

**Company Registration Number: 07824369 (England & Wales)**

**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2019**

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Mrs A Roberts (Resigned 12 November 2018) Mr A Meadows Miss A Leishman Mr J Chatterley Mrs E Roberts (Member from 28 January 2019)
<b>Trustees</b>	Mrs A Roberts, Chair of Trustees (resigned 12 November 2018) Miss A Leishman, Chair of Trustees from 12 November 2018 Mr A Meadows, Vice Chairman Mrs M Auker, Staff Trustee Mrs S Norris, Staff Trustee (resigned 31 August 2019) Mr J Chatterley, Trustee Mrs E Roberts, Trustee Mr G Linney, Trustee (resigned 9 May 2019) Mr S Pala, Trustee Mrs E Addison, Parent Trustee (resigned 25 January 2019) Mr J Gardner, Parent Trustee (resigned 2 May 2019) Miss H Bennett, Principal & Accounting Officer Mrs C Foster, Trustee (appointed 12 November 2018) Mrs L McGill, Trustee (appointed 12 November 2018) Mrs K Thompson, Trustee (appointed 12 November 2018) Miss E Auker, Trustee (appointed 12 November 2018) Miss L Went, Trustee (appointed 12 November 2018) Ms J Pavlovicova, Parent Trustee (appointed 22 February 2019) Mr K Flint, Trustee (appointed 11 November 2019) Mr K Watson, Parent Trustee (appointed 31 October 2019)
<b>Company registered number</b>	07824369
<b>Company name</b>	Hadrian Academy Trust
<b>Principal and registered office</b>	Hadrian Academy Hadrian Avenue Dunstable Bedfordshire LU5 4SR
<b>Company secretary</b>	Mrs J Loisel
<b>Senior management team</b>	Miss H Bennett, Principal Mrs M Auker, Vice Principal
<b>Independent auditor</b>	MHA MacIntyre Hudson Chartered Accountants Statutory Auditors Peterbridge House The Lakes Northampton NN4 7HB

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**Bankers**                   Lloyds Bank plc  
12-14 High Street North  
Dunstable  
Bedfordshire  
LU6 1JY

**Solicitors**               Schofield Sweeney LLP  
Church Bank House  
Church Bank  
Bradford  
West Yorkshire  
BD1 4DY

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**HADRIAN ACADEMY TRUST**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Academy Trust operates an academy for pupils aged 4 to 11 in Dunstable. It had a roll of 398 in the school on 3 October 2019.

**Structure, governance and management**

**Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Hadrian Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Hadrian Academy.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

**Members' liability**

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

**Trustees' indemnities**

In accordance with normal commercial practice the Academy has purchased insurance to protect governors from claims arising from negligent acts, errors or omissions occurring whilst on the academy's business. The insurance provides cover up to £1 million on any one claim. Further information is given in Note 10 to the financial statements.

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

The articles of association require the charitable company to appoint at least three Trustees and are not subject to any maximum number of Trustees to be responsible for the statutory and constitutional affairs of the charitable company and the management of the Academy. In accordance with the Articles, the Academy Trust shall have the following Trustees. The Articles state that the Members can appoint up to eight governors. The Secretary of State may also appoint governors in certain circumstances.

When appointing new governors, the board will give consideration of the skills and experience mix of existing governors in order to ensure that the board has the necessary skills to contribute fully to the Academy's development. An annual skills' audit is undertaken by all Trustees to highlight strengths and areas for development; governor training will be targeted at those areas where additional skills are required, and recruitment of new governors will look to address any gaps in the mix of expertise.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**Structure, governance and management (continued)**

**Policies adopted for the induction and training of Trustees**

New Trustees are allocated a mentor (a current Trustee) to guide and advise them in their new role. New Trustees are also expected to attend an academies governor induction course offered by the local authority. Hadrian Academy pays an annual subscription each year to benefit from various training sessions held by the local authority.

**Organisational structure**

The Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the Academy by use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments. The Trustees establish an overall framework for the governance of the academy and determines membership, terms of reference and procedures of committees and other groups. It receives reports including policies from its committees for ratification. It monitors the activities of the committees through the minutes of their meetings.

The Academy Management Team comprises a Core Leadership Team comprised of the Principal, Vice Principal and Chairman of Directors/Governors. The Senior Leadership Team comprises the Principal and the Vice Principal. The board of governors has devolved responsibility for day to day management of the academy to the Senior Leadership Team.

The Principal is the Accounting Officer.

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

The Academy has a Pay Policy that is reviewed annually which is in line with the school teachers' pay and conditions document, September 2019, and guidance on school teachers' pay and conditions. This policy relates to staff at all levels of employment. Annually, the Trustees use an external consultant to support the process of Performance Management for the Principal, which is related directly to the school priorities.

**Related parties and other connected charities and organisations**

The Academy Trust is not part of any wider networks and there are no related party relationships with which it cooperates in pursuit of charitable activities.

**Objectives and activities**

**Objects and aims**

The principal object and activity of the charitable company is to advance, for the public benefit, education in the UK, in particular by establishing and operating Hadrian Academy Trust to provide education for students aged 4 to 11.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**Objectives and activities (continued)**

**Objectives, strategies and activities**

The main objectives of the Academy during the year ended 31 August 2019 are summarised below:

- To ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- To raise the standard of educational achievement of all pupils;
- To improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- To provide value for money for the funds expended;
- To further improve communication and develop practices which support parental involvement further;
- To enrich the curriculum with extra curricular activities;
- To develop strong links within the local and wider community;
- To comply with all appropriate statutory and curriculum requirements;
- To conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

**Public benefit**

The governors confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the academy's aims and objectives and in planning its future activities.

The Academy Trust promotes education for the benefit of the local community of Dunstable and offers recreational facilities to a variety of local community groups outside of School hours for the benefit of the general public. Community based projects are also undertaken throughout the year by staff and students which further enhances the public benefit.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**Strategic report**

**Achievements and performance**

We are producing high levels of standards of music, sport and dramatic arts. Hadrian holds the prestigious Platinum Sing-Up and Gold Arts Mark Award. We have been successful in competitions throughout the year against other schools and the examination results of children in both Key Stage 1 and 2.

Year 6 SATs Results in 2019 showed that our children were at or above National in Reading and Writing but slightly below in Maths. Maths will be a focus for the academic year 2019/20 with the introduction of 'Power Maths'.

We are highest in our cluster for KS1 Phonics screener (84% pass). We are consistently above National Average (4 year data trend).

In EY 2019 our children were above the 2018 National average for 4 out of the 7 areas of development, this means that more children achieve expected across Prime and Specific subjects than their National peers.

**Key performance indicators**

The Academy Trust uses a number of financial key performance indicators to monitor financial success of the Academy Trust and progress/improvement against the targets set.

Staffing costs are monitored as a percentage of total income. For the year ended 31 August 2019 staffing costs amounted to 75% of non capital income (2018 - 77%).

The Academy Trust also monitors its operating surplus or deficit, (excluding restricted fixed assets/depreciation and actuarial losses) as a percentage of total income. For the year ended 31 August 2019 the operating surplus equated to 6.5% of non capital income (2018 - surplus 5.7%).

The Academy Trust also uses a number of non financial key performance indicators to monitor its performance. These include student attendance rates: for the year ended 31 August 2019 student attendance was 95.5% (2018 – 95.5%).

**Going concern**

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue 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.

**Financial review**

Most of the Academy's income is obtained from the DfE in the form of recurrent grants disbursed via the Education and Skills Funding Agency (ESFA), the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2019 and the associated expenditure are shown as restricted funds in the statement of financial activities.

During the year ended 31 August 2019, revenue expenditure (excluding restricted fixed asset funds) of £1,703,933 (2018 - £1,727,588) was more than covered by recurrent grant funding from the DfE together with other incoming resources. The excess of income over expenditure for the year (excluding restricted fixed asset funds/depreciation and LGPS pension adjustment) was £101,543 (2018 - £92,661).



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**Strategic report (continued)**

**(continued)**

At 31 August 2019 the net book value of fixed assets was £1,728,599 (2018 - £1,842,904) and movements in tangible fixed assets are shown in note 11 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

**Reserves policy**

The Governors review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Academy's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £153,909. The Academy intends to continue building up free reserves as required.

Included within restricted funds at 31 August 2019 is the Local Government Pension Scheme deficit of £501,000. The pension deficit is viewed as a long term debt and annual contributions are adjusted as necessary to mitigate the risk and reduce the deficit.

At 31 August 2019 the total funds comprised:

	£
Unrestricted	153,909
Restricted:	
Fixed asset funds	1,736,592
Pension reserve	(501,000)
Other	47,725
	<u>1,437,226</u>

**Investment policy**

There are no investments held beyond cash deposits retained with the major UK clearing banks. As no form of investment has been authorised by the governors then there is no investment policy.

**Principal risks and uncertainties**

The principal risks and uncertainties facing the academy are as follows:

Financial – the academy has considerable reliance on continued Government funding through the ESFA. There is no assurance that Government policy or practice will remain the same or that public funding will continue at the same level or on the same terms.

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

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**Strategic report (continued)**

**(continued)**

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

Fraud and mismanagement of funds – The academy has appointed a Responsible Officer to carry out checks on financial systems and records as required by the Academy Financial Procedures Manual.

The governors have assessed the major risks to which the academy is exposed and have formulated a Risk Register. The register is regularly reviewed in light of any new information and formally reviewed annually.

**Fundraising**

Staff and Governors acknowledge the importance of giving money to charities and for children to understand the importance too. Therefore every year each group undertakes enterprise activities raising monies for charities such as SigntoSing, Cancer Research, Toilet Twinning, Keech Cottage, TOFS, Readathon and Shelter.

**Plans for future periods**

The Academy will continue to build on standards so that there is consistency across all core subjects year on year. We aim to embed the whole school programs that were introduced in 2017/18 and create a Creative Curriculum that covers English and Science, as well as the majority of Foundation Subjects.

A new Principal was appointed in September 2017 and the school was inspected by OFSTED in 2018. The focus of 2019/20 will be embedding the recommendations from OFSTED to ensure that Hadrian Academy continues to go from strength to strength. The school also aims to continue the induction of the staff that completed their NQT year in 2019, this is to ensure that good practice is embedded and consistent across the school.

**Funds held as custodian on behalf of others**

The academy and its governors do not act as the Custodian Trustees of any other charity.

**Disclosure of information to auditor**

Insofar as the Trustees are aware:

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

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**HADRIAN ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**Disclosure of information to auditor (continued)**

**Auditor**

The auditor, MHA MacIntyre Hudson, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

The Trustees' Report, incorporating a strategic report, was approved by order of the board of Trustees, as the company directors, on 6 December 2019 and signed on its behalf by:

  
.....  
**Miss A Leishman**  
Chair of Trustees

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**HADRIAN ACADEMY TRUST**  
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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

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

The board of Trustees has delegated the day-to-day responsibility to the Principal, 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 Hadrian Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of Trustees has formally met four times during the year.

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

Trustee	Meetings attended	Out of a possible
Miss A Leishman, Chair of Trustees from 12 November 2018	4	4
Mr A Meadows, Vice Chairman	4	4
Ms J Pavlovicova, Parent Trustee	2	2
Miss L Went, Trustee	2	3
Mrs M Auker	4	4
Mrs S Norris	3	4
Mr J Chatterley	4	4
Miss H Bennett, Principal & Accounting Officer	4	4
Mrs E Roberts	4	4
Miss E Auker, Trustee	3	3
Mr G Linney	2	4
Mr J Gardner	0	3
Mr S Pala, Trustee	2	4
Mrs K Thompson, Trustee	1	3
Mrs E Addison	0	1
Mrs L McGill, Trustee	1	3
Mrs C Foster, Trustee	4	4

Hadrian Academy Trust has developed its Governance Review to help Trustees improve the effectiveness of their governance and to ensure that they are compliant with current regulations in all aspects of the trust's activities. A review has been undertaken of the following areas: The Legal Framework (documents in order, relevant and up to date); The board (skill set of Trustees, awareness of responsibilities and liabilities); Policies and Procedures (reviewed regularly and meet the requirements of current legislation); Finance (control over finances documented and systems employed are secure); Strategy (effective strategy of what is hoped to achieve, how and by when). The board is satisfied that the trust is compliant in these areas.

Whilst the full board of Trustees has met less than 6 times, there is also a Finance and General Purpose Committee that has met 6 times during the period. Monthly management accounts are uploaded onto the secure governor section of the Trust's website in order for all Trustees to view the management accounts. The Business Manager also regularly meets with the Chair of Trustees to discuss finances. In view of this, the Trust considers it has maintained effective oversight of funds during the period.

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**HADRIAN ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

The Finance and General Purposes Committee is a sub-committee of the main board of Trustees and meets six times a year. Its purpose is to be responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting, receiving reports from the Responsible Officer and drafting the annual budget in conjunction with the Principal.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr A Meadows	6	6
Miss H Bennett, Principal and Accounting Officer	6	6
Mrs A Roberts, resigned from Chair on 12 November 2018	1	1
Miss A Leishman, Chair of Trustees from 12 November 2018	6	6
Mrs S Norris	1	6
Miss L Went	4	5
Mrs E Roberts	4	6
Mr J Chatterley	5	6
Mr G Linney	1	4
Mr J Gardner	4	4
Mrs K Thompson	4	5

**Review of value for money**

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

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

**Improving educational results**

- Our diverse curriculum ensures all pupils have the opportunity to raise their individual levels of attainment (for example offering LAMDA, whole class instrument lessons for years 4, 5 and 6);
- We regularly review the staffing structure to ensure staff are efficiently deployed. This relates to teaching and non teaching;
- We bring in additional staff to target key curriculum SDP targets, such as providing extra staffing in certain year groups. We also provide targeted support for students as appropriate, such as homework club and holiday club;
- We focus on the differing needs of every individual pupil. This is reflected in the outcomes for G&T and FSM pupils;
- We have good tracking systems to record all aspects of student data including progress through school and to ensure that interventions and support are targeted to achieve Value for Money;

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**HADRIAN ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of value for money (continued)**

- We have produced good outcomes for our students, significantly exceeding national results in the majority of areas. Pupil Premium monies have been allocated to effect, as illustrated by the detailed breakdown on the Academy website.

**Financial Performance**

- Financial governance and oversight is strong;
- Management accounts are prepared and issued monthly, to enable regular monitoring to ensure Value for Money;
- Spending proposals are costed and presented to Senior leaders / Governors and then challenged appropriately;
- Regular budget updates are provided, including 3 year projections, which enables both short and long term budget decisions to be made appropriately;
- The Company Secretary has been influential in driving down costs through better procurement and negotiation throughout 2019;
- All contracts are reviewed on an annual or set period basis to ensure that they are still fit for purpose and best value for our school;
- School spend is benchmarked against other Academies and areas where we significantly over or under spend have been thoroughly investigated and assurances provided that the spend is appropriate to our school;
- Benchmarking also highlighted that income generation is low for our school and this year additional lettings have been arranged;
- The academy ensures that tenders/quotes are obtained as appropriate to ensure Value for Money with all major projects;
- Cash flow forecasts are used to identify and invest surplus cash balances to maximise bank interest receivable.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks 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 Hadrian Academy Trust for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

**GOVERNANCE STATEMENT (CONTINUED)**

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**Capacity to handle risk**

The board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

**The risk and control framework**

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

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

The board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Claire Collins, a qualified Chartered Accountant, as Responsible Officer (RO).

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

- detailed checking of payments;
- the payroll process;
- the expense payment process;
- bank reconciliation.

On a termly basis, the RO reports to the board of Trustees through the Finance and General Purposes committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

The RO has delivered the schedule of work as planned. There were no material control issues identified.

**Review of effectiveness**

As accounting officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the RO;
- the work of the external auditor;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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**HADRIAN ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of effectiveness (continued)**

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance and General Purposes committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of Trustees and signed on their behalf by:

  
.....  
**Miss A Leishman**  
Chair of Trustees

  
.....  
**Miss H Bennett**  
Principal & Accounting Officer

Date: 6 December 2019



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**HADRIAN ACADEMY TRUST**  
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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Hadrian Academy Trust I have considered my responsibility to notify the Academy Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the Academy Trust board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2018.

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

  
.....  
**Miss H Bennett**  
Principal & Accounting Officer

Date: 6 December 2019.

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**HADRIAN ACADEMY TRUST**  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Education & 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 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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

  
.....  
**Miss A Leishman**  
Chair of Trustees

Date: 6 December 2019

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**HADRIAN ACADEMY TRUST**  
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HADRIAN ACADEMY TRUST**

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**Opinion**

We have audited the financial statements of Hadrian Academy Trust (the 'academy trust') for the year ended 31 August 2019 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 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2019 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 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the 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**

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

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

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HADRIAN ACADEMY TRUST (CONTINUED)**

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**Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's Report thereon. Other information includes the Other information includes Reference and Administrative details, Trustees Report, incorporating the Strategic Report and the Directors Report, the Governance Statement, the Statement on Regularity, Propriety and Compliance and the Trustees Responsibilities Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

**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 (incorporating the Strategic Report and the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements and.
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

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

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

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

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HADRIAN ACADEMY TRUST (CONTINUED)**

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**Responsibilities of Trustees**

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

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

**Auditor's responsibilities for the audit of the financial statements**

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's Report.

**Use of our report**

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



**Elaine Olson-Williams FCCA (Senior Statutory Auditor)**

for and on behalf of

**MHA MacIntyre Hudson**

Chartered Accountants

Statutory Auditors

Peterbridge House

The Lakes

Northampton

NN4 7HB

Date:

18 December 2019

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

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In accordance with the terms of our engagement letter dated 4 October 2017 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Hadrian Academy Trust during the year 1 September 2018 to 31 August 2019 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 Hadrian Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Hadrian Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Hadrian Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Hadrian Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Hadrian Academy Trust's funding agreement with the Secretary of State for Education dated 24 October 2011 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. 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 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

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The work undertaken to draw to our conclusion includes:

- reviewing the Minutes of the meetings of the Governing Body and other evidence made available to us relevant to our consideration of regularity;
- a review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- consideration of governance issues; and
- evaluating the internal control procedures and reporting lines, testing as appropriate and making appropriate enquiries of the Accounting Officer.

**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 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



**MHA MacIntyre Hudson**

Chartered Accountants  
Statutory Auditors

Peterbridge House  
The Lakes  
Northampton  
NN4 7HB

Date: 18 December 2019

**HADRIAN ACADEMY TRUST**  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2019**

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>Income from:</b>						
Donations and capital grants	3	100,867	-	22,132	122,999	64,499
Charitable activities	4	-	1,556,087	-	1,556,087	1,481,654
Other trading activities	5	96,044	-	-	96,044	84,691
Investments		156	-	-	156	177
<b>Total income</b>		<b>197,067</b>	<b>1,556,087</b>	<b>22,132</b>	<b>1,775,286</b>	<b>1,631,021</b>
<b>Expenditure on:</b>						
Raising funds		128,830	-	-	128,830	105,152
Charitable activities		-	1,575,103	141,122	1,716,225	1,622,436
<b>Total expenditure</b>	6	<b>128,830</b>	<b>1,575,103</b>	<b>141,122</b>	<b>1,845,055</b>	<b>1,727,588</b>
<b>Net income/ (expenditure)</b>		<b>68,237</b>	<b>(19,016)</b>	<b>(118,990)</b>	<b>(69,769)</b>	<b>(96,567)</b>
Transfers between funds	15	(2,454)	(10,224)	12,678	-	-
<b>Net movement in funds before other recognised gains/(losses) carried forward</b>		<b>65,783</b>	<b>(29,240)</b>	<b>(106,312)</b>	<b>(69,769)</b>	<b>(96,567)</b>



**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**(CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>Net movement in funds before other recognised gains/(losses) brought forward</b>		<b>65,783</b>	<b>(29,240)</b>	<b>(106,312)</b>	<b>(69,769)</b>	<b>(96,567)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	15,22	-	(156,000)	-	(156,000)	111,000
<b>Net movement in funds</b>		<b>65,783</b>	<b>(185,240)</b>	<b>(106,312)</b>	<b>(225,769)</b>	<b>14,433</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward	15	88,126	(268,035)	1,842,904	1,662,995	1,648,562
Net movement in funds		65,783	(185,240)	(106,312)	(225,769)	14,433
<b>Total funds carried forward</b>	<b>15</b>	<b>153,909</b>	<b>(453,275)</b>	<b>1,736,592</b>	<b>1,437,226</b>	<b>1,662,995</b>

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

The notes on pages 27 to 50 form part of these financial statements.

**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07824369**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2019**

	Note	2019 £	2018 £
<b>Fixed assets</b>			
Tangible assets	11	1,728,599	1,842,904
<b>Current assets</b>			
Debtors	12	60,334	44,945
Cash at bank and in hand		287,465	193,829
		<u>347,799</u>	<u>238,774</u>
Creditors: amounts falling due within one year	13	<u>(112,295)</u>	<u>(101,311)</u>
<b>Net current assets</b>		<b>1,964,103</b>	<b>1,980,367</b>
<b>Total assets less current liabilities</b>		<b>1,964,103</b>	<b>1,980,367</b>
Creditors: amounts falling due after more than one year	14	<u>(25,877)</u>	<u>(37,372)</u>
<b>Net assets excluding pension liability</b>		<b>1,938,226</b>	<b>1,942,995</b>
Defined benefit pension scheme liability	22	<u>(501,000)</u>	<u>(280,000)</u>
<b>Total net assets</b>		<b><u>1,437,226</u></b>	<b><u>1,662,995</u></b>
 <b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	15	1,736,592	1,842,904
Restricted income funds	15	47,725	11,965
Restricted funds excluding pension asset	15	<u>1,784,317</u>	<u>1,854,869</u>
Pension reserve	15	<u>(501,000)</u>	<u>(280,000)</u>
<b>Total restricted funds</b>	15	<b>1,283,317</b>	<b>1,574,869</b>
<b>Unrestricted income funds</b>	15	<b>153,909</b>	<b>88,126</b>
<b>Total funds</b>		<b><u>1,437,226</u></b>	<b><u>1,662,995</u></b>

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2019**

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The financial statements on pages 22 to 50 were approved by the Trustees, and authorised for issue on 06 December 2019 and are signed on their behalf, by:

.....  
**Miss A Leishman**  
Chair of Trustees

Date: 6 December 2019

The notes on pages 27 to 50 form part of these financial statements.

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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	<b>Note</b>	<b>2019</b> <b>£</b>	<b>2018</b> <b>£</b>
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	17	<b>95,522</b>	86,849
<b>Cash flows from investing activities</b>	19	<b>9,610</b>	(11,286)
<b>Cash flows from financing activities</b>	18	<b>(11,496)</b>	(11,496)
<b>Change in cash and cash equivalents in the year</b>		<b>93,636</b>	64,067
Cash and cash equivalents at the beginning of the year		<b>193,829</b>	129,762
<b>Cash and cash equivalents at the end of the year</b>	20	<b>287,465</b>	193,829

The notes on pages 27 to 50 form part of these financial statements

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

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

**1.3 Income**

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

• **Grants**

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

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

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

• **Sponsorship income**

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

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**HADRIAN ACADEMY TRUST**  
(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**1. Accounting policies (continued)**

**1.3 Income (continued)**

- **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 Academy Trust has provided the goods or services.

- **Donated goods, facilities and services**

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in 'Stocks' and 'Income from Other Trading Activities'. Upon sale, the value of the stock is charged against 'Income from Other Trading Activities' and the proceeds are recognised as 'Income from Other Trading Activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from Other Trading Activities'.

**1.4 Expenditure**

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

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

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**1. Accounting policies (continued)**

**1.6 Taxation**

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

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

**1.7 Tangible fixed assets**

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over its expected useful life, on the following bases:

Depreciation is provided on the following bases:

Long-term leasehold property	- 30 years straight line
Leasehold improvements	- 10 years straight line
Furniture and equipment	- 5 years straight line
Computer equipment	- 5 years 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.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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

**1.11 Provisions**

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

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

**1.12 Financial instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 13 and 14. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

**1.13 Operating leases**

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



**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**1. Accounting policies (continued)**

**1.14 Pensions**

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

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

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

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

**1.15 Fund accounting**

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

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

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

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

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**HADRIAN ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**2. Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

The Academy Trust 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 22, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. 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.

**3. Income from donations and capital grants**

	<b>Unrestricted funds 2019 £</b>	<b>Restricted fixed asset funds 2019 £</b>	<b>Total funds 2019 £</b>	<b>Total funds 2018 £</b>
Donations and parental contributions	100,867	-	<b>100,867</b>	56,628
Capital Grants	-	22,132	<b>22,132</b>	7,871
	<u>100,867</u>	<u>22,132</u>	<u><b>122,999</b></u>	<u>64,499</u>
Total 2018	<u>56,628</u>	<u>7,871</u>	<u>64,499</u>	

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**4. Funding for the Academy Trust's educational operations**

	<b>Restricted funds 2019 £</b>	<b>Total funds 2019 £</b>	<b>Total funds 2018 £</b>
<b>DfE/ESFA grants</b>			
General annual grant (GAG)	1,333,773	1,333,773	1,283,273
Other DfE/ESFA grants	104,277	104,277	77,797
Pupil premium	67,705	67,705	67,352
	<u>1,505,755</u>	<u>1,505,755</u>	<u>1,428,422</u>
<b>Other government grants</b>			
Other government grants	-	-	3,600
Special educational needs	37,794	37,794	39,614
	<u>37,794</u>	<u>37,794</u>	<u>43,214</u>
<b>Other funding</b>			
Other income	12,538	12,538	10,018
	<u>12,538</u>	<u>12,538</u>	<u>10,018</u>
	<u>1,556,087</u>	<u>1,556,087</u>	<u>1,481,654</u>

**5. Income from other trading activities**

	<b>Unrestricted funds 2019 £</b>	<b>Total funds 2019 £</b>	<b>Total funds 2018 £</b>
Rental income	9,089	9,089	8,051
Contributions towards clubs and educational activities	52,648	52,648	51,009
Catering	34,307	34,307	25,631
	<u>96,044</u>	<u>96,044</u>	<u>84,691</u>

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**6. Expenditure**

	<b>Staff Costs 2019 £</b>	<b>Premises 2019 £</b>	<b>Other 2019 £</b>	<b>Total 2019 £</b>	<b>Total 2018 £</b>
Expenditure on raising voluntary income:					
Direct costs	-	-	43,270	<b>43,270</b>	43,584
Expenditure on fundraising trading activities:					
Direct costs	38,304	-	47,154	<b>85,458</b>	61,479
Expenditure on investment management	-	-	102	<b>102</b>	89
Expenditure on Educational operations:					
Direct costs	946,204	-	152,365	<b>1,098,569</b>	1,022,510
Allocated support costs	346,940	191,600	79,116	<b>617,656</b>	599,926
	<u>1,331,448</u>	<u>191,600</u>	<u>322,007</u>	<u><b>1,845,055</b></u>	<u>1,727,588</u>
Total 2018	<u>1,259,287</u>	<u>188,695</u>	<u>279,606</u>	<u><b>1,727,588</b></u>	

Net income/(expenditure) is stated after charging:

	<b>2019 £</b>	<b>2018 £</b>
Operating lease rentals	<b>2,276</b>	2,276
Depreciation	<b>126,983</b>	136,562
Fees payable to auditor for audit	<b>8,600</b>	8,600
Fees payable to auditor for non-audit	<b>3,850</b>	4,310
	<u><b>139,709</b></u>	<u>151,758</u>

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**7. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2019 £</b>	<b>Support costs 2019 £</b>	<b>Total funds 2019 £</b>	<b>Total funds 2018 £</b>
Educational operations	1,098,569	617,656	<b>1,716,225</b>	1,622,436
Total 2018	<u>1,022,510</u>	<u>599,926</u>	<u>1,622,436</u>	

**Analysis of support costs**

	<b>Activities 2019 £</b>	<b>Total funds 2019 £</b>	<b>Total funds 2018 £</b>
LGPS pension costs	7,000	<b>7,000</b>	9,000
Staff costs	270,332	<b>270,332</b>	262,569
Depreciation	126,983	<b>126,983</b>	136,563
Technology costs	25,978	<b>25,978</b>	22,725
Premises costs	64,617	<b>64,617</b>	52,132
Governance costs	10,058	<b>10,058</b>	13,170
Other support costs	112,688	<b>112,688</b>	103,767
	<u>617,656</u>	<u><b>617,656</b></u>	<u>599,926</u>

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**8. Staff costs**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>2019</b>	2018
	£	£
Wages and salaries	<b>1,010,170</b>	953,281
Social security costs	<b>81,271</b>	73,416
Pension costs	<b>240,007</b>	232,590
	<b>1,331,448</b>	1,259,287

**b. Staff numbers**

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

	<b>2019</b>	2018
	No.	No.
Teachers	<b>18</b>	18
Administration and support	<b>40</b>	43
Management	<b>2</b>	2
	<b>60</b>	63

**c. Higher paid staff**

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

	<b>2019</b>	2018
	No.	No.
In the band £60,001 - £70,000	<b>1</b>	1

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**8. Staff costs (continued)**

**c. Higher paid staff (continued)**

The above employee participated in the Teachers' Pension Scheme. During the year ended 31 August 2019, pension contributions for this member of staff amounted to £11,043 (2018 - £10,616).

**d. Key management personnel**

Key management personnel of the Academy Trust comprise the Trustee 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 Academy Trust was £203,235 (2018 - £211,618).

**9. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy 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:

		<b>2019</b>	<b>2018</b>
		<b>£</b>	<b>£</b>
Miss H Bennett, Principal & Accounting Officer	Remuneration	<b>65,000 -</b>	60,000 -
		<b>70,000</b>	65,000
	Pension contributions paid	<b>10,000 -</b>	10,000 -
		<b>15,000</b>	15,000
Mrs M Auker, Staff Trustee	Remuneration	<b>50,000 -</b>	50,000 -
		<b>55,000</b>	55,000
	Pension contributions paid	<b>5,000 -</b>	5,000 -
		<b>10,000</b>	10,000
Mrs S Norris, Staff Trustee	Remuneration	<b>10,000 -</b>	10,000 -
		<b>15,000</b>	15,000
	Pension contributions paid	<b>0 - 5,000</b>	0 - 5,000
Mrs C Foster (appointed 12 November 2018)	Remuneration	<b>25,000 -</b>	N/A
		<b>30,000</b>	
	Pension contributions paid	<b>0 - 5,000</b>	N/A
Miss H Brown, Staff Trustee (resigned 31 August 2018)	Remuneration	<b>N/A</b>	35,000 -
			40,000
	Pension contributions paid	<b>N/A</b>	5,000 -
			10,000

During the year ended 31 August 2019, no Trustee expenses have been incurred (2018 - £NIL).

**10. Trustees' and Officers' insurance**

The Academy 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 academy 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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**11. Tangible fixed assets**

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 September 2018	2,303,310	126,040	104,518	2,533,868
Additions	-	3,188	9,490	12,678
Disposals	-	-	(1,366)	(1,366)
At 31 August 2019	<u>2,303,310</u>	<u>129,228</u>	<u>112,642</u>	<u>2,545,180</u>
<b>Depreciation</b>				
At 1 September 2018	524,753	86,385	79,826	690,964
Charge for the year	96,552	15,110	15,321	126,983
On disposals	-	-	(1,366)	(1,366)
At 31 August 2019	<u>621,305</u>	<u>101,495</u>	<u>93,781</u>	<u>816,581</u>
<b>Net book value</b>				
At 31 August 2019	<u><u>1,682,005</u></u>	<u><u>27,733</u></u>	<u><u>18,861</u></u>	<u><u>1,728,599</u></u>
At 31 August 2018	<u><u>1,778,557</u></u>	<u><u>39,655</u></u>	<u><u>24,692</u></u>	<u><u>1,842,904</u></u>

**12. Debtors**

	2019 £	2018 £
Vat repayable	7,319	3,938
Prepayments and accrued income	53,015	41,007
	<u><u>60,334</u></u>	<u><u>44,945</u></u>



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**NOTES TO THE FINANCIAL STATEMENTS**  
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**13. Creditors: Amounts falling due within one year**

	2019 £	2018 £
Other loans	11,495	11,496
Trade creditors	12,935	4,973
Other taxation and social security	19,835	18,669
Accruals and deferred income	68,030	66,173
	<u>112,295</u>	<u>101,311</u>
	2019 £	2018 £
Deferred income at 1 September 2018	48,897	43,044
Resources deferred during the year	51,667	48,897
Amounts released from previous periods	(48,897)	(43,044)
	<u>51,667</u>	<u>48,897</u>

Deferred income relates to parental contributions received in advance for 2019/20 and ESFA grants received in advance.

**14. Creditors: Amounts falling due after more than one year**

	2019 £	2018 £
Other loans	<u>25,877</u>	<u>37,372</u>

Other loans includes Salix loans of £25,877 (2018 - £37,372).

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**15. Statement of funds**

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Unrestricted funds</b>						
General unrestricted funds	88,126	197,067	(128,830)	(2,454)	-	153,909
<b>Restricted general funds</b>						
General Annual Grant (GAG)	60,833	1,333,773	(1,305,588)	(21,720)	-	67,298
Other DfE/ESFA grants	-	104,277	(91,887)	-	-	12,390
Pupil premium	-	67,705	(63,423)	-	-	4,282
Miscellaneous restricted	-	12,538	(11,411)	-	-	1,127
SEN funding	-	37,794	(37,794)	-	-	-
Salix Loans	(48,868)	-	-	11,496	-	(37,372)
Pension reserve	(280,000)	-	(65,000)	-	(156,000)	(501,000)
	<u>(268,035)</u>	<u>1,556,087</u>	<u>(1,575,103)</u>	<u>(10,224)</u>	<u>(156,000)</u>	<u>(453,275)</u>

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**15. Statement of funds (continued)**

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Restricted fixed asset funds</b>						
DfE/ESFA capital grants	145,886	-	(10,051)	-	-	135,835
Capital expenditure from GAG	293,965	-	(16,534)	10,224	-	287,655
Other miscellaneous	14,016	-	(965)	2,454	-	15,505
Transfer from LA	1,389,037	-	(99,433)	-	-	1,289,604
Unspent capital funds	-	22,132	(14,139)	-	-	7,993
	<u>1,842,904</u>	<u>22,132</u>	<u>(141,122)</u>	<u>12,678</u>	<u>-</u>	<u>1,736,592</u>
<b>Total Restricted funds</b>	<u>1,574,869</u>	<u>1,578,219</u>	<u>(1,716,225)</u>	<u>2,454</u>	<u>(156,000)</u>	<u>1,283,317</u>
<b>Total funds</b>	<u><u>1,662,995</u></u>	<u><u>1,775,286</u></u>	<u><u>(1,845,055)</u></u>	<u><u>-</u></u>	<u><u>(156,000)</u></u>	<u><u>1,437,226</u></u>

The transfer between the restricted General Annual Grant fund and restricted fixed asset funds represents amounts capitalised during the year.

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

Restricted general funds will be used for educational purposes in line with the Academy's objects and its funding agreement in the ESFA.

Restricted fixed asset funds amounting to £1,728,599 will be reserved against future depreciation charges. The remainder of £7,993 relates to unspent capital grants which will be used to enhance the Academy's facilities.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2019.

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**15. Statement of funds (continued)**

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

	Balance at 1 September 2017 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2018 £
<b>Unrestricted funds</b>						
General unrestricted funds	51,782	141,496	(105,152)	-	-	88,126
<b>Restricted general funds</b>						
General Annual Grant (GAG)	16,012	1,283,273	(1,225,727)	(12,725)	-	60,833
Other DfE/ESFA grants	-	78,397	(63,676)	(14,721)	-	-
Pupil premium	-	67,352	(67,352)	-	-	-
Miscellaneous restricted	-	13,018	(13,018)	-	-	-
SEN funding	-	39,614	(39,614)	-	-	-
Salix Loans	(60,364)	-	-	11,496	-	(48,868)
Pension reserve	(319,000)	-	(72,000)	-	111,000	(280,000)
	<u>(363,352)</u>	<u>1,481,654</u>	<u>(1,481,387)</u>	<u>(15,950)</u>	<u>111,000</u>	<u>(268,035)</u>

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**15. Statement of funds (continued)**

	Balance at 1 September 2017 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2018 £
<b>Restricted fixed asset funds</b>						
DfE/ESFA capital grants	142,501	-	-	3,385	-	145,886
Capital expenditure from GAG	278,015	-	-	15,950	-	293,965
Other miscellaneous	14,016	-	-	-	-	14,016
Transfer from LA	1,525,600	-	(136,563)	-	-	1,389,037
Unspent capital funds	-	7,871	(4,486)	(3,385)	-	-
	<u>1,960,132</u>	<u>7,871</u>	<u>(141,049)</u>	<u>15,950</u>	<u>-</u>	<u>1,842,904</u>
<b>Total Restricted funds</b>	<u>1,596,780</u>	<u>1,489,525</u>	<u>(1,622,436)</u>	<u>-</u>	<u>111,000</u>	<u>1,574,869</u>
<b>Total funds</b>	<u><u>1,648,562</u></u>	<u><u>1,631,021</u></u>	<u><u>(1,727,588)</u></u>	<u><u>-</u></u>	<u><u>111,000</u></u>	<u><u>1,662,995</u></u>

**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	1,728,599	<b>1,728,599</b>
Current assets	153,909	185,897	7,993	<b>347,799</b>
Creditors due within one year	-	(112,295)	-	<b>(112,295)</b>
Creditors due in more than one year	-	(25,877)	-	<b>(25,877)</b>
Pension scheme liability	-	(501,000)	-	<b>(501,000)</b>
<b>Total</b>	<u><u>153,909</u></u>	<u><u>(453,275)</u></u>	<u><u>1,736,592</u></u>	<u><u>1,437,226</u></u>

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**16. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Tangible fixed assets	-	-	1,842,904	1,842,904
Current assets	88,126	150,648	-	238,774
Creditors due within one year	-	(101,311)	-	(101,311)
Creditors due in more than one year	-	(37,372)	-	(37,372)
Pension scheme liability	-	(280,000)	-	(280,000)
<b>Total</b>	<b>88,126</b>	<b>(268,035)</b>	<b>1,842,904</b>	<b>1,662,995</b>

**17. Reconciliation of net expenditure to net cash flow from operating activities**

	2019 £	2018 £
Net expenditure for the year (as per Statement of Financial Activities)	<b>(69,769)</b>	(96,567)
<b>Adjustments for:</b>		
Depreciation	<b>126,983</b>	136,562
Capital grants from DfE and other capital income	<b>(22,132)</b>	(7,871)
Interest receivable	<b>(156)</b>	(177)
Defined benefit pension scheme cost less contributions payable	<b>58,000</b>	63,000
Defined benefit pension scheme finance cost	<b>7,000</b>	9,000
Increase in debtors	<b>(15,389)</b>	(3,806)
Increase/(decrease) in creditors	<b>10,985</b>	(13,292)
<b>Net cash provided by operating activities</b>	<b>95,522</b>	86,849

**18. Cash flows from financing activities**

	2019 £	2018 £
Repayments of borrowing	<b>(11,496)</b>	(11,496)
<b>Net cash used in financing activities</b>	<b>(11,496)</b>	(11,496)

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**19. Cash flows from investing activities**

	<b>2019</b>	2018
	<b>£</b>	£
Dividends, interest and rents from investments	<b>156</b>	177
Purchase of tangible fixed assets	<b>(12,678)</b>	(19,334)
Capital grants from DfE Group	<b>22,132</b>	7,871
<b>Net cash provided by/(used in) investing activities</b>	<b>9,610</b>	(11,286)

**20. Analysis of cash and cash equivalents**

	<b>2019</b>	2018
	<b>£</b>	£
Cash in hand	<b>287,465</b>	193,829
<b>Total cash and cash equivalents</b>	<b>287,465</b>	193,829

**21. Capital commitments**

	<b>2019</b>	2018
	<b>£</b>	£
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	<b>7,889</b>	-

**22. Pension commitments**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

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

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**22. Pension commitments (continued)**

**Teachers' Pension Scheme**

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

**The Teachers' Pension Budgeting and Valuation Account**

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

**Valuation of the Teachers' Pension Scheme**

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

**Scheme Changes**

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.



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**22. Pension commitments (continued)**

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023..

The employer's pension costs paid to TPS in the year amounted to £100,069 (2018 - £89,560).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £102,000 (2018 - £97,000), of which employer's contributions totalled £81,000 (2018 - £77,000) and employees' contributions totalled £21,000 (2018 - £20,000). The agreed contribution rates for future years are 22.7 per cent for employers and 5.5 per cent for employees.

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

**Principal actuarial assumptions**

	2019	2018
	%	%
Rate of increase in salaries	2.50	2.70
Rate of increase for pensions in payment/inflation	2.20	2.40
Discount rate for scheme liabilities	1.85	2.80
Expected return on scheme assets at 31 August	1.85	2.80

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

	2019	2018
	Years	Years
<i>Retiring today</i>		
Males	20.7	22.4
Females	23.2	24.0
<i>Retiring in 20 years</i>		
Males	21.7	24.5
Females	24.7	26.2

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**22. Pension commitments (continued)**

**Sensitivity analysis**

	2019 £000	2018 £000
Discount rate +0.1%	33,000	-
Discount rate -0.1%	(34,000)	-
Mortality assumption - 1 year increase	(49,000)	-
Mortality assumption - 1 year decrease	47,000	-
CPI rate +0.1%	(28,000)	-
CPI rate -0.1%	27,000	-
0.5% decrease in Real Discount Rate	-	153,000
0.5% increase in the Salary Increase Rate	-	16,000
0.5% increase in the Pension Increase Rate	-	136,000
	<u>          </u>	<u>          </u>

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

	At 31 August 2019 £	At 31 August 2018 £
Equities	713,000	512,000
Corporate bonds	160,000	123,000
Property	97,000	79,000
Cash and other liquid assets	48,000	167,000
<b>Total market value of assets</b>	<u>1,018,000</u>	<u>881,000</u>

The actual return on scheme assets was £26,000 (2018 - £41,000).

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

	2019 £	2018 £
Current service cost	(138,000)	(140,000)
Past service cost	(7,000)	-
Interest income	26,000	20,000
Interest cost	(33,000)	(29,000)
Administrative expenses	(1,000)	-
<b>Total amount recognised in the Statement of Financial Activities</b>	<u>(153,000)</u>	<u>(149,000)</u>

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**22. Pension commitments (continued)**

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

	2019 £	2018 £
<b>At 1 September</b>	<b>1,161,000</b>	1,074,000
Interest cost	33,000	29,000
Employee contributions	21,000	20,000
Actuarial losses/(gains)	156,000	(90,000)
Benefits paid	10,000	(12,000)
Past service costs	7,000	-
Current service costs	131,000	140,000
<b>At 31 August</b>	<b>1,519,000</b>	1,161,000

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

	2019 £	2018 £
<b>At 1 September</b>	<b>881,000</b>	755,000
Interest income	26,000	20,000
Actuarial gains	-	21,000
Employer contributions	81,000	77,000
Employee contributions	21,000	20,000
Benefits paid	10,000	(12,000)
Administrative expenses	(1,000)	-
<b>At 31 August</b>	<b>1,018,000</b>	881,000

**23. Operating lease commitments**

At 31 August 2019 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2019 £	2018 £
Not later than 1 year	2,276	2,276
Later than 1 year and not later than 5 years	-	2,276
	<b>2,276</b>	4,552

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**24. Members' liability**

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

**25. Related party transactions**

Owing to the nature of the Academy Trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy Trust's financial regulations and normal procurement procedures.

No related party transactions took place in the year, other than certain Trustee's remuneration and expenses as disclosed in Note 9.