University of Brighton Academies Trust

(A Company Limited by Guarantee)

Annual Report and Financial Statements

Year ended 31 August 2022

Company Registration Number: 7185046 (England and Wales)

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Reference and Administrative Details

Members:	University of Brighton Professor Christopher Pole William Goodwin James Stuart Jenny Wingate
Trustees:	Siobhan Denning (Vice Chair) Jill Elizabeth Gray Lorraine Harrison Chris McFadden Jeremy Nurse Professor Christopher Pole (Chair) Dr John Smith (Chief Executive and Accounting Officer) Miles Smith Janey Walker Paul Whiteing Andrew Wilson
Company Secretary:	Samantha Coates
Executive Management Team:	
Chief Executive	Dr John Smith
Executive Director of Strategy	Samantha Coates
Executive Director of School Improvement	Dylan Davies
Executive Director of Finance and Operations	Tom Scully
Company Name:	University of Brighton Academies Trust
Principal and Registered Office:	Multi-Academy Trust Office c/o The Burgess Hill Academy Station Road Burgess Hill RH15 9EA
Company Registration Number:	07185046
Independent Auditor:	Azets Audit Services Greytown House 221-227 High Street Orpington Kent BR6 0NZ
Bankers:	Lloyds Bank North Street Brighton BN1 1GL

Solicitors:	Mills & Reeve LLP 78-84 Colmore Row Birmingham B3 2AB Browne Jacobson LLP 15th Floor 6 Bevis Marks London EC3A 7BA

Trustees' Report

Introduction

The Trustees present their annual report together with the financial statements and Auditors' Report of the University of Brighton Academies Trust for the year ended 31 August 2022. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The University of Brighton Academies Trust has been established for the purpose of advancing education in the United Kingdom for the public benefit. It is sponsored by the University of Brighton.

The Trust operates fifteen academies in Sussex as follows:

Name	Phase	Academy Route (Date joined)	Characteristic	NOR (as at Oct 22)[1]	Special Facility	Nursery
Hastings						
The Hastings Academy	Secondary	Sponsored (September 2011)	Mainstream with special facility	879	6	-
The Baird Primary Academy	Primary	Sponsored (January 2014)	Mainstream with nursery	333	-	11
Dudley Infant Academy	Infant	Converter (November 2013)	Mainstream	188	-	-
St Leonards						
The St Leonards Academy	Secondary	Sponsored (September 2011)	Mainstream with special facility	1437	18	-
Churchwood Primary Academy	Primary	Converter (September 2014)	Mainstream with nursery and special facility	248	7	36
Hollington Primary Academy	Primary	Converter (September 2014)	Mainstream with nursery	377	-	42
Rosback Wood Primary Academy	Primary	Converter (September 2014)	Mainstream with nursery	480	-	86
Silverdale Primary Academy	Primary	Converter (February 2015)	Mainstream	629	-	-
West St Leonards Primary Academy	Primary	Sponsored (November 2013)	Mainstream with special facility	383	11	-
Brighton & Hove						
Holmbush Primary Academy	Primary	Converter (April 2015)	Mainstream with nursery	213	-	20
Mid Sussex						
Blackthorns Community Primary Academy	Primary	Converter (April 2015)	Mainstream with special facility	208	5	-

[1] The NOR (number on roll) includes pupils in the special facility and nursery

Lindfield Primary Academy	Primary	Converter (September 2015)	Mainstream	657	-	-
The Burgess Hill Academy	Secondary	Sponsored (September 2016)	Mainstream	1086	-	-
Crawley						
Desmond Anderson Primary Academy	Primary	Converter (February 2017)	Mainstream with special facility and nursery	428	20	24
Pound Hill Infant Academy	Infant	Converter (September 2015)	Mainstream	259	-	-
			Total	**7805**	**67**	**219**

Overview of our 2021/22 accounts

The Annual Report and Accounts that follow cover the University of Brighton Academy Trust's 15 academies and its professional services. In order to help readers understand how the financial performance of the Trust compares to prior years, the table below and analysis in this section only looks at underlying figures. In both years, it takes the net operating deficit, and adds back significant non-cash accounting entries (relating to the depreciation of fixed assets and an adjustment to the LGPS pension liability in both years). It is, therefore, a comparison of the financial performance of our 15 academies and their overarching structure, prepared on the same basis, and without the impact of non-cash accounting adjustments which mask underlying performance.

	2021/22		**2020/21**		**Variance**	
£'000s	**Per Accounts**	**Underlying**	**Per Accounts**	**Underlying**	**£'000**	**%**
Income						
Grant income	48,307	48,307	47,063	47,063	1,244	*2.6%*
Other income	1,660	1,660	1,608	1,608	52	*3.2%*
Donations	363	363	432	432	69	*(16.0%)*
	50,330	50,330	49,103	49,103	1,227	*2.5%*
Expenditure						
Pay	42,880	38,581	39,677	36,584	1,997	*5.5%*
Premises	4,966	3,838	5,792	3,898	(60)	*(1.5%)*
Other	6,825	6,825	5,913	5,913	912	*15.4%*
	54,671	49,244	51,382	46,395	2,849	*6.1%*
Net Surplus/(Deficit)	**(4,341)**	**1,086**	**(2,279)**	**2,708**	**(1,622)**	

Key metrics						
Number on Roll*	7,702	7,702	7,970	7,970	(268)	*(3.4%)*
Income/pupil	6.53	6.53	6.16	6.16	0.37	*6.1%*
Pay cost/pupil	5.57	5.01	4.98	4.59	0.42	*9.1%*
Non-pay cost/pupil	1.53	1.38	1.47	1.23	0.15	*12.1%*

**Note that the number on roll in this table is as at October 2021 and 2020 respectively (since that is the period to which the financial performance relates) and will therefore not reconcile to the table in the "Introduction" section*

On this underlying basis, total grant income has increased by £1.2m (2.6%), from £47.1m to £48.3m. GAG funding increased by £3.3m (9.3%). £1.2m of this increase is the inclusion of the Teacher Pay and Pensions grant into GAG. The remainder of the increase is primarily due to the increase in the minimum per pupil funding guarantee (Primary: £3.7k to £4.2k; Secondary: £5k to £5.4k). The Trust received £0.7m in COVID related DfE grant funding in 20/21, for 21/22 the equivalent figure is £0.5m, a reduction year-on-year of £0.2m. The PE and Sport premium grant has reduced by £0.2m from 20/21. In 20/21 the conditions of the grant allowed the funding to be used for works completed in 21/22, no such provision was allowed for the 21/22 funding.
Within total grant income we have £0.4m that has not been utilised in 21/22 that will need to be provided for in 22/23 (a mixture of pupil premium and covid related funding).
Capital grants are down £0.2m year-on-year, this is due to the Trust having received a one-off additional grant in 20/21.
The Trust received a further £0.3m in donated laptops from the DfE (a similar figure to what we received in 20/21).
Non-grant income has reduced £0.1m in 21/22. Staff absence insurance income is a major contributor to this, the reason being that many academies chose not to undertake staff absence insurance due to the increase in premiums being significant and thus chose to utilise the expenditure budget to manage cover.

Total expenditure (excluding non-cash adjustments) increased £2.8m to £49.2m year on year. This is an overall increase in per pupil spend, from £5.8k to £6.4k.
Staff costs increased £2m (5.5%) to £38.6m, primarily as a result of increments and pay awards.
Total non-pay costs increased by £0.8m (to £10.7m), largely due to the return of normal provision in areas such as catering and school trips.

As a result, the underlying outturn for the year is a surplus of £1.1m, which is down £1.6m on the prior year. Stripping out the effect of capital programmes, donated laptops and recognised grant income not spent, the resulting surplus would have been circa £0.1m.

Structure, Governance and Management

Constitution
The Trust is a company limited by guarantee and an exempt charity. The Memorandum and Articles of Association are the primary governing documents of the Trust. The Trustees are also the Directors of the charitable company for the purposes of Company Law. The University of Brighton is the sponsor of the Trust.

Details of the Trustees who served throughout the year are included in the Reference and Administrative Details section above.

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

Trustees' Indemnities
Every Trustee is indemnified out of the assets of the Trust against any liability incurred by him/her in that capacity in defending any proceedings, whether criminal or civil, in which judgment is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Trust.

Method of Recruitment and Appointment or Election of Trustees
In accordance with the Trust's Articles of association, the University of Brighton, as sponsor, may appoint up to nine Trustees. The Chief Executive is an ex-officio Trustee. The Board of Trustees may

also co-opt additional Trustees to join the Board.

Policies and Procedures Adopted for the Induction and Training of Trustees
The Trust is committed to adopting best practice in all aspects of corporate governance. The current Trustees have been selected on the basis of having experience at Board level in other similar organisations. The Trust has established procedures for the induction and training of new Trustees, who may not have the same level of experience. A similar approach is taken to the induction and training of new members of local governing bodies.

Organisational Structure
The Board of Trustees, which meets at least six times a year, is supported by four specialist committees (Education & Standards; Finance & Resources; Risk & Audit; and Remuneration & HR), a Local Governing Body (LGB) for each academy or group of academies (LGB responsibilities include community engagement and pupil wellbeing, including behaviour, attendance and safeguarding) and a formally constituted Chairs' Forum (comprising trustees and LGB chairs). These committees normally meet two - three times a year.

Each LGB includes up to two members who are parents of students/pupils in the academy, who are elected by parent of students/pupils in the academy (in the case of LGBs which oversee more than one academy, there is one parent representative from each academy). A further member of each LGB is a member of staff of the academy, who is elected by staff in the academy.

The Trust is managed by the Chief Executive together with:

(i) a Strategic Team comprising the Deputy Chief Executive: Chief Operating Officer, Deputy Chief Executive: School Improvement and Director of Finance: Chief Financial Officer (responsible for proposing the overall corporate strategy and objectives of the Trust, and their subsequent delivery)

(ii) an Executive Team, comprising Deputy Chief Executive: Chief Operating Officer, Deputy Chief Executive: School Improvement, Director of Finance: Chief Financial Officer, Director of People and Director of School Improvement. The Executive Team oversees all education provision in the Trust, as well as its professional services (Estates and Facilities Management, Finance, People, ICT, Marketing and Communications, and Governance and Admissions). It is responsible for approving cross-cutting / thematic business strategies (which contribute to the delivery of the overall corporate strategy) and is responsible for overseeing their delivery and meeting agreed targets (eg pupil progress and outcomes).

Academy leadership is led by a Principal supported by a senior leadership team.

All academy Principals, Directors of Professional Service and the Trust's Executive Team form a Senior Management Team. Members work collaboratively, taking joint responsibility for the outcomes of all of our pupils and for the efficient and effective management of the Trust's resources.

The Trust is a single legal entity which must account separately to the Department for Education in relation to each academy. The Chief Executive is the Trust's Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel
The pay and remuneration of key management personnel (members of the Strategic Team, Executive Team, Academy Principals and Directors of Professional Services) is in accordance with the Trust's Leadership Pay Policy. The pay of the Chief Executive, Deputy Chief Executive: Chief Operating Officer and Deputy Chief Executive: School Improvement is determined by the Board of Trustees.

Trade Union Facilities Time
Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations, the Trust publishes information about Trade Union Facilities Time.

The reporting is based on data during a 'relevant period', which is 12 months commencing 1 April. The information below is for the relevant period from 1 April 2021 to 31 March 2022.

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
10	9.62

Percentage of time spent on facility time

Percentage of time	Number of employees who were relevant union officials
0%	10
1%-50%	0
51%-99%	0
100%	0

NB. 2 workplace representatives spent 0.55% of time performing paid union activities although this is reported as 0%. 1 representative spent 0.67% of time performing paid union activities although this is reported as 0%. No other representatives performed any activities in the relevant period.

Percentage of pay bill spent on facility time

Provide the total cost of facility time	£735.24
Provide the total pay bill	£36,413,995
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x 100	0.00%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) x 100	100%

Related Parties and other Connected Charities and Organisations

The Trust currently has one Related Party, which is the sponsor of the Trust: the University of Brighton. The University is also a Member of the Trust. This related party arrangement involves the following transactions:

- The provision of an internal audit service by the University to the Trust
- A range of initial teacher training activity, including a School Direct partnership between the University and the Trust
- Use of some University accommodation as office space for the some of the Trust's professional teams

Each of these are provided 'at cost'.

Engagement with employees (including disabled persons)

The Trust's People department ensures that individual employees are informed about all matters affecting their employment, such as changes to salary and other contractual matters. A new HR and Payroll system was implemented during 2019/20, which incorporates an Employee Self Service element, improving access by employees to their employment information and benefits.

There is a Recognition and Procedural Agreement between the Trust and its main trade unions for support and teaching staff. Local meetings between trade union representatives and academy senior staff are complemented by a Trust Joint Consultation Committee which meets at least three times a year. The Trust and each Union recognise their common interest and joint purpose in furthering the

aims and objectives of the Trust and in achieving reasonable solutions to all matters which concern them. This includes:

- Jointly agreeing pay and conditions of employment;
- Good practice with regard to matters of employment and health and safety;
- Effective communication;
- Participation and involvement of staff;
- Effective and prompt resolution of issues and disputes;
- Equal opportunities in employment; and
- Arrangements for discussion of professional issues concerning teaching and learning

The Trust's Strategic Plan is linked with its improvement planning and performance management processes, which enables all staff to contribute to the achievement of the Strategic Plan. This has been strengthened through the development of a new Professional Review Scheme (replacing the Trust's former appraisal policies) which was implemented from September 2021, following a comprehensive training programme for reviewers and reviewees.

The Trust's recruitment policy and practice is that all recruitment and selection decisions are free from unlawful discrimination on the grounds of gender, marital status, religion, nationality, race, colour, ethnic origin, political belief, sexual orientation, age, gender re-assignment or disability. The Trust is registered as 'Disability Confident Committed' and is seeking to gain 'Disability Confident Employer' status as well as Mindful Employer charter mark. The Trust's Equality and Diversity Policy similarly sets out the Trust's commitment to eliminating all forms of discrimination and aims to promote positive attitudes between all people, including those with different abilities.

During 2021/22, the Trust's People department invited all staff to participate in the Trust's second annual Wellbeing Survey. Over 650 staff responded, providing helpful feedback which is being used to further strengthen wellbeing initiatives, including Wellbeing Champions and Mental Health Ambassadors, the ongoing implementation of wellbeing action plans in each academy, and initiatives to address workload concerns.

Engagement with suppliers, customers and others in a business relationship with the Trust
The Trust has a supplier approval process to add new ongoing preferred suppliers to the Trust's finance systems; this means that Trust's Finance department can contact suppliers if there are any key changes to finance practices. For preferred suppliers the Trust has preferential procurement limits.

For larger purchases or services the Trust follows published competitive procurement procedures either through a tender competition through a framework or through a tender by non-advertised supplier to known suppliers – this allows the Trust to establish a close working relationship over 3-5 years supported by contract management and, where relevant, service level agreements.

The Trust's Procurement Procedures and Financial Regulations are published on the Trust's website and available for all existing and prospective suppliers to understand the Trust's systems of financial control and financial management.

New finance systems have been implemented which expedite the raising of purchase orders and payment of invoices, which in turn ensure the timely payment of invoices within 30 day payment terms.

The Trust has a central dedicated finance team which can be contacted by suppliers if there are any queries.

Objectives and Activities

Objects and Aims
The objectives of the Trust as set out in its Articles of Association are specifically restricted to the following: “to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing schools”.

The Trust’s overall aim and mission is to work collaboratively to help its pupils and everyone connected to its academies to achieve excellence. The Trust’s values are excellence, integrity and innovation.

Objectives, Strategies and Activities
The key features of the Trust’s school improvement strategy are based on the Trust’s overall vision and the aim to achieve excellence as standard:

- Leading the Trust strategically.
- Improving the workforce.
- Developing and utilising the best leaders.
- Monitoring and review.
- Additional support to vulnerable academies.
- Links with the School of Education, University of Brighton.
- Improved initial teacher education opportunities.
- Continuing professional development opportunities.
- Research opportunities.

The Trust has a Strategic Plan covering the period 2018-2023, approved by the Board of Trustees, which informs and shapes its work to achieve excellence for its pupils, staff and community. Targets and actions in support of the Strategic Plan are agreed annually by the Board of the Trustees. Work is underway on developing the next five-year Strategic Plan, and has included work to refresh and update the Mission, Vision and Values of the Trust.

A Medium Term Financial Plan was developed alongside the Strategic Plan 2018-23 and is designed as a tool to support effective planning and decision making to ensure i) the longer term financial sustainability of the Trust; and ii) underpin achievement of the strategic priorities and objectives.

The Trust also has a staff Recruitment and Retention Strategy 2018-2023 to complement the Strategic Plan. The strategy is comprised of four themes:

- Staff wellbeing
- Professional development and succession planning
- Recruitment processes
- Marketing

Public Benefit
The Board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities. In particular, the Trustees considered how planned activities would contribute to the aims and objectives they have set.

The Trust provides benefits to the public through the achievement of its vision, which is as follows:

“We want to help everyone connected to our academies achieve excellence.

- We share a belief that education transforms lives.
- We equip pupils with the skills to fulfil their potential as global citizens.
- Each of our academies has a rich and creative curriculum to ensure that pupils meet their potential and are inspired to continue learning.
- Pupils’ experiences are enriched by the University of Brighton’s contribution.
- Our academies have a positive impact on their local communities.

- Parents and carers actively engage with their child's learning and pupils understand the positive role they can play in their wider community.
- Our academies support each other to improve by working together."

Strategic Report

Achievements and performance
Due to the Covid 19 pandemic, and in common with other schools and multi academy trusts, 2021/22 was once again an exceptional year for the Trust. The planned actions and targets for 2021/22 were impacted by Covid 19; nevertheless, there were a number of key achievements, which are summarised in the paragraphs below.

Key performance indicators
As indicated above, the Trust has a Strategic Plan 2018-2023, and each year annual targets and actions are agreed by the Board of Trustees. The Strategic Plan is comprised of five priority areas:

Priority 1 – School Improvement
The provisional outcomes for the Trust's secondary academies in 2021/22 are:

	Eng/Ma 4+		Eng/Ma 5+		EBacc 4+		EBacc 5+	
KS4	**2022**	**Nat 2022**	**2022**	**Nat 2022**	**2022**	**Nat 2022**	**2022**	**Nat 2022**
The St Leonards Academy	43%	63%	22%	42%	2%	25%	2%	18%
The Hastings Academy	49%	63%	27%	42%	6%	25%	4%	18%
The Burgess Hill Academy	73%	63%	49%	42%	25%	25%	21%	18%
All students	52%	63%	31%	42%	9%	25%	8%	18%

Compared to recent years most GCSE metrics have fallen: comparisons should be viewed with caution as pupils' education experiences have not been comparable. Outcomes align with similar schools' results in Sussex. In common with national data, gaps remain between all and disadvantaged pupils.

Primary academy outcomes in 2021/22 are:

	Reading			Writing			Maths			RWM combined		
	2019	**2022**	**Nat 2022**	**2019**	**2022**	**Nat 2022**	**2019**	**2022**	**Nat 2022**	**2019**	**2022**	**Nat 2022**
KS2												
Expected	74%	78%	74%	80%	67%	69%	78%	64%	71%	65%	52%	59%
KS1												
Expected	77%	70%	68%	73%	60%	58%	79%	65%	69%	69%	54%	54%

	2019	2022	Nat 2022
Y1 Phonics	83%	69%	71%
RY GLD	76%	67%	Released Nov 2022

For Year 6 pupils, all curriculum metrics improved over the year and more pupils met leaders' curriculum expectations. The biggest in year improvement was seen in writing composition data. Reading outcomes at both Key Stage 1 and Key Stage 2 were in line with or above national averages. In common with national trends, disadvantaged gaps remain and have become wider for most academies.

Key achievements during 2021/22 include:

- Curriculum planning has further developed across all academies
- The Trust's school improvement team developed their work with leaders to ensure the effective implementation of the curriculum via the creation of a Trust wide subject faculty approach
- In particular, reading has been strengthened through the establishment of a Reading faculty, with associated Accelerated reader and Expert reader groups. Reading reviews by challenge partners and as part of the education provision reviews by the school improvement team highlight good quality reading books across primaries
- All academies had a DfE recognised phonics school in place by September 2022
- All academies have registered with Step Ahead Teaching School Hub and use the Ambitions institute resources to support Early Careers Teachers
- All academies were reviewed by their respective local authority safeguarding team to provide an external view of the safeguarding culture in each academy. Effective cultures were noted in most academies. Where recommendations were given, the school improvement team supported leaders to follow these up swiftly.
- The school improvement team, via the external challenge partners, reviewed leaders' work to support disadvantaged pupils in the academies (pupils with SEND and those pupils in receipt of pupil premium)
- Alternative provision reviews have been established, along with protocols for the approval and quality assurance of Alternative Provision providers
- Every academy has identified a Mental Health and Emotional Wellbeing lead for children
- Additional capacity has been invested to support pupil attendance, and attendance management guidance refreshed and disseminated to academies.

School improvement priorities for the 2022/23 year are focused on ensuring all pupils receive a high quality curriculum, through effective teaching, and that these lead to the best possible outcomes for all pupils across the Trust. This includes ensuring that all disadvantaged and vulnerable pupils have access to well considered, planned and delivered cultural capital through their curriculum, and all SEND pupils are taught an ambitious curriculum, and well-planned and delivered appropriate support to achieve their best across the curriculum. Key objectives are for pupils' reading skills and abilities to improve so that they can access the curriculum, learn and be successful at school; and for pupils to be safe and happy in school. Key educational targets for the forthcoming year include:

- All academies are judged as either Good or Outstanding by Ofsted following inspections
- There is a measurable increase in the % of pupils meeting curriculum expectations
- All progress measures across the Trust improve towards zero or remain above zero
- Gaps between disadvantaged and other pupils diminish
- Average attendance increases and persistent absence decreases
- 100% of all internal and external Safeguarding Reviews confirm that safeguarding arrangements are effective
- Pupil voice surveys indicate that 100% of pupils feel safe in school

Priority 2 – Strategic Development

Key achievements during 2021/22 include:

- A new shared Trust mission, vision and values was developed by Trustees and senior leaders, and a comprehensive change implementation plan developed (it is the intention, that the new mission, vision and values will be fully implemented in all academies by July 2023, underpinned by communications and engagement with wider stakeholders).
- Following a competitive application process, the Trust was formally appointed by the Regional Schools Commission to a run a new all through primary and secondary school, which is being

built as part of the Brookleigh development in Burgess Hill. This will be the first Net Zero Carbon all-through primary and secondary school, and is being funded by West Sussex County Council, with contributions from Homes England.
- A number of initiatives have been introduced to support staff recruitment and retention, including the implementation of Real Living Wage pay rates for the Trust's lowest paid staff from April 2022.
- Targeted pupil recruitment marketing campaigns have been developed and implemented, to maximise the numbers of pupils recruited to the Trust's academies.

Key targets for the forthcoming year include:
- The number of Reception Year pupil applications and allocations in those academies which did not recruit to PAN in September 2022 increases for September 2023 entry
- All other academies continue to recruit to PAN in September 2023
- Staff recruitment - the average number of applications per externally advertised post increases
- All Ofsted, RSC and local authority reports/reviews reflect positively on the Trust
- The number and proportion of positive external media stories about the Trust increases

Priority 3 - Staffing
The implementation of the Trust's Recruitment and Retention Strategy 2018-2023 continues to progress positively: key achievements during 2021/22 include:
- The Trust's new Professional Review Scheme was implemented: this better recognises the hard work and commitment of staff by disaggregating pay and performance and which places a strong focus on professional and career development alongside wellbeing
- Continued strengthening of staff wellbeing initiatives, informed by a Staff Wellbeing Survey, including Wellbeing Champions, Mental Health Ambassadors (mental health first aider [adult] trained), Wellbeing training, an updated Sickness Absence Management Policy and supporting guidance and training for line managers
- The development of career pathways for teachers and teaching assistants
- The development of an Employee Engagement plan
- The strengthening of internal communications, including a regular communication to all staff through 'The Scoop' and redevelopment of the Trust's Intranet

Key targets for the forthcoming year include:
- Staff turnover reduces
- Average number of sickness absence days per staff member reduces
- The number of staff leaving the Trust because of dissatisfaction decreases
- Staff self-rating of their mental wellbeing increases

Priority 4 - Resources
Key achievements during 2021/22 include:
- Completion of major capital projects across the Trust's estate
- A review of the Trust's approach to budget setting, underpinned by implementation of an Integrated Curriculum-Led Financial Planning approach and by the Trust's strategic priorities

Key targets for the forthcoming year include:
- As at March 2023, to have utilised 100% of School Condition Allocation funding relating to the 2021/22 year, and 60% of funding relating to 2022/23
- In line with the Medium Term Financial Plan, set a budget for 2023/24 with curricula which have an average contact ratio of 76%
- Set a budget for 2023/24 that is consistent with the Trust's Reserves Policy (currently 21 days), ensuring reasonable assumptions for funding and expenditure changes

Priority 5 – Governance and Accountability
Key achievements during 2021/22 include:

- An External Review of Governance, using the National Governance Association's framework, has been completed by a National Leader of Governance, which provided positive feedback on the Trust's governance arrangements.
- Management Information Academy Data Dashboards have been rolled out to all 15 academies and 6 Professional service teams: the academy dashboards are the most developed with assessment, safeguarding, pastoral, and challenge partner review data being used daily by our principals. Additionally, key People reports on Wellbeing are now available. Work continues with our professional service teams as they realise the full potential of the data available to them.
- A pilot to review LGB roles and responsibilities was launched (due to report back in December 2022)

Key targets for the forthcoming year include:

- 100% of new staff complete required online training on key statutory requirements
- 100% of new staff complete safeguarding training and cyber security training
- New staff appointed reflects the profile of applicants to roles in the Trust

Key Financial Performance Indicators

The Trust set out a detailed budget at the start of the year, the budget deficit was £1.5m (SCA catch-up and provision for the unutilised income received in 19/20), underlying outturn was £1.1m surplus, a favorable variance of £2.6m.
After adjusting for capital (£0.3m), donated laptops (£0.3m), and the unspent income (£0.4m) the outturn was £0.1m surplus.

A number of financial indicators and benchmarks are being developed and used to assist Trustees in managing the Trust's financial affairs to ensure efficient operation, liquidity and effective use of resource.

The ratio of staff related expenditure to income was 82% (79% in 2020/21).

Going Concern

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

Promoting the success of the Trust

The key mechanism that the Board of Trustees adopts to ensure the success of the Trust is the aforementioned Strategic Plan 2018-2023, supported by the Trust's Medium Term Financial Plan and Recruitment and Retention Strategy. The Strategic Plan is intended to support the achievement of an agreed set of overarching objectives for the five year period by translating the Trust's vision into strategy and then into action. In summary, the purpose of the Plan is to ensure all pupils receive a high quality curriculum, through effective teaching, and that these lead to the best possible outcomes for all pupils across the Trust**.**

The Strategic Plan is underpinned by an improvement planning cycle and performance management processes, which are designed to enable all academies, departments, staff and governance volunteers to contribute to the achievement of the Strategic Plan through shared responsibility. Specifically, each academy's and department's annual improvement plan and targets are linked to annual targets and actions in the Strategic Plan, as are each staff member's personal goals.

Other mechanisms adopted to ensure the success of the company include:

- Clear and transparent financial and procurement regulations
- Clear and transparent recruitment policies and procedures, designed to ensure equity and fairness
- A series of Trust-wide policies which are implemented in each academy in the Trust, including:

  - Safeguarding and pupil-related policies
  - Operational policies
  - Staff policies, including a Staff Code of Conduct
  - Information for parents, carers and visitors
  - Data protection policies
- A comprehensive Scheme of Delegation which sets out the responsibilities delegated by the Board of Trustees to its executive leaders and committees. It has been designed to comply with the requirements of the Trust's Articles of Association and Funding Agreements, the Education and Skills Funding Agency's Academy Trust Handbook, Charity Law and the Companies Act 2006.
- A Code of Conduct for Trustees and Committee Members

Financial Review

Financial Position

During the 2021/22 year grant income of £48.6m (2020/21: £47.3m) was received for the achievement of the academies' educational aims and objectives. This was comprised:

- DfE/ESFA Grants are £43.0m, an increase of £1.5m on 2020/21's £41.5m, these grants include:
  - General Annual Grant funding of £39.1m (2020/21: £35.8m), the increase here being the inclusion of the Teacher Pay and Pensions grant (previously recorded in other DfE income, and an increase in the minimum funding guarantee.
  - £2.6m (2020/21: £2.7m) of Pupil Premium funding for the provision of additional support for disadvantaged students
  - £0.5m UIFSM (2020/21 £0.5m), this grant is to support in delivering the legal requirement to offer free school meals to all our reception, year 1 and year 2 pupils
  - £0.1m (2020/21 £0.3m) of PE and sports premium funding, to make additional and sustainable improvements to the quality of physical education, physical activity and sport offered in primary academies.
  - Other DfE income of £0.7m (2020/21: £2.2m). The main difference being the £1.2m variance due to Teacher Pay and Pensions grant being included in GAG income.
- Other LA grants of £2.9m (2020/21 £2.7m) covering SEN/LAC High Needs top-up, Early Years and other grants (e.g. Hasting Opportunity Area).
- £1.8m (2020/21: £2m) of capital funding (mainly SCA) to address priority capital maintenance needs.
- £0.3m of donated assets (2020/21: £0.3m), to provide laptops to help disadvantaged children and young people learn at home
- £0.5m COVID-19 related funding (2020/21: £0.7m) mainly from Recovery Premium, School-led Tutoring and Catch-up premium, this funding to support children and young people to catch up on missed learning caused by coronavirus.

Additional funds of £0.3m (2020/21: £0.4m) have been received through insurance claims, the majority of the decrease being due to many academies choosing not to purchase staff absence insurance (choosing instead to use the premium budget to fund cover internally) and thus not receiving the insurance income. Nursery income has seen a further increase from 2020/21 to £0.3m (from £0.2m). Both School Trips income and Hire of Facilities has already seen a significant improved in 2021/22, moving back towards the pre-COVID norm.

During the year, £54.7m (2020/21: £51.4m) was expended, resulting in an in-year deficit of £4.3m (2020/21: £2.3m deficit).

The reserves position as at 31 August 2022 was £103m (31 August 2021: £77.9m). The main movement here is from the Pension Reserve (see below). The Trusts unrestricted reserves position as at 31 August 2022 was £4.5m (2021: £3.9m), equivalent to almost 34 days revenue expenditure.

Local Government Pension Scheme (LGPS) Adjustments (due to FRS102) amounted to a net gain of £28.1m (2020/21: £7.2m loss), taking our Statutory Provision to £0m (2020/21: £25.1m) and

presenting an asset not recognised of £3m in Note 27. Pension contributions for 2021/22 are all fully included in the agreed budgets for staffing and this provision does not create an additional cash burden. Parliament has agreed to a guarantee that, in the event of academy closure, outstanding LGPS liabilities will be met by the Department for Education. The guarantee came into force on 18 July 2013.

COVID-19

In 2021-22 the trust has received additional income directly resulting from the COVID pandemic.

- £0.3m Recovery Premium. This grant is part of the government's package of funding to support pupils whose education has been impacted by coronavirus (COVID-19). It is focused, in part, on pupil premium eligible. This is because of the additional impact of the pandemic on these students. However, schools can use it to deliver evidence-based approaches for supporting any pupil based on an assessment of individual need. To date we have spent £0.2m of this grant, remaining will be provided for in 2022/23.
- £0.3m School-led Tutoring. This grant is one route of the National Tutoring Programme. In the 2021/22 academic year, academy trusts with pupils eligible for pupil premium received a grant for specifically sourcing their own tutoring provision to support catch-up. The conditions of this grant are quite restrictive, and the grant is only to fund part of the tutoring being provided, the academies are expected to fund the remainder (i.e. through pupil premium or other grants). The conditions of the grant are such that any unsed funding in year will be clawed back. The Trust therefore has a £0.1m creditor for 2021/22 (hence only seeing income of £0.2m in the financial statements).
- The Trust held in reserves £0.2m of COVID catch-up premium from 2020/21, expended in year was a further £0.1m, leaving a balance of £68k to be provided for in 2022/23.

Reserves Policy

Academies are funded on a monthly basis by Department for Education (DfE) grants and income fairly matches expenditure, with around 82% being spent on teaching and other staffing costs.

The Trust has defined the reserves policy to ensure that sufficient funds are held to enable school buildings to be maintained and equipment and ICT assets renewed when required in the foreseeable future, as well ensuring that there are additional funds for school improvement activity and a general reserve to cover any cash flow requirements. To that end, the Trustees have established that the available reserves (i.e. excluding those reserves which relate to fixed assets and the LGPS pensions scheme) should be set at 21 days of annual gross expenditure (excluding non-cash adjustments). The total value of unrestricted reserves for this purpose is £4.5m, which equates to 33 days as at 31 August 2022 (2020/21: £3.9m; 30 days). However, this does include £0.4m of grant income recognised but not yet spent that needs to be provided for in 2022/23, adjusting for this reduces the reserves days to 30, still above target, which (subject to ongoing funding levels) is being used to fund key strategic priorities, especially school improvement given the post-pandemic challenges in the Trust's disadvantaged coastal community academies, and as contingency.

Maintaining a level of reserves is essential as the academies have no recourse to any significant income streams other than DfE annual revenue and Multi Academy Trust Capital (School Condition Allocation) Funding.

Accounting for the Local Government Pension Scheme (LGPS) means we have an unrecognised asset of £3m in the accounts. At this time, the trustees have no indication that this will result in either a refund of contributions of a reduction in future contributions and therefore the corresponding asset has not been reflected in the accounts.

Investment Policy

The Trust does not hold any investments. Cash balances which are not required for day-to-day operations are held within 30-day term deposit accounts for the purposes of income generation. Interest earned in the year amounted to £4k (2020/21: £3k).

During the year the Trust has received approval to utilise a cash savings platform to take advantage of more favourable interest rates by investing surplus cash.

Principal Risks and Uncertainties

Trustees are of the view that there is an ongoing process for identifying, evaluating and managing the Trust's significant risks. The Board of Trustees is responsible for the Trust's system of internal control and for reviewing its effectiveness. Such a system is designed to manage rather than to eliminate the risk of failure to achieve business objectives and can only provide reasonable assurance against material misstatement or loss. The Trust has developed comprehensive financial and risk management policies which are in accordance with the recommendations laid down in the Academy Trust Handbook issued by the Education and Skills Funding Agency and in line with recognised good practice.

The Trust's Risk and Audit Committee ensures that the Trust's operations and activities are underpinned by sound internal financial control and risk management arrangements. The Trust has a formal internal audit function in partnership with the University of Brighton.

The Trust is concerned to maintain and develop the academies within the grant funding available and has therefore established a process of setting annual budgets and operating a system of budget monitoring and control. The Trust's Medium Term Financial Plan informs budgetary decision making.

The Trust's top risks during 2021/22 (as determined by an assessment of impact and likelihood) were:

- Difficulties in recruiting and retaining high quality staff
- Poor / declining educational standards
- Failure to secure effective leadership and succession planning
- Serious safeguarding incident
- Declining pupil recruitment
- Lack of engagement with organisational culture
- External financial uncertainty
- ICT infrastructure failure / cyber security issue / major data security breach
- Serious health and safety incident
- Condition / design of academy buildings

A comprehensive range of control measures and additional mitigating actions are implemented to minimise the likelihood and impact of these risks. The Trust's risk register is monitored regularly by the Board of Trustees and its Risk and Audit Committee.

Fundraising

Fundraising activity, for example funds raised by Parent Teacher Associations (or similar) or applications for small grants are currently managed locally within academies in the Trust. These funds are used for specific purposes and projects, such as ICT equipment, play equipment, the creation of a forest school area etc. The Trust is considering the development of a more co-ordinated approach in the future.

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period	**1 September 2021 to 31 August 2022**	**1 September 2020 to 31 August 2021**
Energy consumption used to calculate emissions (kWh)	6,635,915	6,990,198
Energy consumption break down (kWh) (optional) • gas, • electricity, • transport fuel	 4,443,644 2,111,651 80,620	 5,224,006 1,178,142 48.050

Scope 1 emissions in metric tonnes CO2e Gas consumption Owned transport – mini-buses Total scope 1	 811.14 5.24 816.38	 956.83 1.49 958.32
Scope 2 emissions in metric tonnes CO2e Purchased electricity	408.35	364.81
Scope 3 emissions in metric tonnes CO2e Business travel in employee owned vehicles	16.16	10.17
Total gross emissions in metric tonnes CO2e	**1,240.89**	**1,330.3**
Intensity ratio Tonnes CO2e per pupil	0.16	0.17

Quantification and Reporting Methodology:-
We have followed the HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2021 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.

Plans for Future Periods
The aforementioned Strategic Plan sets out the Trust's key objectives and priorities for the period 2018-2023, supported by the Trust's Medium Term Financial Plan and Recruitment and Retention Strategy. The key objectives to be achieved by 2023 are:

Priority	**Overarching objective**
School improvement	To achieve appropriately and sustainably resourced school improvement targets, so that all pupils' outcome continually improve.
Strategic development	To build the Trust's reputation within our academies' communities and beyond as a collaborative and innovative values-led provider of exceptional curricula for all pupils
Staffing	To establish the Trust as the employer of choice for existing and potential new employees at all stages of their careers.
Resources	To secure increased investment in school improvement through setting and achieving enhanced financial efficiency targets and pursuing opportunities for income maximisation.
Governance and accountability	To set and achieve outstanding standards of governance, accountability and integrity corporately and individually throughout the organisation.

Auditor
Insofar as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees as the Company Directors on 6 December 2022 and signed on the Board's behalf by:



……..……..
Professor C Pole
Trustee

Governance Statement

Scope of Responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive, as Accounting Officer, for ensuring financial controls conform to 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 University of Brighton Academies Trust and the Secretary of State for Education. The Chief Executive is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' responsibilities. The Board of Trustees has formally met six times during the 2020/21 year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Professor Chris Pole (Chair)	6	6
Siobhan Denning	5	6
Liz Gray	6	6
Lorraine Harrison	6	6
Chris McFadden	4	6
Jeremy Nurse	6	6
Dr John Smith (Chief Executive and Accounting Officer)	6	6
Miles Smith	6	6
Janey Walker	6	6
Paul Whiteing	6	6
Andrew Wilson	4	6

Effective oversight of the Trust was maintained through the meetings of the Board of Trustees and its comprehensive committee structure. The Trust's four specialist reporting committees are Education & Standards, Finance & Resources, Remuneration & HR and Risk & Audit, the Remuneration & HR committee met three times during the year, the other committees each met four times. The Chairs' Forum and academy LGBs also met at least three times during the year.

The business considered by the Board of Trustees and its Committees is determined by the relevant terms of reference, annual plan and monitoring schedule. The main areas of work undertaken in 2021/22 include:

- Regular scrutiny and monitoring of a broad range of information, including (but not limited to) school improvement, financial, HR-related, risk management and health and safety
- Review and approval of the Annual report and Statutory Accounts, and annual budgets
- Development and approval of a new shared Mission, Vision and Values
- Monitoring of the Trust's Strategic Plan 2018-2023, and supporting strategies
- Commencement of the development of a new Trust 5 Year Strategy 2023-2028

- 'Project Enrichment', a project looking at ways of strengthening the links between two co-located academies in the Trust, for the benefit of children's education
- Oversight of the application to open a new all through primary and secondary school (to be known as The Bedelands Academy) to serve the growing Burgess Hill community, which was subsequently approved by the Department for Education
- Involvement in the procurement / selection of the Trust's external auditor
- Regular review of the impact of the Covid 19 pandemic
- Review of Trust cyber security arrangements

The majority of governance activities have continued to be undertaken remotely. Specifically, all Board of Trustee, specialist committee and Chairs' Forum meetings were conducted using Teams. Academy LGB meetings were a combination of in person or remote meetings. A positive impact of this has been improved engagement and attendance at meetings, as indicated in the attendance information in the paragraphs below. Electronic access to agendas and papers, with support provided by the Trust's ICT department, has continued to enable governance volunteers to undertake their roles effectively. It is the intention to continue with at least 50% of meetings being conducted online in the future, to enable this improved attendance to continue.

A major review of the Trust's governance structure was undertaken in 2016/17, and its implementation and effectiveness monitored on an ongoing basis. The annual review of skills and competences has confirmed that at least one Trustee has each of the desired skills and competences needed to support the effective operation of the Board of Trustees. The Trust's Scheme of Delegation is reviewed and updated on an annual basis. The Trust's Members are responsible for overseeing the effectiveness of the Trust's governance arrangements; they do this through accessing governance information (e.g. minutes) and opportunities to observe Board and Committee meetings.

During 2021/22 an External Review of Governance was conducted using the National Governance Association framework by an experienced National Leader of Governance. The review concluded:

> *"The board is effectively undertaking its three core governance functions. There is clarity of strategic direction, the CEO and executive are being effectively held to account and financial oversight is sound. The board, with the executive team, is in the process of determining its vision and strategy for the next five years, and it is pleasing that the views of academy principals and LGB chairs are an integral part of this process.*
>
> *Trustees are knowledgeable and use their skills to ensure the development of the trust and are cognisant of the significant differences in the communities that the schools operate in and understand the challenges. The trust benefits from a close relationship with the sponsor and both the CEO and the chair have structured meetings with the university vice-chancellor to update and ensure continuity of approach."*

The Education and Standards Committee is responsible for monitoring the Trust's School Improvement strategy and the educational performance and standards achieved by each academy in the Trust. It approves and monitors annual targets for each academy. It also oversees attendance, behaviour and safeguarding across the Trust. Attendance during the year at the four meetings of the Education and Standards Committee was as follows:

Committee member	Meetings attended	Out of a possible
Lorraine Harrison (Trustee member) [Chair]	4	4
Siobhan Denning (Trustee member)	2	4
Dr John Smith (Trustee member)	4	4
Paul Whiteing (Trustee member)	3	4
Rose Durban (Co-opted member)	3	4
Andy Davies (Co-opted member)	2	4

The Finance and Resources Committee is responsible for monitoring the Trust's financial strategy and the financial performance of the Trust and its academies. It recommends approval of annual budgets

and monitors them, along with major capital and asset planning and expenditure. The committee is also responsible for monitoring the Trust's Estates and ICT strategies. It is through this committee that the Board is able to maintain effective oversight of funds. Attendance during the year at the four meetings of the Finance and Resources Committee was as follows:

Committee member	Meetings attended	Out of a possible
Jeremy Nurse (Trustee member) [Chair]	4	4
Liz Gray (Trustee member)	3	4
Dr John Smith (Trustee member)	4	4
Jane Davey (Co-opted member)	4	4
Chris Stansbury (Co-opted member) (to July 2022)	1	4

The Remuneration and HR Committee is responsible for monitoring the Trust's human resources and recruitment strategy and associated HR policies. It appoints senior staff in the Trust and monitors senior staff pay. Attendance during the year at the three meetings of the Remuneration and HR Committee was as follows:

Committee member	Meetings attended	Out of a possible
Chris McFadden (Trustee member) [Chair]	3	3
Liz Gray (Trustee member)	3	3
Andrew Wilson (Trustee member)	1	3
Richard Silander (Co-opted member) (to February 2022)	1	1

The Risk and Audit Committee is responsible for ensuring that the operation of the Trust is underpinned by sound financial controls and risk management procedures. It appoints and oversees the work of the trust's external auditors and internal audit function. It also monitors Health and Safety across the Trust. Attendance during the year at the four meetings of the Risk and Audit Committee was as follows:

Committee member	Meetings attended	Out of a possible
Andrew Wilson (Trustee member) [Chair]	4	4
Lorraine Harrison (Trustee member)	4	4
Miles Smith (Trustee member)	3	4
Paul Whiteing (Trustee member)	4	4
James Bradley (Co-opted member)	4	4

Conflicts of interest

The Trust has a protocol setting out how it manages transactions with related parties and declarations of interest, which has been considered by the Risk and Audit Committee. It is a requirement that each Member, Trustee, Local Governing Body Member and senior staff member complete a Declaration of Interest form on appointment and then annually at the start of each academic year. This form is also completed by any member of staff who can significantly influence financial transactions, for example those regularly involved in procurement. All declarations are added to the Trust Register of Interests.

A summary of trustees' declarations of interest is received at the first meeting of the Board of Trustees each year; at each Board and Committee meeting, colleagues are asked to declare interests in any item on the agenda at the beginning of the meeting. When an interest is declared, the individual does not participate in the discussion of that item or temporarily leaves the meeting, depending on the nature of the issue and interest.

The Register is administered by the Governance Team with access granted to Finance Team colleagues as required. Any new supplier request received by the Finance Team is checked against the Register of Interests as part of the normal procurement process.

Review of Value for Money

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

The Accounting Officer considers how the Trust's use of 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 Trust has delivered improved value for money during the year by:

- Use of external financial benchmarks, such as the DfE View my financial insights tool and the School resource management self assessment tool to inform budget setting principles
- Use of internal financial and staffing benchmarks, including Integrated Curriculum Financial Planning metrics, to inform staff structures and budgetary decisions
- Use of public sector procurement frameworks for the appointment of major contracts
- Use of centralised budgets for ICT and estates/capital-related expenditure, to maximise efficiencies and savings through co-ordinated procurement of major items
- Use of Office 365 across the Trust, including the use of Teams for online meetings and discussions, supported by a comprehensive training programme, to promote more efficient ways of working and reduce travel time/costs
- In-house management of major capital projects, to reduce expenditure on expensive outsourced contract management
- Continuing to focus on ways to support staff wellbeing, in support of staff health and attendance

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 risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Trust throughout the year to 31 August 2022 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the 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 Trust's significant risks that has been in place throughout the year ending 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- Regular reviews by the Finance and Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- Setting targets to measure financial and other performance

- Clearly defined purchasing guidelines
- Delegation of authority and segregation of duties
- Identification and management of risks

The Board of Trustees has established a specific internal audit function in partnership with the University of Brighton. The internal audit role includes giving advice on financial and other matters and performing a range of checks on the Trust's financial and other systems. The internal audit programme for 2021/22 was agreed by the Risk and Audit Committee and focused on (i) Cyber security, (ii) Whistleblowing policy and procedure, (iii) Pupil transition, (iv) Quality of teaching, (v) Business continuity / disaster recovery and (vi) Attendance management for staff (in progress at the time of writing). The internal auditor has delivered their schedule of work as planned and confirmed that all audits resulted in a reasonable level of assurance.

On an annual basis, the internal auditor reports to the Board of Trustees, through the Risk and Audit Committee, on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress. The outcomes of individual internal audits are reported to the Board of Trustees through the Risk and Audit Committee three times a year.

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 internal auditor
- The work of the external auditor
- The work of the executive managers within the 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 Risk and Audit Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the Board of Trustees on 6 December 2022 and signed on its behalf by:





…….……..
Professor C Pole
Trustee

…….……..
Dr J Smith
Accounting Officer

Statement on Regularity, Propriety and Compliance

As Accounting Officer of the University of Brighton Academies Trust I have considered my responsibility to notify the Board of Trustees and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the University of Brighton Academies Trust and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academy Trust Handbook 2021.

I confirm that I and the Board of Trustees are able to identify any material irregular or improper use of funds by the Trust, or material non-compliance with the terms and conditions of funding under the Trust's funding agreement and the Academy Trust Handbook 2021.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. It was identified during the year that two inappropriate payments for alcohol had inadvertently been made via a Trust credit card, both payments represented nominal values and were dealt with appropriately. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and ESFA.



Dr J Smith
Accounting Officer
06th December 2022

Statement of Trustees' Responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Trust 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 in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- 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; and
- 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 transactions and disclose with reasonable accuracy at any time the financial position of the Trust 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 Trust 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 Trust applies financial and other controls, which conform to the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the 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 Board of Trustees on 06 December 2022 and signed on its behalf by:



……..……...
Professor C Pole
Trustee

Independent Auditor's Report to the Members of University of Brighton Academies Trust

Opinion
We have audited the accounts of The University of Brighton Academies Trust for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the accounts:
- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the academy trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information
The trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.

Opinions 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 incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated 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 accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the academy trust’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud
are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council’s website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and

perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

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

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

Azets Audit Services Limited

Michelle Wilkes FCA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

16 December 2022
.....

Chartered Accountants
Statutory Auditor

Greytown House
221-227 High Street
Orpington
Kent
United Kingdom
BR6 0NZ

Independent Reporting Accountant's Assurance Report on Regularity to University of Brighton Academies Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 02 July 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by University of Brighton Academies Trust during the period 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of University of Brighton Academies Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of University of Brighton Academies Trust's funding agreement with the Secretary of State for Education dated 20 March 2015 and the Academies Financial Handbook, extant from 1 September 2017, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 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 2021 to 2022 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated

with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

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

Reporting Accountant
Azets Audit Services
Greytown House
221-227 High Street
Orpington
Kent
BR6 0NZ

Azets Audit Services Limited

Dated: 16 December 2022

University of Brighton Academies Trust

Statement of Financial Activities for the year ended 31 August 2022

Including Income and Expenditure Account

	Note	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total 2022	Total 2021
Income and endowments from:		£000	£000	£000	**£000**	£000
Donations and capital grants	3	74	-	2,056	**2,130**	2,388
Other trading activities	5	1,115	400	-	**1,515**	1,465
Investments	6	4	-	-	**4**	3
Charitable activities:						
Funding for the trust's educational operations	4	-	46,531	-	**46,531**	45,001
Teaching School hub	4	-	150	-	**150**	246
Total		**1,193**	**47,081**	**2,056**	**50,330**	**49,103**
Expenditure on:						
Charitable activities:						
Trust educational operations	7	540	51,407	2,556	**54,503**	51,164
Teaching Schools	7	-	168	-	**168**	219
Total		**540**	**51,577**	**2,556**	**54,671**	**51,383**
Net income / (expenditure)		653	(4,494)	(500)	**(4,341)**	(2,280)
Transfers between funds	17	-	-	-	**-**	-
Other recognised gains / (losses):						
Actuarial (losses) / gains on defined benefit pension schemes	17,26	-	29,409	-	**29,409**	(4,130)
Net movement in funds		**653**	**24,915**	**(500)**	**25,068**	**(6,410)**
Reconciliation of funds						
Total funds brought forward		3,883	(24,515)	98,541	**77,909**	84,319
Total funds carried forward		**4,536**	**400**	**98,041**	**102,977**	**77,909**

University of Brighton Academies Trust

Statement of Financial Activities for the year ended 31 August 2022

Including Income and Expenditure Account

Comparative year information – Year Ended 31 August 2021

	Note	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total 2021
Income and endowments from:		£000	£000	£000	**£000**
Donations and capital grants	3	97	-	2,291	**2,388**
Other trading activities	5	1,465	-	-	**1,465**
Investments	6	3	-	-	**3**
Charitable activities:					
Funding for the trust's educational operations	4	-	45,001	-	**45,001**
Teaching School hub	4	-	246	-	**246**
Total		**1,565**	**45,247**	**2,291**	**49,103**
Expenditure on:					
Charitable activities:					
Trust educational operations	7	100	47,506	3,558	**51,164**
Teaching Schools	7	-	219	-	**219**
Total		**100**	**47,725**	**3,557**	**51,383**
Net income / (expenditure)		1,465	(2,478)	(1,267)	**(2,280)**
Transfers between funds	17	20	(20)	-	**-**
Other recognised gains / (losses):					
Actuarial (losses) / gains on defined benefit pension schemes	17,26	-	(4,130)	-	**(4,130)**
Net movement in funds		**1,485**	**(6,628)**	**(1,267)**	**(6,410)**
Reconciliation of funds					
Total funds brought forward		2,398	(17,887)	99,808	**84,319**
Total funds carried forward		**3,883**	**(24,515)**	**98,541**	**77,909**

University of Brighton Academies Trust

Balance sheet as at 31 August 2022

	Notes	Unrestricted Funds 2022 £000	Restricted General Funds 2022 £000	Restricted Fixed Asset Funds 2021 £000	Total 2021 2021 £000
Fixed assets					
Tangible assets	13,28		**95,877**		96,635
Current assets					
Debtors	14	**1,802**		1,352	
Cash at bank and in hand	24	**10,019**		9,014	
		11,821		10,366	
Liabilities					
Creditors: Amounts falling due within one year	15	**(4,721)**		(3,982)	
Net current assets			**7,100**		6,384
Total assets less current liabilities			**102,977**		103,019
Defined benefit pension scheme liability	26		**-**		(25,110)
Total net assets			**102,977**		77,909
Funds of the trust:					
Restricted funds					
. Fixed asset fund	17	**98,041**		98,541	
. Restricted General fund	17	**400**		595	
. Pension reserve	17	**-**		(25,110)	
Total restricted funds			**98,441**		**74,026**
Unrestricted income funds	17		**4,536**		3,883
Total funds			**102,977**		**77,909**

The financial statements on pages 34 - 55 were approved by the trustees, and authorised for issue on 06/12/2022 and are signed on their behalf by:

Professor Christopher Pole
Chair

Dr John Smith
Chief Executive and Accounting Officer

University of Brighton Academies Trust

Statement of Cash Flows for the year ended 31 August 2022

	Notes	**2022**	2021
		£000	£000
Cash flows from operating activities			
Net cash provided by (used in) operating activities	21	(390)	648
Cash flows from investing activities	23	1,395	1,591
Cash flows from financing activities	22	-	(119)
Change in cash and cash equivalents in the reporting period		**1,005**	**2,120**
Cash and cash equivalents at 1 September 2021		9,014	6,894
Cash and cash equivalents at the 31 August 2022	24	**10,019**	**9,014**

Notes to the accounts for the year ended 31 August 2022

1. Accounting Policies

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

Basis of preparation

The financial statements of the trust, which is a public benefit entity under FRS 102, have been prepared under the historical 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

University of Brighton Academies Trust meets the definition of a public benefit entity under FRS 102.

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

Income

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

Grants receivable

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 period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Sponsorship income

Sponsorship income provided to the trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions) where the 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 period it is receivable and to the extent the trust has provided the goods or services.

Donated goods, facilities, and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the

items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets
Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the trust's accounting policies.

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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

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

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

Governance costs
These include the costs attributable to the trust's compliance with constitutional and statutory requirements, including audit, strategic management, trustees' meetings and reimbursed expenses.

Tangible fixed assets and depreciation
Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.
Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life. The freehold and leasehold properties have been included at donated value as provided by the Local Authority when completing their desktop valuation. In the absence of a Local Authority valuation donated assets have been valued at cost. The trust has use of the leasehold properties under a 125 year lease from conversion from East and West Sussex Council. No rent is payable for use of these lease premises. The useful life of the trust assets is as follows:

Buildings	125 years
Leashold Land	Length of lease
Computer equipment	3-10 years
Fixtures, fittings & equipment	5 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.

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

Leasing commitments
Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

Financial instruments
The trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the trust and their measurement basis are as follows.

Financial assets
Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

Financial liabilities
Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. 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.

Taxation
The trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Pensions benefits
Retirement benefits to employees of the trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 26, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

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

Fund accounting
Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the trust at the discretion of the trustees.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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 Education and Skills Funding Agency/Department for Education.

Changes in Accounting Policies
Previously leasehold land had not been depreciated. However, as the Trust has the right to use the land over the course of the lease the Trustees have made the decision to depreciate the land over the 125 years of the lease.

2. Critical accounting estimates and areas of judgement

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the 2019 actuarial valuation (the latest valuation) has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement
Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation, and the physical condition of the assets. See note 13 for the carrying amount of the property plant and equipment and note 1 for the useful economic lives for each class of assets.

Bad debts
Debtors are regularly reviewed for recoverability, any debts which in the opinion of management are not recoverable are provided for as a specific bad debt.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. Donations and Capital Grants

	Unrestricted Funds £000	Restricted Funds £000	Total 2022 £000	Total 2021 £000
Capital Grants	-	1,767	**1,767**	1,956
DfE Laptops	-	289	**289**	335
Donations	74	-	**74**	97
	74	**2,056**	**2,130**	**2,388**

4. Funding for the trust's educational operations

	Unrestricted Funds £000	Restricted Funds £000	Total 2022 £000	Total 2021 £000
DfE / ESFA grants				
. General Annual Grant (GAG)	-	39,079	**39,079**	35,752
Other DfE/ESFA grants				
. Pupil Premium	-	2,626	**2,626**	2,652
. UIFSM	-	539	**539**	531
. Supplementary Grant	-	498	**498**	-
. Recovery Premium	-	324	**324**	-
. School-led Tutoring	-	182	**182**	-
. PE Sports Grant	-	101	**101**	306
. Rates Reclaim	-	96	**96**	230
. Teachers' Pension Grant	-	23	**23**	1,251
. Teachers' Pay Grant	-	15	**15**	438
. Summer schools programme	-	3	**3**	85
. Year 7 Catch Up Grant	-	-	**-**	39
. Others	-	49	**49**	202
	-	43,535	43,535	41,486
Other Government grants				
Local authority grants	-	2,939	**2,939**	2,761
Other income from the academy trust's educational operations	-	15	**15**	24
	-	2,954	2,954	2,785
COVID-19 additional funding (DfE/ESFA)				
. Catch-up Premium	-	-	**-**	615
. Other DfE/ESFA COVID-19 funding	-	42	**42**	115
	-	42	42	730
	-	**46,531**	**46,531**	**45,001**
Teaching school hub (SCITT)				
DfE / ESFA grants	-	9	**9**	106
Other income	-	141	**141**	140
	-	**150**	**150**	**246**

The trust received funding in respect of Mass Testing (£36k) and Vaccination Program (£6k), which the trust utilised to cover the additional costs associated.

In 2020/21 the trust received £615k Covid-19 Catch-up Premium. To date the Trust has spent £547k of this funding, with the remaining spend being planned for 2022/23. Expenditure against this grant in 2021/22 has been largely on staffing (44%) with further spend on educational supplies and services and technology.

5. Other trading activities

	Unrestricted Funds £000	Restricted Funds £000	Total 2022 £000	Total 2021 £000
Nursery	329	-	**329**	220
Insurance	135	149	**284**	445
School Trips	247	-	**247**	88
Before/After school clubs	177	-	**177**	147
Hire of facilities	171	-	**171**	68
School to School Support	-	57	**57**	91
Student/teacher placement	-	54	**54**	47
Other income	56	140	**196**	359
	1,115	**400**	**1,515**	1,465

6. Investment Income

	Unrestricted Funds £000	Restricted Funds £000	Total 2022 £000	Total 2021 £000
Short term deposits	4	**-**	**4**	3
	4	**-**	**4**	**3**

7. Expenditure

	Staff Costs	Non-Pay Expenditure		Total 2022	Total 2021
		Premises	Other		
	£000	£000	£000	£000	£000
Academy's educational operations:					
. Direct costs	30,539	819	3,603	**34,961**	33,648
. Allocated support costs	12,212	4,147	3,183	**19,542**	17,515
Teaching school hub					
. Direct costs	88	-	32	**120**	182
. Allocated support costs	41	-	7	**48**	37
	42,880	**4,966**	**6,825**	**54,671**	**51,382**

Net income/(expenditure) for the period includes:

	2022 £000	2021 £000
Operating lease rentals	**63**	84
Depreciation	**1,128**	1,894
(Gain)/loss on disposal of fixed assets	**7**	-
Fees payable to auditor for:		
- audit	**37**	37
- other services	**6**	5
Net interest on defined benefit pension liability	**409**	295

The fixed asset disposal is due to a log cabin sustaining significant storm damaged and as a result needed to be replaced.
Following the implementation of a contracts and leases register, it was shown that the prior year figure for operating lease rentals included service contracts, as such this has been restated from £0.2m.
Assurance fees have been reclassified as other services for 2022, prior year figures have been restated

8. Charitable activities

	Total 2022 £000	Total 2021 £000
Direct costs – educational operations	34,961	33,648
Direct costs – teaching schools	120	182
Support costs – educational operations	19,542	17,515
Support costs – teaching schools	48	37
	54,671	**51,382**

Analysis of costs	**Teaching school hub £000**	**Educational operations £000**	**Total 2022 £000**	**Total 2021 £000**
Direct Costs				
Teaching and educational support staff costs	88	30,539	**30,627**	29,058
Educational supplies and services	13	2,658	**2,671**	2,530
Depreciation	-	819	**819**	1,551
Examination fees	-	198	**198**	191
Staff development	-	187	**187**	181
Educational consultancy	19	121	**140**	147
Other costs	-	439	**439**	172
Total direct costs	**120**	**34,961**	**35,081**	**33,830**
Support costs				
Support staff costs	41	12,212	**12,253**	10,619
Technology costs	-	676	**676**	682
Recruitment and support	-	127	**127**	134
Maintenance of premises and equipment	-	2,634	**2,634**	2,432
Depreciation	-	309	**309**	343
Cleaning	-	336	**336**	391
Energy costs	-	557	**557**	416
Rent and rates	-	139	**139**	263
Insurance	-	172	**172**	396
Security and transport	-	87	**87**	68
Catering	2	1,174	**1,176**	897
Finance costs	-	414	**414**	297
Governance costs	2	227	**229**	165
Other support costs	3	478	**481**	449
Total support costs	**48**	**19,542**	**19,590**	**17,552**

9. Staff

a. Staff costs

Staff costs during the period were:

	Total 2022 £000	Total 2021 £000
Wages and salaries	28,475	27,413
Social security costs	2,808	2,592
Pension costs	9,928	8,704
	41,211	**38,709**
Supply staff costs	1,630	875
Staff restructuring costs	39	93
	42,880	**39,677**
Staff restructuring costs comprise:		
Redundancy payments	**28**	76
Severance payments	**11**	17
Other restructuring costs	**-**	**-**
	39	**93**

b. Severance payments

The trust paid 6 severance payments in the year, disclosed in the following bands:

£0 - £25,000 6

c. Special severance payments

Included in staff restructuring costs are special severance payments totalling £11k (2021: £17k). Individually, the payments were: £3k, £2k and £6k.

d. Staff numbers

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

	2022 No.	2021 No.
Teachers	436	437
Administration and support	711	712
Management	18	26
	1,165	**1,175**

e. Higher paid staff

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

	2022 No.	2021 No.
£60,001 - £70,000	17	20
£70,001 - £80,000	4	4
£80,001 - £90,000	3	3
£90,001 - £100,000	3	4
£100,001 - £110,000	-	1
£110,001 - £120,000	2	-
£120,001 - £130,000	-	-
£130,001 - £140,000	1	-
	30	**32**

The CEO included in £100,001 - £110,000 band for 2021 was at 0.50 FTE and is now 1.00 FTE for 2022.

f. Key management personnel

The Executive Management team of the trust comprise the trustees and the senior management team as listed on page 4. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by the Executive Management team for their services to the trust was £583k (2021: £431k).

10. Professional Services

The trust has provided the following professional services to its academies during the year:

- Human Resources
- Financial Services
- Estates Management
- Information and Communication Technology
- Marketing and Communications
- Educational Support Services
- Leadership and Governance

As the trust pools its GAG income, there is no specific charge made to individual school budgets for the provision of those services. Instead, they are funded by a proportion of GAG which is retained centrally for this purpose.

11. Related Party Transactions – Trustees' remuneration and expenses

One or more trustees has been paid remuneration or has received other benefits from employment with the trust. The CEO (and any other staff trustees, of which there have been non throughout the year ending 31 August 2022) only receive remuneration in respect of services they provide undertaking the roles of CEO (and, where relevant, staff members) under their contracts of employment.
The value of trustees' remuneration and other benefits was as follows:
Dr J Smtih (CEO and trustee):
Remuneration £130,000 - £135,000 (2021: £30,000 - £35,000)
Employer's pension contributions paid £25,000 - £30,000 (2021: £5,000 - £10,000)
There were no expenses paid to trustees during the period ending 31 August 2022.

12. 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 £1,000,000 on any one claim. It is not possible to quantify the trustees' and officers' indemnity element from the overall cost of the RPA scheme.

13. Tangible fixed assets

	Land and Buildings	Furniture and Equipment	Computer Hardware	Total
	£000	£000	£000	**£000**
Cost				
At 1 September 2021	102,384	1,466	3,278	107,128
In year adjustment	(247)	(2)	-	(249)
Additions	-	73	303	376
Disposals	-	(13)	-	(13)
At 31 August 2022	**102,137**	**1,524**	**3,581**	**107,242**
Depreciation				
At 1 September 2021	5,787	1,428	3,278	10,493
In year adjustment	(250)	-	-	(250)
Charged in year	819	18	291	1,128
Disposals	-	(6)	-	(6)
At 31 August 2022	**6,356**	**1,440**	**3,569**	**11,365**
Net book values				
At 31 August 2021	96,597	38	-	96,635
At 31 August 2022	**95,781**	**84**	**12**	**95,877**

Previously leasehold land had not been depreciated. However, as the Trust has the right to use the land over the course of the lease. The Trustees have made the decision to depreciate the land over the 125 years of the lease. The land was transferred on dates between 2011 and 2017 and therefore a prior year adjustment has been made to reflect the correct brought forward depreciation, amounting to £836k ad to include the depreciation charge for the last year amounting to £133k. The net effect is to reduce the net book value of the leasehold land and buildings by £996k as at August 2022.

The in-year adjustment figure is to correct the cost and depreciation balances for buildings so that they are aligned accurately with the fixed asset register. The net book value remains unaffected.

14. Debtors

	2022	2021
	£000	£000
Trade debtors	**41**	142
VAT recoverable	**350**	254
Other debtors	**850**	708
Prepayments and accrued income	**561**	248
	1,802	1,352

15. Creditors: Amounts falling due within one year

	2022	2021
	£000	£000
Trade creditors	**267**	537
Other taxation and social security	**691**	615
ESFA creditor: abatement of sport premium, national tutor funding and GAG	**268**	232
Other creditors	**699**	895
Accruals and deferred income	**2,796**	1,703
	4,721	3,982

Deferred income	**2022**	2021
	£000	£000
Deferred income at 1 September 2021	**701**	1,149
Released from previous years	**(701)**	(1,149)
Resources deferred in the year	**686**	701
Deferred Income at 31 August 2022	**686**	701

At the balance sheet date the trust was holding funds received in advance for UIFSM, School Condition Allocation, Growth Fund, High Needs Top Up Funding and Early Years Advance for the 2022/23 academic year. The ESFA creditor relates to unspent PE sport grant and school-led tutoring expected to be clawed back in line with funding conditions.

16. Contingent Liability Disclosure

The trust has no contingent liabilities to disclose.

17. Funds

	Balance at 1 September 2021	Income	Expenditure	Gains, losses and transfers	Balance at 31 August 2022
	£000	£000	£000	£000	£000
Restricted general funds					
General Annual Grant (GAG)	-	39,079	(39,079)	-	-
Pupil Premium	216	2,626	(2,600)	-	242
UIFSM	-	539	(539)	-	-
Supplementary Grant	-	498	(498)	-	-
PE Sports Grant	97	106	(203)	-	-
C19 - School-led Tutoring	-	182	(242)	60	-
C19 - Recovery Premium	-	324	(174)	(60)	90
C19 – Catch-up Premium	192	-	(124)	-	68
Rates Reclaim	-	96	(96)	-	-
Teacher Pension Grant	-	23	(23)	-	-
Teacher Pay Grant	-	15	(15)	-	-
Summer Schools Programme	-	3	(3)	-	-
Other Grants/Income	90	3,440	(3,530)	-	-
Teaching school hub (SCITT)	-	150	(150)	-	-
Pension reserve	(25,110)	-	(4,299)	29,409	-
	(24,515)	**47,081**	**(51,575)**	**29,409**	**400**
Restricted fixed asset funds					
DfE/ESFA capital grants	1,906	1,767	(1,421)	(88)	2,164
General fixed assets	96,635	289	(1,135)	88	95,877
	98,541	**2,056**	**(2,556)**	**-**	**98,041**
Total restricted funds	**74,026**	**49,137**	**(54,131)**	**29,409**	**98,441**
Unrestricted funds					
Unrestricted funds	3,883	1,193	(540)	-	4,536
Total unrestricted funds	**3,883**	**1,193**	**(540)**	**-**	**4,536**
Total funds	**77,909**	**50,330**	**(54,671)**	**29,409**	**102,977**

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

Restricted General Funds:
General Annual Grant - Income from the ESFA which is to be used for the normal running costs of the Trust including education and support costs.
Pupil premium is being carried forward as permitted by the conditions of the funding, to further support eligible children.
Under the terms of the funding, unspent PE Sports Grant will be returned to ESFA, a creditor of £127k has therefore been provided for.
Recovery premium has been utilised in conjunction with school-led tutoring to support the educational needs of pupils following Covid-19.
Other government grants and restricted funds/income, which includes grants from the Local Authorities, are all used in accordance with the specific restrictions of the individual grants and funding provided.

Restricted Fixed Asset Funds:
DfE/ESFA capital grants - represent amounts received from the ESFA including Devolved formula capital (DFC) grant and MAT School Condition Allocation (SCA). DFC funding can be used for improvements and repairs to buildings and other facilities, including ICT or repairs, refurbishment and minor works in accordance with

priorities set by the academies. SCA is specifically to ensure that our academy buildings are kept in good condition and that all children can learn in a safe and effective environment.

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

	Balance at 1 September 2021	Income	Expenditure	Gains, losses and transfers	Balance at 31 August 2022
	£000	£000	£000	£000	£000
Restricted general funds					
General Annual Grant (GAG)	-	35,752	(35,752)	-	-
Pupil Premium	-	2,652	(2,436)	-	216
Teachers Pension Grant	-	1,251	(1,251)	-	-
UIFSM	-	531	(531)	-	-
PE Sports Grant	-	306	(209)	-	97
Rates Reclaim	-	230	(230)	-	-
Teaching School Grants	-	246	(246)	-	-
Summer Schools Programme	-	85	(85)	-	-
Year 7 Catch-up Grant	-	40	(40)	-	-
Other Grants/Income	-	3,101	(2991)	(20)	90
C19 - Catch up premium	-	615	(423)	-	192
Pension reserve	(17,887)	-	(3,093)	(4,130)	(25,110)
	(17,887)	**45,247**	**(47,725)**	**(4,150)**	**(24,515)**
Restricted fixed asset funds					
DfE/ESFA capital grants	1,646	1,956	(1,663)	(33)	1,906
General fixed assets	98,162	335	(1,895)	33	96,635
	99,808	**2,291**	**(3,558)**	**-**	**98,541**
Total restricted funds	**81,921**	**47,538**	**(51,283)**	**(4,150)**	**74,026**
Unrestricted funds					
Unrestricted funds	2,398	1,565	(100)	20	3,883
Total unrestricted funds	**2,398**	**1,565**	**(100)**	**20**	**3,883**
Total funds	**84,319**	**49,103**	**(51,383)**	**(4,130)**	**77,909**

Funds – Analysis of academies by fund balance:

Fund balances at 31 August 2022 were allocated as follows:	**Total 2022**	Total 2021
	£000	£000
Central services	**4,536**	3,883
Total before fixed assets and pension reserve	**4,536**	3,883
Restricted fixed asset fund	**98,041**	98,541
Restricted General fund	**400**	595
Pension reserve	**-**	(25,110)
Total	**102,977**	77,909

From the 1st September 2018 the Trust has operated a policy of GAG pooling. As a consequence, there are no separately identifiable reserves at the academy level.
Central Services costs represent 22.3% of Trust total income, or 13.2% excluding depreciation and FRS102 adjustments.

Change in accounting policy on depreciation of leasehold land
Previously leasehold land had not been depreciated. However, as the Trust has the right to use the land over the course of the lease. The Trustees have made the decision to depreciate the land over the 125 years of the lease. The land was transferred on dates between 2011 and 2017 and therefore a prior year adjustment has been made to reflect the correct brought forward depreciation, amounting to £836k ad to include the depreciation charge for the last year amounting to £133k. The net effect is to reduce the net book value of the leasehold land and buildings by £996k as at August 2022.

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

	Teaching & Educ Support Staff Costs £000	Other Support Staff Costs £000	Educ Supplies £000	Other Costs (excluding Depn) £000	Total 2022 £000	Total 2021 £000
Baird Primary Academy	1,853	457	107	256	**2,673**	2,385
Blackthorns Primary Academy	808	221	20	155	**1,204**	1,106
Churchwood Primary Academy	1,047	337	67	178	**1,630**	1,445
Desmond Anderson Primary Academy	1,904	496	54	157	**2,611**	2,499
Dudley Infant Academy	716	193	57	112	**1,078**	981
Hollington Primary Academy	1,501	470	118	249	**2,338**	2,168
Holmbush Primary Academy	733	266	59	164	**1,223**	1,146
Lindfield Primary Academy	2,014	440	81	423	**2,958**	2,668
Pound Hill Infant Academy	931	278	48	192	**1,449**	1,323
Robsack Wood Primary Academy	1,842	887	62	287	**3,078**	2,826
Silverdale Primary Academy	2,298	563	107	350	**3,318**	2,953
West St Leonards Primary Academy	1,561	387	150	212	**2,310**	2,228
The Burgess Hill Academy	3,525	820	190	508	**5,043**	4,563
The Hastings Academy	3,919	1,327	360	664	**6,270**	5,862
The St Leonards Academy	5,787	1,585	897	1,017	**9,286**	8,821
Central services	188	3,525	294	3,067	**7,074**	6,514
	30,627	**12,253**	**2,671**	**7,992**	**53,543**	49,488

18. Analysis of net assets between funds

Fund balances at 31 August 2022 are presented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	96,877	**95,877**
Current assets	4,536	5,121	2,164	**11,821**
Liabilities	-	(4,721)	-	**(4.721)**
Pension scheme liability	-	-	-	**-**
Total net assets	**4,536**	**400**	**98,041**	**102,977**

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	96,635	**96,635**
Current assets	3,883	4,577	1,906	**10,366**
Liabilities	-	(3,982)	-	**(3,982)**
Pension scheme liability	-	(25,110)	-	**(25,110)**
Total net assets	**3,883**	**(24,515)**	**98,541**	**77,909**

19. Capital Commitments

	2022	2021
	£000	£000
Contracted for, but not provided in the financial statements	181	-

20. Long-term Commitments, including operating leases

a. Operating Leases

At 31 August 2022 the total of the Trust's future minimum lease payments under non-cancellable operating leases was:

	2022	2021
	£000	£000
Amounts due within one year	**68**	39
Amounts due between one and five years	**64**	50
Amounts due after five years	**-**	-
	132	89

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

	2022	2021
	£000	£000
Net income/(expenditure) (as per the statement of financial activities)	**(4,341)**	(2,279)
Adjusted for:		
Depreciation charges (note 13)	**1,134**	1,894
Capital grants from DfE and other capital income	**(1,767)**	(1,956)
Interest receivable (note 5)	**(4)**	(3)
Defined benefit pension scheme cost less contributions payable (note 26)	**3,890**	2,798
Defined benefit pension scheme finance cost (note 26)	**409**	295
(Increase)/decrease in debtors	**(450)**	23
Increase/(decrease) in creditors	**739**	(124)
Net cash provided by / (used in) Operating Activities	**(390)**	648

22. Cash flows from financing activities

	2022	2021
	£000	£000
Repayments of borrowing	**-**	(119)
Cash inflows from new borrowing	**-**	-
Net cash provided by / (used in) financing activities	**-**	(119)

23. Cash flows from investing activities

	2022	2021
	£000	£000
Dividends, interest and rents from investments	**4**	3
Capital grants from DfE/EFA	**1,767**	1,956
Fixed Asset additions (note 13)	**(376)**	(368)
Net cash provided by / (used in) investing activities	**1,395**	**1,591**

24. Analysis of cash and cash equivalents

	At 31 Aug 2022	At 31 Aug 2021
	£000	£000
Cash in hand and at bank	5,466	4,464
Notice deposits (less than 3 months)	4,553	4,550
Total cash and cash equivalents	**10,019**	9,014

25. Members liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while 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.

26. Pension and similar obligations

The trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by the West Sussex County Council Pension Fund and the East Sussex County Council Pension Fund. Both are multi-employer defined benefit pension schemes.
The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.
Contributions amounting to £704k were payable to the schemes at 31 August 2022 (2021: £665k) and are included within creditors.

Teachers' Pensions 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 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 2024.
The employer's pension costs paid to TPS in the period amounted to £3,819k (2021: £3,743k).
A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.
Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee administered funds. The total contribution made for the year ended 31 August 2022 was £2,608k (2021: £2,658k), of which employer's contributions totalled £2,015k (2021: £2,061k) and employees' contributions totalled £593k (2021:

£597k). The agreed contribution rates for future years are between 19.5% and 24.7% for employers and between 5.5% and 12.5% for employees.
Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.
The actuarial valuation prepared under FRS102 in respect of the Local Government Pension Scheme indicated that the Trust's share of the scheme was in surplus as at the year end to the value of £2,997k. At the time of approving the accounts, the trustees have no indication that this will result in either a refund of contributions or a reduction in future contributions and therefore the corresponding asset has not been reflected in these accounts.

Total contributions made	**2022**	2021
	£000	£000
Employer's contributions	2,015	2,061
Employees' contributions	593	597
Total contributions	**2,608**	**2,658**

Principal Actuarial Assumptions	**At 31 August 2022**	At 31 August 2021
Rate of increase in salaries	**2.9% - 3.6%**	2.85% - 3.4%
Rate of increase for pensions in payment/inflation	**3.0%**	2.9%
Discount rate for scheme liabilities	**4.3%**	1.7%
Inflation assumption (CPI)	**3.0%**	2.9%
Commutation of pensions to lump sums	**50.0%**	50.0%

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

	At 31 August 2022	At 31 August 2021
Retiring today		
Males	**21.2 - 21.9**	21.2 - 22.1
Females	**23.8 - 24.2**	23.7 - 24.4
Retiring in 20 years		
Males	**22.1 - 22.8**	22.0 - 23.1
Females	**25.1 – 25.9**	25.1 - 26.1

Scheme liabilities would have been affected by changes in assumptions as follows:

	2022	2021
	£000	£000
Discount rate -0.1%	**984**	1,706
1 year increase in member life expectancy	**1,247**	2,694
Salary rate + 0.1%	**67**	126
CPI rate +0.1%	**929**	1,559

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

	Fair value at 31 August 2022	Fair value at 31 August 2021
	£000	£000
Equity instruments	**26,947**	26,027
Debt instruments	**8,032**	8,407
Property	**4,365**	2,849
Other Assets	**1,053**	932
Other Assets	**(2,997)**	-
Total market value of assets	**37,400**	**38,215**
Actual return on scheme assets	**3,102**	**4,951**

Amounts recognised in the statement of financial activities:

	2022	2021
	£000	£000
Current service cost (net of employee contributions)	**5,888**	4,840
Past service cost	**-**	-
Interest income	**(647)**	(547)
Interest cost	**1,056**	842
Administration expenses	**17**	19
Total operating charge	**6,314**	**5,154**

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

	2022	2021
	£'000	£'000
At 1 September	**63,325**	48,920
Current service cost	**5,888**	4,806
Interest cost	**1,056**	842
Employee contributions	**593**	597
Actuarial (gain)/loss	**(32,847)**	8,534
Benefits paid	**(615)**	(408)
Past service cost	**-**	34
At 31 August	**37,400**	**63,325**

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

	2022	2021
	£'000	£'000
At 1 September	**38,215**	31,033
Interest income	**647**	547
Actuarial gain/(loss)	**(441)**	4,404
Administration Expenses	**(17)**	(19)
Employer contributions	**2,015**	2,061
Employee contributions	**593**	597
Benefits paid	**(615)**	(408)
Asset not recognised	**(2,997)**	-
At 31 August	**37,400**	**38,215**

27. Related party transactions

Owing to the nature of the trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The University of Brighton is the sponsor of the trust. The following related party transactions took place in the financial period.

	Income	Expenditure	Net
	£000	£000	£000
Sch Direct /Scholarship Fees /Mentorship	36	-	36
Internal Audit Services		(32)	(32)
Office Costs	-	-	-
Rent		(16)	(16)
Other	10	-	10
Total	**46**	**(49)**	**(3)**

Each of these are provided 'at cost' and offer considerable value for money for the Trust.

28. Prior period adjustment

	Balance at 1 September 2021
	£000
Funds previously reported	78,772
Adjustments arising:	
Depreciation on leasehold land	(863)
Funds as restated	**77,909**

Reconciliation of net income/(expenditure) for the previous financial period:

Net expenditure as previously reported	(1,417)
Adjustment arising:	
Depreciation on leasehold land	(863)
Net Expenditure as restated	**(2,280)**

Previously leasehold land had not been depreciated, however as the Trust has the right to use over the course of the lease the Trustees have made the decision to depreciate the land over the 125 years of the lease. The land was transferred on dates between 2011 - 2017 and therefore a prior year adjustment has been made to reflect the correct bought forward depreciation, amounting to £863k and to include the depreciation charge for the last year amounting to £133k.