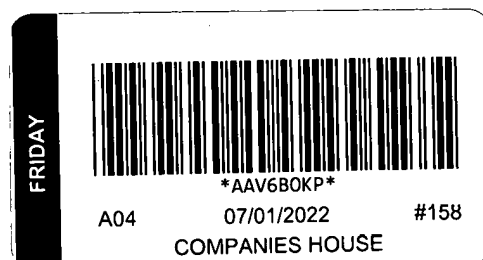


Company Registration No. 05412502 (England and Wales)

HIVE EDUCATION TRUST

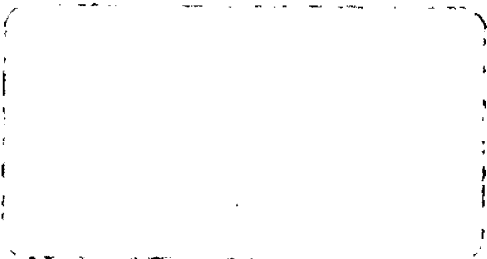
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT AND AUDITED ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2021



HIVE EDUCATION TRUST

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Company Registration No. 02412502 (England and Wales)

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HIVE EDUCATION TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

HIVE EDUCATION TRUST: Trustees (Trust Board)

R H Roberts (Chair of Trustees)
K Davies (Chair of Standards)
V Linsley (CEO/Accounting Officer)
The Reverend P Zaphiriou (resigned July 2021)
DH Tefoglou (Vice Chair of Trustees/ Chair of FP&P)
DM Holland (Chair of Audit & Compliance)
The Reverend E Adekunle

St Mary Magdalene Academy: Governors

A Caspari (SMMA LGB - Chair)
M Clarke (SMMA LGB Vice-Chair)
The Reverend J MacKenzie
R Jones
The Reverend M Wroe
N Williams
J Rahman
M-M Suberbere
D Forrester
D Robson (resigned 6 July 2021)
J Ajeigbe
V Linsley
R Luzmore (resigned 6 July 2021)

Members

H R Roberts (appointed 11/01/2019)
J Coughlan
LDBS (Corporate Member)
The Reverend P Zaphiriou
The Reverend G Pope

Executive Leadership Team

- Head Teacher/CEO V Linsley
- Director of Finance & Corporate Services I D Ship

Company Secretary

I D Ship

Company registration number

05412502 (England and Wales)

Registered office

Liverpool Road
Islington
London N7 8PG

Independent auditor

Baxter & Co
Lynwood House
Crofton Road
Orpington
Kent BR6 8QE

HIVE EDUCATION TUST

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Lloyds Bank
West London Business Centre
39 Piccadilly, London
W1V 0AA

Solicitors

Browne Jacobson (LLP)
Mowbray House
Castle Meadow Road
Nottingham
NG2 1BJ

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2021. The Annual Report serves the purposes of a Trustees' Report, a trustees' report and a directors' report under company law. The report has been prepared in accordance with Part VI of the Charities Act 2011.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006, and the requirements of the Statement of Recommended Practice 2015 "Accounting and Reporting by Charities" and the Annual Accounts Direction 2020/2021 issued by the Education and Skills Funding Agency (ESFA).

The Trust's principal activities are to advance and develop, for the public benefit of education in the United Kingdom, a Church of England school offering a broad curriculum with a strong emphasis on, but in no way limited to Global Citizenship and the Humanities, and to be conducted in accordance with the principles and practices of the Church of England.

The Trust operates an academy for pupils aged 4 to 19. The total number of students on roll as at October 2021 census date was 1,465.

Structure, governance and management

Constitution

The Trust is a company limited by guarantee with no share capital (registration no. 05412502). The charitable company's Memorandum and Articles of Association are the primary governing documents of the Trust. The Trustees for the charitable activities of Hive Education Trust and are also the directors of the Charitable Company for the purposes of company law. The Charitable Company was previously known as The St Mary Magdalene Academy. The Hive Education Trust now operates its existing school as The St Mary Magdalene Academy School.

Details of the Trustees of Hive Education Trust and Governors of St Mary Magdalene Academy who served during the year are included in the Reference and Administrative Details on page 1.

Members' Liability

Each member of the Charitable Company undertakes to contribute to the assets of the 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 £1, for the debts and liabilities contracted before he/she ceases to be a member.

And Trustees' indemnities

In accordance with normal commercial practice the Academy purchased insurance to protect/indemnify trustees, governors and officers from claims arising from negligent acts, error or omissions occurring whilst on Academy business. The insurance cover was effective from 1 September 2020 providing cover up to £1,000,000. No indemnities have been given to any third parties on behalf of any of the trustees.

Method of recruitment and appointment or election of Trustees (and Governors)

New Trustees are recruited in accordance with the Articles of Association. The term of office for elected trustees is 4 years and for all other governors is 4 years, although this time limit does not apply to the Head Teacher/CEO who is Ex-Officio.

The Trustees and Board of Governors who served since 1st September 2020, up to the date of approval of these accounts, are listed on Page 1.

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

Policies and procedures adopted for the induction and training of Trustees and Governors

The School continues to procure Governor Support Services provided by its sponsor, The London Diocesan Board for Schools (LDBS), under its core Service Level Agreement with the LDBS. Additional training is provided as and when, and where, required based on individual or collective need. These additional services are provided by the Local Authority Governor Support Services.

New Trustees and Governors, in addition to external training, are inducted internally and at Governor training days for policies and procedures. All new Trustees and Governors will be given a tour of the Academy and the chance to meet with staff and students. All trustees and governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees/governors. As there are normally only one or two new governors a year, induction tends to be done informally and is tailored specifically to the individual.

Organisational structure

The St Mary Magdalene Academy came into existence on 1 September 2007. The Academy is an all-through Academy which accommodates children from the age of 4 to 19 (primary years through to sixth form). On 12 March 2019 the company changed its name by special resolution, to Hive Education Trust.

The following represents the Trusts organisational structure with its sub-committees:

1. Hive Education Trust	Trust Board
2. Finance, Personnel & Premises (FP&P)	Trust Board Committee
3. Audit and Compliance Committee	Trust Board Committee
4. Curriculum & Standards (C&S)	Trust Board Committee
5. St Mary Magdalene Academy	School - Local Governing Body (LGB)
6. Community Relations & Student Welfare (CR&SW)	School – LGB Committee

The Executive Leadership of the Academy are: The Academy Headteacher/CEO, and the Director of Finance and Corporate Services. These leaders control the Academy at an executive level, implementing policies laid down by the Trustees and Governors and reporting back to them. They are assisted in the day-to-day running of the school by the Senior Leadership Team which comprises of the Academy Deputy Headteachers and Assistant Headteachers.

The Governors are responsible for establishing the ethos and character of the Academy, setting general policy, adopting an annual plan and budget, monitoring the Academy by the use of budgets and performance indicators and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

Arrangements for setting pay and remuneration of key management personnel

The senior leadership team (SLT) are the key management personnel of the Trust. Trustees (and governors) receive no pay or other remuneration in respect of their role as trustees. Where staff governors are in place, they receive remuneration for their role as staff and their pay is determined in the same way as applicable to all other staff. Further details of remuneration paid to staff who are trustees is set out within the notes to the accounts.

The pay of the Academy Headteacher/CEO is reviewed and set annually by the Chair of Trustees, having regards to current benchmarking information along with performance against objectives set the previous year. Pay of all other members of teaching staff, including the Senior Leadership Team, is set out within its pay policy, agreed by the FP&P Committee, annually, again having regard to performance against previously agreed objectives and any recommendations made by the Academy Headteacher/CEO.

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

Trade Union Facility Time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	1

Percentage of time spent on facility time

Percentage of time	Number of Employees
0%	1
1% - 50%	-
51% - 99%	-
100%	-

Percentage of pay bill spent on facility time

Total Cost of facility time	-
Total Pay bill	-
Percentage of the total pay bill spent on facility time	0%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	0%
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Connected organisations including related party relationships

The London Diocesan Board for Schools are sponsors to the existing St Mary Magdalene Academy and since the Academy's founding have donated £2 million to assist the Academy in achieving its objectives.

Objectives and activities

Objects and aims

The principal object and activity of the charitable company is the operation of the St Mary Magdalene Academy to provide a broad and balanced curriculum for pupils of all abilities between the ages of 4 to 19, with an emphasis on a Christian ethos having regard to any advice issued by the London Diocesan Board of Education

Our mission is to create an inspirational community of learning that will make a positive contribution to community cohesion in Islington. The learning community will be rooted in Christian values.

Objectives, strategies and activities

The Academy's main strategy is encompassed in its mission statement: "St Mary Magdalene Academy is a Christian community of learning. We aim to nurture young people to become high achievers and to discover their vocation in a global society."

Sponsored by the London Diocesan Board for Schools, Christian values are at the heart of Academy life, alongside a commitment to our global citizenship and humanities specialism. As well as setting rigorous academic standards, we strive to develop the moral and spiritual values and skills of all our young people so they can become happy and successful, active and considerate global citizens.

The Governors have set out their strategic direction for the Academy over the coming years, setting ambitious and aspirational targets. The Academy development plan has been divided into three strategic areas. They are:

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

- Learn and Attain
- Care and Contribute
- Resources

Benchmarks for achievement set by Academy Governors for the objectives of the Academy during the year ended 31 August 2021 are set out as follows:

Learn and Attain

- Maintain excellence in curriculum offer and outcomes
- Maintain a full extra-curricular offer that provides deeper opportunities for students

Care and Contribute

- Attendance to meet or exceed national benchmarks
- Behaviour to be excellent
- Confidently Christian ethos that welcomes pupils and staff of all faiths and none
- To maintain Excellence in the Statutory Inspection of Anglican and Methodist schools (SIAMS)
- To continue to foster partnerships that develop community cohesion and international programmes
- To seek additional partners for the Multi Academy Trust

Resources

- Recruitment and retention of excellent teaching and support staff
- Maintain proportion of budget for extra-curricular activities
- To maintain robust IT provision for the smooth and integrated running of school operations
- To focus on sustainability

Integrated activities undertaken within the above include:

- developing international links
- developing links with primary schools
- developing links with the local Christian community

The trustees and governors are committed to equal opportunities and that this is an integral part of good practice within the workplace. The Academy ensures best practice in establishing equal opportunities in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

Public benefit

In setting our objectives and planning our activities the trustees have given careful consideration to the Charity Commission's general guidance on public benefit. A review of the significant activities undertaken by the charity has taken place during the relevant financial year in furthering its charitable purposes for the public benefit, this has been detailed and agreed within the Academy development plan.

Cultural and Ethnic Diversity and Equal Opportunities:

St Mary Magdalene Academy is an inner city, urban complex school. The Academy's success is built on its clear sense of mission and purpose in offering an excellent education to the local community. That community has tremendous diversity, both in terms of the cultural, religious and ethnic groups who are represented, but also in its socio-economic make up. The Free School Meals figure (FSM) for 2020-21 was 32.6%: (19-20 – 27%) (versus national figure for 2020 of 18%) and the English as an additional language figure was 29%.

Strategic report

Achievements and performance

This was the Academy's fourteenth year of operation. The Academy's popularity and reputation as an excellent school in Islington has meant that the school consistently exceeds capacity in student numbers, from reception class through to sixth form. To ensure standards are continually improved and raised, the Academy implements embedded systems of teacher development through both high quality training and scrutiny of daily practice as well as regular review of progress at all Key Stages to assess value added. The Academy compares this nationally and

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

locally against respective statistics and benchmarks to ensure progress exceeds national standards. The Academy also has cyclical in-year independent reviews of its performance.

The specific achievements and performance indicators identified in the development plan this year are as follows:

Learn and Attain:

Primary Curriculum:

Due to the pandemic, primary school assessments were not taken nationally. Nonetheless, The Academy has internally assessed performance and is focussed on supporting and developing pupils who have lost ground through the period of locked down remote education.

EYFS Summary:

Given the loss of valuable class time in Early Years, the same percentage of children met a Good Level of Development (GLD) by the end of the year as had at the end of the 2018-19 academic year.

EYFS – Children who made GLD	
2018-19	63%
2020-21	63%

Key Stage 2 Summary:

Key stage 2 results were obtained from SATS assessments completed by Year 6 at the end of the summer term. These show a good level of attainment, particularly with students achieving a higher standard across all areas.

	Meeting expected standard	Meeting higher standard
Reading	72%	31%
Writing (TA)	81%	34%
Maths	78%	31%
GPaS	75%	50%
RWM Combined	68%	22%

Secondary Curriculum:

The curriculum at SMMA is designed to ensure that every child is successful in their studies and has the opportunity to learn knowledge and skills from a broad range of subjects. We balance a keen focus on examination success with a desire to engender a love of learning. Achievement and progress in class, homework, assessments and examinations are used to inform setting arrangements, which are reviewed on a termly basis. Parents and carers receive regular reports, at least termly, and more frequently in Year 11. The impact of the pandemic, particularly on our pupils who live in family circumstances, has been uppermost in our mind across this year and efforts to support and develop lost learning are, and will remain, a priority.

In the Lower School (Years 7 to 9), all pupils follow a core curriculum of English, maths, science, geography, history, religious studies, PE, PAL (preparation for adult life) and a modern foreign language (French, German, Spanish or Mandarin). In Years 7 and 8 pupils also study drama, music, art and Chinese language and culture* as part of the core curriculum. At the end of Year 8, all pupils sit the Independent Schools Examination Board (ISEB) 13+ exam. The ISEB examinations are used to assess pupils' progress in the Lower School and to help inform their decisions about GCSE options when they make them in Year 9. Sitting an external examination at this stage not only provides a benchmark for achievement and progress but also enables pupils to learn key skills such as how to revise and organise work ahead of the GCSE examinations in Year 11. In Year 9, pupils also follow a course of Liberal Arts that aims to enrich their understanding of the world. Pupils choose from a range of creative modules which includes Ceramics, Classical Civilisation, Performing Arts, Model United Nations and many more.

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

In the Upper School (Years 10 and 11) pupils prepare for nine examination subjects: a core of mathematics, English language, English literature, and combined science; at least one of history, geography or a foreign language; and three other option subjects. This enables pupils to take more than one humanities subject, more than one language, triple science or more than one arts/creative subject if they wish. A small number of pupils may wish to take additional GCSEs, including Astronomy and further languages as extension activities. Physical Education and PAL (preparation for adult life) are also part of the core curriculum for all. The latter includes a comprehensive Careers Education programme with input from a specialist Careers Advisor. 'Dropdown' lessons and half days in the Upper School enable pupils to explore themes such as globalization and preparation for work in partnership with Deloitte Consulting who have a long-standing relationship with the Academy.

The Academy's highly successful Sixth Form is entirely academically selective. Pupils select either three or four A Levels from a range of 23 different subjects available. There is also a vast range of extra-curricular activities on offer for the pupils to ensure they develop into both academic and well-rounded individuals.

GCSE Results and Achievements:

Final outcomes were as follows:

	2018	2019	2020	2021
Cohort Size	160	163	165	173
KS2 Average	4.81	4.88	4.98	105.12
4+ English & Maths	79%	80%	86%	91%
5+ English & Maths	60%	60%	67%	71%
7+ English & Maths	13%	25%	32%	34%
Entered EBacc	53%	44%	53%	54%
EBacc Pass at 4+	40%	36%	48%	49%
EBacc Pass at 5+	31%	30%	39%	40%
Attainment 8	52.24	53.37	58.82	62.11
Progress 8	0.37	0.43	n/a	n/a

St Mary Magdalene Academy has once again achieved excellent GCSE results. Despite the written examinations being cancelled, the pupils worked extremely hard completing a variety of in-class assessments to demonstrate the grades they were working at. This year, over 90% of pupils have achieved the benchmark 4+ (the old C grade) in English and mathematics which is a fantastic achievement and improves upon the 86% from last year. This figure continues to sit well above the Local Authority Average and indeed the National average.

Particularly impressive are the number of top grades achieved by the pupils with 45% of all grades at 7 or above (equivalent to the old grade A and above). In all, 14% of all the grades were the new and challenging grade 9, equivalent to an A**, awarded to only the top 5% of the country. There were so many individual successes but 4 pupils stand out having achieved grade 9s (A**) in all nine of their subjects and a further five pupils achieved at least seven grade 9s (A**). An outstanding performance indeed.

A number of departments saw 100% of pupils achieve at least a grade 4, including: Biology, Chemistry, Physics, French, German and Mandarin. As a church school, we were also extremely happy to see that 100% of pupils achieved a 4 or above in Religious studies, with 50% of pupils achieving at least a grade 7.

These results reflect the strong and stable leadership provided by the Heads of Faculty and Department, the well-oiled machine that is the Raising Achievement Programme and the incredible hard work and determination of the pupils. We look forward to building on this success with the class of 2022.

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

Sixth Form Results:

St Mary Magdalene Academy Sixth Form has continued its tradition of excellent A Level outcomes despite the turbulence of the past 18 months. This year's cohort has done even better than before with over 30% of pupils achieving two or more A*'s and over 50% achieving A* and A grades. A significant number of this cohort began their journey with the Academy at the age of 4 and so this year has brought a particular sense of accomplishment and pride as they attained brilliant grades and secured themselves places at top tier universities.

The Academy is sending one student to Churchill College, Cambridge to read Architecture and another to Balliol College, Oxford to read for joint honours in History and English. Two students will take up places to study Medicine. Across the board, our A Level students succeeded in gaining places at many other great universities including Imperial College, Kings College, UCL, Art Academy London, Warwick, Nottingham, Durham, Bristol, Leeds, Exeter, Loughborough, Manchester and many others.

Final outcomes were as follows:

	2021	2020	2019	2018
Number of Students	100	103	102	80
Level 3 Value Added	0.62	0.59	0.12	-0.27
Average A-level Grade	B+	B+	B-	C
A*-A (%)	52	45	28	18
A*-B (%)	82	82	55	44
A*-C (%)	94	98	81	72
A*-E (%)	100	100	99	98

Care and Contribute:

The Academy has a strong Christian foundation which underpins everything the Academy does. The Academy has consistently embedded the attributes and Christian ethos of the Academy within its everyday teaching and learning, family time and assemblies.

The Academy continues to focus on achieving outstanding attendance from its pupils. The Academy continues to invest in supporting and encouraging attendance so that all of its pupils can attain and achieve.

Ofsted Report – January 2017:

January 2017 was the Academy's last Ofsted inspection and report, the Academy overall achieving 'GOOD'. Highlights from this report identified the following strengths of the Academy:

As the Academy had been judged Good at the last inspection, this Section 8 inspection had to establish whether the school remains Good. The Academy has been delighted to report that the inspection team agreed that the Academy has maintained the high standard that was seen in 2013 and tackled the two areas that we were asked to improve then:

- 'consistency within teaching and learning, in doing so, improving the progress of pupils'
- 'improve pupils' attendance'

According to the inspectors, 'staff have addressed both issues successfully'.

As an all-through Academy, there is only one report and judgement for the whole institution, even though we are made up of two schools - the Primary School and the Secondary School.

The Academy was delighted that inspectors praised the high standards of behaviour across both schools: 'Pupils behave safely and very well without needing excessive supervision. They are friendly, thoughtful and considerate to each other. They are happy to talk about their learning, and recognise that the school is doing its very best to help

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

them do well. They wear their uniforms smartly. Bullying and other serious misbehaviour is rare.' As a school community, we all work hard every day, these statements are a true reflection of day to day life.

In addition, inspectors recognised that in both schools, 'Senior leaders are very purposeful; they lead the school successfully and with great tenacity...Staff morale is very high. Teachers and other staff feel very well supported and challenged in their work. They can give of their best for the pupils.' We are very pleased that the passion, drive and commitment of the staff was highlighted.

The full report can be accessed from the Academy's website at:

<http://www.smmacademy.org/482/ofsted-siams-reports>

Academy Pastoral:

The Academy maintains Guardian Groups of approx. 20 pupils, rather than a conventional form group of 30, which underpins the Academy's philosophy to nurture pupils, notice their qualities, celebrate successes and support them to develop. Happiness is important to us. The Academy's motto 'show by a good life that your works are one by gentleness born of wisdom.' (Epistle of James 3.13) is the core of the pastoral system. The Expectations and Standards Team is led by the Academy Deputy Headteacher: Expectations and Standards and includes five teaching Heads of Year, our School Chaplain, our Safeguarding Manager and our Pastoral Analysis and Interventions Manager.

The Courtyard Free School – Academy Sponsorship:

The St Mary Magdalene Academy, as part of its growth and public benefit to the Islington Community, established a special school in St Mary Magdalene Gardens. The Courtyard buildings have been very successfully occupied (from September 2016), it has its own Governing Body. Hive Education Trust invited the Courtyard to move from the SLA arrangement to join the MAT, but its Governing Body has decided against this. The SLA has now been amended for a limited number of services in 2021-22; St Mary Magdalene Academy will remain its sponsor and continue its support in that role.

Academy Inspire Programme:

St Mary Magdalene Academy has an extensive 'Inspire' programme which adds a richness to the curriculum offer. Masterclasses, often delivered by university academics or those at the forefront of their profession, take place half-termly. The Academy is a 'Confucius' Classroom School' which means the Academy has been recognised as a centre of excellence for teaching the Chinese Language and is a Hub school for both that and the Government's Mandarin Excellence Programme. The Academy Headteacher sits on the National Steering Group for Mandarin teaching, working in partnership with UCL. St Mary Magdalene is also an Affiliated Arkwright School, committed to promoting STEM subjects and identifying nurturing and inspiring future leaders in engineering

External Partners:

The Academy has a substantial programme with external partners, most significantly with Deloitte Consulting, who support a large number of projects in the school including leadership training for our year 10 and 11 pupils and weekly current affairs reading and discussion sessions. Developing leadership potential and contributing positively to both our school community and the broader global community are important parts of our educational vision.

Resources:

The Academy continually reviews its resources investment over the year, maintaining its facilities, plant and machinery and other resources, achieving best possible value for the highest possible standard and quality with the financial resource that is available to the Academy in any particular year.

Facilities:

The Academy has maintained its facilities to the highest possible standard from its General Annual Grant (GAG) revenue funding, having set aside a plan for condition improvement to continually enhance and support its facilities from its ring-fenced capital fund. Significantly, the Academy continues to maintain the whole building to a very high standard, providing outstanding educational and leisure facilities at the heart of the Islington Community for its public benefit.

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

Curriculum Resources:

The Academy has maintained exceptionally good departmental investment over past years. Music has additionally benefitted from input from the Music in Secondary School's (MiSST) Trust programme. The MiSST grant provides a musical instrument (orchestral) and weekly group lesson for all Key Stage 3 pupils.

The Academy's development and budget plan has focussed and achieved its objective of recruiting the very best teachers and training them to the highest standards. The Academy has continued to do this by enriching its education staff through various leadership and continued professional development programmes, through the development of high quality in-house training in conjunction with professional external providers, giving opportunities to teachers to grow and progress within the Academy. The Academy has also been able to maintain and support the continual professional development of its entire staff to the highest standard with many teaching staff studying and qualifying for a Master's Degree in Education. This year the Academy has been awarded a contract to work with the Church of England to deliver the NPQ programme. This is an exciting development for the Academy.

Enrichment/ Extra-Curricular Activities:

The Academy, from its inception, has provided significant support to 'extra-curricular' activities. Enrichment Activities are now an important and established part of life at the St Mary Magdalene Academy where all pupils have the opportunity to participate in an enormous variety of activities, for example, the Duke of Edinburgh Award, Sports, Drama, Chess, Debating. In spite of the disruption of the pandemic, the summer term of 2021 saw the resumption of enrichment activities. The Pupil Premium grant has enabled the Academy to maintain its enrichment programme along with an exceptionally high level of focused teaching interventions in the core subjects to support disadvantaged children in and outside the classroom. This year the Academy has seen that the outcome of these interventions has had a marked improvement on the student exam grades success. (Please refer to the Academy's Pupil Premium Report – 2020/2021).

Activities Week:

During the last week of the summer term the Academy went ahead with Activities Week for all pupils in secondary. A remarkable achievement and a reflection of the drive of staff to ensure pupils were able to enjoy some richness and normality following the challenges of the year. Parents were incredibly grateful.

Global Links:

As part of the Academy's specialism of global citizenship, the Academy has maintained its commitment to the continual development of links with partner schools. We have links with two schools in China No.37 Middle School, Chongqing and The High School Affiliated to Beijing Normal University. The usual programme of overseas trips has been impossible but the Mandarin Excellence Programme pupils also participated in a two-week online China summer immersion study camp funded by the MEP.

Our British Educational Immersion Programme, for both teachers and pupils has been hit by travel restrictions. However, we have hosted science teachers from Kazakhstan and English teachers from China.

We continue to achieve the British Council's International School Award, which has been renewed this year and is next due for re accreditation in November 2022.

Accreditations:

- Confucius Classroom Award (Hub School)
- Mandarin Excellence Programme (Hub School)
- International School Award 2012-2022 for outstanding development of the International Dimension in the curriculum
- Accredited Quality in Careers Standard Award
- NPQ Delivery Partner
- Good Schools Guide 2021
- Duke of Edinburgh Award - Certified licenced awarding body
- Teach First Partner School
- London Living Wage Employer
- SSAT Educational Outcomes Awards
- The PSHE Association's Quality Mark
- Arkwright Affiliated school (committed to excellence in engineering)

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

Key Performance Indicators

The following are Academy Key Financial Performance Indicators that the Academy monitors for its financial performance (costs quoted exclude the effect of the FRS102 pension adjustment and income excludes capital income):

Solvency: (Current Assets: Current Liabilities):	2.16	(2020: 1.95)
Cost Control Measures (Staff Costs as % of Total Revenue Income):	85%	(2020: 85.8%)
Non-Staff Costs (excluding Dep'n) as % of Total Revenue Income:	13%	(2020: 15%)

Going Concern

After consideration of the school's financial position, its revised financial plans, (including projected student numbers), the demand for places and the broader environment, the Board of Directors have a reasonable expectation that the School has and will continue to have adequate resources to enable it to be a sustainable going concern for the immediate future.

Financial Review

We receive our income from a number of different sources. The majority of our income comes from central government via the ESFA who provide us with grant, based largely on our student numbers to cover our staffing and other general running costs (General Annual Grant - GAG). The ESFA may provide us with additional grants which are earmarked for specific purposes (such as Pupil Premium which must be used to raise the attainment of disadvantaged pupils). These appear in the accounts as DfE/ESFA grants. Where we receive grant or other funding from the Local Authority (such as where we undertake responsibilities on their behalf in respect of our students) this appears in the accounts as Other government grants. Such income is collectively referred to as "Restricted Funds". Other income is received from parents (for example as contributions to trip or other costs) and from third parties (for example from our bank for interest on our account balances or from others who are charged for their use of our facilities). Such other income may be restricted or unrestricted, depending on whether it comes to us with conditions as to its use or whether it is available for spending at the discretion of the trustees.

We hold funds in two broad categories, funds which are available for spending and other funds which are not available for spending.

Spendable funds are in turn sub-categorised between those which are available for spending at the discretion of trustees ("Unrestricted Funds") and those which are subject to condition or restriction ("Restricted Funds").

Funds not available for spending include the book value of fixed assets such as land, buildings and equipment. These have a value and are therefore included as assets in the accounts but clearly, we cannot spend this value. In common with all academies and Local Authorities, our share of the Local Government Pension Scheme deficit must also be reflected in our accounts and as this is not a conventional liability, it does not need to be deducted from spendable funds. We meet our obligations in respect of the LGPS by paying over pension contributions due as calculated by the scheme's actuaries.

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

The following balances held were held at 31 August:

Fund	Category	2021 £'000	2020 £'000
GAG	Restricted General Funds	-	(77)
Other DfE/ESFA Grants	Restricted General Funds	70	-
Other Government Grants	Restricted General Funds	-	-
Sub-total General Restricted Funds		70	(77)
Unspent Capital Grants	Restricted Fixed Asset Fund	109	57
Other Income	Unrestricted General Fund	593	609
Sub-Total Spendable Funds		772	589
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	28,604	29,407
Share of LGPS Deficit	Restricted Pension Reserve	(4,665)	(3,857)
Total All Funds		<u>24,711</u>	<u>26,139</u>

During the year under review, restricted general funds increased by £147k (2020: decreased by £77k). Unrestricted general funds decreased by £16k (2020: decreased by £26k). Restricted capital grants increased by £52k and after LGPS valuation adjustments and depreciation, overall funds decreased by £1,428k (2020: decreased by £208k).

Reserves policy

Academy trustees have reviewed reserve levels of the Academy. The Academy has recognised current and future forecasted budget pressures, aiming to carry forward a cumulative balance of the Academy's Unrestricted Fund Income, to safeguard the Academy from unforeseen and unexpected changes in policy and economic downturns, as well as to protect its current operating activities. It is expected that the Academy's unrestricted fund reserves will be used to support future years' capital projects in addition to restructuring to meet a balanced budget.

As set out above, the level of reserves has been judged appropriate at this time to ensure that the key capital equipment and facilities are maintained, in addition to protecting its operations.

Investment policy and powers

The Academy mainly invests its reserve funds with the CCLA which manages cash flow requirements of low risk, adequate daily liquidity and optimised returns. The Academy manages its daily cash flows with the Lloyds Bank where no investments are held beyond cash deposits. Speculative investments are not permitted. The Academy continually monitors its position in light of the financial and economic markets.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, in addition to its finances. The Trustees have implemented a number of systems to assess risks that the school faces, especially in the operational areas of the Academy (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of HR and Finance operation. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) along with internal financial controls in order to minimise risk. The Academy has an effective system of internal financial controls and this is explained in more detail in the governance statement.

Risks other than financial are also covered by the Academy's risk register. The Academy consistently evaluates the probability of financial risks and actions taken to mitigate any potential or identified risks, these are taken to the governing body and Audit Committee for approval. The principal financial risk faced by the company is that of:

- **Financial Viability:** The financial viability of the Academy is a risk given the Academy's current financial position and predicted changes in funding policies combined with increased costs arising from pension

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

schemes, updates to auto-enrolment and inflationary pressures. This risk is being managed by the regular reporting and monitoring of monthly management accounts, combined with budgeting for the next three to five years, where appropriate corrective action to reduce costs is, or has been taken, to include a review of all contracts and staff structure.

As the nature of the financial instruments dealt with by the company is relatively simple (bank balances, debtors and "trade" creditors), trustees consider the associated risk in this area to be minimal.

The risk resulting from the company's share of the LGPS deficit is managed by following the advice of the scheme's actuaries, specifically as regards the level of contributions payable, ensuring that annual budgets are drawn up to reflect the actuary's advice.

Financial and risk management objectives and policies

Most of the company's income is obtained from the DfE (via the Education and Skills Funding Agency) in the form of recurrent grants, the use of which is restricted for particular purposes. The grants received from the DfE during the period ended 31 August 2021, and its associated expenditure, are shown as restricted funds in the statement of financial activities.

Our fundraising practices

The Academy organises fundraising events and appeals and co-ordinate the activities of our supporters both in the schools and in the wider community on behalf of the trust.

The Trust does not use professional fundraisers or involve commercial participators.

There have been no complaints about fundraising activity this year.

The trust complies with the Fundraising Regulator's Code of Fundraising Practice.

All fundraising is undertaken by the Trust in a manner that seeks to ensure that it is not unreasonably intrusive or persistent. Contact is made through email, academy newsletters, our websites and via students. All fundraising material contains clear instructions on how a person can be removed from mailing lists.

Plans for future periods

The principal task facing the Academy is to maintain and continually improve its educational standards and its educational facilities to the highest standards possible in financially challenging times where funding has not kept pace with increasing costs. However, the Academy continues to strive to improve on current best standards and high expectations to ensure pupils are prepared for post 16 education and entering the world of work.

Over the next twelve months, the Academy plans to maintain exceptional standards and facilities with an exceptional value for money operation:

- Development of Hive Education Trust
- Establishment of its new sixth form campus at the Clerkenwell Parochial site (CPC)
- Retain and recruit the best educational staff to the Academy
- Particular focus on smaller group tutoring and with pupil premium support catch-up from the pandemic
- Support its staff in continued professional development
- Maintain its cohesive community spirit with the borough of Islington for the public benefit
- Maintain, develop and enhance the Academy's buildings and facilities through its continued condition and lifecycle capital development programme

Funds Held as Custodian Trustee on Behalf of Others

Neither the St Mary Magdalene Academy, nor the Board of Directors/Trustees is acting as third party custodial trustees.

HIVE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

Auditor

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 1 December 2021 and signed on its behalf by:



H R Roberts

Chair of Trustees

HIVE EDUCATION TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

Scope of responsibility

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

The Board of Trustees has delegated the day-to-day responsibility to the Academy Headteacher/CEO, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The St Mary Magdalene Academy and the Secretary of State for Education. The Accounting Officer 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 5 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustees (Trust Board)	Meetings attended	Out of possible
H R Roberts (Chair of Trustees)	5	5
K Davies	5	5
V Linsley (Accounting Officer)	5	5
The Reverend P Zaphiriou (Chair of Audit) to 31/08/21)	5	5
D H Tefoglou (Vice Chair of Trustees/ Chair of FP&P)	4	5
D M Holland	5	5

The Finance Personnel and Premises Committee

The FP&P Committee is a committee of the Hive Education Trust Board.

The purpose of the FP&P Committee is to approve the annual budget of the Trust, review quarterly management accounts, approve policies relevant to the committee and to approve financial and staffing structure decisions presented, reporting directly to the Trust Board. This committee receives reports from the executives: Head Teacher, Secondary and Director of Finance and Corporate Services who act on behalf of Hive Education Trust for The St Mary Magdalene Academy.

Attendance at meetings in the year was as follows:

Trustees/Governors	Meetings attended	Out of possible
DH Tefoglou (Chair of FP&P/Trustee)	4	4
D Forrester (SMMA LGB Member)	4	4
MM Suberbere (SMMA LGB Member)	4	4
J Rahman (SMMA LGB Member) – Appointed 3/12/20	2	2
R Luzmore (SMMA LGB Member) – Resigned 6/7/21	4	4
Ms V Linsley (SMMA Headteacher /Accounting Officer/ Trustee Ex-officio)	4	4

Changes to the Finance, Personnel and Premises (FP&P) Committee during the year were:

- J Rahman (SMMA LGB Member) – appointed to the FP&P Committee – December 2020
- R Luzmore (SMMA Head of Primary) – Resigned from FP&P Committee – July 2021

HIVE EDUCATION TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

The Audit Committee:

The Audit and Compliance Committee is a committee of the Hive Education Trust Reporting directly to the Trust Board.

The Audit and Compliance Committee is a sub-committee of the Hive Education Trust, Trust Board. The Committee's role is one of oversight. It is tasked with reviewing the overall risk profile of the Trusts Schools for appropriateness and to monitor the risk management techniques employed across the Trusts schools. The Committee shall make whatever recommendations to the Trust Board that it deems appropriate within the context of its terms of reference. This committee receives and considers reports from the Director of Finance and Corporate Services in addition to its appointed independent Internal Auditor Reports direct to this committee and from its External Auditors.

Attendance at meetings in the year were as follows:

Governors/Trustees	Meetings attended	Out of possible
Ms V Linsley (Academy Headteacher/Accounting Officer)**	2	3
The Reverend P Zaphirou (Chair of Audit Committee)	3	3
M Clarke	2	3
Rev. M Wroe	1	3
D Holland	3	3
J MacKenzie (appointed 3 December 2020)	1	2

Changes to the Audit Committee during the year were:

- J MacKenzie (SMMA LGB Member) – appointed to Audit Committee – December 2020
- The Reverend P Zaphirou – resigned as chair of the audit committee from 31 August 2021

St Mary Magdalene Academy (Governors)

The St Mary Magdalene Academy is a local school (local Governing Body) to the Hive Education Trust.

Governors (SMMA - Local Governing Body (LGB))	Meetings attended	Out of possible
A Caspari (Chair of SMMA Governors)	4	4
M Clarke	4	4
V Linsley	4	4
R Jones	2	4
R Luzmore (resigned July 2021)	4	4
The Reverend M Wroe	3	4
N Williams	3	4
M-M Suberbere	4	4
D Forrester	4	4
J Ajeigbe	1	4
J McKenzie	4	4
D Robson (appointed October 2020/resigned July 2021)	2	4
J Rahman (appointed December 2020)	4	4

Evaluation of Governance Arrangements:

Changes that had taken place to the Academy's full Governing Body membership from the previous year, were:

- R Luzmore – Co-Opted Staff Governor - resigned July 2021
- D Robson – Teaching Staff Governor – appointed October 20 / resigned July 2021
- J Rahman – Co-opted Governor – appointed December 2020

HIVE EDUCATION TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

Review of value for money

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

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

- A review of Academy support staff structure had resulted in a restructure and the reduction of four posts
- The Academy has reviewed and restructured its Primary Leadership roles, along with Primary Administration resulting in savings to its staffing budget
- The Academy had reviewed its External Catering Service provision and brought this back in-house making significant savings and improvements in service and quality of food.
- Financial Regulations require all budget holders to have regard for value for money in purchasing and for purchases over £10,000; this required specific procedures to be followed and evidence retained.

In respect of value for money, the Accounting Officer and the Academy Trust is committed to:

1. Raising student attainment.

This is demonstrated by this year's (20-21) exam results, maintaining consistency and the high standards expected following results achieved in each of the previous years. Full details are available on the Academy's website <http://www.smmacademy.org>.

The Academy continually develops and has fully embedded tracking systems for individual students that track levels of progress from Key Stage 2 through to Post 16.

The Academy tracks attendance and behaviour of all pupils and attendance is broadly in line with or exceeds the national average. The last OFSTED report, January 2017, graded the Academy as 'GOOD'.

2. Targeted improvement:

The Academy continues to make significant targeted educational support (provided from Pupil Premium funding it receives). Support has been to those recognised as having received and being eligible for Free School Meals, in addition to those who are recognised not to be at the standard required to pass GCSEs where extra support classes have been provided in all the key subjects in addition to extra-curricular activities. Please refer to the Academy's published Pupil Premium Reports for further information (<http://www.smmacademy.org>).

3. Robust governance and oversight of Academy Trust finances

The Academy benefits from the provision of a suitably qualified Internal Auditor. The Internal Auditor reviews key financial policies, systems and procedures, presenting reports on compliance directly to the Audit and Compliance Committee.

The Finance, Personnel and Premises (FP&P) Committee receive Quarterly Income and Expenditure (Budget) monitoring reports and reports detailing compliance with the Academy Finance Policy Document and its Scheme of Delegation.

The Trust Board approves its budget each year mindful of the need to balance a budget set against challenging financial circumstances as it maintains value for money through robust procurement, staffing requirements to ultimately providing a successful quality education provision. The Trust Board also receives and approves the Annual Report and Accounts along with the External Auditors' Management Report.

HIVE EDUCATION TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

4. Ensuring the operation of the Trust demonstrates good value for money and efficient and effective use of resources

The Academy regularly benchmarks financial performance against other similar size academy trusts to demonstrate that the Trust provides good value for money. It uses the ESFA's Schools Financial Efficiency website, its balanced scorecard provided in addition to auditor individualised benchmarking reports to assess.

Tender exercises are regularly undertaken to ensure that higher value purchases are assessed against the marketplace. Where possible the Academy revises its contracts to ensure that long term contracts (3 to 5 years) remain competitive. The Academy, where possible, procures and tests its purchasing of higher value items to the governments CPC frameworks.

5. Maximising income generation

The Academy explores every opportunity to generate income through hire of Academy facilities and provision of Community Activities, having over the past year sought fundraising initiatives from parents and other sources to support its on-going activities due to worsening school funding pressures. The Academy has maximised its investment of reserve fund balances, where possible, to generate other interest receivable income to support the interests of the Academies Activities, most notably to support those parents who have financial difficulties and ensuring every child at the Academy has equal opportunities to partake in all of the Academy activities.

6. Reviewing controls and managing risks

Monthly budget monitoring reports are continually reviewed and monitored by the Director of Finance and Corporate Services and the Headteacher, necessary remedial action is taken as appropriate to address any significant variances that may have an impact on the budget out-turn.

The Academy manages its reserve fund balances with flexible deposit account with the CCLA for security of its Cash Asset Fund. The Trust ensures that all surplus cash balances are invested to maximise interest earning potential, but also to gain flexible access to its funds in times of need.

7. Reviewing operation to maximise use of resources

The Academy Leadership Group review the Academy budget annually and make adjustments based on the effectiveness of strategies introduced in previous years, curriculum offer and any new strategies identified in the Academy Development Plan.

The purpose of the system of internal control

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

Capacity to handle risk

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

HIVE EDUCATION TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

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, Personnel and Premises Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- Identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint an internal auditor. Trustees have re-appointed Mr R Ashdown, as a Chartered Accountant to act as the Trust's independent internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. On a regular basis, the internal auditor reports to the Board of Trustees on the operation of the systems of control and on the discharge of the financial responsibilities of the Board of Trustees.

During the year the internal auditor provided his professional services to the Trust and reported thereon directly to the Audit and Compliance Committee for the planned audit works required on behalf of the Trust Board. It was noted by Trustees, from these reports throughout the year, that there were no material control weaknesses identified and where any weaknesses were identified from these reports, trustees were satisfied that sufficient control measures were in place and any remedial action was being taken to maintain the expected robust systems in place.

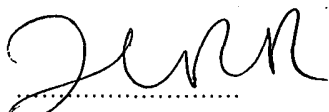
Review of effectiveness

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

- the work of the internal auditor
- the work of the external auditor
- the financial management and governance self-assessment process
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

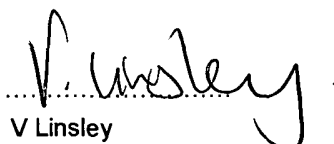
The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance Personnel and Premises Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the Board of Trustees on 1 December 2021 and signed on its behalf by:



H R Roberts

Chair of Trustees



V Linsley

Academy Headteacher / Accounting Officer

HIVE EDUCATION TRUST

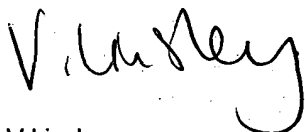
STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2021

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

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

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



V Linsley
Accounting Officer

01 December 2021

HIVE EDUCATION TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2021

The trustees (who are also the directors of Hive Education Trust for the purposes of company law) are responsible for preparing the Trustees' report and the Financial Statements in accordance with the Academies Accounts Direction 2020 to 2021 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; 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's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

Approved by order of the members of the Board of Trustees on 01 December 2021 and signed on its behalf by:



H R Roberts
Chair of Trustees

HIVE EDUCATION TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HIVE EDUCATION TRUST

FOR THE YEAR ENDED 31 AUGUST 2021

Opinion

We have audited the Financial Statements of Hive Education Trust for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the Financial Statements, 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 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the Financial Statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 2020 to 2021.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the Financial Statements' section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the Financial Statements in the 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 Financial Statements and our auditor's report thereon. Our opinion on the Financial Statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

HIVE EDUCATION TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HIVE EDUCATION TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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 Financial Statements are prepared is consistent with the Financial Statements; 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 Financial Statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the Financial Statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal assurance reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

HIVE EDUCATION TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HIVE EDUCATION TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

A further description of our responsibilities for the audit of the Financial Statements 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.

David John Walsh FCCA (Senior Statutory Auditor)
For and on behalf of Baxter & Co
Chartered Certified Accountants

Lynwood House
Crofton Road
Orpington
Kent
BR6 8QE

Dated: 10 December 2021

HIVE EDUCATION TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HIVE EDUCATION TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2021

In accordance with the terms of our engagement letter dated 1 November 2012 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Hive Education Trust during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Hive Education Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Hive Education Trust's funding agreement with the Secretary of State for Education dated 28 April 2006 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Review of payments to staff;
 - Review of payments to suppliers and other third parties;
 - Review of grant and other income streams;
 - Review of some key financial control procedures;
 - Discussions with finance staff;
 - Consideration of the record maintained by the Accounting Officer of the oversight they have exercised;
 - Consideration of the programme of internal scrutiny implemented by the Academy Trust in order to comply with its obligations under 3.1 of the Academies Financial Handbook 2020, issued by the ESFA.
 - Consideration of compliance with the 'musts' in the Academies Financial Handbook.
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HIVE EDUCATION TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2021

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

Baxter & Co
Independent Reporting Accountants
Chartered Certified Accountants
Lynwood House
Crofton Road
Orpington
Kent
BR6 8QE

Dated: 10 December 2021

HIVE EDUCATION TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

		Unrestricted	Restricted funds:		Total	Restated
	Notes	funds	General	Fixed asset	2021	Total
		£'000	£'000	£'000	£'000	2020
						£'000
Income and endowments from:						
Donations and capital grants	3	-	47	45	92	60
Charitable activities:						
- Funding for educational operations	4	86	10,249	-	10,335	9,488
Other trading activities	5	95	18	-	113	202
Investments	6	-	-	-	-	4
Total		<u>181</u>	<u>10,314</u>	<u>45</u>	<u>10,540</u>	<u>9,754</u>
Expenditure on:						
Raising funds	7	-	9	-	9	25
Charitable activities:						
- Educational operations	8	197	10,597	815	11,609	11,158
Total	7	<u>197</u>	<u>10,606</u>	<u>815</u>	<u>11,618</u>	<u>11,183</u>
Net expenditure		(16)	(292)	(770)	(1,078)	(1,429)
Transfers between funds	16	-	(19)	19	-	-
Other recognised gains/(losses)						
Actuarial (losses)/gains on defined benefit pension schemes	18	-	(350)	-	(350)	1,221
Net movement in funds		(16)	(661)	(751)	(1,428)	(208)
Reconciliation of funds						
Total funds brought forward		609	(3,934)	29,464	26,139	26,347
Total funds carried forward		<u>593</u>	<u>(4,595)</u>	<u>28,713</u>	<u>24,711</u>	<u>26,139</u>

HIVE EDUCATION TRUST

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

Comparative year information					Restated
Year ended 31 August 2020		Unrestricted	Restricted funds:		Total
	Notes	funds £'000	General £'000	Fixed asset £'000	2020 £'000
Income and endowments from:					
Donations and capital grants	3	34	-	26	60
Charitable activities:					
- Funding for educational operations	4	279	9,209	-	9,488
Other trading activities	5	202	-	-	202
Investments	6	4	-	-	4
Total		519	9,209	26	9,754
Expenditure on:					
Raising funds	7	25	-	-	25
Charitable activities:					
- Educational operations	8	520	9,772	866	11,158
Total	7	545	9,772	866	11,183
Net expenditure		(26)	(563)	(840)	(1,429)
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	18	-	1,221	-	1,221
Net movement in funds		(26)	658	(840)	(208)
Reconciliation of funds					
Total funds brought forward		635	(4,592)	30,304	26,347
Total funds carried forward		609	(3,934)	29,464	26,139

HIVE EDUCATION TRUST

BALANCE SHEET

AS AT 31 AUGUST 2021

		2021	2020
	Notes	£'000	£'000
Fixed assets			
Tangible assets	12	28,604	29,407
Current assets			
Debtors	13	227	239
Cash at bank and in hand		1,211	969
		<u>1,438</u>	<u>1,208</u>
Current liabilities			
Creditors: amounts falling due within one year	14	(666)	(619)
Net current assets		<u>772</u>	<u>589</u>
Net assets excluding pension liability		<u>29,376</u>	<u>29,996</u>
Defined benefit pension scheme liability	18	(4,665)	(3,857)
Total net assets		<u>24,711</u>	<u>26,139</u>
Funds of the Academy Trust:			
Restricted funds	16		
- Fixed asset funds		28,713	29,464
- Restricted income funds		70	(77)
- Pension reserve		(4,665)	(3,857)
Total restricted funds		<u>24,118</u>	<u>25,530</u>
Unrestricted income funds	16	<u>593</u>	<u>609</u>
Total funds		<u>24,711</u>	<u>26,139</u>

The Financial Statements on pages 28 to 52 were approved by the Trustees and authorised for issue on 01 December 2021 and are signed on their behalf by:

H R Roberts
Chair of Trustees



Company Number 05412502

HIVE EDUCATION TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

		2021		2020	
	Notes	£'000	£'000	£'000	£'000
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	19		209		(185)
Cash flows from investing activities					
Dividends, interest and rents from investments		-		4	
Capital grants from DfE Group		27		26	
Capital funding received from sponsors and others		18		-	
Purchase of tangible fixed assets		(12)		-	
Net cash provided by investing activities			33		30
Net increase/(decrease) in cash and cash equivalents in the reporting period			242		(155)
Cash and cash equivalents at beginning of the year			969		1,124
Cash and cash equivalents at end of the year			1,211		969

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

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

1.1 Basis of preparation

The Financial Statements of the Academy 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 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate, ie 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 Academy Trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the Financial Statements.

1.3 Income

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

Grants

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the 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 Academy 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.

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

Other income

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

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in 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 Academy Trust's accounting policies.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges 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 Academy Trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Charitable activities

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

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

1.5 Tangible fixed assets and depreciation

Assets costing £3,000 or more per item (or less if they form part of a larger purchase or project where the total cost exceeds £40,000) are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

The academy has considered the ESFA Academies Accounts Direction 2017 to 2018 having imposed a capitalisation limit to take account of any material group purchase, where the group purchase is not deemed as a consumable purchase, i.e. Text Books. The capitalisation limit set for any group purchase of this nature is capitalised with a value greater than £40,000; (any item that is £3,000 or more within this value will be capitalised separately).

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. Where tangible fixed assets have been acquired / funded by other income, the fixed asset fund is also credited. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Leasehold land and buildings	2% Straight Line
Computer equipment	33.33% Straight Line
Fixtures, fittings & equipment	20% Straight Line
Motor vehicles	20% Straight Line

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

1.6 Liabilities

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

1.7 Leased assets

Rentals under operating leases are charged on a straight-line basis over the lease term.

1.8 Financial instruments

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

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

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.

1.9 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

1.10 Pensions benefits

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

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

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

1.11 Fund accounting

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

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

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

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

1.12 Agency arrangement

Where the Academy Trust acts as agent in collecting and / or distributing from the ESFA or others, and subsequent disbursements are excluded from the Statement of Financial Activities as the Trust does not have control over charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 24.

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

In preparing these Financial Statements, the Trustees have not needed to exercise any subjective judgements that would be critical to the Academy Trust's Financial Statements.

3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2021 £'000	Total 2020 £'000
Capital Donations	-	18	18	-
Capital grants	-	27	27	26
Other donations	-	47	47	34
	<u>-</u>	<u>92</u>	<u>92</u>	<u>60</u>

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

4 Funding for the Academy Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2021 £'000	Restated Total 2020 £'000
DfE / ESFA grants				
General annual grant (GAG)	-	8,641	8,641	7,989
Other DfE / ESFA grants:				
- UIFSM	-	23	23	31
- Pupil premium	-	551	551	543
- Others	-	533	533	520
	-	9,748	9,748	9,083
Other government grants				
Local authority grants	-	162	162	100
COVID-19 additional funding (DfE / ESFA)				
Catch-up premium	-	94	94	-
Other DfE / ESFA COVID-19 funding	-	34	34	17
COVID-19 additional funding (non-DfE / ESFA)				
Coronavirus job retention scheme grant	-	-	-	9
Other COVID-19 funding	-	30	30	-
	-	158	158	26
Other funding				
Catering income	86	-	86	145
Trips income	-	41	41	66
Other incoming resources	-	140	140	68
	86	181	267	279
Total funding	86	10,249	10,335	9,488

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

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

4 Funding for the Academy Trust's educational operations

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

- The funding received for coronavirus exceptional support covers
- Summer School costs £22k.
- Mass testing costs £30k
- Other support costs £11k

These costs are included in notes 7 and 8 below as appropriate.

5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2021 £'000	Restated Total 2020 £'000
Hire of facilities	-	-	-	36
Other	95	18	113	166
	<u>95</u>	<u>18</u>	<u>113</u>	<u>202</u>

6 Investment income

	Unrestricted funds £'000	Restricted funds £'000	Total 2021 £'000	Total 2020 £'000
Short term deposits	-	-	-	4
	<u>-</u>	<u>-</u>	<u>-</u>	<u>4</u>

7 Expenditure

	Staff costs £'000	Non-pay expenditure Premises £'000	Other £'000	Total 2021 £'000	Restated Total 2020 £'000
Expenditure on raising funds					
- Direct costs	-	-	9	9	25
Academy's educational operations					
- Direct costs	7,872	649	536	9,057	8,557
- Allocated support costs	1,433	519	600	2,552	2,601
	<u>9,305</u>	<u>1,168</u>	<u>1,145</u>	<u>11,618</u>	<u>11,183</u>

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

7 Expenditure

Net income/(expenditure) for the year includes:	2021 £'000	2020 £'000
Fees payable to auditor for:		
- Audit	9	9
- Other services	6	6
Operating lease rentals	17	17
Depreciation of tangible fixed assets	815	866
Net interest on defined benefit pension liability	67	80

Included within expenditure are the following transactions:

	2021 £
Gifts made by the Academy Trust - total	105
Unrecoverable debts - total	1,000

Clarification: While the majority of the disclosures in these accounts are rounded to £'000, the disclosure above is not. The value of gifts in the year was £105 (not £105k) and unrecoverable debts is £1,000 (not £1,000k).

8 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2021 £'000	Restated Total 2020 £'000
Direct costs				
Educational operations	31	9,026	9,057	8,557
Support costs				
Educational operations	166	2,386	2,552	2,601
	197	11,412	11,609	11,158

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

8 Charitable activities

	2021	Restated 2020
Analysis of costs	£'000	£'000
Direct costs		
Teaching and educational support staff costs	7,872	7,362
Staff development	3	3
Depreciation	649	715
Technology costs	-	2
Educational supplies and services	144	154
Examination fees	83	81
Educational consultancy	163	147
Other direct costs	143	93
	<u>9,057</u>	<u>8,557</u>
Support costs		
Support staff costs	1,042	958
Defined benefit pension scheme - staff costs (FRS102 adjustment)	391	406
Depreciation	166	151
Technology costs	48	97
Maintenance of premises and equipment	105	112
Cleaning	9	26
Energy costs	142	125
Rent, rates and other occupancy costs	68	95
Insurance	27	22
Security and transport	7	8
Catering	259	336
Defined benefit pension scheme - finance costs (FRS102 adjustment)	67	80
Legal costs	22	4
Other support costs	188	159
Governance costs	11	22
	<u>2,552</u>	<u>2,601</u>

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

9 Staff

Staff costs

Staff costs during the year were:

	2021 £'000	2020 £'000
Wages and salaries	6,635	6,383
Social security costs	727	655
Pension costs	1,315	1,209
Defined benefit pension scheme - staff costs (FRS102 adjustment)	391	406
Staff costs - employees	9,068	8,653
Agency staff costs	158	92
Staff restructuring costs	79	6
	<u>9,305</u>	<u>8,751</u>

Staff restructuring costs comprise:

Redundancy payments	67	6
Severance payments	12	-
	<u>79</u>	<u>6</u>

Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £12k (2020: £nil).

Staff numbers

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

	2021 Number	2020 Number
Teachers	90	84
Administration and support	74	85
Management	11	12
	<u>175</u>	<u>181</u>

HIVE EDUCATION TRUST

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

9 Staff

Staff

The number of persons employed, expressed as a full time equivalent, was as follows:

	2021	2020
	Number	Number
Teachers	82	82
Administration and support	64	64
Management	12	12
Pension costs	158	158
Defined pension scheme - staff costs (FRS102 adjustment)		

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

	2021	2020
	Number	Number
£60,000 - £70,000	1	1
£70,001 - £80,000	9	9
£80,001 - £90,000	-	-
£90,001 - £100,000	1	1
£100,001 - £120,000	1	1
£120,001 - £130,000	1	1

Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £286,384 (2020: £375,875).

10 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Executive Principal and other Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Executive Principal and staff members under their contracts of employment, and not in respect of their services as Trustees.

The value of Trustees' remuneration and other benefits was as follows:

V Linsley (Head Teacher / Accounting Officer):

- Remuneration: £120,000 - £125,000 (2020: £120,000 - £125,000)
- Employer's pension contributions: £25,000 - £30,000 (2020: £25,000 - £30,000)

During the year, no payments for expenses (2020: £nil) were reimbursed or paid directly to any Trustees.

Other related party transactions involving the Trustees are set out within the related parties note.

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

11 Trustees' and officers' insurance

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

12 Tangible fixed assets

	Leasehold land and buildings £'000	Computer equipment £'000	Fixtures, fittings & equipment £'000	Motor vehicles £'000	Total £'000
Cost					
At 1 September 2020	39,557	1,252	1,947	23	42,779
Additions	-	-	12	-	12
At 31 August 2021	39,557	1,252	1,959	23	42,791
Depreciation					
At 1 September 2020	10,189	1,239	1,921	23	13,372
Charge for the year	790	11	14	-	815
At 31 August 2021	10,979	1,250	1,935	23	14,187
Net book value					
At 31 August 2021	28,578	2	24	-	28,604
At 31 August 2020	29,368	13	26	-	29,407

Included in leasehold land and buildings above is leasehold land at a value of £50k.

13 Debtors

	2021 £'000	2020 £'000
Trade debtors	5	31
VAT recoverable	42	59
Other debtors	29	23
Prepayments and accrued income	151	126
	<u>227</u>	<u>239</u>

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

14 Creditors: amounts falling due within one year

	2021 £'000	2020 £'000
Trade creditors	94	72
Other taxation and social security	174	174
Other creditors	152	156
Accruals and deferred income	246	217
	<u>666</u>	<u>619</u>

15 Deferred income

	2021 £'000	2020 £'000
Deferred income is included within:		
Creditors due within one year	<u>158</u>	<u>142</u>
Deferred income at 1 September 2020	142	131
Released from previous years	(142)	(131)
Resources deferred in the year	<u>158</u>	<u>142</u>
Deferred income at 31 August 2021	<u>158</u>	<u>142</u>

Deferred income at 31 August 2021 relates to Universal Infant Free School Meal Grant of £14k (2020: £31k), rates income of £32k (2020: £41k) and other income received in advance of £75k (2020: £70k).

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

16 Funds

	Balance at 1 September 2020 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2021 £'000
Restricted general funds					
General Annual Grant (GAG)	(77)	8,641	(8,545)	(19)	-
UIFSM	-	23	(23)	-	-
Pupil premium	-	551	(551)	-	-
Other DfE / ESFA grants	-	533	(533)	-	-
Catch Up Premium	-	94	(59)	-	35
Summer School & Emergency Support	-	34	(34)	-	-
Other government grants	-	162	(162)	-	-
Mass Testing	-	30	(30)	-	-
Other restricted funds	-	246	(211)	-	35
Pension reserve	(3,857)	-	(458)	(350)	(4,665)
	<u>(3,934)</u>	<u>10,314</u>	<u>(10,606)</u>	<u>(369)</u>	<u>(4,595)</u>
Restricted fixed asset funds					
DfE group capital grants	27,765	27	(759)	(31)	27,002
Capital expenditure from GAG and other funds	219	-	(14)	50	255
Private sector capital sponsorship	1,480	18	(42)	-	1,456
	<u>29,464</u>	<u>45</u>	<u>(815)</u>	<u>19</u>	<u>28,713</u>
Total restricted funds	<u>25,530</u>	<u>10,359</u>	<u>(11,421)</u>	<u>(350)</u>	<u>24,118</u>
Unrestricted funds					
General funds	609	181	(197)	-	593
Total funds	<u>26,139</u>	<u>10,540</u>	<u>(11,618)</u>	<u>(350)</u>	<u>24,711</u>

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

During the year under review, the only academy operated by the trust was St Mary Magdalene Academy. All income, expenditure and balances therefore relate to St Mary Magdalene Academy.

The Restricted General Funds are used to fund the general operating costs of the Academy. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2021.

The restricted LGPS Fund represents the Academy's share of the LGPS Pension Fund.

The Restricted Fixed Asset Fund is set aside to fund future depreciation, representing the net book value of fixed assets. Any unspent capital funds are also retained within the fixed asset fund.

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

16 Funds

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

	Balance at 1 September 2019 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2020 £'000
Restricted general funds					
General Annual Grant (GAG)	-	7,989	(8,066)	-	(77)
Pupil premium	-	543	(543)	-	-
Other DfE / ESFA grants	-	551	(551)	-	-
Other government grants	-	126	(126)	-	-
Pension reserve	(4,592)	-	(486)	1,221	(3,857)
	<u>(4,592)</u>	<u>9,209</u>	<u>(9,772)</u>	<u>1,221</u>	<u>(3,934)</u>
Restricted fixed asset funds					
DfE group capital grants	28,551	26	(812)	-	27,765
Capital expenditure from GAG and other funds	233	-	(14)	-	219
Private sector capital sponsorship	1,520	-	(40)	-	1,480
	<u>30,304</u>	<u>26</u>	<u>(866)</u>		<u>29,464</u>
Total restricted funds	<u>25,712</u>	<u>9,235</u>	<u>(10,638)</u>	<u>1,221</u>	<u>25,530</u>
Unrestricted funds					
General funds	635	519	(545)	-	609
Total funds	<u>26,347</u>	<u>9,754</u>	<u>(11,183)</u>	<u>1,221</u>	<u>26,139</u>

17 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets			28,604	28,604
Current assets	593	736	109	1,438
Creditors falling due within one year		(666)		(666)
Defined benefit pension liability		(4,665)		(4,665)
Total net assets	<u>593</u>	<u>(4,595)</u>	<u>28,713</u>	<u>24,711</u>

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

17 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2020 are represented by:				
Tangible fixed assets	-	-	29,407	29,407
Current assets	609	542	57	1,208
Creditors falling due within one year	-	(619)	-	(619)
Defined benefit pension liability	-	(3,857)	-	(3,857)
Total net assets	609	(3,934)	29,464	26,139

18 Pension and similar obligations

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

A further smaller scheme operates for a single employee, being the Church of England Funded Pension Scheme (CEFPS), managed by the Church of England Pension Board.

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

Contributions amounting to £152k (2020: £146k) were payable to the schemes at 31 August 2021 and are included within creditors.

Teachers' Pension Scheme

Introduction

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.

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

18 Pension and similar obligations

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to the TPS in the period amounted to £1,050k (2020: £971k).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 13.9% for employers and 5.5% to 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 Academy 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.

Total contributions made	2021 £'000	2020 £'000
Employer's contributions	265	238
Employees' contributions	108	106
Total contributions	373	344
Principal actuarial assumptions	2021 %	2020 %
Rate of increase in salaries	4.3	3.8
Rate of increase for pensions in payment/inflation	2.9	2.4
Discount rate for scheme liabilities	1.7	1.8
Inflation assumption (CPI)	2.8	2.3

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

18 Pension and similar obligations

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

	2021 Years	2020 Years
Retiring today		
- Males	22.8	22.7
- Females	25.3	25.2
Retiring in 20 years		
- Males	24.3	24.2
- Females	27.2	27.1

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

	2021 £'000	2020 £'000
Discount rate + 0.1%	11,408	9,222
Mortality assumption + 1 year	12,050	9,712
Inflation + 0.1%	11,966	9,673
Pay growth + 0.1%	11,708	9,468

Defined benefit pension scheme net liability	2021 £'000	2020 £'000
Scheme assets	7,019	5,588
Scheme obligations	(11,684)	(9,445)
Net liability	(4,665)	(3,857)

The Academy Trust's share of the assets in the scheme	2021 Fair value £'000	2020 Fair value £'000
Equities	3,944	3,084
Other Bonds	990	609
Cash	35	302
Property	1,095	928
Other assets	955	665
Total market value of assets	7,019	5,588

The actual return on scheme assets was £1,113,000 (2020: £283,000).

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

18 Pension and similar obligations

18 Pension and similar obligations

Amount recognised in the statement of financial activities 2021 2020
£'000 £'000

2021	2020
Current service cost	635
Past service cost	9
Interest income	(139)
Interest cost	219
Administration expenses	-
Total operating charge	724

Changes in the present value of defined benefit obligations 2021

2021	2020
At 1 September 2020	9,445
Current service cost	645
Interest cost	171
Employee contributions	108
Actuarial loss/(gain)	1,359
Benefits paid	(44)
At 31 August 2021	11,684

Changes in the fair value of the Academy Trust's share of scheme assets

Changes in the fair value of the Academy Trust's share of scheme assets

2021	2020
At 1 September 2020	5,588
Interest income	104
Actuarial (gain)/loss	1,009
Employer contributions	265
Employee contributions	108
Benefits paid	(44)
Administration expenses	(11)
At 31 August 2021	7,019

Church of England Pension Scheme (CEFPS)

There is one employee who is a member of the CEFPS. The effect of the valuation and disclosures relevant to this scheme are not included in these accounts as the cost of obtaining a valuation at 31 August 2021 would outweigh the benefits.

The actual return on scheme assets was 11.1% (2020: 10.0%).

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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

	2021 £'000	2020 £'000
Net expenditure for the reporting period (as per the statement of financial activities)	(1,078)	(1,429)
Adjusted for:		
Capital grants from DfE and other capital income	(45)	(26)
Investment income receivable	-	(4)
Defined benefit pension costs less contributions payable	391	406
Defined benefit pension scheme finance cost	67	80
Depreciation of tangible fixed assets	815	866
Decrease in debtors	12	16
Increase/(decrease) in creditors	47	(94)
Net cash provided by/(used in) operating activities	209	(185)

20 Analysis of changes in net funds

	1 September 2020 £'000	Cash flows £'000	31 August 2021 £'000
Cash	969	242	1,211

21 Long-term commitments, including operating leases

At 31 August 2021 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2021 £'000	2020 £'000
Amounts due within one year	29	5
Amounts due in two and five years	149	15
	178	20

HIVE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

22 Related party transactions

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

During the year the following transactions took place with related parties;

The St Mary Magdalene Academy: The Courtyard, a company incorporated in the UK (England and Wales), company number 08619729 ("The Courtyard") is a related party by virtue of the fact that the majority of the members of the company are also members of the Courtyard. During the year, £81k (2020: £104k) was receivable from the Courtyard for costs incurred on behalf of the Courtyard which are recharged at cost. At the balance sheet date, £nil (2020: £29k) was due from the Courtyard.

The London Diocesan Board for Schools ("LDBS") is a sponsor and a member of the Academy Trust and as such it is a related party. During the year, expenditure of £14k (2020: £13k) was incurred with LDBS. No balances were outstanding at the year end.

Grow Education Partners Ltd, a company incorporated in the UK (England and Wales), company number 02874636 is a related party by virtue of being controlled by LDBS. During the year, expenditure of £23k (2020: £13k) was incurred and income of £nil (2020: £nil) was received from it. At the balance sheet date, £2k was due and is within creditors.

In entering into the transactions the Academy Trust has complied with the requirements of the Academies Financial Handbook 2020.

23 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he or she ceases to be a member.

24 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2021 the trust had £nil (2020: £7k) unspent income brought forward, received £28k (2020: £22k) and disbursed £28k (2020: £29k) from the fund. An unspent balance at 31 August 2021 of £nil (2020: £nil) is included within creditors: amounts falling due within one year.

25 Prior year adjustment

Allocation of income and expenditure to appropriate headings was considered following the reclassifications in the Academies Accounts Direction 2020/2021 and the ESFA chart of accounts. The allocation of income and expenditure in the prior year has been amended in order for the two years to be comparable. There was no impact on the reported surplus for the year, reserves at year end or on any balance sheet items.