
THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 24
Governance Statement	25 - 33
Statement on Regularity, Propriety and Compliance	34
Statement of Trustees' Responsibilities	35
Independent Auditors' Report on the Financial Statements	36 - 38
Independent Reporting Accountant's Report on Regularity	39 - 40
Statement of Financial Activities Incorporating Income and Expenditure Account	41
Balance Sheet	42 - 43
Statement of Cash Flows	44
Notes to the Financial Statements	45 - 73

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Alan Armstrong (Nominee of Alan Wilson, Bishop of Buckingham) Gordon Joyner, Assistant Director of Education, DBE (Diocesan Board of Education) Dr Andrew Gailey , Appointed by Eton College Roy Evans, Nominee of DBE, Chair of Members Vacancy (January 2019)
Trustees	Jimmy Scragg, Chair, Slough & Eton Local Governing Body Jon Reekie, Chair of Finance and Resources Committee Becky Ivers, Chair of Colnbrook Local Governing Body (resigned 1 July 2020) Roy Evans, Chair of Trustees (appointed 1 April 2020) Rev Andrew Allen (resigned 25 April 2020) Jacqueline Laver (appointed 3 July 2020) Robin Crofts, Chair of Trustees (resigned 31 March 2020) Tom Arbuthnott Chris Tomes (appointed 3 July 2020)
Company registered number	07723151
Company name	Slough and East Berkshire CofE Multi-Academy Trust (SEBMAT)
Principal and registered office	Slough & Eton C of E Business & Enterprise College, Ragstone Road Slough SL1 2PU
Company secretary	Mrs A Browne
Chief executive officer	Mr C Spencer
Senior management team	Mr C Spencer, Chief Executive Officer, SEBMAT Peter Collins, Head Teacher, Slough & Eton Business & Enterprise College, SEBMAT Dire Lindsey Tomlinson, Head of School, Lynch Hill School Primary Academy Hannah Gates, Acting Headteacher, Colnbrook Primary School (Resigned 31st August 2020) Chris Thomas, Headteacher, Lynch Hill Enterprise Academy Ian Trevena, SEBMAT Director of Information Technology Chris Fisher, SEBMAT Business and Procurement Manager Beverly Granville, SEBMAT Personnel Advisor Katherine Russell, Head Teacher, Eton Porny First School, SEBMAT Direcor of Primary Angela Browne, SEBMAT Director of Finance

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Independent auditors	Landau Baker Limited Chartered Accountants Statutory Auditors Mountcliff House 154 Brent Street London NW4 2DR
Bankers	Lloyds Bank plc 1 City Road East Manchester M15 4PU
Solicitors	Lee Monier Bolton Williams 1 The Sanctuary Westminster London SW1P 3JT

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The trust currently operates five academies comprising 2 secondaries, 2 primaries and 1 first school in the Slough and East Berkshire area. Its academies have a combined pupil capacity of 3240 and had a roll of 3010 in the school census on 3rd 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 of 29th July 2011 are the primary governing documents of the Academy Trust.

As a charity and a company limited by guarantee, SEBMAT (the Company) is governed by a Board of Directors (the Directors/Trustees) who are responsible for, and oversee, the management and administration of the Company and the academies run by the Company.

The directors are accountable to the members of the Academy Trust (Oxford Diocesan Board of Education, Bishop of Buckingham, a nomination from Eton College and the Chair of Directors) for the quality and effectiveness of education that is provided for the children and sound financial management and also to the Department for Education (DfE) which is the principal regulator of academies.

In order to discharge these responsibilities, the directors appoint people who are more locally based to serve on Local Governing Bodies (LGBs) which have been established to ensure the good governance of each individual academy. Furthermore, the Scheme of Delegation gives the governing bodies authority to appoint governors additionally. Also, an overarching Finance and Resources Committee (F&R) has been established to oversee and support each academy and to manage the financial affairs of SEBMAT as a whole. The LGBs and F&R are the "advisory bodies" for the Trust as required by the Master Funding Agreement entered into between the Company and the Secretary of State governing the affairs of the Company.

Details of the trustees who served during the period 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.

The following members were in office during the period of this report:

- Bishop Alan Wilson – Bishop of Buckingham
- Alan Armstrong - Nominee of the Bishop of Buckingham
- Dr Andrew Gailey – appointed by Eton College
- Gordon Joyner – Assistant Director of Education, Diocesan Board of Education (DBE)
- Roy Evans – Nominee of the DBE, Chair of the Members

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

Trustees' Indemnities

Subject to the provisions of the Companies Act, every governor or other officer of the academy shall be indemnified out of the assets of the academy against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy.

Method of Recruitment and Appointment or Election of Trustees

The directors may appoint members of committees to whom the directors may delegate certain functions of the directors. In further recognition of the directors' power to delegate responsibility for the running of the Academy each individual academy within SEBMAT has a committee known as the Local Governing Body (LGB).

The number of people who shall sit on a LGB shall be not less than three and, unless otherwise determined by the directors, shall not be more than twelve constituted as follows:

- 7 members appointed by the directors
- 2 staff members
- 2 parent members
- 1 community member

In addition:

- The headteacher of the academy is a member ex-officio
- The LGB may have up to three co-opted members
- The directors (all or any of them) are also entitled to serve on an LGB and attend any meetings of the LGB. Any director attending a meeting of a LGB counts towards the quorum for the purposes of the meeting and is entitled to vote on any resolution being considered by the LGB
- Additional members may be appointed by the directors at the Secretary of State for Education's request pursuant to clause 102c of the Master Funding Agreement.

The term of office for any governor is 4 years. Subject to remaining eligible to be a particular type of governor, any governor may be reappointed or re-elected.

Policies and Procedures Adopted for the Induction and Training of Trustees

During the period under review, the directors/trustees held 3 full governing body meetings. In addition, there were regular meetings of the Finance and Resources Committee and LGBs.

While the majority of trustees have previous experience of school governance all newly appointed/elected trustees are required to attend appropriate induction training which includes a tour of the academy and the chance to meet with staff and students. They are also provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as trustees/directors of the academy. Bearing in mind the widening responsibilities of governors related to strategic planning, management, finance etc. the directors have sought to fill vacancies on LGBs with people from the local business community with relevant commercial and professional qualifications and experience. These people have been processed through governor induction programmes, as well as being coached and supported by the Chair of Directors, Director of Governance and other extensively experienced governors.

Arrangements are in place to provide governors and senior leaders with training and other professional development to enhance their roles. These activities may be bespoke for individuals or more general development programmes for local governing bodies and leaders. Skills audits are routinely carried out to

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

assess the strength of governing bodies and identify areas for specific or wider development. The emphasis is on ensuring that the knowledge and skills of governors match the academies' needs. Overall, the priorities are focused on building and delivering strong governance, strategic direction, support and challenge.

Organisational Structure

The Academy Trust has established a management structure to enable its efficient running. The structure consists of two levels: governance (members, directors/trustees and school governors) and the executive who are the Chief Executive Officer (CEO), the central support service leaders, Directors of Primary and Secondary, Director of Governance and the senior leadership teams within each academy.

The directors have considered their role and have agreed that their main responsibility is to approve the strategic direction and objectives of the Trust and monitor progress towards these objectives.

The directors and governing bodies have approved a Scheme of Delegation which sets out a statement on the system of internal control, responsibilities, standing orders, delegation and terms of reference. The headteachers are directly accountable to the Chief Executive Officer. They are responsible for the day to day running of each academy and are assisted by their senior leadership teams.

The directors 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, including capital expenditure and senior staff appointments. The Chief Executive assumes the Accounting Officer role.

Arrangements for setting pay and remuneration of key management personnel

The Academy Trust has adopted the following arrangements for setting the pay and remuneration of the academy's key management personnel: SEBMAT manages its pay and reviews in accordance with the Academy's Pay Policy which complies with the School Teachers Pay and Conditions of Employment (STPCD) performance measures and the National Joint Council (NJC) Agreement. There has been a review of the Trust's Pay Policy over the course of the academic year 2018-19 which has been endorsed by the directors and is now in operation. This is reviewed each academic year related to any changes to national policy and pay scales. The trustees/directors, local governing bodies (LGBs) for each school and the respective headteachers are responsible for delivering this policy. The Trust/Directors' Board has a Finance and Resources Committee which states in its Terms of Reference that it has to fulfil the governance responsibility for scrutinising and overseeing the finances of the Trust as a whole. This includes overseeing the Pay Policy and reviewing this Policy in the autumn term of each academic year. The Pay Panel is a separate body to address matters of pay and deal with any contentious issues which may arise. It is set up by the Trust/Directors' Board and given absolute powers to deal with pay for all staff and in particular pay reviews arising annually from the appraisal process, including the performance review of the Chief Executive Officer. It reports to the Board that they have met and fulfilled their duty.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

Engagement with employees (including disabled persons)

In relation to the Companies (Miscellaneous Reporting) Regulations 2018 the Trust has recognised its requirement to include a statement in this directors' (trustees') report outlining the actions taken during the period to introduce, maintain or develop arrangements aimed at:

- **providing employees with information on matters of concern to them** – this is done through school staff, team and department meetings, staff training days, written and e-mail communication to specific staff and generally to staff, as well as information provide through the human resources team. Alongside school communications, the over-arching Trust provides information pertinent to all staff whose are employees of the Trust through its website, documents, communications and training events.
- **consulting employees or their representatives regularly so that the views of employees can be considered in making decisions which are likely to affect their interests** – this is done at school and trust levels seeking views of staff in relation to new ventures. Staff representatives are in place across all local governing bodies where they are able to contribute views, enter into debates, decision making and receive information. 4.2.2 of the trust's Scheme of Delegation specifies that the local governing body may appoint persons who are employed at the Academy to serve on the Local Governing Body through such process as they may determine, provided that the total number of such persons (including the Headteacher) does not exceed one third of the total number of persons on the Local Governing Body. All appointments are up to four years in length.
- **Encouraging the involvement of employees in the company's performance** – all staff are encouraged and invited to stand as representatives of their colleagues at local governing bodies. Up to two staff can be involved in the five local governing bodies and they are voted for by all of their colleagues and hold this post for four years. 5.5.2.2 of the trust's Scheme of Delegation states that the Local Governing Body shall carry out or delegate to either the Headteacher and/or an appropriate committee (as appropriate) the performance management of all staff and shall put in place procedures for the proper professional and personal development of staff.
- **achieving a common awareness on the part of all employees of the factors affecting the performance of the company**– this is predominantly addressed through the trust's website, training events for all the staff, written communication and the cascading of information from the executive team to all the front line workers.
- **the policy in respect of applications for employment from disabled persons, the treatment of employees who become disabled and the training, career development and promotion of disabled persons** – all relevant human resources policies state the encouragement of disabled people to apply for employment in the trust and the importance of support, training, career development and promotion of disabled persons being promoted. The trust prides itself on being inclusive, diverse and proactive in promoting disabled persons in the organisation. SEBMAT is an equal opportunities employer, and selects staff on merit, irrespective of race, colour, nationality, ethnic or national origins, gender, marital status, family responsibility, age, disability, sexual orientation, trade union activity, or religious belief. Its policy is to ensure that job applicants and employees are treated justly, and are recruited, selected, trained and promoted on the basis of the job requirements, skills and abilities. It ensures that people are not disadvantaged by conditions or requirements, which cannot be shown to be justified as being necessary for the effective performance of the job. It would actively work to support staff members who have or develop a disability during their employment in carrying out risk assessments, referrals to occupational health and access to work. Consideration would be given to implement reasonable adjustments both from a work place and job specification (including redeployment) to ensure that the employee can continue their employment within the organisation.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

Engagement with employees (including disabled persons) (continued)

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

The trust has had regard to the need to foster the company's business relationship with suppliers, customers and others such as beneficiaries, funders and the wider community, we have long term relationships with our suppliers buying locally where possible and in an inclusive manner. Our customers are local and we offer affordable prices for our lettings and encourage community groups to hire our facilities at very competitive rates and as a School believe we are at the heart of our local community in everything we do. We are involved with the local business through a number of focal groups and support local charities with our fund raising efforts. We source suppliers with a partnership approach at the forefront of our contracting arrangements

Objectives and activities

Objects and aims

SEBMAT has the overall objective that its academies should be first choice schools in the area and aims to work closely with other schools and related organisations to ensure that pupils across the area get the best possible education and opportunities for future development.

In accordance with the Articles of Association, the academies have adopted a Scheme of Delegation approved by the Secretary of State for Education. The Scheme of Delegation is part of the wider 'Master Funding Agreement' between the Company and the Secretary of State and 'Supplemental Funding Agreements' for each academy. The Scheme of Delegation specifies, amongst other things, that the academies will be at the heart of their communities promoting community cohesion and sharing facilities. It stresses that pupils and students admitted to the academies should be offered a broad, balanced and relevant curriculum and that there will be an emphasis on the needs of individual students, including those who are disadvantaged, vulnerable and those with SEN.

Objectives, strategies and activities

The Academy routinely carries out self-evaluation activities to be assured that key and critical areas are compliant and are delivering high quality and effective provision. This process is important in identifying annual objectives. These objectives will be recognised nationally and internationally as examples of outstanding practice, including in particular

- Pupils to experience the highest quality learning to help them develop into well rounded citizens
- In collaboration to provide an outstanding curriculum to motivate, engage and meet specific needs of pupils
- Provide a safe, secure and supportive environment for all pupils and staff with outstanding leadership, including robust strategic and corporate governance
- Results achieved by pupils to exceed local and national expectations
- Employ, develop and retain the highest possible calibre of staff
- Retain and enhance the support to and from the local community

The Academy's Vision

SEBMAT has been established as a group of schools which can support each other to ensure the best possible outcomes related to education, well-being and preparation of adulthood and employment for the young people in Slough and the nearby areas. This group of schools includes primary and secondary phases and may have a

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Objectives and activities (continued)

Church of England link but this does not prevent Non-Church of England Schools joining the Trust. SEBMAT will support schools to achieve educational excellence through coaching, sharing good practice and helping to secure good value for money. Slough and Eton Church of England (C of E) Business and Enterprise College, Colnbrook C of E Primary and Eton Porny C of E First schools were the first three schools in SEBMAT. These have been joined by Lynch Hill School Primary Academy (LHSPA) and Lynch Hill Enterprise Academy (LHEA) from 1st January 2019 following the merger with the Learning Alliance Academy Trust (LAAT).

The Trust is looking forward to further measured expansion which is pursued with caution and sustainability, ensuring that all students currently in the Trust continue to receive the highest quality of education together with achieving high standards. While the Trust has been approached in some instances by DfE and the RSC to assist schools, the Trust is also receptive to approaches from local schools which may be interested in maximising their potential and sustainability through being part of a multi-academy trust.

SEBMAT aims to provide:

- Excellence in leadership and governance
- Improvements in education with high standards
- Sustaining momentum across the improvement journey
- Curriculum innovation
- Creative and innovative approaches to learning for pupils
- A focus on promoting the well-being of all those within the Trust
- Links to local, national and international groups
- Facilitated school-to-school networks, coordinating and brokering expertise
- Recruiting and developing excellent staff
- Excellent financial management and value for money
- Third party scrutiny by way of objective external challenge

Public benefit

In setting the objectives, the governors have given careful consideration to the Charity Commissioner's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education. In this regard the Trust has a well-attended adult learning centre and a Saturday school for pupils getting ready for their examinations.

Strategic report

Achievements and performance

Key performance indicators

Slough and East Berkshire Multi-Academy opened as a sponsored academy in June 2013.

Slough and Eton Church of England Business and Enterprise College

Achievements and Performance

- KS4 Results in the summer of 2020 are not being nationally reported but were in line with previous years. KS5 would have been a 'best ever' set of results had they been reported.
- The school continues to be fully staffed with specialists teaching almost all lessons. There were 5 middle leadership changes for September 2020, 3 of which were internal promotions.
- Numbers on roll are secure in all years and we were asked to admit over PAN in KS3.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

- Slough and Eton featured in 2 educational publications (Ross McGill: Just Great Teaching and Roy Blatchford: The Forgotten Third).
- The tragic death of a student following his murder in Slough in September presented significant challenges for the school which we worked hard to overcome.

Priorities for the year ahead

- Closing the gap in progress and achievement of the FSM students within the PP group
- Reducing gaps in achievement with the following groups: Boys, HPA and SEND K
- Improving outcomes for A-Level qualifications
- Continuation of curriculum refinement and development work (both pre and post-Covid)
- Ensuring the school is ready for a successful SIAMS inspection
- Continued smooth and effective running of the school
- Planning for growth of the Sixth Form to 150 Level 3 admissions into Year 12 each year.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Achievement of students and other headline statistics are set out in the table below:

Key Stage 4

Category	Results 2018/19
Basics at 4+ (English and Maths)	60%
Basics at 5+ (English and Maths)	39%
Attainment 8 score	43
Progress 8 score	+0.09
Percentage entered for EBACC	4%
EBACC average point score	3.28
Staying in education or entering employment	97%

Key Stage 5

Category	Results 2018/19
Academic Qualifications Progress Score	-0.36
Vocational Qualifications Progress Score	-0.02
Staying in education or entering employment	98.4%

School attendance

(up to 20 March 2020)

School year	Results 2018/19	Results 2019/20
Attendance: students	94%	95.1%
Attendance: staff	95.7%	95.9%

School absence

(up to 20 March 2020)

School year	Results 2018/19	Results 2019/20
Authorised absence	4.34%	3.6%
Unauthorised absence	1.9%	1.5%
Persistent absence	11.92%	11.38%

Exclusions

(up to 20 March 2020)

Exclusions over the school year	2018/19	2019/20
Number of fixed term exclusions	126	66
Number of days of fixed term exclusions	155	72.5
Number of permanent exclusions	3	0

Due to the turbulent current situation associated with the COVID 19 global pandemic and the inevitable disruption that this will cause, we have taken the decision as a Trust to make a statement of intent/endeavours for this academic year rather than set specific numerical academic targets:

- 100% of children safely returned to the school setting.
- Effective systems in place to support the emotional, mental and physical well-being of pupils and staff.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

- Effective implementation of all safeguarding expectations in line with 'Keeping Children Safe in Education 2020'.
- A systematic approach to supporting early career teachers in our school.
- Adopting a tiered approach to improving teaching and targeted academic support through the catch up programme.
- Adopting a tiered approach to wider strategies in particular re-establishment of classroom routines, social and emotional learning and a whole school approach to bespoke parental engagement.

Colnbrook Church of England Primary School

Achievements and Performance

The school has undergone a period of significant change over the past few years including changes of senior leaders. Last year there was an Acting Headteacher in post with a newly appointed Deputy Headteacher. Both of these leaders left at the end of the year and a new substantive Headteacher was appointed. The new Headteacher has appointed two existing members of staff as Assistant Headteachers and form part of the new leadership team.

Staff are generally supportive of each other and work together in many different ways. Many staff are relatively new to the school and have varying levels of experience. On arrival, the new Headteacher has identified several key areas of school improvement that are urgently required. Capacity of leadership at all levels remains an issue due to historical lack of training and development of leaders, a new leadership team and three new governors and a new chair of governors.

Safeguarding is a strength of the school and robust processes are in place including the use of online reporting and record keeping. Through the lockdown period, processes continued to be strong with all members of staff contributing to supporting our vulnerable families. Parents appreciated the support offered by the school.

The school continues to be fully staffed with no vacancies. Numbers on roll have declined slightly due to significant mobility of families out of the area. Efforts are being made to improve the reputation and profile of the school within the local community. Behaviour and conduct remain areas of concern with 5 pupils receiving fixed term exclusions last year. No children received a permanent exclusion last year.

Priorities for the year ahead

- **Curriculum** – creating and embedding a challenging and relevant broad and balanced curriculum with subject specific integrity. Subject specific coherently sequenced pedagogical, knowledge rich learning.
- **Leadership** – Begin to build leadership capacity at all levels within the school including governance to ensure continuous effective and sustainable succession planning.
- **Behaviour and attitudes** – Develop a new whole school approach to behaviour management based on a therapeutic approach including a focus on mental health and wellbeing. This will aim to reduce the number of fixed term exclusions and reportable behaviour incidents.
- **Engaging with the Community** – Develop links within the local community including working with Heathrow and the Hilton hotel. The links with the local church are already strong and this will be built on this year including leading services virtually. We will explore the possibility of engaging with the Diocese in developing a chaplaincy service for pupils and staff
- **Parental Engagement** - Strengthen links, communication and promote positive engagement with parents and carers of pupils so that they understand how to support their child's learning at home. Positive messages about the school promoted on social media, building the profile of the school and positive image of Colnbrook among potential parents.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

- **Finance** – look to increase the number on roll across the school to better support the school's finances.

Achievement of pupils and other headline statistics are set out in the table below:

EYFS, Key Stage 1 & Key Stage 2

Colnbrook C of E Primary School – EYFS & KS1	Results 2018/19	Colnbrook C of E Primary School – KS2	Results 2018/19
EYFS GLD	70%	Y6 Reading - at and above	69%
Phonics Screening	61%	Y6 Writing - at and above	76%
Y2 Reading - at and above	55%	Y6 Maths - at and above	66%
Y2 Writing - at and above	52%	Y6 Reading, Writing and Maths Combined - at and above	52%
Y2 Maths - at and above	38%		
Y2 Reading, Writing and Maths Combined - at and above	38%		

School attendance

School year	Results 2018/19
Attendance: pupils	95.2%
Attendance: staff	98.3% 19/20 87.3%

School absence

School year	Results 2018/19
Authorised absence	
Unauthorised absence	1.5%
Persistent absence	13.2%

Exclusions

Exclusions over the school year	2019/20
Number of fixed term exclusions	9
Number of days of fixed term exclusions	23.5
Number of permanent exclusions	0

Due to the turbulent current situation associated with the COVID 19 global pandemic and the inevitable disruption that this will cause, we have taken the decision as a trust to make a statement of intent/endeavours for this academic year rather than set specific numerical academic targets:

- 100% of children safely returned to the school setting.
- Effective systems in place to support the emotional, mental and physical well-being of pupils and staff.
- Effective implementation of all safeguarding expectations in line with 'Keeping Children Safe in Education 2020'.
- A systematic approach to supporting early career teachers in our school.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

- Adopting a tiered approach to improving teaching and targeted academic support through the catch up programme.
- Adopting a tiered approach to wider strategies in particular re-establishment of classroom routines, social and emotional learning and a whole school approach to bespoke parental engagement.

Eton Porny Church of England First School

Achievements and Performance

The school has continued to grow from strength to strength in all aspects of its work. The school staff team are supportive of each other and successful in their work, including members of staff achieving the following qualifications:

- NPQML
- QTS
- Successful completion of the NQT year

Additionally the Head of School and a senior teacher have been accepted onto the NPQH programme.

Building capacity and succession planning is secure and the Headteacher, who is also the Director of Primary for SEBMAT has strong established school improvement links with the Local Authority.

The school's well established safeguarding procedures continued seamlessly during the lockdown period with effective systems in place for communicating very regularly with vulnerable families. Parental and pupil feedback gained at the end of July about their home learning experience was very positive.

The school continues to be fully staffed with no vacancies. Numbers on roll have continued to increase this last year, we now have waiting lists in EYFS, Year 1 and Year2. Behaviour and conduct remain outstanding and for the third year running there have been no fixed term or permanent exclusions.

The school's Local Governing Body have developed their strategic plan and work with the school through 'Thinking Governance'. This has further strengthened their strategic role. This work continued supportively and seamlessly throughout the lockdown period

Priorities for the year ahead

- **School Community Recovery (Mental Health and Well-Being)**– Promoting self-efficacy; Promoting hope; Promoting gratitude; Promoting connectedness. Mental health and well-being – a normal part of daily life in the same way as physical health (physical activity, social activity, positive routines, self-care strategies and techniques, strategies to reduce isolation and loneliness).
- **Engaging with the Community** – Maintain and sustain meaningful local and global links through re-affirming and extending professional partnerships, enriching resources, expertise, initiatives and events that affiliate directly with our school Christian vision, values and curriculum pedagogical intentions. Continue to actively maintain a high school profile and sustain the positive reputation of the school within the locality. Continue to secure high numbers on roll enabling the future local first class provision.
- **Curriculum** – Broad and balanced curriculum with subject specific integrity. Subject specific coherently sequenced pedagogical, knowledge rich learning. Strong outcomes are maintained.
- **Leadership** – Continue to grow and build leadership capacity within the school including governance to ensure continuous effective and sustainable succession planning and provide support to the other schools in the Trust through the continued ambition in the development of future leaders.
- **Parental Engagement** - Strengthen links, communication and promote positive engagement with parents and carers of pupils so that they understand how to support their child's learning at home. Quality information provided to parents is sufficiently clear to enable successful engagement between home and school. Engaging parents in raising pupil achievement.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Achievement of pupils and other Headline Statistics are set out in the table below:
EYFS and Key Stage 1

Eton Porny C of E First School	Results 2018/19
EYFS GLD	83%
Phonics Screening	95%
Y2 Reading – at and above	84%
Y2 Writing – at and above	79%
Y2 Maths – at and above	79%
Y2 Reading, Writing and Maths Combined – at and above	79%

School attendance

School Year	Results 2018/19	
Attendance: Pupils	95.6%	
Attendance: Staff	95.08%	19/20 97.96%

School absence

School Year	Results 2018/19
Authorised absence	3.6%
Unauthorised absence	0.8%
Persistent absence	3.9%

Exclusions

Exclusions over the school year	2019/20
Number of fixed term exclusions	0
Number of days of fixed exclusions	0
Number of permanent exclusions	0

Due to the turbulent current situation associated with the COVID 19 global pandemic and the inevitable disruption that this will cause, we have taken the decision as a trust to make a statement of intent/endeavour for this academic year rather than set specific numerical academic targets:

- 100% of children safely returned to the school setting.
- Effective systems in place to support the emotional, mental and physical well-being of pupils and staff.
- Effective implementation of all safeguarding expectations in line with 'Keeping Children Safe in Education 2020'.
- A systematic approach to supporting early career teachers in our school.
- Adopting a tiered approach to improving teaching and targeted academic support through the catch up/intervention programme.
- Adopting a tiered approach to wider strategies in particular re-establishment of classroom routines, social and emotional learning and a whole school approach to bespoke parental engagement

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Achievements and Performance

- GCSE results for 2020 (unvalidated), based on the Centre Assessed Grades and National algorithm, saw an increase in all of the headline measures and a complete closing of the gap which saw boys outperforming girls in the previous year.
- The school is in a stronger financial position, repaying the loan from Slough & Eton in full, considerably ahead of schedule.
- Pupil numbers are significantly increased, with Year 7 being 'full' (180 pupils) prior to 'lockdown', for the first time.
- Staff recruitment has been effective and there has been an increase in specialist teachers.
- The school coped well with the untimely death of a student.
- The status of the governing body has changed from that of an Interim Governing Body to a full governing body having satisfactorily fulfilled the requirements set out in the action plan

Priorities for the year ahead

- To increase the progress and attainment of students eligible for the Pupil Premium relative to their peers, therefore reducing the gap in progress and attainment.
- To increase the progress made by students in the Higher Prior Attainment Band.
- To increase the progress made by students receiving SEN support (K) and on EHCPs (E).
- To continue to embed the Curriculum intent work (both pre and post-Covid)
- Developing leadership at all levels throughout the school
- Ensuring the school is ready for a successful Ofsted inspection
- Continued smooth and effective running of the school

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Achievement of students and other headline statistics are set out in the table below:

Key Stage 4

Category	Results 2018/19
Basics at 4+ (English and Maths)	63%
Basics at 5+ (English and Maths)	42%
Attainment 8 score	44.44
Progress 8 score	-0.16
Percentage entered for EBACC	9%
EBACC average point score	3.84
Staying in education or entering employment	n/a

School attendance	(up to 20 March 2020)	
School year	Results 2018/19	Results 2019/20
Attendance: students	94.2%	93.5%
Attendance: staff	90.58%	93.19%

School absence	(up to 20 March 2020)	
School year	Results 2018/19	Results 2019/20
Authorised absence	3.58%	4.77%
Unauthorised absence	1.22%	1.72%
Persistent absence	13%	16.97%

Exclusions (up to 20 March 2020)

Exclusions over the school year	2018/19	2019/20
Number of fixed term exclusions	43	45
Number of days of fixed term exclusions	57.5	107
Number of permanent exclusions	3	0

Due to the turbulent current situation associated with the COVID 19 global pandemic and the inevitable disruption that this will cause, we have taken the decision as a Trust to make a statement of intent/endeavours for this academic year rather than set specific numerical academic targets:

- 100% of children safely returned to the school setting.
- Effective systems in place to support the emotional, mental and physical well-being of pupils and staff.
- Effective implementation of all safeguarding expectations in line with 'Keeping Children Safe in Education'

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

2020'.

- A systematic approach to supporting early career teachers in our school.
- Adopting a tiered approach to improving teaching and targeted academic support through the catch up programme.
- Adopting a tiered approach to wider strategies in particular re-establishment of classroom routines, social and emotional learning and a whole school approach to bespoke parental engagement.

Lynch Hill School Primary Academy

Achievements and Performance

Lynch Hill has undergone a period of change as a result of the Executive Headteacher retiring and the appointment of a new headteacher. The SLT has developed greater clarity regarding roles and responsibilities and more efficient ways of working. Close partnership work with the trust's Director of Primary and the local authority SEP has enabled the school to move forward and make some rapid improvements to the curriculum and to help prepare for a long overdue Ofsted inspection.

Targeted support for EYFS has brought about some significant improvements to the EYFS learning environment and to pupil outcomes and we are pleased to be continuing with this throughout this new academic year. Pupils, staff and parents have embraced the school's new strapline: 'Aim high, work hard and care deeply' and this was evident during learning walks and through feedback sessions. Focus work with the governors has enabled them to gain a greater understanding of the school and the school improvement journey being undertaken.

As a result of the office and site reviews in the summer of 2019, the school was able to re-structure and streamline to enable greater efficiencies and savings. Projected financial forecasts suggested that the school would be facing inevitable deficits if the staffing costs were not reviewed. As some staff have left, careful consideration has been given to whether a replacement is needed and the staffing costs have reduced from 93% to 89% for the year ahead. The school continues to be fully staffed and there are currently no teacher vacancies. Pupil numbers on roll remain strong and applications for Reception places far exceeded the 120 and a number of appeals were requested.

A concerted effort to increase the % of FSM has resulted in a pleasing rise to 22% and this will obviously bring increased funding into the school. A safeguarding audit was undertaken in November 2019 and all recommendations have been actioned. Well established safeguarding procedures and a committed staff team meant that families continued to be very well supported throughout the lockdown period.

As a large primary school, we responded very effectively and proactively to lockdown. Links with school were maintained for our pupils through our learning platform and regular calls home. We were able to provide an opportunity for all pupils to return before July. Feedback from parents was overwhelmingly positive.

A successful CIF bid has resulted in a large number of windows being replaced in the older parts of the school, with work starting during October half term. A number of other improvements are beginning to be made to the school site.

Priorities for the year ahead

- Develop leadership capacity at all levels to ensure continuous and sustainable improvement and value for money
- To ensure the curriculum is coherently planned and sequenced, in each year group, towards cumulatively

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

- sufficient knowledge and skills being developed for future learning and employment and for pupil outcomes to be at least in line with national at EYFS and KS1 and above by the end of KS2
- To further enhance the culture of well-being, resiliency and positive mental health at LHS so that staff and pupils report being well supported
 - To ensure that all children are able to re-engage with school and with learning and are effectively supported to do this so that good or better progress is made
 - To ensure consistency in behaviour across classes and all year groups so that the behaviour non-negotiables are adhered to by all and pupils feel safe and happy
 - To ensure the school is inspection ready

Achievement of pupils and other headline statistics are set out in the table below:
EYFS and Key Stage 1

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Lynch Hill School Primary Academy	Results 2018/19
EYFS GLD	75%
Phonics Screening	95%
Y2 Reading - at and above	74%
Y2 Writing - at and above	71%
Y2 Maths - at and above	75%
Y2 Reading, Writing and Maths Combined - at and above	59%
Y6 Reading - at and above	83%
Y6 Writing – at and above	85%
Y6 Maths - at and above	88%
Y6 GPS – at and above	91%
Y6 Reading, Writing and Maths Combined - at and above	77%

School attendance

School year	Results 2018/19	
Attendance: pupils	96.2%	
Attendance: staff	94.26%	19/20 96.22%

School absence

School year	Results 2018/19
Authorised absence	2.6%
Unauthorised absence	1.2%
Persistent absence	0.32%

Exclusions

Exclusions over the school year	2019/20
Number of fixed term exclusions	3
Number of days of fixed term exclusions	6
Number of permanent exclusions	0

Due to the turbulent current situation associated with the COVID 19 global pandemic and the inevitable disruption that this will cause, we have taken the decision as a trust to make a statement of intent/endeavours for this academic year rather than set specific numerical academic targets:

- 100% of children safely returned to the school setting.
- Effective systems in place to support the emotional, mental and physical well-being of pupils and staff.
- Effective implementation of all safeguarding expectations in line with 'Keeping Children Safe in Education 2020'.
- A systematic approach to supporting early career teachers in our school.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

- Adopting a tiered approach to improving teaching and targeted academic support through the catch up programme.
- Adopting a tiered approach to wider strategies in particular re-establishment of classroom routines, social and emotional learning and a whole school approach to bespoke parental engagement.

Going concern

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the academy 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

Promoting the success of the company

The directors/trustees are very clear about the importance of acting in a way which is most likely to promote the success of the company

In doing so, it has regard to

- **the likely consequences of any decision in the long term** – the trust places emphasis on strong operational leadership and management which is distributed through the organisation, together with robust executive leadership and corporate governance. There are checks and balances across and through the trust which provide rich information and understanding to support sure footed short, medium and longer term decision making of the trust.
- **the interests of the company's employees** all decision making, particularly around expansion of the trust is about building on strengths with an emphasis on low level risk. The focus is on keeping staff and 'growing our own'. This has been demonstrated during the last academic year with three senior staff being utilised very successfully to fill three headship roles.
- **the need to foster the company's business relationships with suppliers, customers and others** – there is strong evidence to support the fostering of business relationships with suppliers and customers for their benefit and that of the trust. High quality, efficient and prompt service are mutually beneficial for the smooth and successful operation of organisations.
- **the impact of the company's operations on the community and the environment** – the trust with its five schools is very aware of being in touch with its community and the surrounding environment. The schools serve the communities by providing high quality and effective education for the pupils locally. There is a strong sense of the schools being accountable to the pupils, parents, carers and community. Community and parent governors are an important facet of governance being in touch with its customers.
- **the desirability of the company maintaining a reputation for high standards of business conduct.** The trust is aware of its potential to improve the circumstances and life chances of the local communities, particularly serving the vulnerable and disadvantaged. From the standpoint of the schools, their success not only leads to benefiting each individual pupil but also securing the robustness of the school through being fully occupied, bringing in the funding and resources to secure its robustness and continue providing desirable provision.
- **the need to act fairly as between members of the company** – the organisation has very clear

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

vision, values and ethos as a Church of England faith trust. It recognises the importance of acting fairly and honestly. The governors are very aware of the importance of adhering to the Nolan principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership. This permeates the organisation.

Financial review

The Companies Act 2006 s417 (3b) requires disclosure of the principal risks and uncertainties facing a company. The Academy is exposed to a number of financial risks, including credit cards, cash flow, liquidity risks, current reductions in funding from the Education and Skills Funding Agency (ESFA) and uncertainty over future funding from central government and allocations from the local authority. These issues are kept under regular review by the Director of Finance and the SEBMAT Finance and Resources Committee to ensure projections are re-assessed every 3 months in order that any necessary corrective action can be taken well in advanced of any potential adverse issues arising.

Given the Academy's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The Academy's system of internal controls ensures risk is minimal in these areas.

During the period, ESFA/LA grants received totalled £18,063,000. Other income included within restricted funds totalled £672,000. Restricted fund expenditure totalled £19,800,000.

Most of the Academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the 12 month period ended 31 August 2020 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy also received grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice (SORP), "Accounting for Reporting by Charities" (SORP 2015), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in the total funds of the Academy. It should be noted that this does not present the Academy with any current liquidity problem. The employer contributions are currently being assessed and it is expected that they will increase to bring a further reduction in this pension deficit in future, although this may not be achieved until stock market investment values start to recover.

Overall, the Academy has a healthy balance sheet and cash flow, and will be using the reserves to maintain the current assets and also to invest back into the schools in the form of additional resources and facilities, both in the long term and short term in conjunction with the school development plans and schools' aims.

The directors through the Finance and Resources Committee and headteachers receive financial progress reports throughout the year and compare against budgets submitted to the Education and Skills Funding Agency (ESFA). The Finance and Resources Committee also reviews longer term financial models (up to 3 years) to plan and organise resources most effectively to fulfil the aims of the Academy.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Reserves policy

- The Trust operates in accordance with the Charities Statement of Recommended Practice
- The Trust follows the principles set out in the Academies Financial Handbook and has adopted its own Finance Manual which is reviewed annually
- Principal funding is received from the Education and Skills Funding Agency
- Assets are accounted for within the accounts and are depreciated accordingly
- Local Government Pension Fund – The Academy receives a FRS17 Disclosures Report at the end of the financial year (31 August) from Barnett Waddington on behalf of the Berkshire Pension Fund. Trustees, directors and governors have been made aware of the Pension Deficit as stipulated under the Charities SORP Act.

Investment Policy

It should be noted that the Academy Trust has substantial power with regards to investments due to cash balances held. Investment policies are determined at academy level, which is agreed by each Local Governing Body. This ensures the level of funds the Academy holds can cover any immediate expenditure, without exposing the academies to additional risk. Should any potential investment opportunity arise this would be escalated to the Board of Directors for consideration. The most typical investments that are held by academies are the Special Interest Deposit accounts which are immediately available to draw against. As at 31st August 2020 no investments were held

Principal Risks and Uncertainties

The Companies Act 2006 s417 (3b) requires disclosure of the principal risks and uncertainties facing a company. The Academy is exposed to a number of financial risks including credit, cash flow and liquidity risks. Given the Academy's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The Academy's system of internal controls ensures risk is minimal in these areas.

A risk register has been established and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the Academy faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

The governors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances. The governors have implemented a number of systems to assess risks that the schools face, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The Academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

It should also be noted that procedures are in place to ensure compliance with the health and safety regulations, pertaining to both staff, pupils and visitors.

Please refer to the Reserves Policy above for a description of the defined benefit pension scheme, in which there was a deficit at 31 August 2020.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Fundraising

The Trust does not engage in any specific fundraising activities.

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2019 to 31 August 2020

Energy consumption used to calculate emissions (kWh)	3,075,048
Energy consumption break down (kWh) (optional)	
• gas	1,926,161
• electricity	1,117,785
• transport fuel	31,102
<u>Scope 1 emissions in metric tonnes CO₂e</u>	
Gas consumption	354.2
Owned transport – mini-buses	5.7
<u>Total scope 1</u>	359.9
<u>Scope 2 emissions in metric tonnes CO₂e</u>	
Purchased electricity	216.8
<u>Scope 3 emissions in metric tonnes CO₂e</u>	
Business travel in employee owned vehicles	1.9
Total gross emissions in metric tonnes CO₂e	578.6
<u>Intensity ratio</u>	
Tonnes CO ₂ e per pupil	0.19

Quantification and Reporting Methodology:-

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government’s Conversion Factors for Company Reporting.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO₂e per pupil, the recommended ratio for the sector.

Measures taken to improve energy efficiency

We have installed smart meters across all sites and increased video conferencing technology for staff meetings to reduce the need for travel between sites.

As the trust has not consumed more than 40,000 kWh of energy in this reporting period, it qualifies as a low energy user under these regulations and is not required to report on its emissions, energy consumption or energy efficiency activities.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Plans for future periods

The Trust is focused on providing high quality and effective education for all of its pupils. It is determined to achieve and maintain school improvement to ensure long term sustainability. Within the Trust there is a commitment to sharing, collaboration and pooling resources to increase effectiveness and efficiency, as well as maximise resources. All of this is underpinned by a suite of specialised central services which can free up schools to concentrate on their key educational priorities. There is a responsibility towards the common good. In this regard the Trust is pledged to supporting the community, which includes reaching out to support other local schools which may need assistance. Alongside this, within the Trust there is a strong emphasis on a mutually tricted fi approach with challenges and solutions being shared.

The Trust is committed to the pursuit of well-considered and proportionate expansion to provide children with enhanced opportunities arising from greater efficiencies and economies of scale, increased professional development opportunities and training for the staff, and a more flexible and creative learning environment. At this stage a moderate expansion is envisioned to somewhere in the range of eight to ten schools which could amount to somewhere in the region of 4-6,000 pupils. While SEBMAT is a Church of England Trust it is very open to other schools with or without a designated religious character joining as it enshrines a wide values base. SEBMAT can support schools to excel through coaching, sharing good practice and helping to secure good value for money. Currently, there are plans to increase the size of the Trust which will create even greater benefits in terms of capacity, strategic advantage, curriculum developments, advances in teaching and learning and improved performance.

The Trust is open to approaches from other schools to develop informal links, such as sharing information and advice, or more formal commitment to the Trust. The Trust is very open to exploratory meetings to consider possible ways of linking and working together for the benefit of the pupils. These formal partnerships are not about losing control but about developing competences, autonomy and independence and maximising the advantages of sharing and supporting each other in achieving excellence for all.

Funds Held as Custodian Trustee on Behalf of Others

The Academy Trust and/or its trustees did not act as custodian trustee during the current or previous period.

Auditor

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 30 November 2020 and signed on its behalf by:

Mr R Evans
Chair of Trustees



THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As trustees we acknowledge we have overall responsibility for ensuring that Slough and East Berkshire Multi 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 mis-statement or loss.

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive, 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 The Slough and East Berkshire C of E Multi 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 Board of Trustees has formally met 4 times during the 12 month period. Attendance during the 2019/20 year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Jimmy Scragg	4	4
Jon Reekie	4	4
Becky Ivers (resigned 01/05/2020)	4	4
Roy Evans (appointed 01/4/2020)	2	2
Rev Andrew Allen (resigned 25/4/2020)	2	2
Jacqueline Laver (appointed 3/7/2020)	0	1
Robin Crofts (resigned 31/3/2020)	2	2
Tom Arbuthnott	4	4
Chris Tomes (appointed 3/7/2020)	1	1

Trustees typically also serve on a number of other sub committees, as set out on the school website

Slough and Eton Local Governing Body

Attendance during the year at meetings was as follows:

Trustees	Meetings attended	Out of a possible
Jimmy Scragg - Chair	4	4
Rev Andrew Allen (resigned 25/4/2020)	3	3
Peter Collins	4	4
Jacqui Smith	4	4
Steve Bremner	4	4
Zedd Khan (appointed 21/01/2019)	2	2
Ali Bhatti	3	4
Osman Latiff	2	4
Jack Cranston	4	4
Nasar Khan (appointed 01/2/2020)	1	1

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Colnbrook Local Governing Body

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Becky Ivers	4	4
Jackie Eady	4	4
Hannah Gates (ex officio)	4	4
Caroline Lowe (resigned 29/10/2019)	1	1
Celia Barker	4	4
Vineeta Roberts (resigned 02/07/2020)	2	3
Laura Collins	2	4
Solomon Oseikyere (resigned 05/02/2020)	1	2
Louise Clarke	3	4
Fr Darcy Chesterfield Terry (appointed 19/11/2019)	1	3
Frances Whiteman (appointed 19/05/2020)	2	2

Eton Porny Local Governing Body

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Maggie Waller	3	3
Rev La Stacey	2	3
Elaine Skinner	3	3
Katherine Russell	3	3
Joe Dangerfield	2	3
Emma Stanford-Smith	3	3
Anita Spires	2	3
Alice La Rooy	1	3
Graeme Aldous	2	3
Laurence Jacobson	3	3
Rob Bahr (appointed 24/02/2020)	1	1

Lynch Hill School Primary Academy

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Denise Fletcher	5	5
Lindsey Tomlinson	5	5
Graham Kaye-Taylor	4	5
Isobel Ford	5	5
Kirn Sheikh	2	5
Linda Hazell	4	5
Soma Das	5	5
Roderick Watson	5	5

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Lynch Hill Enterprise Academy

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Helen Huntley	6	6
Elaine O'Brien	5	6
Chris Thomas	6	6
Steve Bremner	6	6
Paul Williams	4	6
Ian Johnson	3	6
Rachael Burt	5	6
Johnny Kyriacou (resigned 09/03/2020)	1	4
Danny McLeish	6	6
Richard Dunn (appointed 01/04/2020)	1	3

The impact of Local Governing Body meetings are reviewed and monitored by the Chair of the Board of Trustees through regular attendance at LGB meetings.

Key findings noted, actions taken and their impact are noted below:

- **Slough and Eton** – The Governing Body have focussed their work on the school increasing the numbers of students studying Ebacc subjects to strengthen the school's role in meeting the national objective. This has been complemented with a focus on improving academic outcomes in KS5. There has been a continued focus on supporting the school with the workload and wellbeing agenda for staff and using link governor work as a way of building these links. A sub-group of governors that meet regularly with senior leaders to examine academic progress meets 4 times per year.
- **Eton Porny** - Following a recent Ofsted inspection in October 2018 which gave a rating of Good, and a SIAMS inspection in April 2019 which was also rated Good, the school has been successful in raising pupil numbers and maintaining more of its pupils in the higher years. This has led to a waiting list for places and put the school in a stronger position financially. The Headteacher has extended her role to provide support for all of the primary schools in the Trust through her additional role as Director of Primary Education. This has also included reaching out to support another local primary school.
- **Lynch Hill Enterprise Academy** - There has been a significant emphasis on improving governance over the last year which has been successful in securing a strong local governing body with a very effective Chair and Vice Chair. The perimeter fence is now in place giving greater security for the site. A library has been established which gives the pupils more resources to support their learning. The school is now advancing on its journey to making it a centre of excellence for enterprise. The school has carried out a review of administrative staff which has led to increased efficiencies.
- **Colnbrook** - While pupils have been making good progress educationally, continued focus has been on boosting pupil attainment and positive behaviour. Efforts have also been placed on increasing pupil numbers given a recent decrease in numbers locally. Related to the outcome of the Ofsted inspection in 2018, there has been emphasis on improving the breadth and depth of the curriculum for all pupils. The school has been provided with significant additional funding from Heathrow Airport which is being used to contribute to this richer curriculum. A new substantive Headteacher was also appointed who commenced September 2020.
- **Lynch Hill School Primary Academy** - The school now has a substantive Headteacher who has boldly made her stamp on the school. Steps have been successfully taken to review expenditure and reduce the amount of funding on staffing without compromising pupil achievements and progress. Recently, significant grant funding has been obtained to improve and replace the windows across the school. A lot of hard work has been put into parents completing documentation which facilitates drawing down a larger sum of money each year through Pupil Premium funding which provides an extra £1,320 per pupil. The

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

improvements in the catering facilities have improved the uptake in meals. A review has taken place of the school's support services, including administrative and caretaker staff, which has led to increased efficiencies.

**SEBMAT Local Governing Boards - Review of School Governance
School Year 2019- 2020**

Governing bodies reflect on their own performance in governing and give consideration to how they can develop and refine their effectiveness. Recent reviews of school governance have focused on their achievements in governing over the past academic year and address their priorities for the year ahead (2020-21).

Colnbrook CofE Primary School

Recent Achievements in 2019-20
<ul style="list-style-type: none">• Growth of the governing body• Good team building environment• Increased knowledge of the school• Increased focus• Increased participation of all the governing body with constructive questioning• Able to be more strategic with planning and succession
Priorities for the Future – 2020-21
<ul style="list-style-type: none">• Achieving a substantive Chair of Governors• Achieving greater diversity and representation across the governing body• Focus on the school's priorities of an improved curriculum and early years• Make use of Thinking Governance to increase the Board's contribution to the vision, values, and strategic direction of the school• Be prepared as a governing body for the forthcoming Statutory Inspection of Anglican and Methodist Schools (SIAMS) scrutiny• Build on the links with the community that the senior leadership has already achieved• Continue to draw on the resources already contributed by Heathrow Airport

Eton Porny CofE First School

Recent Achievements - 2019-20
<ul style="list-style-type: none">• The benefits arising from the focus on Thinking Governance in aligning with the School Development Plan (SDP) and contributing to vision, values and the strategic priorities of the school
Priorities for the Future – 2020-21
<ul style="list-style-type: none">• Increased diversity in membership• Increased visibility, particularly with parents, as a Local Governing Board• Thinking Governance/School Improvement Plan alignment review autumn 2020 as basis of governance monitoring

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Slough and Eton CofE Business and Enterprise College

Recent Achievements 2019-20
<ul style="list-style-type: none">• Governor recruitment• Curriculum review of the English Bacculaureate (EBACC)• Training for Ofsted scrutiny and subsequent discussions• Increased focus on Pupil Premium strategy and outcomes
Priorities for the Future 2020-21
<ul style="list-style-type: none">• Exploration of staff well-being and workload• Developing a more comprehensive and bespoke link governance structure• Consideration of funding and its use in the areas of SEND and also pastoral support for those pupils receiving Pupil Premium• Preparation for the Statutory Inspection of Anglican and Methodist Schools (SIAMS) scrutiny in the near future

Lynch Hill Enterprise Academy

Recent Achievements 2019-20
The Interim Governing Board (IGB) was in place for 2019-20 and achieved the following: <ul style="list-style-type: none">• Through quality first teaching created reporting processes to inform governors about teaching and learning• Made use of the SEBMAT Scheme of Delegation to evidence the improvement of governance, such as with training and fulfilling governance procedures• Appointed governors to address skill gaps across the governing body in areas such as enterprise, teaching and learning, accountability, data and safeguarding• Increased and improved levels of scrutiny through routine governor visits and external reviews. This also included increased and improved levels of questioning and challenge by the governors in meetings• Clear plan of action in transferring the IGB to a fully-fledged local governing body (LGB)
Priorities for the Future 2020-21
<ul style="list-style-type: none">• Continued emphasis on quality first teaching which will be reported to the governors to enable appropriate challenge and scrutiny• Focus on planning for COVID-19 impact on examinations and inspections• Related to governor membership and expertise steps will be taken to appoint staff and parent governors with an eye on recruiting a diverse membership to improve representation of the local community and students• Allocating particular governor responsibilities, such as for safeguarding, SEND and data• Setting up audits, reviews and school visits for governors to ensure the local governing body (LGB) knows the school well• Move to a substantive local governing body from being an IGB which addresses succession planning and ensures sustainability

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Lynch Hill School Primary Academy

Recent Achievements 2019-20
<ul style="list-style-type: none"> • Appointment of Head Teacher • Increased understanding of cohesion between staff, pupils and parents • Greater understanding of the school's offer through termly monitoring sessions: providing opportunities to meet with middle leaders, observe activities in school and talk to pupils • Increased communication with governors and continuity of LGB meetings • Increased support to HT & SLT from individual governors in their responsibility roles • Ongoing challenge and support throughout pandemic with particular focus on H & S and safeguarding • Supporting structures implemented for additional services for the wellbeing of all staff
Priorities for the Future 2020-21
<ul style="list-style-type: none"> • Increase participation of all governors outside of LGB meetings • Improve and follow the scheme of delegation and ensure all governors understand it • Be prepared as a governing body for a potential Ofsted inspection. Trust to possibly provide 'Thinking Governance' training • Succession planning for LGB • Achieve greater diversity

The Finance and Resources Committee is a sub-committee of the main Board of Trustees. Its purpose is to receive financial monitoring reports from individual academies and consider individual academy budget proposals for authorisation. The Committee was established in December 2013. In June 2019 its Terms of Reference were reviewed, revised and endorsed by the Board of Trustees.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Jon Reekie	2	2
Chris Spencer	2	2
Robin Crofts (resigned 31/3/2020)	1	1

Non Trustee Members of F&R Committee	Meetings attended	Out of a possible
Angela Browne	2	2
Robin Crofts (appointed 1/4/2020)	1	1
Chris Fisher	2	2
Sharandeep Dhanoa (resigned 3/3/2020)	0	1
Roderick Watson	2	2

The Audit Committee is also a sub-committee of the main Board of Trustees formed on 26th March 2014. Its purpose is to:

- monitor the integrity of the financial statements

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

- review internal financial controls and review the Academy's internal control and risk management systems
- make recommendations to the Board of Trustees in relation to the appointment, re-appointment and removal of the external auditor and approve the remuneration and terms of engagement of the auditor, and
- review the auditor's independence and objectivity.

No significant issues to note were dealt with during the period.

Membership of the committee is:

- Mr Alex Bottom – Independent Chair
- Mr Bottom is partner of Hillier Hopkins LLP
Radius House
51 Clarendon Road
Watford
Herts WD17 1HP
- Tom Arbuthnott – Director of SEBMAT
- Jimmy Scragg – Director of SEBMAT
- Costa Franceskides – Co-opted Member of the Audit Committee

Attendance at meetings in the year was as follows:

	Meetings attended	Out of a possible
Alex Bottom	2	2
Tom Arbuthnott	1	2
Robin Crofts	2	2
Angela Browne	2	2
Jimmy Scragg	2	2
Costa Franceskides (appointed 01/03/20)	1	1

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

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

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

- o Continuing to process Eton Porny's and Lynch Hill School Primary Academy's finance function centrally at Slough & Eton
- o Continuing to present spending proposals to Directors where they can be appropriately challenged and recorded in minutes
- o Reviewing the resources and staffing across the five schools within the Trust to take out inefficiencies, consolidate operations, modernise practice and seek more economical arrangements
- o Reviewing contracts and service level agreements regularly to ensure they remain suitable for the needs of the academies within the Trust. During the period the energy supplier was changed to avoid an increase in costs
- o The Trust undertook Office reviews in three of the academies for the purpose of increasing efficiencies.
- o Ensuring the Trust has robust financial procedures and regular policy reviews, operating within the regulations of the Academies Financial Handbook (2020).

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 policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Slough and East Berkshire C of E Multi Academy Trust for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual fixed and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the Annual Report and financial statements. This process is regularly reviewed by the Board of Trustees directly and through the Finance and Resources Committee and the Audit Committee, with both reporting to the Board.

The risk and control framework

The academy'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

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

- 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, and
 - 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 Landau Baker Limited, the external auditors, to perform additional checks.

The **Reviewer'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:

- testing of payroll systems
- testing of purchase systems
- testing of control account/bank reconciliations

The Board can confirm that the **Reviewer** has delivered their schedule of work as planned, provided details of any material control issues arising as a result of their work. During the current and previous period, there were no material control issues noted and thus no remedial action was required to be taken.

Review of effectiveness

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

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the 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 on 30 November 2020 and signed on their behalf by:

Mr R Evans
Chair of Trustees



Mr C Spencer, Chief Executive Officer
Accounting Officer



THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

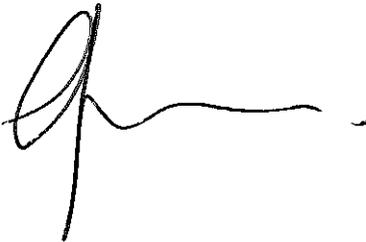
STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of The Slough and East Berkshire C of E Multi Academy Trust I have considered my responsibility to notify the academy 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, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook 2019.

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.

Mr C Spencer
Accounting Officer
Date: 30 November 2020



THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees (who act as governors of Slough and East Berkshire C of E Academy Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Education and Skills Funding Agency (ESFA), United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- 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 on 30 November 2020 and signed on its behalf by:

Mr R Evans
Chair of Trustees



THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**

Opinion

We have audited the financial statements of The Slough and East Berkshire C of E Multi Academy Trust (the 'academy') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

Basis for opinion

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

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST (CONTINUED)**

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 Auditors' Report thereon. Other information includes the Reference and Administrative Details, the Trustees' Report including the Strategic Report, and the Governance 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 including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST (CONTINUED)**

Responsibilities of trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

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

Carly Pinkus (Senior Statutory Auditor)



FOR LANDAU BAKER LIMITED

for and on behalf of

Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House
154 Brent Street
London
NW4 2DR

30 November 2020

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST AND THE EDUCATION AND SKILLS
FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 31 October 2011 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Slough and East Berkshire C of E Multi Academy Trust during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of The Slough and East Berkshire C of E Multi Academy Trust's
accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Slough and East Berkshire C of E Multi Academy Trust's funding agreement with the Secretary of State for Education dated 17 August 2011 and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. 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 2019 to 31 August 2020 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 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST AND THE EDUCATION & SKILLS
FUNDING AGENCY (CONTINUED)**

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 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Landau Baker Limited

Reporting Accountant

Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House
154 Brent Street
London
NW4 2DR

Date: 30 November 2020

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Restricted fixed asset funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Income from:						
Donations and capital grants	3	8	-	353	361	33,818
Charitable activities		-	18,109	-	18,109	15,618
Other trading activities		83	607	-	690	790
Investments	6	-	19	-	19	13
Total income		91	18,735	353	19,179	50,239
Expenditure on:						
Raising funds		5	-	-	5	13
Charitable activities	8	8	19,800	1,480	21,288	18,298
Total expenditure		13	19,800	1,480	21,293	18,311
Net income/(expenditure)		78	(1,065)	(1,127)	(2,114)	31,928
Transfers between funds	22	-	(425)	425	-	-
Net movement in funds before other recognised gains/(losses)		78	(1,490)	(702)	(2,114)	31,928
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	29	-	(1,422)	-	(1,422)	(1,005)
Net movement in funds		78	(2,912)	(702)	(3,536)	30,923
Reconciliation of funds:						
Total funds brought forward		129	(2,821)	64,284	61,592	30,669
Net movement in funds		78	(2,912)	(702)	(3,536)	30,923
Total funds carried forward		207	(5,733)	63,582	58,056	61,592

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

The notes on pages 45 to 73 form part of these financial statements.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07723151

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £000	2019 £000
Fixed assets			
Intangible assets	15	7	17
Tangible assets	16	63,473	64,180
		63,480	64,197
Current assets			
Stocks	17	31	35
Debtors	18	490	369
Cash at bank and in hand		3,045	3,899
		3,566	4,303
Creditors: amounts falling due within one year	19	(674)	(784)
Net current assets		2,892	3,519
Total assets less current liabilities		66,372	67,716
Creditors: amounts falling due after more than one year	20	(120)	(143)
Net assets excluding pension liability		66,252	67,573
Defined benefit pension scheme liability	29	(8,196)	(5,981)
Total net assets		58,056	61,592
Funds of the academy			
Restricted funds:			
Fixed asset funds	22	63,582	64,284
Restricted income funds	22	2,463	3,160
		66,045	67,444
Restricted funds excluding pension asset	22	66,045	67,444
Pension reserve	22	(8,196)	(5,981)
Total restricted funds	22	57,849	61,463
Unrestricted income funds	22	207	129
Total funds		58,056	61,592

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07723151

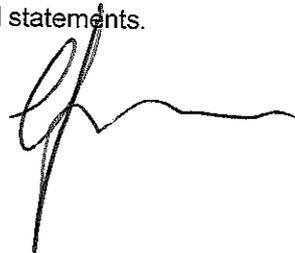
BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

The financial statements on pages 41 to 73 were approved by the Trustees, and authorised for issue on 30 November 2020 and are signed on their behalf, by:

Mr R Evans
Chair of Trustees

Mr C Spencer
Chief Executive Officer

The notes on pages 45 to 73 form part of these financial statements.



**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	2020 £000	2019 £000
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	24	(440)	493
Cash flows from investing activities			
	26	(391)	(470)
Cash flows from financing activities			
	25	(23)	417
Change in cash and cash equivalents in the year		(854)	440
Cash and cash equivalents at the beginning of the year		3,899	3,459
Cash and cash equivalents at the end of the year		3,045	3,899
	27, 28	3,045	3,899

The notes on pages 45 to 73 form part of these financial statements

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

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, 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

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

1.3 Income

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

Legacies

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

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

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.3 Income (continued)

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

Donations

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

Other income

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

1.4 Expenditure

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

Expenditure on raising funds

This includes all expenditure incurred by the academy 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's educational operations, including support costs and costs relating to the governance of the academy apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.6 Interest receivable

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

1.7 Intangible assets

Intangible assets costing £2,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Amortisation is provided on the following basis:

Computer software	- 2 years
-------------------	-----------

1.8 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 and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.8 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Freehold property	- Land is not depreciated; buildings over the estimated lives of components
Long-term leasehold property	- 125 years
Leasehold improvements	- Over the estimated lives of the components
Furniture and equipment	- 1 year
Plant and machinery	- 3 years
Computer equipment	- 2 years
Motor vehicles	- 3 years

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.

1.9 Stocks

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

1.10 Debtors

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

1.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.12 Liabilities

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy 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.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.13 Financial instruments

The academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy 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 18. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

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 19 and 20. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.14 Pensions

Retirement benefits to employees of the academy 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 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 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.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.15 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy 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.

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 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 29, 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 2020. 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.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

3. Income from donations and capital grants

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Restricted fixed asset funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Donations	8	-	-	8	10
Assets transferred from another trust	-	-	-	-	29,122
Capital grants	-	-	353	353	366
Leasehold at valuation	-	-	-	-	4,320
	<u>8</u>	<u>-</u>	<u>353</u>	<u>361</u>	<u>33,818</u>
<i>Total 2019</i>	<u>10</u>	<u>(1,405)</u>	<u>35,213</u>	<u>33,818</u>	

4. Funding for the academy's educational operations

	Restricted funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
DfE/ESFA grants			
GAG	15,344	15,344	13,796
Other ESFA grants	1,874	1,874	1,093
	<u>17,218</u>	<u>17,218</u>	<u>14,889</u>
Other government grants			
LA and other government grants	845	845	729
	<u>845</u>	<u>845</u>	<u>729</u>
Exceptional government funding			
Coronavirus job retention grant scheme	7	7	-
Coronavirus exceptional support	39	39	-
	<u>18,109</u>	<u>18,109</u>	<u>15,618</u>
<i>Total 2019</i>	<u>15,618</u>	<u>15,618</u>	

The academy trust has been eligible to claim additional funding in year from government support schemes

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

4. Funding for the academy's educational operations (continued)

in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding".

the funding received for coronavirus exceptional support covers £39,000 of funding in respect of additional operating costs and £7,000 of furloughed some of its lettings staff under the government's CJRS.

5. Income from other trading activities

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Total funds 2020 £000	<i>Total funds 2019 £000</i>
Trips	83	26	109	107
Catering	-	213	213	274
Lettings	-	141	141	137
Other income	-	227	227	272
	<u>83</u>	<u>607</u>	<u>690</u>	<u>790</u>
<i>Total 2019</i>	<u>69</u>	<u>721</u>	<u>790</u>	

6. Investment income

	Restricted funds 2020 £000	Total funds 2020 £000	<i>Total funds 2019 £000</i>
Bank Interest	19	19	13
	<u>19</u>	<u>19</u>	
<i>Total 2019</i>	<u>13</u>	<u>13</u>	

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

7. Expenditure

	Staff Costs 2020 £000	Premises 2020 £000	Other 2020 £000	Total 2020 £000	Total 2019 £000
Expenditure on raising voluntary income:					
Direct costs	-	-	5	5	13
Educational operations:					
Direct costs	13,122	-	1,574	14,696	12,095
Allocated support costs	3,087	2,138	1,367	6,592	6,204
	<u>16,209</u>	<u>2,138</u>	<u>2,946</u>	<u>21,293</u>	<u>18,312</u>
<i>Total 2019</i>	<u>13,162</u>	<u>2,208</u>	<u>2,942</u>	<u>18,312</u>	

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Educational operations	8	21,280	21,288	18,298
<i>Total 2019</i>	<u>13</u>	<u>18,285</u>	<u>18,298</u>	

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. Analysis of expenditure by activities

	Activities undertaken directly 2020 £000	Support costs 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Educational operations	14,696	6,592	21,288	18,298
<i>Total 2019</i>	<u>12,095</u>	<u>6,203</u>	<u>18,298</u>	

Analysis of direct costs

	Educational operations 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Staff costs	12,947	12,947	10,201
Staff development and training	130	130	143
Educational supplies and services	903	903	938
Technology costs	142	142	178
Examination fees	139	139	161
Agency supply teachers	175	175	221
Educational consultancy	260	260	253
	<u>14,696</u>	<u>14,696</u>	<u>12,095</u>
<i>Total 2019</i>	<u>12,095</u>	<u>12,095</u>	

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational operations 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Pension finance cost	105	105	90
Staff costs	3,077	3,077	2,725
Depreciation	1,480	1,480	1,437
Building maintenance	197	197	193
Grounds maintenance	9	9	17
Rates and water	77	77	111
Other occupancy costs	129	129	127
Energy costs	169	169	208
Cleaning	389	389	338
Insurance	132	132	119
Bought in professional services	57	57	32
Agency support costs	10	10	15
Catering supplies	300	300	361
Operating lease costs	51	51	51
Other support costs	275	275	226
Governance costs	135	135	153
	<u>6,592</u>	<u>6,592</u>	<u>6,203</u>
<i>Total 2019</i>	<u>6,203</u>	<u>6,203</u>	

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2020	<i>2019</i>
	£000	<i>£000</i>
Operating lease rentals	143	134
Depreciation of tangible fixed assets	1,464	1,555
Amortisation of intangible assets	16	10
Fees paid to auditors for:		
- audit	25	25
- other services	2	7
		7

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020	<i>2019</i>
	£000	<i>£000</i>
Wages and salaries	12,026	9,858
Social security costs	1,237	1,000
Pension costs	2,760	2,068
	16,023	12,926
Agency staff costs	186	236
	16,209	<i>13,162</i>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

11. Staff (continued)

b. Staff numbers

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

	2020 No.	2019 No.
Teaching staff	176	142
Administrative and support staff	266	207
Management	26	22
	468	371

The average headcount expressed as full-time equivalents was:

c. Higher paid staff

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

	2020 No.	2019 No.
In the band £60,001 - £70,000	2	6
In the band £70,001 - £80,000	6	2
In the band £80,001 - £90,000	3	-
In the band £120,001 - £130,000	1	1
	12	9

d. Key management personnel

The key management personnel of the academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy was £1,987,897 (2019 £1,491,499).

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

12. Central services

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

- Finance and budget monitoring
- Premises
- Human resources
- Strategic leadership and school improvement

The academy charges for these services on the following basis:

2.5% of General Annual Grant (GAG) and ESFA funding.

The actual amounts charged during the year were as follows:

	2020	<i>2019</i>
	£000	<i>£000</i>
Slough & Eton CofE Business & Enterprise College	197	<i>158</i>
Colnbrook CofE Primary School	29	<i>24</i>
Eton Porny CofE First School	16	<i>12</i>
Lynch Hill Enterprise Academy	89	<i>53</i>
Lynch Hill School Primary Academy	101	<i>53</i>
Total	432	<i>300</i>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019 - £NIL).

The CEO of the Trust, C Spencer, earned total remuneration of £43,504, NI contributions of £4,804 and pension contributions of £nil for the year ended 31 August 2020.

During the year, retirement benefits were accruing to no Trustees (2019 - none) in respect of defined contribution pension schemes.

During the year ended 31 August 2020, no Trustee expenses have been incurred (2019 - £NIL).

14. Trustees' and Officers' insurance

In accordance with normal commercial practice, the academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2020 was £353 (2019 - £353). The cost of this insurance is included in the total insurance cost.

15. Intangible assets

	Computer software £000
Cost	
At 1 September 2019	61
Additions	6
At 31 August 2020	67
Amortisation	
At 1 September 2019	44
Charge for the year	16
At 31 August 2020	60
Net book value	
At 31 August 2020	7
At 31 August 2019	17

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

16. Tangible fixed assets

	Freehold property £000	Long-term leasehold property £000	Furniture and equipment £000	Plant and machinery £000	Computer equipment £000	Total £000
Cost or valuation						
At 1 September 2019	6,513	60,210	778	208	1,693	69,402
Additions	-	549	119	-	89	757
At 31 August 2020	<u>6,513</u>	<u>60,759</u>	<u>897</u>	<u>208</u>	<u>1,782</u>	<u>70,159</u>
Depreciation						
At 1 September 2019	145	2,999	668	105	1,305	5,222
Charge for the year	2	1,013	161	6	282	1,464
At 31 August 2020	<u>147</u>	<u>4,012</u>	<u>829</u>	<u>111</u>	<u>1,587</u>	<u>6,686</u>
Net book value						
At 31 August 2020	<u>6,366</u>	<u>56,747</u>	<u>68</u>	<u>97</u>	<u>195</u>	<u>63,473</u>
At 31 August 2019	6,368	57,211	110	103	388	64,180

Freehold land and buildings are included at the book value transferred from The Learning Alliance Academy Trust. The value of the land has been determined by the trustees and is included within freehold property at a value of £3,907,746. No depreciation has been charged on freehold land.

17. Stocks

	2020 £000	2019 £000
Cleaning materials and uniforms	<u>31</u>	<u>35</u>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

18. Debtors

	2020 £000	2019 £000
Due within one year		
Trade debtors	7	44
Other debtors	69	121
Prepayments and accrued income	365	155
Tax recoverable	49	49
	490	369
	490	369

19. Creditors: Amounts falling due within one year

	2020 £000	2019 £000
Other loans	23	23
Trade creditors	203	371
Other taxation and social security	272	273
Accruals and deferred income	176	117
	674	784
	674	784
	2020 £000	2019 £000
Deferred income at 1 September 2019	174	103
Resources deferred during the year	124	103
Amounts released from previous periods	(103)	(32)
	195	174
	195	174

20. Creditors: Amounts falling due after more than one year

	2020 £000	2019 £000
Other loans	120	143
	120	143

Amounts included within other loans above includes a salix loan and an LA loan. The total balance outstanding on these two loans at 31 August 2020 was £123,039 and £19,730 respectively and include annual repayments of £17,577 and £5,000 per annum respectively. Both loans are interest-free. The salix loan matures in 7 years and the LA loan matures in 4 years.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

21. Financial instruments

	2020 £000	2019 £000
Financial assets		
Financial assets measured at fair value through income and expenditure	<u>3,045</u>	<u>3,899</u>

Financial assets measured at fair value through income and expenditure comprise bank and cash balances.

22. Statement of funds

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2020 £000
Unrestricted funds						
General Funds - all funds	<u>129</u>	<u>91</u>	<u>(13)</u>	<u>-</u>	<u>-</u>	<u>207</u>
Restricted general funds						
Restricted Funds - all funds	<u>3,160</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>3,160</u>
GAG	-	15,344	(15,616)	(425)	-	(697)
Pupil premium	-	767	(767)	-	-	-
Other ESFA funding	-	1,146	(1,146)	-	-	-
LA and other government funding	-	852	(852)	-	-	-
General	-	626	(626)	-	-	-
Pension reserve	(5,981)	-	(793)	-	(1,422)	(8,196)
	<u>(2,821)</u>	<u>18,735</u>	<u>(19,800)</u>	<u>(425)</u>	<u>(1,422)</u>	<u>(5,733)</u>
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	<u>64,284</u>	<u>353</u>	<u>(1,480)</u>	<u>425</u>	<u>-</u>	<u>63,582</u>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

22. Statement of funds (continued)

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2020 £000
Total Restricted funds	61,463	19,088	(21,280)	-	(1,422)	57,849
Total funds	61,592	19,179	(21,293)	-	(1,422)	58,056

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

All funds originated from assets gifted by the predecessor school. In addition:

Restricted fixed asset funds have been increased by capital grants provided by the DfE and reduced by depreciation charges.

Restricted general funds have been increased by revenue grants provided by the DfE and reduced by expenditure incurred in the operation of the academy.

The restricted funds can only be used in terms of limitations imposed the the Funding Agreement with the DfE and the terms of any specific grant.

Unrestricted funds have been increased by voluntary contributions by parents and reduced by expenditure incurred in the operation of the academy.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

Total funds analysis by academy

Fund balances at 31 August 2020 were allocated as follows:

	2020 £000	2019 £000
Slough & Eton CofE Business & Enterprise College	1,267	2,125
Colnbrook CofE Primary School	88	162
Eton Porny CofE First School	(9)	(27)
Lynch Hill Enterprise Academy	480	438
Lynch Hill School Primary Academy	409	161
Held centrally	435	430
Total before fixed asset funds and pension reserve	2,670	3,289
Restricted fixed asset fund	63,582	64,284
Pension reserve	(8,196)	(5,981)
Total	58,056	61,592

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

22. Statement of funds (continued)

The following academy is carrying a net deficit on its portion of the funds as follows:

	Deficit £000
Eton Porny CofE First School	<u><u>9</u></u>

Numbers on roll are 127, against a capacity of 150. The academy was inspected by Ofsted in October 2018 and the rating was improved from "requires improvement" in November 2015 to "good". Pupil numbers have increased from 112 in the previous year.

The academy is taking the following action to return the academy to surplus:

It is expected that the increase in roll will continue with consequent improvement in funding.

Total cost analysis by academy

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2020 £000	<i>Total 2019 £000</i>
Slough & Eton CofE Business & Enterprise College	5,677	1,229	630	1,223	8,759	9,184
Colnbrook CofE Primary School	1,014	132	92	238	1,476	1,417
Eton Porny CofE First School	568	72	31	124	795	703
Lynch Hill Enterprise Academy	2,623	459	320	486	3,888	2,377
Lynch Hill School Primary Academy	3,228	391	229	495	4,343	2,913
Held centrally	12	804	-	(264)	552	280
Academy	<u><u>13,122</u></u>	<u><u>3,087</u></u>	<u><u>1,302</u></u>	<u><u>2,302</u></u>	<u><u>19,813</u></u>	<u><u>16,874</u></u>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

22. Statement of funds (continued)

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

	<i>Balance at 1 September 2018 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2019 £000</i>
Unrestricted funds						
General Funds - all funds	76	79	(26)	-	-	129
Restricted general funds						
GAG	3,285	13,796	(13,352)	(569)	-	3,160
Pupil premium	-	702	(702)	-	-	-
Other ESFA funding	-	471	(471)	-	-	-
LA and other government funding	-	729	(729)	-	-	-
General	-	873	(873)	-	-	-
Assets transferred in from another academy trust	-	(109)	109	-	-	-
Pension reserve	(2,630)	(1,516)	(830)	-	(1,005)	(5,981)
	<u>655</u>	<u>14,946</u>	<u>(16,848)</u>	<u>(569)</u>	<u>(1,005)</u>	<u>(2,821)</u>
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	29,938	35,214	(1,437)	569	-	64,284
Total Restricted funds	<u>30,593</u>	<u>50,160</u>	<u>(18,285)</u>	<u>-</u>	<u>(1,005)</u>	<u>61,463</u>
Total funds	<u>30,669</u>	<u>50,239</u>	<u>(18,311)</u>	<u>-</u>	<u>(1,005)</u>	<u>61,592</u>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

23. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Restricted fixed asset funds 2020 £000	Total funds 2020 £000
Tangible fixed assets	-	-	63,473	63,473
Intangible fixed assets	-	-	7	7
Current assets	207	3,257	102	3,566
Creditors due within one year	-	(674)	-	(674)
Creditors due in more than one year	-	(120)	-	(120)
Provisions for liabilities and charges	-	(8,196)	-	(8,196)
Total	207	(5,733)	63,582	58,056

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2019 £000</i>	<i>Restricted funds 2019 £000</i>	<i>Restricted fixed asset funds 2019 £000</i>	<i>Total funds 2019 £000</i>
Tangible fixed assets	-	-	64,180	64,180
Intangible fixed assets	-	-	17	17
Current assets	129	4,087	87	4,303
Creditors due within one year	-	(784)	-	(784)
Creditors due in more than one year	-	(143)	-	(143)
Provisions for liabilities and charges	-	(5,981)	-	(5,981)
Total	129	(2,821)	64,284	61,592

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

24. Reconciliation of net (expenditure)/income to net cash flow from operating activities

	2020 £000	2019 £000
Net (expenditure)/income for the period (as per Statement of Financial Activities)	(2,114)	31,928
Adjustments for:		
Amortisation	16	10
Depreciation	1,464	1,427
Capital grants from DfE and other capital income	(353)	(367)
Interest receivable	(19)	(13)
Defined benefit pension scheme cost less contributions payable	683	738
Defined benefit pension scheme finance cost	105	90
Decrease/(increase) in stocks	4	(33)
Increase in debtors	(121)	(178)
(Decrease)/increase in creditors	(110)	501
Defined benefit pension scheme administration expenses	5	2
Net assets transferred into the academy from another academy trust	-	(29,120)
Non-cash net current liabilities acquired from another academy trust	-	(172)
Leasehold fair value adjustment on transfer from another academy trust	-	(4,320)
Net cash (used in)/provided by operating activities	(440)	493

25. Cash flows from financing activities

	2020 £000	2019 £000
Cash inflows from new borrowing	-	141
Repayments of borrowing	(23)	(5)
Cash assets transferred into the trust from another academy trust	-	281
Net cash (used in)/provided by financing activities	(23)	417

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

26. Cash flows from investing activities

	2020 £000	2019 £000
Dividends, interest and rents from investments	19	13
Purchase of tangible fixed assets	(763)	(850)
Capital grants from DfE Group	253	267
Capital funding received from sponsors and others	100	100
Net cash used in investing activities	(391)	(470)

27. Analysis of cash and cash equivalents

	2020 £000	2019 £000
Cash in hand	3,045	3,899
Total cash and cash equivalents	3,045	3,899

28. Analysis of changes in net debt

	At 1 September 2019 £000	Cash flows £000	At 31 August 2020 £000
Cash at bank and in hand	3,899	(854)	3,045
Debt due within 1 year	(23)	-	(23)
Debt due after 1 year	(143)	23	(120)
	3,733	(831)	2,902

29. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 August 2020.

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

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

29. Pension commitments (continued)

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £1,564,122 (2019 - £928,584).

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

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

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

29. Pension commitments (continued)

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 2020 was £795,000 (2019 - £878,000), of which employer's contributions totalled £610,000 (2019 - £663,000) and employees' contributions totalled £ 185,000 (2019 - £215,000). The agreed contribution rates for future years are 20.6 per cent for employers and between 5.5 and 12.5 per cent for employees.

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

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

Principal actuarial assumptions

Royal County of Berkshire Pension Fund	2020	2019
	%	%
Rate of increase in salaries	3.25	3.70
Rate of increase for pensions in payment/inflation	2.25	2.20
Discount rate for scheme liabilities	1.60	1.85

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

	2020	2019
	Years	Years
<i>Retiring today</i>		
Males	21.5	22.1
Females	24.1	24.0
<i>Retiring in 20 years</i>		
Males	22.9	23.7
Females	25.5	25.8

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

29. Pension commitments (continued)

Sensitivity analysis

Royal County of Berkshire Pension Fund

	2020 £000	2019 £000
Discount rate +0.1%	333	250
Discount rate -0.1%	343	257
Mortality assumption - 1 year increase	477	376
Mortality assumption - 1 year decrease	459	364
CPI rate +0.1%	323	239
CPI rate -0.1%	315	233

Share of scheme assets

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

	2020 £000	2019 £000
Equities	2,650	2,636
Corporate bonds	595	687
Property	644	597
Cash and other liquid assets	430	372
Target Return Portfolio	139	226
Commodities	17	29
Infrastructure	332	462
Longevity Insurance	(268)	(275)
Total market value of assets	4,539	4,734

The actual return on scheme assets was £121,000 (2019 - £218,000).

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

	2020 £000	2019 £000
Current service cost	(1,293)	(1,300)
Past service cost	-	(101)
Interest income	94	94
Interest cost	(199)	(184)
Administrative expenses	(5)	(2)
Total amount recognised in the Statement of Financial Activities	(1,403)	(1,493)

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

29. Pension commitments (continued)

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

	2020 £000	2019 £000
At 1 September	10,715	4,886
Transferred in on existing academies joining the trust	-	2,844
Current service cost	1,293	1,300
Interest cost	199	184
Employee contributions	185	215
Actuarial losses	485	1,005
Benefits paid	(142)	(38)
Past service costs	-	101
Effects of non-routine settlements	-	63
Liabilities extinguished on settlements	-	155
At 31 August	12,735	10,715

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

	2020 £000	2019 £000
At 1 September	4,734	2,256
Transferred in on existing academies joining the trust	-	1,328
Expected return on assets	121	218
Interest income	94	94
Expected return on assets	(1,058)	-
Employer contributions	610	663
Employee contributions	185	215
Benefits paid	(142)	(38)
Administration expenses	(5)	(2)
At 31 August	4,539	4,734

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

30. Operating lease commitments

At 31 August 2020 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020	2019
	£000	£000
Not later than 1 year	138	131
Later than 1 year and not later than 5 years	451	396
	589	527

31. 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.

32. Related party transactions

Owing to the nature of the academy and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy's financial regulations and normal procurement procedures relating to connected and related party transactions.

Mr F R Evans, a member of the trust, had travel and subsistence expenses amounting to £6,655 (2019: £15,150) paid during the period.

Mr R Crofts, Chair of Trustees and member (until 31 March 2020) had consultancy fees of £15,470 (2019: £31,703) paid during the period.

Ms H Huntley, Chair of the Local Governing Body of Lynch Hill Enterprise Academy, had consultancy fees of £7,000 (2019: £4,750) paid during the period.

33. Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2020 the trust received £46,956 (2019: £50,499) and disbursed £42,893 (2019: £50,499) from the fund. An amount of £4,063 (2019: £nil) was due back to the ESFA at the year end and is included in creditors.

