



CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

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CO-OPERATIVE EDUCATION EAST
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REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|--|--|
| Members | Clarke Willis MBE Julie Fletcher Jennifer Gill Ceri Owen |
| Trustees | Julie Fletcher, Chair Paul Bunn, Accounting Officer Nick O'Dell David Clover (resigned 11 June 2022) Kathryn Dunning |
| Company registered number | 10365323 |
| Company name | Co-operative Education East |
| Principal and registered office | Bunwell Primary School The Old Turn Pike Bunwell Norfolk NR16 1SN |
| Chief Executive Officer | Paul Bunn |
| Senior Leadership Team | Paul Bunn, Chief Executive Officer Simon Gray, Chief Finance Officer Emily Husbands, Headteacher at Bunwell Primary School Matthew Gamble, Headteacher at Banham Primary School Lisa Heath, Headteacher at Thompson Primary School Natasha Clarke, Trust Deputy Headteacher |
| Independent auditors | MA Partners Audit LLP Chartered Accountants 7 The Close Norwich Norfolk NR1 4DJ |
| Bankers | Lloyds Bank Plc 16 Gentleman's Walk Norwich NR2 1LZ |

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates three primary schools for pupils aged 3 to 11 serving the South Norfolk villages of Banham, Bunwell and Thompson. It has a pupil capacity of 315 and had a roll of 275 in the school census in January 2022. There were no schools joining the Trust during the academic year.

Structure, governance and management

a. Constitution

The Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum and Articles of Association are the primary governing document of the Trust.

The Trustees of Co-operative Education East are also the Directors of the charitable company for the purpose of company law.

Each school operates as a trading arm of the company and are known as Banham Primary School, Bunwell Primary School and Thompson Primary School.

Details of the Trustees who served during the year are included in the reference and administrative details on page 1.

The principal objects of the Trust are to advance for the public benefit education in the United Kingdom. In particular, but without prejudice to the generality of foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad curriculum with a strong emphasis on a values led education.

b. Members' liability

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

c. Trustees' indemnities

The Trust has opted in to the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK Government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, error or omissions occurring whilst on Trust business, and provides cover up to £10,000,000.

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

Structure, governance and management (continued)

d. Method of recruitment and appointment or election of Trustees

The management of the Trust is the responsibility of the Trustees who are elected and co opted under the terms of the Memorandum and Articles of Association. In accordance with the Academy Trust Handbook, the Trust has appointed a Professional Clerk to assist with the oversight of governance and recruitment moving forward.

e. Policies adopted for the induction and training of Trustees

All Trustees and local governors complete a skills matrix annually which is reviewed by the CEO and Chair. Any gaps form the basis of future recruitment.

Every Trustee and local governor undergoes annual safeguarding training delivered by an external training partner. In addition, new and current Trustees undertake regular continuing professional development tailored to their role and responsibilities.

The training and induction provided for new Trustees will depend on their existing experience and will include accompanied visits with the CEO to some of the Trust schools to view strengths and potential risks at first hand and meet senior leaders and business leaders across the Trust.

Additionally, Trustees are introduced to policies, procedures, minutes, accounts, budgets, plans and other documents as applicable that they will need to undertake their role as Trustees. As there is expected to be only one or two new Trustees a year, induction will be carried out informally, supplemented by resources and courses provided by external agencies such as the NGA and the Key. The induction will be tailored specifically to the individual.

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

Structure, governance and management (continued)

f. Organisational structure

The Trust follows the governance and executive structures outlined by the Department for Education. Our Members appoint Trustees who are accountable for every aspect of the Trust, including the performance management of the CEO.

The Trust's Scheme of Delegation sets out the Governance arrangements. The Trust operates a three tier governance model: The Members provide overview of the co-operative values and ethos of the Trust primarily at the AGM (Tier 1); The Trustees retain oversight and responsibility for the strategy, direction and performance of the schools within the Trust (Tier 2) meeting regularly throughout the year and at least termly - analysing high level data, reports and minutes; but wherever possible, governance responsibilities are delegated down to the individual school's own Local Governing Committee ("LGC") (Tier 3). The 21/22 academic year has seen each school's LGC grow in experience, support, professional challenge and scrutiny they provide. To strengthen the role of community and local governance further in the next academic year 22/23 we have changed the structure so that the LGC meets at least once per half term for meetings and in the second half of the term visits school for learning and monitoring walks linked to the school improvement priorities. Whilst schools have responsibility for their own budgets and expenditure within agreed limits, oversight, scrutiny and control of financial matters is performed by the Finance and Audit Committee, which is a sub-committee of the Board of Trustees.

Trustees also delegate the executive function to the CEO and Trust Senior Leadership Team ("SLT") who are responsible for the day to day running of the schools.

The SLT is responsible for overall spending, scrutinised by the Chief Finance Officer and overseen by the Trustees.

In accordance with the Academy Trust Handbook, the Trust recognises a knowledgeable governance professional (or company secretary) is an essential part of its tool kit. Therefore, the Trust has appointed a Professional Clerk, recognising that they:-

- Ensure the Board works in compliance with the appropriate legal and regulatory framework, and understands the potential consequences of non-compliance
- Provide independent advice on procedural matters relating to operation of the Board
- Provide administrative and organisational support

g. Arrangements for setting pay and remuneration of key management personnel

Our Trust Scheme of Delegation indicates that pay, conditions and contractual terms for the CEO are the responsibility of the Chair of Trustees.

Performance management and pay and conditions for the Headteachers in the Trust are the responsibility of the CEO. This responsibility no longer rests with Local Governing Committees as in the past to ensure greater rigour and consistency and ensure all elements of pay and performance management are dealt with by a common format across the Trust. This method of working also assists ongoing planning for sustainable leadership and ensures equality across the Trust. Recognising the strategic importance of an effective headteacher appraisal system, the CEO and Trustees are assisted in the Senior Leadership Team appraisal process by an external partner, who is impartial and not connected to the Trust.

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

Objectives and activities

a. Objects and aims

The Trust's objects are set out in paragraph 4 of its Articles of Association. In summary the Trust's objects are specifically restricted to the following:

- To advance for the public benefit education in the United Kingdom in particular but without prejudice to the generality of the forgoing, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.

In summary, the Trust provides primary school education in-line with the national curriculum to three small rural primary schools in Norfolk. Moving forward we want to be the vice and champion of small rural village schools.

For the Trust to fully realise its aims, we recognise the role that the family, the immediate community and other schools and agencies have to play in the development of the children and we actively encourage their participation in the education of the children in our care. The Trust also uses the internationally recognised Co-operative Values and Principles as a principal factor.

The aims of the Trust are:

- to stimulate intellectual growth by encouraging enquiry and a love of learning;
- to teach children how to communicate effectively and to provide challenges and opportunities for each child's social, intellectual, emotional and physical development;
- to provide equal opportunity for each pupil to achieve their true potential;
- to provide for pupils a sensitive and stable community in which to work so every child can have the confidence to develop both as an individual and as a responsible member of society;
- to provide a secure and ordered environment in which pupils will be encouraged to respect themselves, others and the environment; and
- to prepare them to cope with the demands and rapidly changing circumstances of our modern world.

This can be summarised succinctly by the Trust-wide vision which all schools have adopted, which is to CARE. That is to ensure our children are:

- **CONFIDENT**
- **ABLE TO MEET FUTURE CHALLENGES**
- **RESPONSIBLE MEMBERS OF THE COMMUNITY**
- **EFFECTIVE LEARNERS**

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

Objectives and activities (continued)

b. Objectives, strategies and activities

Each school reviews its priorities annually and triangulates data from various sources, including: staff surveys; pupil voice; parent questionnaires; national end of year tests and assessments; as well as internal assessment data. This enables each school, supported by the SLT, to come up with a school development and improvement plan tailored to its needs. This bottom up rather than top down approach allows schools to focus on the issues which are pertinent to them and is at the heart of the principle of earned autonomy within our Trust.

Whilst the priorities are unique to each school one priority is reserved for Trust-wide work aimed to support cohesion and the sharing of ideas, skills and expertise in order to further the education of children.

The Trust objective for 2021/22 has been to develop and define what co-operative education looks like in the classrooms of our schools. Using the expertise of Jakob Werdelin (Education Consultant) the Trust has implemented a system of CLIPS, and uses a process called "catch 1 partner". Co-operative Learning is a teaching strategy that supports pupils working together to improve academic outcomes for everyone. Co-operative Learning builds resilience, trains social skills and increases vocabulary. The Trust believes that, after COVID-19, this approach will help us build back better. In line with our Trust values, our aim for a collaborative ethos will not be limited to classroom teaching. We want our individual teachers, teaching assistants and school leaders to be able to support each other across the Trust, and Co-operative Learning has given us the right balance between cross-trust cohesion and each school's unique ethos. This also builds on the Growth Mind-set work from previous years.

Despite the disruption caused by COVID-19 over the past 2 years, the Trust has been pressing ahead with its three year strategy aims. This is the second year of that cycle, which saw the Trust focus on embedding our CARE values into the curriculum and teaching in year 1. In this, our second year, we have focused on our digital strategy, governance structure and recruitment, as well as developing co-operative learning. The third year will see the Trust renew its efforts to engage with stakeholders and look to expand the Trust as we look to meet the requirements set out in the Government's White Paper for schools.

Beyond the curriculum we have a real focus on making sure the children in our Trust can experience everything that life has to offer - we want to provide experiences beyond that which they would normally receive. We achieve that through regular external visits and extracurricular clubs operate in each school.

c. Public benefit

The Trustees recognise their charitable responsibilities for the advancement of education as described in the Charity Commission's Statement of Recommended Practice. They have also considered public benefit guidance issued by the Charity Commission. The Trustees have recorded in this report the activities carried out by the Trust in order to further charitable purposes for the public benefit.

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

Strategic report

Achievements and performance

a. Key performance indicators

Ofsted

Thompson navigated a successful section 8 Ofsted inspection on 2 December 2021. Much of what the inspectors saw at Thompson was evidence of outstanding practice. Ofsted also acknowledged the work the school is doing to implement a full and balanced curriculum, but that this was not developed in all subjects. The inspection was an opportunity to endorse the school improvement plans and confirm the SLT are focusing on the right priorities. Following the inspection, plans have been finalised to release a senior teacher from classroom teaching to task and finish developing the curriculum and then lead on subject monitoring.

COVID-19

All schools provided education throughout another COVID-19 disrupted year. Outbreaks were seen in both Banham and Bunwell in January 2022 and Thompson just before the Easter holidays. Attendance dropped to around 50% for a period of about three weeks in each school. However, contingency plans adopted over the summer before the start of 2021/22 proved robust and effective. The outbreak team confirmed all appropriate measures were in place to keep children and staff safe. Schools switched seamlessly to hybrid learning so that all children could access education when they were well enough. All children eligible for Free School Meals continued to receive them during this period too.

Educational Performance

Headline results for each school in the academic year 2021/22 are set out below. As with all small rural primary schools with cohorts of less than 15 children per year, each child attributes a significant percentage, in some cases 9-10% per child, and that can account for large variations between cohorts and years:

Banham Primary

EYFS GLD = 69%

Phonics Screening Check

- Year 1 = 28%

- Year 2 = 75%

KS1 SATS (Teacher Assessment)

| Subject | Below | Working towards | Expected | Greater Depth |
|----------------|--------------|------------------------|-----------------|----------------------|
| Reading | 23% | 23% | 38% | 15% |
| Writing | 23% | 69% | 8% | - |
| Maths | 15% | 46% | 23% | 15% |
| Science | 23% | 77% | - | - |

Y4 Multiplication Check

| Cohort | 0-10 | 10-15 | 16-20 | 20-25 |
|---------------|-------------|--------------|--------------|--------------|
| 17 | 12% | 12% | 35% | 41% |

KS2 SATS

| Cohort (16) | Pre-Key Stage | Working towards | Expected | Greater Depth |
|--------------------|----------------------|------------------------|-----------------|----------------------|
| Reading | - | 31% | 56% | 13% |
| Writing | 19% | 31% | 44% | 6% |
| Maths | 13% | 31% | 50% | 6% |
| SPAG | - | 37.5% | 37.5% | 25% |
| Combined | 44% | | | |

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TRUSTEES' REPORT (CONTINUED)
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Strategic report (continued)

Achievements and performance (continued)

Bunwell Primary

EYFS GLD = 50%

Phonics Screening Check

- Year 1 = 38%

- Year 2 = 73% of cohort

KS1 SATS (Teacher Assessment)

Cohort size (11)

Reading

Working Towards

Expected

Greater Depth

36%

64%

-

Writing

82%

18%

-

Maths

45%

55%

-

Science

0%

100%

-

Y4 Multiplication Check

Cohort size

0-10

10-15

16-20

20-25

16

13%

40%

27%

20%

KS2 SATS

Cohort size (14)

Pre-Key Stage

Working Towards

Expected +

Greater Depth

Reading

7%

36%

57%

14%

Writing

7%

36%

57%

-

Maths

7%

21%

71%

21%

SPAG

7%

29%

64%

7%

Science

-

29%

71%

-

Combined

50%

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

Strategic report (continued)

Achievements and performance (continued)

Thompson Primary

EYFS GLD = 50%

Phonics Screening Check

- Year 1 = 50%

KS1 (Teacher Assessment)

| Cohort size (18) | Pre-key stage | Working Towards | Expected | Greater Depth |
|-------------------------|----------------------|------------------------|-----------------|----------------------|
| Reading | 22% | 33% | 44% | 6% |
| Writing | 17% | 50% | 33% | - |
| Maths | 17% | 33% | 50% | 6% |
| Science | - | 39% | 61% | - |

Y4 Multiplication Check

| Cohort size | 0-10 | 11-15 | 16-20 | 21-25 |
|--------------------|-------------|--------------|--------------|--------------|
| 16 | 19% | 12% | 19% | 50% |

KS2 SATS

| Cohort size (14) | Pre-Key Stage | Working Towards | Expected + | Greater Depth |
|-------------------------|----------------------|------------------------|-------------------|----------------------|
| Reading | 6% | 44% | 56% | - |
| Writing | 6% | 38% | 63% | - |
| Maths | - | 44% | 56% | - |
| SPAG | 6% | 44% | 56% | 6% |
| Science | - | 4% | 12% | - |
| Combined | 38% | | | |

Whilst acknowledging the challenges that the Trust will face as we deal with the continued after effects of the COVID-19 pandemic, the Trustees fully recognise the need for improvement in each individual school and that is the focus of the SLT, Trustees and LGCs. Relevant improvement plans are in place in each school.

Commenting specifically on two points:

- With regards to improving phonics scores we have adopted the Monster Phonics scheme, which is approved by the DfE and is supported by a reading scheme.
- From September 22, the Trust will follow the Write Stuff scheme of work in writing.

This is in addition to the continued work using the White Rose Maths scheme. All of our schools are focused on achieving the Trust's aims of high standards for both achievement and attainment for all of our young people.

b. 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 accounting policies.

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

Strategic report (continued)

Financial review

a. Reserves policy

The Trust will work towards establishing a level of free reserves* to provide sufficient working capital to cover unforeseen delays between spending and receipt of grants, provide a cushion to deal with unexpected emergencies such as urgent maintenance, and allow for fluctuations in pupil numbers in future years. They will aim for the level of these reserves to be in the range of £110,000 to £150,000; representing approximately:

- One month's payroll (the lower end of the range)
- 10% of GAG (the higher end of the range)

The actual level of reserves held will be determined by the Trustees annually in accordance with the review and approval of on-going budget setting, so this can fluctuate depending on operational needs and strategic investment priorities.

* For the purpose of the Trust policy, this will constitute unrestricted funds and any restricted GAG funds, but exclude any other restricted funds or donations provided for specific purposes.

As at 31 August 2022, the Trust held free reserves of £285,640 (2021: £221,402), with other restricted funds (excluding GAG funds) being £4,377 (2021: £53,058). The deficit held in the pension reserve was £505,000 (2021: £1,479,000 deficit) and the net book value of fixed assets was held in restricted fixed asset funds, being £2,403,983 (2021: £2,438,519).

The Trust acknowledges it currently holds free reserves which are significantly higher than the upper limit of its reserves policy range. We have a three year budget plan which invests in a number of areas, particularly staffing, for all three schools and results in a much reduced overall forecast reserves position by August 2024, and to a level which is currently under the minimum of the range by August 2025. With that in mind the Trustees believe it has been prudent to build and hold the level of reserves we have at this time

b. Investment policy

The Trust seeks to maximise returns from investments, minimise risk and maintain flexibility and access to funds.

c. Principal risks and uncertainties

The Trust has a risk register to identify major risks to which the Trust is exposed, in particular those relating to teaching, provision of facilities and other operational areas of the Trust, and its finances. The aim is for the risk register to be reviewed in the next academic year and made available for discussion by the Trustees.

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TRUSTEES' REPORT (CONTINUED)
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Fundraising

The Trust does not actively raise funds from the school community. Professional fundraisers or commercial participators are not used. No complaints have been received in relation to fundraising activities. The Trust endeavours to take all practical measures to protect the public from unreasonable intrusion on a person's privacy, unreasonably persistent approaches and undue pressure to give.

The schools have Friends / PTA organisations that raise money through activities such as bake sales, non-uniform days etc. but those organisations choose how the money that they have raised will be spent in conjunction with the Headteacher of each school.

The Trust does not have any plans to raise significant monies via any Trust wide fundraising activity.

Plans for future periods

- Embed our CARE vision into the curriculum and teaching at all three schools;
- Develop and implement our digital strategy across the Trust, with a rolling plan for expansion of IT to support and enhance blended learning;
- To continue to grow the Trust into Good and Outstanding schools in order to best achieve outstanding outcomes for all pupils in all schools;
- To develop strong links, partnerships and relationships with other small Multi Academy Trusts;
- To develop the Trust within the Eastern Region focusing on growth with other schools with the same mind set and values;
- To continue to develop co-operative values and principles in all aspects of the Trust, ensuring an evidential link between school improvement and being co-operative;
- To continue to develop a highly effective central services function to continue the smooth running of all schools allowing them to benefit from economies of scale and to focus on teaching and learning;
- To continue to develop the role of the Trust Deputy Headteacher to support the CEO and all Headteachers with school improvement;
- To maintain Banham Primary School's "outstanding" grading and to ensure the Trust's other schools are either "good" or "outstanding" by their next Ofsted;
- Progress and attainment measures to exceed National Standards across all schools in the Trust;
- Develop a Trust-wide building and maintenance programme to focus on improving the physical environment for learning across the Trust.

Funds held as custodian on behalf of others

The Trust does not currently hold any funds on behalf of others.

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

Disclosure of information to auditors

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- 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 auditors are aware of that information.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 14 December 2022 and signed on its behalf by:



Julie Fletcher
Chair

CO-OPERATIVE EDUCATION EAST
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GOVERNANCE STATEMENT

Scope of responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the CEO, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Co-operative Education East 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 9 times during the year, to ensure a robust focus on the management of finances is undertaken.

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

| Trustee | Meetings attended | Out of a possible |
|-------------------------------|-------------------|-------------------|
| Julie Fletcher, Chair | 9 | 9 |
| Paul Bunn, Accounting Officer | 9 | 9 |
| Nick O'Dell | 4 | 9 |
| David Clover | 8 | 9 |
| Kathryn Dunning | 9 | 9 |

Conflicts of Interest

With guidance from the Trust's Professional Clerk, the Trust complies with the Academy Trust Handbook with regard to conflicts of interest and related party transactions. This requires that no Member, Trustee, Governor, Employee or related individual or organisation uses their connection to the Academy Trust for personal gain.

Definition

A conflict of interest is any situation in which a Trustee's personal interests or loyalties could, or could be seen to, prevent the Trustees from making a decision only in the best interests of the Trust.

Implementation

In order to do this the Trustees and senior staff will identify conflicts of interest. Trustees and staff each have an individual personal responsibility to declare conflicts of interest which may affect them. All Governors and senior staff will therefore be required to complete a declaration of interests return on an annual basis which is overseen and managed by the Clerk. This return should record:

- All business interests of any significance.
- Offices or posts held with other organisations.
- Interests of close relatives where there may be any possibility that the Trust has dealings with that person/organisation.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

In addition, there will be an agenda item at all meetings of the Trustees and governing body to allow declarations of interest to be made. If a Trustee/Governor or member of staff is uncertain whether or not they are conflicted, he or she should err on the side of openness, declaring the issue and/or discussing it with the Chairperson or Clerk. Senior staff and others who make financial decisions or are involved in financial or purchasing decisions on a regular basis must ensure any conflict is identified and declared immediately. If any employee perceives there may be a potential conflict of interest in making a decision but is uncertain as to the correct course of action he/she should initially speak to the CEO/Headteacher or Chief Finance Officer. If a Trustee or employee is aware of an undeclared conflict of interest affecting another Trustee or employee, they should notify the CEO, Chairperson, Clerk or Headteacher.

The Trust does not own, operate or have any connection with any subsidiaries, joint ventures or associates.

Prevention

In all their work Trustees consider the issue of the conflict of interest so that any potential effect on decision making is eliminated. How they do this will depend on the circumstances. Where Trustees have decided against removal of the conflict of interest they must prevent it from affecting any decision or course of action. Trustees are required to declare any interest at an early stage and, in most cases it will be sufficient for them to withdraw from the relevant meetings, discussions, decision-making process and votes. In cases of more serious conflicts of interest it may mean the Trustees deciding to remove the conflict by:

- not pursuing a course of action;
- proceeding with the issue in a different way so that a conflict of interest does not arise;
- not appointing a particular Trustee/employee or securing a Trustee resignation.

Record of conflicts of interest

Declared interests will be recorded in a register and updated annually. If interests change the Trust should be advised (via the CEO/Chief Finance Officer/Clerk). Any conflict of interest which arises in the course of business must be declared at the relevant meeting and will be recorded (normally in the minutes).

Disclosure

All details of any payments and other benefits to any Trustees or connected persons must be disclosed. This includes family members and businesses, disclosures will be identified to auditors and recorded in the annual accounts/report. Relevant interests declared by Trustees are listed on the Trust's website. Trustees will use discretion to determine whether or not a minor or relatively insignificant interest should be included in the public declaration.

Board Performance

The Trust reviews its performance as part of the Audit and Risk Committee. This Committee reviews the external audit of the annual accounts and affairs of the Trust; assesses the impact of any observations; and, will work with the Trust's Senior Leadership Team on service improvement for the future. To further support this issue, the Trust is currently creating a conflict of interest policy, which is to be reviewed annually.

Board members are appointed on the basis of the key skills offered by potential director volunteers.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Finance, Audit and Risk Committee is a sub-committee of the main Board of Trustees. Its purpose is to exercise responsibility and oversight of:

1. The overall finances of the Trust
2. The financial aspects of personnel of the Trust and its constituent schools
3. The premises of the Trust
4. To ensure all audit requirements and controls are adhered to in line with the Academy Trust Handbook

Attendance during the year at meetings was as follows:

| Trustee | Meetings attended | Out of a possible |
|------------------------|-------------------|-------------------|
| Kathryn Dunning, Chair | 6 | 6 |
| Paul Bunn, CEO | 6 | 6 |
| David Clover | 5 | 6 |
| Julie Fletcher | 6 | 6 |
| Nick O'Dell | 3 | 6 |
| Simon Gray, CFO | 5 | 6 |

Review of value for money

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

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

- Building further on the database of all services and contracts in the Trust's schools.
- Ensuring the same supplier for services in all schools where possible to benefit from economies of scale.
- Renegotiating contracts and deferring price increases with suppliers.

The purpose of the system of internal control

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

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Capacity to handle risk

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

The risk and control framework

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

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

The Board of Trustees has decided to employ Price Bailey LLP as internal auditor.

The reviewer's role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. Specifically, the checks carried out in the current year related to procedures for tendering.

The Trustees have delegated the CEO to review the findings of the report from Price Bailey LLP and to work with the Chief Finance Officer and Headteachers going forward to implement changes to reflect the findings.

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 and feedback of the executive managers within the Trust who have relevant responsibility;
- the work of the external auditors.

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

Approved by order of the members of the Board of Trustees on 14 December 2022 and signed on their behalf by:



Julie Fletcher
Chair



Paul Bunn
Accounting Officer

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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 the ESFA.



Paul Bunn
Accounting Officer
Date: 14 December 2022

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

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

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of 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 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 on 14 December 2022 and signed on its behalf by:



Julie Fletcher
Chair

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF CO-OPERATIVE EDUCATION EAST

Opinion

We have audited the financial statements of Co-operative Education East (the 'Trust') for the year ended 31 August 2022 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 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2022 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 2021 to 2022 issued by the Education and Skills Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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.

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF CO-OPERATIVE EDUCATION EAST (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the 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.

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF CO-OPERATIVE EDUCATION EAST (CONTINUED)

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' responsibilities, the Trustees (who are also the directors of the 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 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 Trust or to cease operations, or have no realistic alternative but to do so.

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:

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the Trust.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the company and considered that the most significant are the Academies Accounts Direction 2021 to 2022, the Academy Trust Handbook 2021, the Charities SORP 2019, the Companies Act 2006, the Charities Act 2011, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the Trust complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF CO-OPERATIVE EDUCATION EAST (CONTINUED)

Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

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

Use of our report

This report is made solely to the charitable 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 charitable 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 charitable Trust and its Members, as a body, for our audit work, for this report, or for the opinions we have formed.

Alice Lynch BSc ACA DChA (Senior statutory auditor)

for and on behalf of

MA Partners Audit LLP

Chartered Accountants

Statutory Auditors

7 The Close

Norwich

Norfolk

NR1 4DJ

Date:

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO CO-OPERATIVE EDUCATION EAST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 4 May 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Co-operative Education East during the year 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Co-operative Education East's Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Co-operative Education East's funding agreement with the Secretary of State for Education dated 28 October 2016 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO CO-OPERATIVE EDUCATION EAST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

Our procedures included, but were not limited to, the following:

- Reviewing the processes for identifying and declaring business interests, related parties and transactions with connected parties;
- Reviewing minutes of meetings and making enquiries of Trustees and management;
- Performing an evaluation of the general control environment;
- Sample testing of expenditure to ensure the Trust's lines of delegation and procurement policies have been adhered to, that employees have not personally benefited from any transaction and that goods any services have been procured in an open and transparent manner;
- Sample testing of restricted income to ensure it has been spent as the purpose intended;
- Reviewing transactions which may not fall within the delegated authority of the Trust and ensuring any such transactions have been authorised and disclosed as necessary;
- Reviewing compliance with Part 8: Schedule of requirements (the "musts") of the Academy Trust Handbook 2021.

Where applicable, this work was integrated with our audit on the financial statements to the extent evidence from the conduct of the audit supports the regularity conclusion.

Conclusion

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

MA Partners Audit LLP
Chartered Accountants
Statutory Auditors
7 The Close
Norwich
Norfolk
NR1 4DJ

Date:

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

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

| | Note | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Restricted fixed asset funds 2022 £ | Total funds 2022 £ | Total funds 2021 £ |
|---|------|------------------------------------|----------------------------------|---|-----------------------------|-----------------------------|
| Income from: | | | | | | |
| Donations and capital grants | 3 | 6,476 | 67,385 | 15,204 | 89,065 | 127,218 |
| Other trading activities | 5 | 12,836 | - | - | 12,836 | 6,668 |
| Investments | 6 | 42 | - | - | 42 | 39 |
| Charitable activities | | 69,301 | 1,743,672 | - | 1,812,973 | 1,722,443 |
| Total income | | 88,655 | 1,811,057 | 15,204 | 1,914,916 | 1,856,368 |
| Expenditure on: | | | | | | |
| Charitable activities | 7 | - | 2,019,255 | 57,640 | 2,076,895 | 1,872,825 |
| Total expenditure | | - | 2,019,255 | 57,640 | 2,076,895 | 1,872,825 |
| Net income/ (expenditure) | | 88,655 | (208,198) | (42,436) | (161,979) | (16,457) |
| Transfers between funds | 17 | (22,714) | 14,814 | 7,900 | - | - |
| Net movement in funds before other recognised gains/(losses) | | 65,941 | (193,384) | (34,536) | (161,979) | (16,457) |
| Other recognised gains/(losses): | | | | | | |
| Actuarial gains/(losses) on defined benefit pension schemes | 23 | - | 1,117,000 | - | 1,117,000 | (264,000) |
| Net movement in funds | | 65,941 | 923,616 | (34,536) | 955,021 | (280,457) |

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

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

| Note | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Restricted fixed asset funds 2022 £ | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|------------------------------------|------------------------------------|----------------------------------|---|-----------------------------|---------------------------------------|
| Reconciliation of funds: | | | | | |
| Total funds brought forward | 103,323 | (1,307,863) | 2,438,519 | 1,233,979 | 1,514,436 |
| Net movement in funds | 65,941 | 923,616 | (34,536) | 955,021 | (280,457) |
| Total funds carried forward | <u>169,264</u> | <u>(384,247)</u> | <u>2,403,983</u> | <u>2,189,000</u> | <u>1,233,979</u> |

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

The notes on pages 30 to 59 form part of these financial statements.

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)
REGISTERED NUMBER: 10365323

BALANCE SHEET
AS AT 31 AUGUST 2022

| | Note | 2022 £ | 2021 £ |
|--|------|-------------------------|-------------------------|
| Fixed assets | | | |
| Tangible assets | 14 | 2,403,983 | 2,438,519 |
| | | <u>2,403,983</u> | <u>2,438,519</u> |
| Current assets | | | |
| Debtors | 15 | 93,622 | 72,242 |
| Cash at bank and in hand | | 385,794 | 339,426 |
| | | <u>479,416</u> | <u>411,668</u> |
| Creditors: amounts falling due within one year | 16 | (189,399) | (137,208) |
| Net current assets | | <u>290,017</u> | <u>274,460</u> |
| Total assets less current liabilities | | <u>2,694,000</u> | <u>2,712,979</u> |
| Net assets excluding pension liability | | <u>2,694,000</u> | <u>2,712,979</u> |
| Defined benefit pension scheme liability | 23 | (505,000) | (1,479,000) |
| Total net assets | | <u><u>2,189,000</u></u> | <u><u>1,233,979</u></u> |
| Funds of the Trust | | | |
| Restricted funds: | | | |
| Fixed asset funds | 17 | 2,403,983 | 2,438,519 |
| Restricted income funds | 17 | 120,753 | 171,137 |
| | | <u>2,524,736</u> | <u>2,609,656</u> |
| Restricted funds excluding pension asset | 17 | 2,524,736 | 2,609,656 |
| Pension reserve | 17 | (505,000) | (1,479,000) |
| Total restricted funds | 17 | <u>2,019,736</u> | <u>1,130,656</u> |
| Unrestricted income funds | 17 | <u>169,264</u> | <u>103,323</u> |
| Total funds | | <u><u>2,189,000</u></u> | <u><u>1,233,979</u></u> |

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)
REGISTERED NUMBER: 10365323

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 25 to 59 were approved by the Trustees, and authorised for issue on 14 December 2022 and are signed on their behalf, by:



.....
Julie Fletcher
Chair

The notes on pages 30 to 59 form part of these financial statements.

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

| | Note | 2022 £ | <i>2021</i> £ |
|---|-------------|-----------------------|------------------|
| Cash flows from operating activities | | | |
| Net cash provided by operating activities | 19 | 54,226 | 114,592 |
| Cash flows from investing activities | 20 | (7,858) | <i>(20,138)</i> |
| Change in cash and cash equivalents in the year | | 46,368 | 94,454 |
| Cash and cash equivalents at the beginning of the year | | 339,426 | 244,972 |
| Cash and cash equivalents at the end of the year | 21, 22 | <u>385,794</u> | <u>339,426</u> |

The notes on pages 30 to 59 from part of these financial statements

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

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

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Co-operative Education East meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

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

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.3 Income

All incoming resources are recognised when the 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.

• **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.

• **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the 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.

• **Charitable activities**

These are costs incurred on the Trust's educational operations, including support costs and costs relating to the governance of the 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 Trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

CO-OPERATIVE EDUCATION EAST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.6 Taxation

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

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

1.7 Tangible fixed assets

Assets costing £5,000 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.

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:

| | |
|-------------------------|---------------------|
| Freehold land | - not depreciated |
| Freehold buildings | - 2% straight line |
| Property improvements | - 2% straight line |
| Furniture and equipment | - 15% straight line |
| Computer equipment | - 33% straight line |

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

1.9 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.

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

1. Accounting policies (continued)

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 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.

1.11 Financial instruments

The Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the 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 15. 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 note 16. 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.

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

1. Accounting policies (continued)

1.12 Pensions

Retirement benefits to employees of the 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 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 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.

1.13 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the 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 funds where the asset acquired or created is held for a specific purpose.

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

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

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

2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

The 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 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

In assessing the carrying value of tangible fixed assets the Trustees estimate the anticipated useful lives and residual values of the assets.

3. Income from donations and capital grants

| | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Restricted fixed asset funds 2022 £ | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|-------------------|--|--|--|---------------------------------------|---------------------------------------|
| Donations | 6,476 | - | - | 6,476 | 3,439 |
| Capital Grants | - | - | 15,204 | 15,204 | 15,302 |
| Royalties | - | 67,385 | - | 67,385 | 108,477 |
| Total 2022 | 6,476 | 67,385 | 15,204 | 89,065 | 127,218 |
| <i>Total 2021</i> | <i>320</i> | <i>108,477</i> | <i>18,421</i> | <i>127,218</i> | |

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

4. Funding for the Trust's educational operations

| | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Total funds 2022 £ | Total funds 2021 £ |
|---|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| DfE/ESFA grants | | | | |
| General Annual Grant (GAG) | - | 1,457,373 | 1,457,373 | 1,360,997 |
| Other DfE/ESFA grants | | | | |
| Pupil Premium | - | 71,333 | 71,333 | 67,178 |
| School meals funding | - | 38,039 | 38,039 | 40,731 |
| PE and Sports grant | - | 26,017 | 26,017 | 50,480 |
| Supplementary grant | - | 17,272 | 17,272 | - |
| Rates relief | - | 6,630 | 6,630 | 6,451 |
| Teachers' Pay Grant | - | - | - | 14,584 |
| Teachers' Pension Grant | - | - | - | 41,210 |
| Other ESFA grants | - | 4,726 | 4,726 | 1,750 |
| | - | 1,621,390 | 1,621,390 | 1,583,381 |
| Other Government grants | | | | |
| SEN funding | - | 81,519 | 81,519 | 57,459 |
| Nursery funding | - | 26,135 | 26,135 | 20,059 |
| Other LA funding | - | 7,793 | 7,793 | 4,550 |
| | - | 115,447 | 115,447 | 82,068 |
| Other income from the Trust's educational operations | 69,301 | - | 69,301 | 34,057 |
| COVID-19 additional funding (DfE/ESFA) | | | | |
| Catch-up & Recovery Premium | - | 6,835 | 6,835 | 22,800 |
| Other DfE/ESFA COVID-19 funding | - | - | - | 137 |
| | - | 6,835 | 6,835 | 22,937 |
| Total 2022 | 69,301 | 1,743,672 | 1,812,973 | 1,722,443 |
| <i>Total 2021</i> | <i>34,057</i> | <i>1,688,386</i> | <i>1,722,443</i> | |

The Trust received £6,835 (2021: £22,800) of funding for Catch-up & Recovery Premium and costs incurred in respect of this funding totalled £6,835 (2021: £22,800), with no amounts remaining to be spent in 2022/23.

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

5. Income from other trading activities

| | Unrestricted funds 2022 £ | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|-----------------------------|--|---------------------------------------|---------------------------------------|
| Insurance claims | 6,900 | 6,900 | - |
| Reimbursement of staff time | 2,046 | 2,046 | - |
| Lettings income | - | - | (47) |
| Other income | 3,890 | 3,890 | 6,715 |
| Total 2022 | <u>12,836</u> | <u>12,836</u> | <u>6,668</u> |
| <i>Total 2021</i> | <u>6,668</u> | <u>6,668</u> | |

6. Investment income

| | Unrestricted funds 2022 £ | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|-------------------|--|---------------------------------------|---------------------------------------|
| Bank interest | 42 | 42 | 39 |
| <i>Total 2021</i> | <u>39</u> | <u>39</u> | |

CO-OPERATIVE EDUCATION EAST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

7. Expenditure

| | Staff Costs 2022 £ | Premises 2022 £ | Other 2022 £ | Total 2022 £ | <i>Total 2021 £</i> |
|-------------------------|-----------------------------------|--------------------------------|-----------------------------|--------------------------------|-----------------------------|
| Educational operations: | | | | | |
| Direct costs | 1,242,634 | - | 105,935 | 1,348,569 | 1,240,973 |
| Support costs | 306,714 | 196,731 | 224,881 | 728,326 | 631,852 |
| Total 2022 | <u><u>1,549,348</u></u> | <u><u>196,731</u></u> | <u><u>330,816</u></u> | <u><u>2,076,895</u></u> | <u><u>1,872,825</u></u> |
| <i>Total 2021</i> | <u><u>1,414,775</u></u> | <u><u>192,727</u></u> | <u><u>265,323</u></u> | <u><u>1,872,825</u></u> | |

8. Analysis of expenditure by activities

| | Activities undertaken directly 2022 £ | Support costs 2022 £ | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|------------------------|--|---|---------------------------------------|---------------------------------------|
| Educational operations | <u><u>1,348,569</u></u> | <u><u>728,326</u></u> | <u><u>2,076,895</u></u> | <u><u>1,872,825</u></u> |
| <i>Total 2021</i> | <u><u>1,240,973</u></u> | <u><u>631,852</u></u> | <u><u>1,872,825</u></u> | |

CO-OPERATIVE EDUCATION EAST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

| | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|-----------------------------------|---------------------------------------|---------------------------------------|
| Staff costs | 1,242,634 | 1,163,199 |
| Educational supplies | 34,110 | 41,906 |
| Educational consultancy | 19,678 | 13,095 |
| Educational visits | 19,639 | 4,538 |
| Educational professional services | 15,786 | 4,120 |
| Staff development | 15,350 | 13,510 |
| Club provisions | 1,372 | 605 |
| Total 2022 | <u>1,348,569</u> | <u>1,240,973</u> |

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

8. Analysis of expenditure by activities (continued)

Analysis of support costs

| | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|---------------------------------------|---------------------------------------|---------------------------------------|
| Staff costs | 306,714 | 251,576 |
| Catering | 80,307 | 59,456 |
| Maintenance of property and equipment | 78,175 | 103,147 |
| Depreciation | 57,640 | 45,896 |
| Energy and water costs | 40,257 | 22,501 |
| Cleaning | 36,965 | 26,748 |
| Governance costs | 32,034 | 36,930 |
| Technology costs | 25,563 | 30,088 |
| Pension interest | 25,000 | 20,000 |
| Insurance | 13,380 | 11,012 |
| Subscriptions | 9,908 | 8,145 |
| Rent and rates | 8,831 | 7,828 |
| Bank charges | 5,526 | 1,431 |
| Other admin expenses | 5,058 | 5,863 |
| Staff recruitment and support | 2,968 | 1,231 |
| Total 2022 | 728,326 | <i>631,852</i> |

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

| | 2022 £ | <i>2021 £</i> |
|---|-------------------|-------------------|
| Depreciation of tangible fixed assets | 57,640 | 45,896 |
| Auditors' remuneration - audit | 5,525 | 7,605 |
| Auditors' remuneration - other services | 5,356 | 3,948 |
| Operating lease rentals | 1,077 | 1,077 |
| | 1,077 | <i>1,077</i> |

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

10. Staff

a. Staff costs

Staff costs during the year were as follows:

| | 2022 | <i>2021</i> |
|-----------------------|------------------|------------------|
| | £ | £ |
| Wages and salaries | 1,040,646 | <i>1,001,273</i> |
| Social security costs | 87,610 | <i>82,596</i> |
| Pension costs | 344,510 | <i>280,861</i> |
| | 1,472,766 | <i>1,364,730</i> |
| Agency staff costs | 76,582 | <i>50,045</i> |
| | 1,549,348 | <i>1,414,775</i> |

b. Staff numbers

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

| | 2022 | <i>2021</i> |
|----------------------------|-------------|-------------|
| | No. | No. |
| Teachers | 19 | <i>15</i> |
| Administration and Support | 40 | <i>34</i> |
| Management | 5 | <i>5</i> |
| | 64 | <i>54</i> |

The average headcount expressed as full-time equivalents was:

| | 2022 | <i>2021</i> |
|----------------------------|-------------|-------------|
| | No. | No. |
| Teachers | 15 | <i>12</i> |
| Administration and Support | 19 | <i>17</i> |
| Management | 5 | <i>5</i> |
| | 39 | <i>34</i> |

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

10. Staff (continued)

c. Higher paid staff

No employee received remuneration amounting to more than £60,000 in either year.

d. Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £295,699 (2021 - £310,596).

11. Central services

The Trust works as a co-operative, with member schools using equitable economic participation on many aspects jointly procured through the central services. In most instances, each school is given the option as to whether to be included in this joint procurement in order to achieve economies of scale. Examples of goods and services provided in this way are building and maintenance contracts and management information systems. Items procured centrally, but paid directly by each school are not included in the amounts shown in this section.

A few services, however, are provided centrally for all academies in the Trust, reflecting the legal and operational nature of a Multi Academy Trust. These are:

- Human resources and payroll
- Financial services
- Legal services
- Educational support services
- Central Trust administration and procurement
- Central management and co-ordination
- Design, marketing and web support

The Trust charges for these services on the following basis:

A flat percentage of GAG income basis (13%) (2021: 11.5%).

The actual amounts charged during the year were as follows:

| | 2022 £ | 2021 £ |
|-------------------------|----------------|----------------|
| Banham Primary School | 70,087 | 57,552 |
| Bunwell Primary School | 52,856 | 45,867 |
| Thompson Primary School | 66,516 | 53,096 |
| Total | 189,459 | 156,515 |

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

12. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

| | | 2022 | 2021 |
|-------------------------------|----------------------------|------------------------|------------------------|
| | | £ | £ |
| Paul Bunn, Accounting Officer | Remuneration | 10,000 - 15,000 | <i>10,000 - 15,000</i> |
| | Pension contributions paid | 0 - 5,000 | <i>0 - 5,000</i> |

During the year ended 31 August 2022, no expenses were reimbursed or paid directly to any Trustee (2021 - £Nil).

13. Trustees' and Officers' insurance

The Trust has opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

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

14. Tangible fixed assets

| | Freehold property £ | Furniture and equipment £ | Computer equipment £ | Property improvements £ | Total £ |
|--------------------------|---------------------------|------------------------------------|----------------------------|-------------------------------|-------------------------|
| Cost or valuation | | | | | |
| At 1 September 2021 | 2,486,143 | 35,509 | 36,767 | 57,356 | 2,615,775 |
| Additions | - | - | 23,104 | - | 23,104 |
| At 31 August 2022 | <u>2,486,143</u> | <u>35,509</u> | <u>59,871</u> | <u>57,356</u> | <u>2,638,879</u> |
| Depreciation | | | | | |
| At 1 September 2021 | 150,231 | 14,971 | 8,799 | 3,255 | 177,256 |
| Charge for the year | 32,503 | 5,328 | 18,662 | 1,147 | 57,640 |
| At 31 August 2022 | <u>182,734</u> | <u>20,299</u> | <u>27,461</u> | <u>4,402</u> | <u>234,896</u> |
| Net book value | | | | | |
| At 31 August 2022 | <u><u>2,303,409</u></u> | <u><u>15,210</u></u> | <u><u>32,410</u></u> | <u><u>52,954</u></u> | <u><u>2,403,983</u></u> |
| At 31 August 2021 | <u><u>2,335,912</u></u> | <u><u>20,538</u></u> | <u><u>27,968</u></u> | <u><u>54,101</u></u> | <u><u>2,438,519</u></u> |

15. Debtors

| | 2022 £ | 2021 £ |
|--------------------------------|---------------|---------------|
| Due within one year | | |
| Trade debtors | 2,752 | 504 |
| VAT recoverable | 19,023 | 20,625 |
| Prepayments and accrued income | 71,847 | 51,113 |
| | <u>93,622</u> | <u>72,242</u> |

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

16. Creditors: Amounts falling due within one year

| | 2022 | <i>2021</i> |
|--|-----------------|-----------------|
| | £ | <i>£</i> |
| Trade creditors | 49,220 | <i>20,976</i> |
| Other taxation and social security | 18,838 | <i>18,222</i> |
| Other creditors | 30,784 | <i>84</i> |
| Accruals and deferred income | 90,557 | <i>97,926</i> |
| | 189,399 | <i>137,208</i> |
| | 2022 | <i>2021</i> |
| | £ | <i>£</i> |
| Deferred income | | |
| Deferred income at 1 September 2021 | 25,650 | <i>29,021</i> |
| Resources deferred during the year | 31,694 | <i>25,650</i> |
| Amounts released from previous periods | (25,650) | <i>(29,021)</i> |
| Deferred income at 31 August 2022 | 31,694 | <i>25,650</i> |

At the Balance Sheet date the Trust had received the following income relating to the period after the Balance Sheet date:

- Free School Meals Funding (£22,573)
- Trips/clubs income (£9,121)

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

17. Statement of funds

| | Balance at 1 September 2021 £ | Income £ | Expenditure £ | Transfers in/out £ | Gains/ (Losses) £ | Balance at 31 August 2022 £ |
|------------------------------------|--|------------------|--------------------|--------------------------|-------------------------|--------------------------------------|
| Unrestricted funds | | | | | | |
| General funds | 103,323 | 88,655 | - | (22,714) | - | 169,264 |
| Restricted general funds | | | | | | |
| General Annual Grant (GAG) | 118,079 | 1,457,373 | (1,393,812) | (65,264) | - | 116,376 |
| Pupil Premium | - | 71,333 | (71,333) | - | - | - |
| Universal Infant Free School Meals | - | 38,039 | (38,039) | - | - | - |
| Rates relief | 4,198 | 6,630 | (6,451) | - | - | 4,377 |
| Supplementary grant | - | 17,272 | (17,272) | - | - | - |
| Nursery funding | - | 26,135 | (26,135) | - | - | - |
| PE and Sports grant | 48,860 | 26,017 | (74,877) | - | - | - |
| Bequest donation | - | 67,385 | (67,385) | - | - | - |
| SEN funding | - | 81,519 | (81,519) | - | - | - |
| Other ESFA grants | - | 4,726 | (4,726) | - | - | - |
| LAC funding | - | 7,793 | (7,793) | - | - | - |
| Catch-up & Recovery Premium | - | 6,835 | (6,835) | - | - | - |
| DFC spent on revenue expenditure | - | - | (4,078) | 4,078 | - | - |
| Pension reserve | (1,479,000) | - | (219,000) | 76,000 | 1,117,000 | (505,000) |
| | (1,307,863) | 1,811,057 | (2,019,255) | 14,814 | 1,117,000 | (384,247) |

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

17. Statement of funds (continued)

| | Balance at 1 September 2021 £ | Income £ | Expenditure £ | Transfers in/out £ | Gains/ (Losses) £ | Balance at 31 August 2022 £ |
|---|--|-------------------------|---------------------------|--------------------------|-------------------------|--------------------------------------|
| Restricted fixed asset funds | | | | | | |
| Assets transferred on conversion | 2,335,912 | - | (32,503) | - | - | 2,303,409 |
| Capital assets purchased from GAG | 54,912 | - | (7,038) | 11,978 | - | 59,852 |
| Capital assets purchased from Pupil Premium | 3,477 | - | (76) | - | - | 3,401 |
| Capital assets purchased from PE grant | 16,687 | - | (4,232) | - | - | 12,455 |
| Devolved Formula Capital | 19,056 | 15,204 | (10,820) | (4,078) | - | 19,362 |
| Capital assets purchased from donations | 6,042 | - | (1,942) | - | - | 4,100 |
| Donated assets | 2,433 | - | (1,029) | - | - | 1,404 |
| | <u>2,438,519</u> | <u>15,204</u> | <u>(57,640)</u> | <u>7,900</u> | <u>-</u> | <u>2,403,983</u> |
| Total Restricted funds | <u>1,130,656</u> | <u>1,826,261</u> | <u>(2,076,895)</u> | <u>22,714</u> | <u>1,117,000</u> | <u>2,019,736</u> |
| Total funds | <u><u>1,233,979</u></u> | <u><u>1,914,916</u></u> | <u><u>(2,076,895)</u></u> | <u><u>-</u></u> | <u><u>1,117,000</u></u> | <u><u>2,189,000</u></u> |

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17. Statement of funds (continued)

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

The General Annual Grant (GAG) is for the normal running costs of the schools within the Trust. The following transfers have been made from the GAG: £76,000 to restricted pension reserve representing the cost of employer contributions towards the Local Government Pension Scheme and £11,978 for capital expenditure from the GAG fund. £22,714 has been transferred from unrestricted funds to reduce the deficit on the GAG fund.

The Pupil Premium income has been provided by the ESFA to help raise the attainment of disadvantaged pupils.

Funding was received from the ESFA to assist with the provision of Universal Infant Free School Meals.

Rates relief is received from the ESFA towards the cost of rates for the Trust.

Nursery funding was received from the Local Authority for Early Years provision at Bunwell Primary School, following the opening of the nursery in January 2020.

The PE and sports grant represents funding received towards the cost of improving PE provision.

The assignment of royalties were received during the year. The monies received are to be utilised on general expenditure in relation to Bunwell Primary School.

SEN funding is focused on children with special educational needs, and is utilised on SEN co-ordinators and additional teaching resources orientated to support normal curriculum learning.

Funding was received from the Local Authority to support Looked After Children at schools within the Trust.

Catch-up & Recovery Premium funding was received to support pupils to catch up on missed learning caused by COVID-19.

The pension reserve deficit at the year end was £505,000 and represents the Trust's share of the deficit of the relevant Local Government Pension Schemes.

Devolved Formula Capital funding is received for minor capital works and ICT replacement within the Trust.

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

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

17. Statement of funds (continued)

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

| | <i>Balance at 1 September 2020</i> | <i>Income</i> | <i>Expenditure</i> | <i>Transfers in/out</i> | <i>Gains/ (Losses)</i> | <i>Balance at 31 August 2021</i> |
|---------------------------|--|---------------|--------------------|-----------------------------|----------------------------|--|
| | £ | £ | £ | £ | £ | £ |
| Unrestricted funds | | | | | | |
| General funds | 78,884 | 41,084 | - | (16,645) | - | 103,323 |

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

17. Statement of funds (continued)

| | <i>Balance at 1 September 2020 £</i> | <i>Income £</i> | <i>Expenditure £</i> | <i>Transfers in/out £</i> | <i>Gains/ (Losses) £</i> | <i>Balance at 31 August 2021 £</i> |
|-------------------------------------|--|---------------------|--------------------------|-----------------------------------|----------------------------------|--|
| Restricted general funds | | | | | | |
| General Annual Grant (GAG) | 55,574 | 1,360,997 | (1,236,215) | (62,277) | - | 118,079 |
| Pupil Premium | 10 | 67,178 | (68,926) | 1,738 | - | - |
| Universal Infant Free School Meals | 3,284 | 40,731 | (44,015) | - | - | - |
| Rates relief | 4,280 | 6,451 | (6,533) | - | - | 4,198 |
| Nursery funding | - | 20,059 | (20,059) | - | - | - |
| PE and Sports grant | 41,507 | 50,480 | (43,127) | - | - | 48,860 |
| Bequest donation | - | 108,477 | (108,477) | - | - | - |
| SEN funding | - | 57,459 | (57,459) | - | - | - |
| LAC funding | - | 4,550 | (4,583) | 33 | - | - |
| Catch-up & Recovery Premium | - | 22,800 | (22,800) | - | - | - |
| Teachers' pay grant | - | 14,584 | (14,584) | - | - | - |
| Apprenticeship funding | - | 1,750 | (1,750) | - | - | - |
| DFC spent on revenue expenditure | - | - | (3,054) | 3,054 | - | - |
| Teachers' pension grant | - | 41,210 | (41,210) | - | - | - |
| Other COVID-19 funding - ESFA/DfE | - | 137 | (137) | - | - | - |
| Other restricted donations | 4,000 | - | - | (4,000) | - | - |
| Pension reserve | (1,126,000) | - | (154,000) | 65,000 | (264,000) | (1,479,000) |
| | <u>(1,017,345)</u> | <u>1,796,863</u> | <u>(1,826,929)</u> | <u>3,548</u> | <u>(264,000)</u> | <u>(1,307,863)</u> |

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

17. Statement of funds (continued)

| | <i>Balance at 1 September 2020 £</i> | <i>Income £</i> | <i>Expenditure £</i> | <i>Transfers in/out £</i> | <i>Gains/ (Losses) £</i> | <i>Balance at 31 August 2021 £</i> |
|---|--|-------------------------|---------------------------|-----------------------------------|----------------------------------|--|
| Restricted fixed asset funds | | | | | | |
| Assets transferred on conversion | 2,368,415 | - | (32,503) | - | - | 2,335,912 |
| Capital assets purchased from GAG | 49,716 | - | (3,804) | 9,000 | - | 54,912 |
| Capital assets purchased from Pupil Premium | 3,553 | - | (76) | - | - | 3,477 |
| Capital assets purchased from PE grant | 20,919 | - | (4,232) | - | - | 16,687 |
| Devolved Formula Capital | 7,080 | 15,302 | (3,423) | 97 | - | 19,056 |
| Capital assets purchased from donations | 3,214 | - | (1,172) | 4,000 | - | 6,042 |
| Donated assets | - | 3,119 | (686) | - | - | 2,433 |
| | <u>2,452,897</u> | <u>18,421</u> | <u>(45,896)</u> | <u>13,097</u> | <u>-</u> | <u>2,438,519</u> |
| Total Restricted funds | <u>1,435,552</u> | <u>1,815,284</u> | <u>(1,872,825)</u> | <u>16,645</u> | <u>(264,000)</u> | <u>1,130,656</u> |
| Total funds | <u><u>1,514,436</u></u> | <u><u>1,856,368</u></u> | <u><u>(1,872,825)</u></u> | <u><u>-</u></u> | <u><u>(264,000)</u></u> | <u><u>1,233,979</u></u> |

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

17. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

| | 2022 £ | 2021 £ |
|--|------------------|------------------|
| Bunwell Primary School | 50,951 | 97,335 |
| Banham Primary School | 15,581 | 8,084 |
| Thompson Primary School | 185,840 | 178,712 |
| Central services | 37,645 | (9,671) |
| Total before fixed asset funds and pension reserve | 290,017 | 274,460 |
| Restricted fixed asset fund | 2,403,983 | 2,438,519 |
| Pension reserve | (505,000) | (1,479,000) |
| Total | 2,189,000 | 1,233,979 |

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 2022 £ | Total 2021 £ |
|-------------------------|---|--------------------------------------|------------------------------|---|--------------------|--------------------|
| Bunwell Primary School | 432,855 | 39,888 | 13,120 | 111,882 | 597,745 | 549,114 |
| Banham Primary School | 393,199 | 39,294 | 11,155 | 142,578 | 586,226 | 559,570 |
| Thompson Primary School | 377,908 | 30,391 | 9,800 | 126,505 | 544,604 | 480,035 |
| Central services | 38,672 | 197,141 | 35 | 54,832 | 290,680 | 238,210 |
| Trust | 1,242,634 | 306,714 | 34,110 | 435,797 | 2,019,255 | 1,826,929 |

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FOR THE YEAR ENDED 31 AUGUST 2022

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

| | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Restricted fixed asset funds 2022 £ | Total funds 2022 £ |
|--|--|--|--|---------------------------------------|
| Tangible fixed assets | - | - | 2,403,983 | 2,403,983 |
| Current assets | 172,881 | 306,535 | - | 479,416 |
| Creditors due within one year | (3,617) | (185,782) | - | (189,399) |
| Provisions for liabilities and charges | - | (505,000) | - | (505,000) |
| Total | 169,264 | (384,247) | 2,403,983 | 2,189,000 |

Analysis of net assets between funds - prior year

| | <i>Unrestricted funds 2021 £</i> | <i>Restricted funds 2021 £</i> | <i>Restricted fixed asset funds 2021 £</i> | <i>Total funds 2021 £</i> |
|--|--|--|--|---------------------------------------|
| Tangible fixed assets | - | - | 2,438,519 | 2,438,519 |
| Current assets | 107,575 | 304,093 | - | 411,668 |
| Creditors due within one year | (4,252) | (132,956) | - | (137,208) |
| Provisions for liabilities and charges | - | (1,479,000) | - | (1,479,000) |
| Total | 103,323 | (1,307,863) | 2,438,519 | 1,233,979 |

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

19. Reconciliation of net expenditure to net cash flow from operating activities

| | 2022 £ | 2021 £ |
|---|------------------|-----------------|
| Net expenditure for the year (as per Statement of financial activities) | (161,979) | (16,457) |
| Adjustments for: | | |
| Depreciation | 57,640 | 45,896 |
| Capital grants from DfE and other capital income | (15,204) | (15,302) |
| Defined benefit pension scheme cost less contributions payable | 118,000 | 69,000 |
| Defined benefit pension scheme finance cost | 25,000 | 20,000 |
| Increase in debtors | (17,763) | (23,942) |
| Increase in creditors | 48,574 | 38,555 |
| Dividends, interest and rents from investments | (42) | (39) |
| Donated assets | - | (3,119) |
| Net cash provided by operating activities | 54,226 | 114,592 |

20. Cash flows from investing activities

| | 2022 £ | 2021 £ |
|--|-----------------|-----------------|
| Dividends, interest and rents from investments | 42 | 39 |
| Purchase of tangible fixed assets | (23,104) | (35,479) |
| Capital grants from DfE Group | 15,204 | 15,302 |
| Net cash used in investing activities | (7,858) | (20,138) |

21. Analysis of cash and cash equivalents

| | 2022 £ | 2021 £ |
|--|----------------|----------------|
| Cash in hand and at bank | 385,794 | 339,426 |
| Total cash and cash equivalents | 385,794 | 339,426 |

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

22. Analysis of changes in net debt

| | At 1 September 2021 £ | Cash flows £ | At 31 August 2022 £ |
|--------------------------|--|---------------------------|--|
| Cash at bank and in hand | 339,426 | 46,368 | 385,794 |
| | <hr/> 339,426 <hr/> | <hr/> 46,368 <hr/> | <hr/> 385,794 <hr/> |

23. Pension commitments

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

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

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

Teachers' Pension Scheme

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

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

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

23. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 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 2024.

The employer's pension costs paid to TPS in the year amounted to £146,671 (2021 - £145,364).

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 Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £97,000 (2021 - £81,000), of which employer's contributions totalled £76,000 (2021 - £65,000) and employees' contributions totalled £21,000 (2021 - £16,000). The agreed contribution rates for future years are 19.5 - 20.7 per cent for employers and 5.5 - 12.5 per cent for employees.

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

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

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

23. Pension commitments (continued)

Principal actuarial assumptions

| | 2022 | <i>2021</i> |
|--|-------------|-------------|
| | % | % |
| Rate of increase in salaries | 3.75 | 3.6 |
| Rate of increase for pensions in payment/inflation | 3.05 | 2.9 |
| Discount rate | 4.25 | 1.65 |

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

| | 2022 | <i>2021</i> |
|-----------------------------|-------------|-------------|
| | Years | Years |
| <i>Retiring today</i> | | |
| Males | 21.7 | 21.9 |
| Females | 24.1 | 24.3 |
| <i>Retiring in 20 years</i> | | |
| Males | 22.9 | 23.2 |
| Females | 26.0 | 26.2 |

Sensitivity analysis

| | 2022 | <i>2021</i> |
|-----------------------------|-------------|-------------|
| | £000 | £000 |
| Discount rate -0.1% | 33 | 55 |
| Salary increase rate +0.1% | 4 | 6 |
| Pension increase rate +0.1% | 30 | 48 |

Share of scheme assets

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

| | At 31 | <i>At 31</i> |
|-------------------------------------|----------------|----------------|
| | August | <i>August</i> |
| | 2022 | <i>2021</i> |
| | £ | £ |
| Equities | 437,570 | 409,530 |
| Bonds | 330,410 | 273,020 |
| Property | 107,160 | 88,330 |
| Cash | 17,860 | 32,120 |
| Total market value of assets | 893,000 | <i>803,000</i> |

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23. Pension commitments (continued)

The actual return on scheme assets was £10,000 (2021 - £120,000).

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

| | 2022 £ | 2021 £ |
|---|------------------|------------------|
| Current service cost | (194,000) | (134,000) |
| Interest income | 14,000 | 11,000 |
| Interest cost | (39,000) | (31,000) |
| Total amount recognised in the Statement of financial activities | (219,000) | (154,000) |

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

| | 2022 £ | 2021 £ |
|--------------------------|------------------|------------------|
| At 1 September | 2,282,000 | 1,735,000 |
| Current service cost | 194,000 | 134,000 |
| Interest cost | 39,000 | 31,000 |
| Employee contributions | 21,000 | 16,000 |
| Actuarial (gains)/losses | (1,121,000) | 373,000 |
| Benefits paid | (17,000) | (7,000) |
| At 31 August | 1,398,000 | 2,282,000 |

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

| | 2022 £ | 2021 £ |
|--------------------------|----------------|----------------|
| At 1 September | 803,000 | 609,000 |
| Interest income | 14,000 | 11,000 |
| Actuarial (losses)/gains | (4,000) | 109,000 |
| Employer contributions | 76,000 | 65,000 |
| Employee contributions | 21,000 | 16,000 |
| Benefits paid | (17,000) | (7,000) |
| At 31 August | 893,000 | 803,000 |

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

24. Operating lease commitments

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

| | 2022 £ | 2021 £ |
|--|--------------|--------------|
| Not later than 1 year | 838 | 1,077 |
| Later than 1 year and not later than 5 years | 646 | 1,484 |
| | <u>1,484</u> | <u>2,561</u> |

25. 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 they are a Member, or within one year after they cease to be a Member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before they cease to be a Member.

26. Related party transactions

Owing to the nature of the 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 Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

Expenditure Related Party Transactions

During the year, £411 (2021: £208) was paid to Woods Grounds and Maintenance. This supplier is the father of Lisa Heath, a member of the Senior Leadership Team. The Trust made the purchase at arms' length. In entering into the transaction the Trust has complied with the requirements of the Academy Trust Handbook 2021.