation are achieved.
- Ensure that the Trust's internal control systems meet, or exceed, the standards specified in the Academies Financial Handbook and complies in all other respects with these guidelines.
- Ensure the Trust is independently audited by an approved registered auditor.
- Recommend to the Board of Directors the appointment (or reappointment) of the Statutory Auditors, as required.
- Ensure a copy of the Auditor's letter of engagement is submitted to DfE with the annual accounts and management letter.
- Consider internal reports, including the Auditor's Report (which includes Accounting Officer function) and recommend to the Operations Committee and Board of Directors action as appropriate to respond to findings.
- Review the operation of the Trust's code of practice for Board of Director members and code of conduct for staff.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

- Review annually the Trust's delegation of financial responsibilities.
- Consider any other matters where requested to do so by the Board of Directors.
- Report to the Board of Directors on the discharge of the above duties as required.
- To review policies relevant to the Committee.
- To review these functions annually and propose any amendments to the Board of Directors.

Attendance at Audit Committee meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Stuart Bellworthy CEO	6	6
Christian Jenkins	5	6
Lee Le Marquand	4	6
Ian Mitchell	6	6
Andrew Young	6	6
Paul Osborne	6	6
Vedette Rees	0	1

**Standards Committee**

The Standards Committee is a sub-committee of the main Board of Trustees and its Terms of Reference are as follows:

**Membership**

- At least 3 members of the Board of Directors

The Chair may not be an employee of the Trust and should be elected annually at a main Directors' meeting. The Committee may invite or co-opt Associate Members of staff when appropriate. The quorum for each meeting will be 3 (Associate Members excluded). Board members who are not members of the Standards Committee will have the right of attendance but will not be able to vote. Meetings shall be held once a term but additional meetings will be held if required.

- To support the aims and ethos of the Trust, focusing on the quality and breadth of teaching and learning.
- To contribute to the review of the Self Evaluation Form in relevant sections.
- To monitor standards and progress in all areas of the Trust's work relating to children and their learning:
  - Target Setting
  - All test and examination results
  - The annual RAISE online report, including contextual value added data
  - Ofsted Dashboard
- To analyse and evaluate performance trends over time and for different groups of pupils, in particular pupil premium and more able.
- To receive and challenge the data dashboards and summaries from the schools and monitor the progress towards school and Trust priorities.
- To monitor attendance and approve alterations for School session times.
- To monitor the use of Pupil Premium in raising attainment at the individual Schools.
- To have an overview of safeguarding of children including:
  - Inclusion / SEN issues
  - Exclusion
  - Child Protection
  - Looked-after children
  - Educational visits policy



**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021**

- Data Protection
  - Information security and electronic communication policies
  - Equal opportunities issues including race equality and Disability Discrimination Act
- Review relevant Trust policies, including appendices, identifying differences at the schools within the Trust
  - Behaviour policy including positive handling and anti-bullying
  - Meeting the medical needs of pupils including first aid
  - The special educational needs policy
- Reviewing relevant Trust policies with regards to Teaching, Learning and Curriculum, including appendices of differences at the Schools within the Trust, should there be any:
  - The Curriculum Policy (the written statement of curriculum aim)
  - Teaching and Learning Policy (best practice)
- To review that the responsibility for religious education and collective worship for the Trust is met through consultation with the Headteacher group.
- To review the Admission decision of the schools within the Trust including the Admissions Policy, Pupil Admission Numbers (PAN) and annual determination of pupils admitted in line with the agreed Admissions Policy.
- To review fixed-term and permanent exclusions from the schools within the Trust.
- To review any LGB decision with regards to the exclusion of pupils.
- To hear against exclusion following the LGB's decision.
- Overview of Healthy School issues – P.E., with particular reference to impact of the sports premium funding; Nutritional Standards in school including School Food Policy; Sex and Relationship Education, Drugs Education, etc.
- To review how the National Curriculum is being delivered in the schools within the Trust, by receiving regular reports and presentations from the CEO and Directors for Teaching and Learning and all other curriculum policies, as appropriate.
- To monitor and review the process for any schools 'Requiring Additional Support' (SRAS) (see SRAS protocol).

Attendance at Standards Committee meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Stuart Bellworthy (CEO)	3	3
Christian Jenkins	3	3
Giles Freathy (Chair)	3	3
Claire Hardisty*	3	3
Sarah Ryder*	3	3
Sam Jones	2	3
Ian Mitchell	3	3
Tom Lavis	1	3

(\*Sarah Ryder and Claire Hardisty are not Trustees, but attend this committee as invited headteachers, with responsibility for School Improvement and Professional Development respectively)

**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 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:

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021**

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- Robust financial governance and budget management. Overseeing the work of the School Business Manager by the CFO in each school ensures sound financial prudence and best value. This year, there has been particular support in one school to organise the financial procedures within the office, train new staff and ensure a balanced budget was set meeting the priorities of the school improvement plan.
- Value for money purchasing. Ensuring the Business managers of each school work together on purchasing to gain best value. For example, favourable costs when we negotiated the contracts across the Trust.
- Deploying staff effectively. Lead Practitioners have been used to support teaching improvements across the Trust. Headteachers have been used to support each other where needed and provide an external viewpoint.
- Reviewing quality of curriculum provision and quality of teaching. Continuing Close and Distant Supervisors and undertaking school enquiries to support and challenge developments with the schools. School-on-a-page summary report enables holistic picture of quality of learning and teaching.

**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 ongoing process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the Connect Academy Trust from the period from 1 September 2020 to 31 August 2021 and up to the date of approval of the Annual Report and Financial Statements.

**CAPACITY TO HANDLE RISK**

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that have been in place for the period from 1 September 2020 to 31 August 2021 and up to the date of approval of the Annual Report and Financial Statements. This process is regularly reviewed by the Board of Trustees.

**THE RISK AND CONTROL FRAMEWORK**

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- Regular reviews by the Operations Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- Setting targets to measure financial and other performance
- Clearly defined purchasing (assets purchase or capital investment) guidelines
- Delegation of authority and segregation of duties
- Identification and management of risks

The Board of Trustees has considered the need for a specific internal audit function and has decided:

- To appoint St Kew Accountancy Limited as internal auditor

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021**

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

- Testing of payroll systems
- Testing of purchase systems
- Testing of control account/bank account reconciliations
- Central functions
- Reviewed procedures and policies
- Website compliance
- Review of the DFE MUSTs
- Review transactions during the COVID 19 period in more detail

On a half yearly basis, the internal auditor reports to the Board of Trustees, through the Audit Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial and non-financial responsibilities.

The schedule was completed on time with no material control issues being identified.

**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 auditor
- The work of the external auditor
- The financial management and governance self-assessment process
- The work of the CFO and leadership teams within the Academy Trust who have responsibility for the development and maintenance of the internal control framework

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

Approved by order of the members of the Board of Trustees on 09/12/2021 and signed on its behalf by:



**C Jenkins**  
Chair of Trustees



**S Bellworthy**  
Accounting Officer

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Connect Academy Trust, I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2020.

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



**S Bellworthy**  
Accounting Officer  
Date: 09/12/2021

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2021**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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



**C Jenkins**  
Chair of Trustees  
Date: 09/12/2021

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
CONNECT ACADEMY TRUST**

---

**OPINION**

We have audited the financial statements of Connect Academy Trust (the 'Academy Trust') for the year ended 31 August 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 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 Academy Trust's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education 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 Academy Trust 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 Academy Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**OTHER INFORMATION**

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

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

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

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

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

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

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

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

**RESPONSIBILITIES OF TRUSTEES**

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

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

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**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 Academy Trust's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Academy Trust's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy Trust'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 Academy Trust 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 Academy Trust 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 Academy Trust ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal Academy specialists regarding how and where fraud might occur in the financial statements and 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 Academy Trust 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 Academy Trust'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.



**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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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](http://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 Trust's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy Trust's members those matters we are required to state to them in an 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 Trust and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Nathan Coughlin FCA (Senior statutory auditor)**

for and on behalf of  
**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
Salt Quay House  
4 North East Quay  
Sutton Harbour  
Plymouth  
PL4 0BN

Date: 13 December 2021

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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In accordance with the terms of our engagement letter dated 8 October 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Connect Academy Trust during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**RESPECTIVE RESPONSIBILITIES OF CONNECT ACADEMY TRUST'S ACCOUNTING OFFICER  
AND THE REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of Connect Academy Trust's funding agreement with the Secretary of State for Education dated 30 August 2016 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**APPROACH**

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

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

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

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

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the Trust complied with the framework of authorities. We also reviewed the reports commissioned by the Trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Nathan Coughlin (Reporting Accountant)  
**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
Salt Quay House  
4 North East Quay  
Sutton Harbour  
Plymouth  
PL4 0BN

Date: 13 December 2021

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>						
Donations and capital grants	3	48,774	9,801	227,145	285,720	608,923
Other trading activities	6	287,858	-	-	287,858	266,767
Investments	7	488	-	-	488	1,476
Charitable activities	4	388,009	10,432,055	-	10,820,064	9,877,461
<b>Total income</b>		<b>725,129</b>	<b>10,441,856</b>	<b>227,145</b>	<b>11,394,130</b>	<b>10,754,627</b>
<b>Expenditure on:</b>						
Raising funds	8	254,519	-	9,661	264,180	204,873
Charitable activities	8	281,029	11,066,203	563,782	11,911,014	10,884,873
<b>Total expenditure</b>		<b>535,548</b>	<b>11,066,203</b>	<b>573,443</b>	<b>12,175,194</b>	<b>11,089,746</b>
<b>NET INCOME/ (EXPENDITURE)</b>		<b>189,581</b>	<b>(624,347)</b>	<b>(346,298)</b>	<b>(781,064)</b>	<b>(335,119)</b>
Transfers between funds	19	(87,550)	(262,969)	350,519	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>102,031</b>	<b>(887,316)</b>	<b>4,221</b>	<b>(781,064)</b>	<b>(335,119)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	27	-	(603,000)	-	(603,000)	(443,000)
<b>Net movement in funds</b>		<b>102,031</b>	<b>(1,490,316)</b>	<b>4,221</b>	<b>(1,384,064)</b>	<b>(778,119)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		478,541	(7,340,346)	19,358,644	12,496,839	13,274,958
Net movement in funds		102,031	(1,490,316)	4,221	(1,384,064)	(778,119)
<b>Total funds carried forward</b>		<b>580,572</b>	<b>(8,830,662)</b>	<b>19,362,865</b>	<b>11,112,775</b>	<b>12,496,839</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 37 to 67 form part of these financial statements.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER:10192252**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2021**

	Note	2021 £	2020 £
<b>FIXED ASSETS</b>			
Tangible assets	15	19,016,238	18,796,072
<b>Current assets</b>			
Debtors	16	682,623	786,466
Cash at bank and in hand	24	1,587,532	1,441,595
		<u>2,270,155</u>	<u>2,228,061</u>
Creditors: amounts falling due within one year	17	(1,033,447)	(932,894)
<b>Net current assets</b>		<u>1,236,708</u>	<u>1,295,167</u>
<b>Total assets less current liabilities</b>		<u>20,252,946</u>	<u>20,091,239</u>
Creditors: amounts falling due after more than one year	18	(43,171)	(43,400)
<b>Net assets excluding pension liability</b>		<u>20,209,775</u>	<u>20,047,839</u>
Defined benefit pension scheme liability	27	(9,097,000)	(7,551,000)
<b>Total net assets</b>		<u><u>11,112,775</u></u>	<u><u>12,496,839</u></u>
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	19,362,865	19,358,644
Restricted income funds	19	266,338	210,654
		<u>19,629,203</u>	<u>19,569,298</u>
Restricted funds excluding pension liability	19	19,629,203	19,569,298
Pension reserve	19	(9,097,000)	(7,551,000)
<b>Total restricted funds</b>	19	<u>10,532,203</u>	<u>12,018,298</u>
<b>Unrestricted income funds</b>	19	<u>580,572</u>	<u>478,541</u>
<b>Total funds</b>		<u><u>11,112,775</u></u>	<u><u>12,496,839</u></u>

The financial statements on pages 34 to 67 were approved by the Trustees, and authorised for issue on 09/12/2021 and are signed on their behalf, by:



**C Jenkins**  
Chair of Trustees

The notes on pages 37 to 67 form part of these financial statements.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

	<b>Note</b>	<b>2021 £</b>	<b>2020 £</b>
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	21	814,871	372,301
<b>Cash flows from investing activities</b>	23	(675,891)	(4,775)
<b>Cash flows from financing activities</b>	22	6,957	30,000
<b>Change in cash and cash equivalents in the year</b>		<b>145,937</b>	<b>397,526</b>
Cash and cash equivalents at the beginning of the year		<b>1,441,595</b>	1,044,069
<b>Cash and cash equivalents at the end of the year</b>	24, 25	<b><u>1,587,532</u></b>	<b><u>1,441,595</u></b>

The notes on pages 37 to 67 form part of these financial statements

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. ACCOUNTING POLICIES**

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

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

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

**1.2 GOING CONCERN**

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

**1.3 INCOME**

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

• **Grants**

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

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

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

• **Sponsorship income**

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of financial activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

• **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.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. ACCOUNTING POLICIES (continued)**

**1.3 INCOME (CONTINUED)**

- **Other income**

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

**1.4 EXPENDITURE**

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 INTEREST RECEIVABLE**

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

**1.6 TAXATION**

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

Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.



**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. ACCOUNTING POLICIES (continued)**

**1.7 TANGIBLE FIXED ASSETS**

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Freehold property	- 2% straight line
Computer equipment	- 33% straight line
Fixtures, fittings and equipment	- 20% straight line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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

**1.8 DEBTORS**

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

**1.9 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 and cash on deposit that has a notice period of less than 30 days.

**1.10 LIABILITIES**

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

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. ACCOUNTING POLICIES (continued)**

**1.11 FINANCIAL INSTRUMENTS**

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

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

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.12 OPERATING LEASES**

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

**1.13 PENSIONS**

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

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

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

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. ACCOUNTING POLICIES (continued)**

**1.14 FUND ACCOUNTING**

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

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

Transfers are made between restricted funds and restricted fixed asset funds where restricted funds are used to purchase fixed assets.

**2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

The Academy Trust obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy Trust to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**3. INCOME FROM DONATIONS AND CAPITAL GRANTS**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Donations	48,774	9,801	-	58,575
Capital Grants	-	-	227,145	227,145
	<u>48,774</u>	<u>9,801</u>	<u>227,145</u>	<u>285,720</u>

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	6,200	21,626	-	27,826
Capital Grants	-	-	581,097	581,097
	<u>6,200</u>	<u>21,626</u>	<u>581,097</u>	<u>608,923</u>

**4. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Education	388,009	10,432,055	10,820,064

Following clarification in the AAD, nursery activities which were previously separately identified as their own charitable activity have now been included within Educational activities reported throughout the accounts.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**4. INCOME FROM CHARITABLE ACTIVITIES (CONTINUED)**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Education	120,996	9,527,975	9,648,971
Nursery	228,490	-	228,490
<b>TOTAL 2020</b>	<b>349,486</b>	<b>9,527,975</b>	<b>9,877,461</b>

**5. FUNDING FOR THE ACADEMY TRUST'S EDUCATION**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
<b>DfE/ESFA Grants</b>			
General Annual Grant	-	8,577,606	8,577,606
Other DfE/ESFA Grants			
UFSM Funding	-	309,981	309,981
Pupil Premium	-	670,442	670,442
Other DfE Group Grants	-	136,762	136,762
	-	9,694,791	9,694,791
<b>OTHER GOVERNMENT GRANTS</b>			
High Needs	-	553,169	553,169
Other Government Grants Non Capital	-	57,406	57,406
	-	610,575	610,575
<b>Other income from the Academy Trust's education</b>	<b>388,009</b>	<b>-</b>	<b>388,009</b>
<b>COVID-19 ADDITIONAL FUNDING (DFE/ESFA)</b>			
Catch-up Premium	-	124,110	124,110
	-	124,110	124,110
<b>COVID-19 ADDITIONAL FUNDING (NON-DFE/ESFA)</b>			
Coronavirus Job Retention Scheme Grant	-	2,579	2,579
	-	2,579	2,579
	<b>388,009</b>	<b>10,432,055</b>	<b>10,820,064</b>

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**5. FUNDING FOR THE ACADEMY TRUST'S EDUCATION (CONTINUED)**

The Academy Trust received £124,110 of funding for catch-up premium and costs incurred in respect of this funding totalled £124,110.

The Academy Trust has been eligible to claim additional funding in year from government support schemes in response to the Coronavirus outbreak. The funding received is shown above under "COVID-19 Additional Funding".

The Academy furloughed 2 (2020: 2) of its music teachers under the Government's CJRS. The funding received of £2,579 (2020: £1,282) relates to staff costs in respect of 2 staff which are included within note 11 below as appropriate.

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
<b>DFE/ESFA Grants</b>			
General Annual Grant	-	7,832,978	7,832,978
Other DfE/ESFA Grants			
UIFSM funding	-	308,757	308,757
Pupil Premium	-	624,288	624,288
Other DfE Group grants	-	136,392	136,392
	-	-	8,902,415
<b>OTHER GOVERNMENT GRANTS</b>			
High Needs	-	554,590	554,590
Other Government grants non capital	-	63,113	63,113
	-	617,703	617,703
<b>Other income from the Academy Trust's education</b>	120,996	6,575	127,571
<b>COVID-19 ADDITIONAL FUNDING (NON-DFE/ESFA)</b>			
Coronavirus Job Retention Scheme grant	-	1,282	1,282
	-	1,282	1,282
	120,996	9,527,975	9,648,971

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the academy trust's funding for Universal Infant Free School Meals and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**6. INCOME FROM OTHER TRADING ACTIVITIES**

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Lettings	7,063	7,063	11,187
Fees received	265,775	265,775	221,301
Other	15,020	15,020	34,279
	<u>287,858</u>	<u>287,858</u>	<u>266,767</u>

All 2020 amounts relate to unrestricted funds.

**7. INVESTMENT INCOME**

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank interest	488	488	1,476

All 2020 amounts relate to unrestricted funds.

**8. EXPENDITURE**

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £
Expenditure on fundraising trading activities:				
Direct costs	219,005	32,889	12,286	264,180
Education:				
Direct costs	8,077,602	330,659	721,450	9,129,711
Support costs	1,320,440	408,750	1,052,113	2,781,303
Nursery:				
Direct costs	-	-	-	-
Support costs	-	-	-	-
	<u>9,617,047</u>	<u>772,298</u>	<u>1,785,849</u>	<u>12,175,194</u>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**8. EXPENDITURE (CONTINUED)**

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £
Expenditure on fundraising trading activities:				
Direct costs	160,347	31,862	12,664	204,873
Education:				
Direct costs	7,218,005	320,713	662,788	8,201,506
Support costs	1,138,270	396,327	931,831	2,466,428
Nursery:				
Direct costs	171,278	8,057	4,200	183,535
Support costs	20,248	13,156	-	33,404
	<u>8,708,148</u>	<u>770,115</u>	<u>1,611,483</u>	<u>11,089,746</u>

**9. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

	Direct costs 2021 £	Support costs 2021 £	Total funds 2021 £
Education	<u>9,129,711</u>	<u>2,781,303</u>	<u>11,911,014</u>

	Direct costs 2020 £	Support costs 2020 £	Total funds 2020 £
Education	8,201,506	2,466,428	10,667,934
Nursery	183,535	33,404	216,939
	<u>8,385,041</u>	<u>2,499,832</u>	<u>10,884,873</u>



**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**9. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF SUPPORT COSTS**

	Total funds 2021 £	Total funds 2020 £
Pension finance costs	40,000	40,000
Staff costs	1,320,440	1,158,518
Depreciation	47,129	45,137
Recruitment and support	16,012	11,941
Maintenance of premises and equipment	152,177	158,559
Cleaning	50,885	47,238
Rent and rates	69,229	72,705
Energy costs	89,330	77,550
Insurance	96,023	112,574
Security and transport	12,401	7,855
Catering	490,304	429,002
Technology costs	120,527	100,436
Office overheads	42,010	44,450
Legal and professional	214,620	173,115
Governance costs	20,216	20,752
	<u>2,781,303</u>	<u>2,499,832</u>

**10. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) for the year includes:

	2021 £	2020 £
Operating lease rentals	6,367	11,490
Depreciation of tangible fixed assets	569,033	556,213
Internal audit costs	3,625	3,400
Fees paid to auditors for:		
- audit	7,000	4,800
- other services	4,710	8,560
	<u>580,735</u>	<u>574,463</u>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**11. STAFF**

**a. STAFF COSTS**

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	6,761,485	6,215,102
Social security costs	554,568	505,240
Pension costs	2,290,686	1,926,268
	<u>9,606,739</u>	<u>8,646,610</u>
Agency staff costs	10,308	36,964
Staff restructuring costs	-	24,574
	<u>9,617,047</u>	<u>8,708,148</u>

**b. NON-STATUTORY/NON-CONTRACTUAL STAFF SEVERANCE PAYMENTS**

There were no staff restructuring costs this year (2020: £24,574).

**c. STAFF NUMBERS**

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

	2021 No.	2020 No.
Teachers	111	106
Administration and support	243	226
Management	8	8
	<u>362</u>	<u>340</u>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**11. STAFF (CONTINUED)**

**d. HIGHER PAID STAFF**

The number of employees whose employee benefits (excluding employer's National Insurance contributions and employer pension costs) exceeded £60,000 was:

	2021 No.	2020 No.
In the band £60,001 - £70,000	2	3
In the band £70,001 - £80,000	3	2
In the band £90,001 - £100,000	1	1

**e. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Academy Trust comprise the Trustees (who do not receive remuneration for their role as Trustees) and the Senior Leadership Team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £706,161 (2020: £649,894).

**12. CENTRAL SERVICES**

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

- Finance and administration
- Management costs
- Human resources
- Legal services
- Educational support services

The Academy Trust charges for these services on the following basis:

The cost of provision of central services is recharged to the academies on a 5.2% (2020: 4.75%) of income basis.

The actual amounts charged during the year were as follows:

	2021 £	2020 £
Eggbuckland Vale Primary School	75,852	65,340
Leigham Primary School and Nursery	76,872	62,940
Manadon Primary School	82,344	68,832
Thornbury Primary School	58,872	48,636
Widey Court Primary School	115,824	96,084
<b>TOTAL</b>	<b>409,764</b>	<b>341,832</b>

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**13. TRUSTEES' REMUNERATION AND EXPENSES**

The Chief Executive Officer only receives remuneration in respect of services he provides undertaking the role of Chief Executive Officer under his contract of employment, and not in respect of his services as a Trustee. Other Trustees did not receive any payments from the Academy Trust in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows: S Bellworthy: remuneration £95,000 - £100,000 (2020: £90,000 - £95,000), employer's pension contributions £20,000 - £25,000 (2020: £20,000 - £25,000).

During the year, retirement benefits were accruing to 1 Trustees (2020 - 1) in respect of defined benefit pension schemes.

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £439 to 1 Trustee).

Other related party transactions involving the Trustees are set out in note 31.

**14. TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2021 was £335 (2020: £320).

**CONNECT ACADEMY TRUST**  
(A COMPANY LIMITED BY GUARANTEE)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**15. TANGIBLE FIXED ASSETS**

	Freehold property £	Furniture and equipment £	Computer equipment £	Total £
<b>COST</b>				
At 1 September 2020	20,026,823	558,249	317,503	20,902,575
Additions	639,781	21,456	132,372	793,609
Disposals	(4,900)	-	-	(4,900)
At 31 August 2021	20,661,704	579,705	449,875	21,691,284
<b>DEPRECIATION</b>				
At 1 September 2020	1,502,827	346,517	257,159	2,106,503
Charge for the year	387,448	113,146	68,439	569,033
On disposals	(490)	-	-	(490)
At 31 August 2021	1,889,785	459,663	325,598	2,675,046
<b>NET BOOK VALUE</b>				
At 31 August 2021	18,771,919	120,042	124,277	19,016,238
At 31 August 2020	18,523,996	211,732	60,344	18,796,072

The value of land not depreciated included in the net book value of property displayed above is £899,250 (2020: £899,250).

The Academy Trust's transactions relating to land and buildings included the granting of a leasehold on one of the school's land for £7,200 per annum over a term of 1 year, which increases after this time period.

**16. DEBTORS**

	2021 £	2020 £
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	1,350	-
Prepayments and accrued income	561,207	680,108
VAT recoverable	120,066	106,358
	682,623	786,466

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021 £	2020 £
ESFA Loans	10,786	3,600
Trade creditors	424,733	381,920
Other taxation and social security	131,658	119,768
Other creditors	162,521	146,410
Accruals and deferred income	303,749	281,196
	<u>1,033,447</u>	<u>932,894</u>

Included within ESFA loans are Condition Improvement Fund (CIF) loans of £17,000 and £30,000 repayable in monthly installments over 5 years with an applicable annual interest rate of 2.01% and a Condition Improvement Fund (CIF) loan of £12,981 repayable in 6 monthly installments over 8 years with an applicable annual interest rate of 2.01%.

	2021 £	2020 £
<b>Deferred income</b>		
Deferred income at 1 September	273,196	283,615
Resources deferred during the year	295,588	273,196
Amounts released from previous periods	(273,196)	(283,615)
<b>Deferred income at 30 August</b>	<u>295,588</u>	<u>273,196</u>

At the balance sheet date the Trust was holding funds received in respect of income relating to Universal Infant Free School Meals funding (£181,677), Local Authority funding (£43,387), ESFA GAP funding (£34,897), trip income (£32,779) and parental income (£2,848) for the 2021/22 academic year.

**18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2021 £	2020 £
ESFA loans	<u>43,171</u>	<u>43,400</u>

Included within ESFA loans are Condition Improvement Fund (CIF) loans of £17,000 and £30,000 repayable in monthly installments over 5 years with an applicable annual interest rate of 2.01% and a Condition Improvement Fund (CIF) loan of £12,981 repayable in 6 monthly installments over 8 years with an applicable annual interest rate of 2.01%.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**19. STATEMENT OF FUNDS**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>UNRESTRICTED FUNDS</b>						
General funds	478,541	725,129	(535,548)	(87,550)	-	580,572
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant (GAG)	128,215	8,577,606	(8,181,069)	(262,969)	-	261,783
High Needs	-	553,169	(553,169)	-	-	-
Pupil Premium	-	670,442	(670,442)	-	-	-
PE & Sports grant	30,567	97,850	(128,417)	-	-	-
Other DfE / ESFA grants	-	38,912	(34,357)	-	-	4,555
UIFSM funding	51,872	309,981	(361,853)	-	-	-
COVID Catch-Up Premium	-	124,110	(124,110)	-	-	-
Other Government grants	-	57,406	(57,406)	-	-	-
Other curriculum income	-	12,380	(12,380)	-	-	-
Pension reserve	(7,551,000)	-	(943,000)	-	(603,000)	(9,097,000)
	<u>(7,340,346)</u>	<u>10,441,856</u>	<u>(11,066,203)</u>	<u>(262,969)</u>	<u>(603,000)</u>	<u>(8,830,662)</u>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**19. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Fixed asset transferred on conversion	17,468,794	-	(418,565)	-	-	17,050,229
Fixed assets purchased from GAG and other restricted funds	402,784	-	(101,150)	343,933	-	645,567
Devolved Formula Capital	177,750	43,953	(23,989)	-	-	197,714
Condition Improvement Fund	1,313,893	196,173	(25,497)	-	-	1,484,569
Devolved Formula Capital on conversion	42,423	-	(4,242)	562	-	38,743
CIF loans	(47,000)	(12,981)	-	6,024	-	(53,957)
	<u>19,358,644</u>	<u>227,145</u>	<u>(573,443)</u>	<u>350,519</u>	<u>-</u>	<u>19,362,865</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>12,018,298</u>	<u>10,669,001</u>	<u>(11,639,646)</u>	<u>87,550</u>	<u>(603,000)</u>	<u>10,532,203</u>
<b>TOTAL FUNDS</b>	<u><u>12,496,839</u></u>	<u><u>11,394,130</u></u>	<u><u>(12,175,194)</u></u>	<u><u>-</u></u>	<u><u>(603,000)</u></u>	<u><u>11,112,775</u></u>



**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**19. STATEMENT OF FUNDS (CONTINUED)**

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

**Restricted Funds**

General Annual Grant - Income from the ESFA which is to be used for the normal running costs of the Academy, including education and support costs.

Growth funding - Income from the ESFA to develop the growth of the Trust.

High Needs - Funding received by the Local Authority to fund further support for students with additional needs.

Pupil Premium - Pupil premium represents funding received from the ESFA for children that qualify for free school meals to enable the Academy to address the current underlying inequalities between those children and their wealthier peers.

PE & Sports grant - This represents funding received from the ESFA and must be used to fund improvements to the provision of PE and sport, for the benefit of primary-aged pupils, so that they develop healthy lifestyles.

Other DfE/ESFA grants - Other restricted funding received from the DfE/ESFA.

UIFSM - Funding received to provide school meals to infant children.

COVID Catch-Up Premium - Funding received from the Government to support pupils to catch up on missed learning caused by COVID-19.

Other Government grants - Other restricted funding received from the Government.

Other curriculum income - This represents other sources of restricted curriculum income.

Pension reserve - This represents the Academy Trust's share of the assets and liabilities in the Local Government Pension Scheme. As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an Academy Trust. The Academy Trust is following the recommendations of the actuary to reduce the deficit by making additional contributions over a number of years.

**Fixed Asset Funds**

Fixed assets transferred on conversion - this represents the buildings and equipment donated to the School from the Local Authority on conversion to an Academy.

Fixed assets purchased from GAG and other restricted funds - this represents assets purchased from the Trust's revenue reserves. £343,933 has been transferred from GAG to reflect the fixed asset purchases during the year.

Devolved Formula Capital - this represents funding from the ESFA to cover the maintenance and purchase of the Trust's assets.

Condition Improvement Fund - this represents funding from the ESFA to fund specific capital projects.

CIF loans - This represents funding from the ESFA in the form of loans to be used towards specific capital projects.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**19. STATEMENT OF FUNDS (CONTINUED)**

**Other information**

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>UNRESTRICTED FUNDS</b>						
General funds	454,682	623,929	(484,513)	(115,557)	-	478,541
<b>RESTRICTED FUNDS</b>						
General Annual Grant (GAG)	61,750	7,832,978	(7,676,201)	(90,312)	-	128,215
Growth funding	930	-	(930)	-	-	-
High Needs	-	554,590	(554,590)	-	-	-
Pupil Premium	-	624,288	(624,288)	-	-	-
PE & Sports grant	17,705	97,480	(84,618)	-	-	30,567
Other DfE / ESFA grants	-	38,912	(38,912)	-	-	-
UIFSM funding	-	308,757	(256,885)	-	-	51,872
COVID Catch-Up Premium	-	64,395	(64,395)	-	-	-
Other curriculum income	-	28,201	(28,201)	-	-	-
Pension reserve	(6,388,000)	-	(720,000)	-	(443,000)	(7,551,000)
	<u>(6,307,615)</u>	<u>9,549,601</u>	<u>(10,049,020)</u>	<u>(90,312)</u>	<u>(443,000)</u>	<u>(7,340,346)</u>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**19. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Fixed asset transferred on conversion	17,872,835	-	(404,041)	-	-	17,468,794
Fixed assets purchased from GAG and other restricted funds	297,922	-	(101,007)	205,869	-	402,784
Devolved Formula Capital	154,866	43,566	(23,902)	3,220	-	177,750
Condition Improvement Fund	772,621	567,531	(23,039)	(3,220)	-	1,313,893
Devolved Formula Capital on conversion	46,647	-	(4,224)	-	-	42,423
CIF loans	(17,000)	(30,000)	-	-	-	(47,000)
	<u>19,127,891</u>	<u>581,097</u>	<u>(556,213)</u>	<u>205,869</u>	<u>-</u>	<u>19,358,644</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>12,820,276</u>	<u>10,130,698</u>	<u>(10,605,233)</u>	<u>115,557</u>	<u>(443,000)</u>	<u>12,018,298</u>
<b>TOTAL FUNDS</b>	<u>13,274,958</u>	<u>10,754,627</u>	<u>(11,089,746)</u>	<u>-</u>	<u>(443,000)</u>	<u>12,496,839</u>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**19. STATEMENT OF FUNDS (CONTINUED)**

**Total funds analysis by academy**

Fund balances at 31 August 2021 were allocated as follows:

	2021 £	2020 £
Eggbuckland Vale Primary School	48,980	35,391
Leigham Primary School and Nursery	153,312	119,171
Manadon Primary School	191,074	155,361
Thornbury Primary School	117,092	86,290
Widey Court Primary School	249,296	240,630
Central	87,156	52,352
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	846,910	689,195
Restricted fixed asset fund	19,362,865	19,358,644
Pension reserve	(9,097,000)	(7,551,000)
	<hr/>	<hr/>
<b>TOTAL</b>	<b>11,112,775</b>	<b>12,496,839</b>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**19. STATEMENT OF FUNDS (CONTINUED)**

**TOTAL COST ANALYSIS BY ACADEMY**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2021 £
Eggbuckland Vale Primary School	1,726,251	290,394	100,797	236,228	2,353,670
Leigham Primary School and Nursery	1,410,279	219,076	73,401	215,922	1,918,678
Manadon Primary School	1,285,877	143,243	84,523	281,050	1,794,693
Thornbury Primary School	1,136,092	205,693	65,835	173,456	1,581,076
Widey Court Primary School	1,848,703	290,810	135,956	330,974	2,606,443
Central	132,515	85,861	5,244	171,102	394,722
<b>ACADEMY TRUST</b>	<b>7,539,717</b>	<b>1,235,077</b>	<b>465,756</b>	<b>1,408,732</b>	<b>10,649,282</b>

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £
Eggbuckland Vale Primary School	1,602,723	261,922	97,302	206,519	2,168,466
Leigham Primary School and Nursery	1,283,600	197,360	76,830	222,121	1,779,911
Manadon Primary School	1,236,744	139,706	67,635	246,570	1,690,655
Thornbury Primary School	999,097	189,756	77,769	168,329	1,434,951
Widey Court Primary School	1,693,299	268,015	129,133	297,030	2,387,477
Central	125,795	71,646	1,970	152,662	352,073
<b>ACADEMY TRUST</b>	<b>6,941,258</b>	<b>1,128,405</b>	<b>450,639</b>	<b>1,293,231</b>	<b>9,813,533</b>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**20. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	19,016,238	19,016,238
Current assets	580,572	1,118,897	570,686	2,270,155
Creditors due within one year	-	(852,559)	(180,888)	(1,033,447)
Creditors due in more than one year	-	-	(43,171)	(43,171)
Pension scheme liability	-	(9,097,000)	-	(9,097,000)
<b>TOTAL</b>	<b>580,572</b>	<b>(8,830,662)</b>	<b>19,362,865</b>	<b>11,112,775</b>

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	18,796,072	18,796,072
Current assets	478,541	1,028,032	721,488	2,228,061
Creditors due within one year	-	(817,378)	(115,516)	(932,894)
Creditors due in more than one year	-	-	(43,400)	(43,400)
Pension scheme liability	-	(7,551,000)	-	(7,551,000)
<b>TOTAL</b>	<b>478,541</b>	<b>(7,340,346)</b>	<b>19,358,644</b>	<b>12,496,839</b>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**21. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2021 £	2020 £
Net expenditure for the year (as per Statement of financial activities)	(781,064)	(335,119)
<b>ADJUSTMENTS FOR:</b>		
Depreciation charges	569,033	556,213
Capital grants from DfE and other capital income	(227,145)	(581,097)
Interest received	(488)	(1,476)
Defined benefit pension scheme cost less contributions payable	823,000	600,000
Defined benefit pension scheme finance cost	120,000	120,000
Decrease in debtors	213,758	191,141
Increase/ (decrease) in creditors	93,367	(177,361)
(Profit)/ loss on disposal	4,410	-
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>814,871</b>	<b>372,301</b>

**22. CASH FLOWS FROM FINANCING ACTIVITIES**

	2021 £	2020 £
Cash inflows from new borrowing	12,981	30,000
Repayments of borrowing	(6,024)	-
<b>NET CASH PROVIDED BY FINANCING ACTIVITIES</b>	<b>6,957</b>	<b>30,000</b>

**23. CASH FLOWS FROM INVESTING ACTIVITIES**

	2021 £	2020 £
Interest received	488	1,476
Purchase of tangible fixed assets	(793,609)	(255,648)
Capital grants from DfE Group	117,230	249,397
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>(675,891)</b>	<b>(4,775)</b>

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**24. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2021 £	2020 £
Cash at bank and in hand	1,000,881	1,041,040
Notice deposits (less than 3 months)	586,651	400,555
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>1,587,532</b>	<b>1,441,595</b>

**25. ANALYSIS OF CHANGES IN NET DEBT**

	At 1 September 2020 £	Cash flows £	Other non- cash changes £	At 31 August 2021 £
Cash at bank and in hand	1,441,595	145,937	-	1,587,532
Debt due within 1 year	(3,600)	6,024	(13,210)	(10,786)
Debt due after 1 year	(43,400)	(12,981)	13,210	(43,171)
	<b>1,394,595</b>	<b>138,980</b>	<b>-</b>	<b>1,533,575</b>

**26. CAPITAL COMMITMENTS**

	2021 £	2020 £
Contracted for but not provided in these financial statements	393,922	-

**27. PENSION COMMITMENTS**

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

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

Contributions amounting to £160,796 were payable to the schemes at 31 August 2021 (2020 - £144,358) and are included within creditors.



**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**27. PENSION COMMITMENTS (CONTINUED)**

**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.

**VALUATION OF THE TEACHERS' PENSION SCHEME**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £922,500 (2020 - £866,140).

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

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

**LOCAL GOVERNMENT PENSION SCHEME**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £699,000 (2020 - £630,000), of which employer's contributions totalled £547,000 (2020 - £498,000) and employees' contributions totalled £ 152,000 (2020 - £132,000). The agreed contribution rates for future years are 15.3 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.

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**27. PENSION COMMITMENTS (CONTINUED)**

**PRINCIPAL ACTUARIAL ASSUMPTIONS**

	<b>2021</b>	<b>2020</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>3.90</b>	3.25
Rate of increase for pensions in payment/ inflation	<b>2.90</b>	2.25
Discount rate for scheme liabilities	<b>1.65</b>	1.60

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

	<b>2021</b>	<b>2020</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
Males	<b>22.7</b>	22.9
Females	<b>24.0</b>	24.1
Retiring in 20 years		
Males	<b>24.0</b>	24.3
Females	<b>25.4</b>	25.5

**SENSITIVITY ANALYSIS**

	<b>2021</b>	<b>2020</b>
	<b>£000</b>	<b>£000</b>
Discount rate +0.1%	<b>400</b>	322
Discount rate -0.1%	<b>410</b>	330
Mortality assumption - 1 year increase	<b>643</b>	475
Mortality assumption - 1 year decrease	<b>620</b>	459
CPI rate +0.1%	<b>365</b>	292
CPI rate -0.1%	<b>356</b>	285

**CONNECT ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**27. PENSION COMMITMENTS (CONTINUED)**

**SHARE OF SCHEME ASSETS**

The Academy Trust's share of the assets in the scheme was:

	2021 £	2020 £
Equities	4,758,000	3,510,000
Bonds	1,117,000	486,000
Property	607,000	467,000
Cash and other liquid assets	46,000	67,000
Target return portfolio	706,000	740,000
Other	367,000	610,000
<b>Total market value of assets</b>	<b>7,601,000</b>	<b>5,880,000</b>

The actual return on scheme assets was £1,230,000 (2020 - £22,000).

The amounts recognised in the Statement of financial activities are as follows:

	2021 £	2020 £
Current service cost	(1,370,000)	(1,098,000)
Interest income	98,000	95,000
Interest cost	(214,000)	(215,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(1,486,000)</b>	<b>(1,218,000)</b>

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

	2021 £	2020 £
<b>At 1 September</b>	<b>13,431,000</b>	<b>11,266,000</b>
Current service cost	1,370,000	1,098,000
Interest cost	214,000	215,000
Employee contributions	152,000	132,000
Actuarial losses	1,735,000	759,000
Benefits paid	(204,000)	(39,000)
<b>At 31 August</b>	<b>16,698,000</b>	<b>13,431,000</b>

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**27. PENSION COMMITMENTS (CONTINUED)**

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

	2021 £	2020 £
<b>At 1 September</b>	<b>5,880,000</b>	<b>4,878,000</b>
Interest income	98,000	98,000
Actuarial gains	1,132,000	316,000
Employer contributions	547,000	498,000
Employee contributions	152,000	132,000
Benefits paid	(204,000)	(39,000)
Administration expense	(4,000)	(3,000)
<b>At 31 August</b>	<b>7,601,000</b>	<b>5,880,000</b>

**28. OPERATING LEASE COMMITMENTS**

At 31 August 2021 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
<b>Amounts payable</b>		
Not later than 1 year	7,031	11,649
Later than 1 year and not later than 5 years	8,227	9,606
	<b>15,258</b>	<b>21,255</b>

**29. MEMBERS' LIABILITY**

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

**30. GENERAL INFORMATION**

Connect Academy Trust is a Company limited by guarantee, incorporated in England and Wales. The registered office is Leigham Primary School, Cockington Close, Leigham, Plymouth, Devon, PL6 8RF.

**CONNECT ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**31. RELATED PARTY TRANSACTIONS**

Owing to the nature of the Academy Trust 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 Trustee have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial 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 Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

The following related party transactions took place in the year:

C Young, spouse of A Young, a Trustee, is employed by the Trust as a Teaching Assistant. C Young's appointment was made before A Young became a Trustee, in open competition and A Young was not involved in the decision making process regarding appointment. C Young is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a Trustee.

M Le Marquand, spouse of L Le Marquand, a Trustee, is employed by the Trust as a Teaching Assistant. M Le Marquand's appointment was made before L Le Marquand became a Trustee, in open competition and L Le Marquand was not involved in the decision making process regarding appointment. M Le Marquand is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a Trustee.