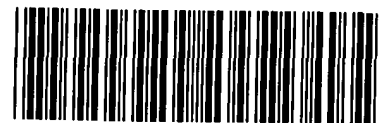


Company Registration Number: 07539214 (England & Wales)

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

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GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mrs P Brown Mr J M Garibaldi (resigned 23 June 2020) Mr P Karat (resigned 23 June 2020) Mr G R Martin (deceased 4 October 2020) Dr D Vowles H Jefferies (appointed 23 June 2020) P Jankowski (appointed 23 June 2020)
Trustees	Ms A Dawson Mr J M Garibaldi, Chair Mr P Karat Mr W Smith Mr J C Weaver, Chief Executive and Accounting Officer Mr J Anderson Mrs P Brown (appointed 26 November 2019) Mrs C Caille (appointed 22 October 2019)
Company registered number	07539214
Company name	Greater Nottingham Education Trust
Principal and registered office	Carlton le Willows Academy Wood Lane Gedling Nottingham NG4 4AA
Company secretary	Mr M Davies
Executive management team	Mr J C Weaver, Chief Executive Officer Mr G Johnson, Director of Education Mr M Davies, Director of Finance and Operations Mr J Crone (appointed 01/09/2019), Head Teacher (Primary)
Independent auditors	Duncan & Toplis Limited Chartered Accountants and Statutory Auditors 15 Chequergate Louth Lincolnshire LN11 0LJ

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Bankers Lloyds Bank Plc
 12-16 Lower Parliament Street
 Nottingham
 NG1 3DA

Solicitors Stone King LLP
 16 St John's Lane
 London
 EC1M 4BS

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The trustees present their annual report together with the financial statements and auditor's reports of the charitable company for the period 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trustees present their annual report together with the financial statements and auditor's reports of the charitable company for the period 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates two academies. Netherfield Primary School for pupils aged 2 to 11 and Carlton le Willows Academy, a secondary school for pupils aged 11 to 18, both schools serving catchment areas on the eastern side of Nottingham. The schools had a combined number on roll of 2,165 at the time of the spring 2020 school census.

Structure, governance and management

a. Constitution

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

The charitable company's Memorandum of Association is the primary governing document of the Academy Trust.

The Trustees of Greater Nottingham Education Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as Greater Nottingham Education Trust.

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

b. Members' liability

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

c. Trustees' indemnities

In accordance with normal commercial practice the trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on trust business. The insurance provides cover up to a maximum value of £5,000,000

d. Method of recruitment and appointment or election of Trustees

Trustees are elected under the terms of the Articles of Association. Any trustee elections are held as soon as practicable after the occurrence of a vacancy.

Trustees are appointed by the members.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Structure, governance and management (continued)

e. Policies adopted for the induction and training of Trustees

The training and induction provided for new trustees will depend on their existing experience. Where necessary, induction will provide training on charity and educational legal and financial matters. All new trustees are offered tours of the academies and the chance to meet with staff and students.

All trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees. As trustee turnover is low, induction tends to be done informally and is tailored specifically to the individual.

f. Organisational structure

Trustees review the delegation of functions annually. Each trustee will remain accountable for any decision taken, including those relating to functions delegated to a committee or individual.

The management of the trust is the responsibility of the trustees who are elected under the terms of the Articles of Association.

The members delegate responsibility to the board of trustees for making major decisions about the strategic direction of the trust and the appointment of all head teachers. The trustees are legally appointed representatives of the trust under the Companies Act 2006 and the Charities Act 2011.

The board of trustees delegate to local governing bodies the responsibility for decisions surrounding: setting general school specific policy; adopting the trust's financial policy; setting an annual budget plan and monitoring actual financial outcomes against said plan.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Structure, governance and management (continued)

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

The pay policy, which includes a section specifically for senior leaders, is reviewed annually and approved by the trustees.

Head teacher appointments require trustee approval. Appointment of deputy Headteachers require local governing body approval. Other senior leaders are appointed by the individual head teachers.

In assessing and reviewing the salaries of posts on the leadership spine, the governing body give due consideration to the following factors:

- In reviewing the head teachers performance, the governing body will normally employ the service of an external education consultant.
- the outcome of the annual appraisal for each individual.
- the academy's individual salary range which can be reviewed throughout the year for recruitment and retention purposes.
- pay differentials within the academy and leadership group.
- relative responsibilities of posts.

The trustees and local governing body will also take into consideration differentials between the salary range of the head teacher, head of school, deputy Headteachers(s) and assistant headteacher(s).

To achieve progression on the leadership pay range individuals are required to demonstrate sustained high quality of performance. In addition, he/she must have completed a successful annual appraisal review.

The local pupil and personnel committee will delegate the responsibility for agreeing annual appraisal objectives to the head teacher, who may in turn delegate this responsibility to the staff members line manager. As part of the annual determination of pay, the designated reviewer will make recommendations to the head teacher for each post-holder. The head teacher will then review the recommendations and forward these with their own recommendations to the committee for their determination.

No rewards, other than the agreed salary are offered or made to any senior leaders.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Structure, governance and management (continued)

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	3
Full-time equivalent employee number	3

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	2
1%-50%	1
51%-99%	-
100%	-

Percentage of pay bill spent on facility time £

Total cost of facility time	5,020
Total pay bill	8,676,194
Percentage of total pay bill spent on facility time	0.06 %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	100.00 %
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GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Structure, governance and management (continued)

Engagement with employees (including disabled persons) (continued)

Working parties are established, particularly for one off projects such as the recent curriculum review, resulting in the Big Picture. These allow a range of viewpoints and ideas to be shared.

All members of staff are encouraged to do their best for the organisation through the reward scheme Big Respects, whereby staff can nominate colleagues for recognition from the headteacher for work 'above and beyond' the usual.

Achieving a common awareness on the part of all employees of the factors affecting the performance of the company

Staff meetings and Heads Updates all help keep employees up to date on factors affecting performance.

Reviews by external advisers, for example most recently in Key Stage 5, involve a range of staff members at all levels of seniority. Review findings are then shared at whole staff meetings so all employees can benefit from findings and learn from best practice shared.

Policy in respect of applications for employment from disabled persons, the treatment of employees who become disabled and the training, career development and promotion of disabled person.

Equality Policy, reviewed annually by the Pupil and Personnel committee of the Academies governing body, applies to all students, parents and staff.

Our adherence to the Equality Act 2010 is implicit in the GNET application form, reviewed and improved in January 2020 and which is used across all Trust schools. It asks for specific information needed to help provide a fair selection interview.

Bespoke support is provided for staff, Occupational Health would be contacted where appropriate and reasonable adjustments made for those with a disability. This is usually done after appointment or once a member of staff becomes disabled during their employment.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Structure, governance and management (continued)

i. Engagement with employees (including disabled persons)

In both trust schools, trustees, through the executive leadership team engage with staff in the following ways:

Providing employees with information on matters of concern to them

Whole staff meetings are scheduled on the school calendar termly, with staff briefings led by SLT taking place twice weekly (pre Covid). Head's Updates sent to all staff via email continue to be an effective way of updating staff on a range of issues in an easily accessible and timely fashion. The staff intranet has been developed and is a source of information which can be readily updated. Most recently a Covid 19 'tab' has been added where staff can access the Covid risk assessment and other pertinent information.

Inset days have traditionally been used to provide wide ranging information and training. Consultation before Autumn INSETs allows staff to opt for relevant training/workshops in a 'pick and mix' approach that allows for focused CPD addressing individual needs. Since the return to school with social distancing measures in place, SLT have introduced virtual CPD briefings allowing colleagues to share best practice for remote learning and the recovery curriculum.

The staff induction process has developed and is provided virtually via Zoom over four short time slots. It provides a comprehensive overview of school policies, processes and systems delivered by a wide range of staff. A new Trust HR manager has developed her role offering one to one interviews with staff. This has even further developed during the pandemic with individual welfare meetings providing a personalised, bespoke approach.

Consulting employees or their representatives regularly so that the views of employees can be considered in making decisions which are likely to affect their interests

A Joint Consultative Committee meets termly to seek consultation and receive feedback on a range of issues. All departments have a representative on the committee and minutes are published. The JCC remit has recently been revised to include the HR manager and in-school representatives' for recognised trade unions. This is designed to make the forums more efficient and effective.

There is regular contact with in-school trade union representatives but during Covid these meetings have increased significantly. There have been regular meetings with reps and SLT to discuss the safe return to school, including extensive consultation on Covid Risk Assessments. These meetings have been very well received, and acknowledged by Union representatives.

Encouraging the involvement of employees in the company's performance

The whole school staff appraisal process has been developed to ensure all staff, both teaching and support, have their appraisal targets linked to one of the Big Three organisational goals. This brings focus and allows all employees to feel they are helping shape the organisation's future.

Two members of staff sit on the Academies full governing bodies giving them insight, oversight and involvement in whole school performance.

Heads of department meet regularly to feed into whole school performance targets, with departmental improvement plans feeding into the whole school raising achievement plan. Work within departments encourages staff to suggest new ideas and drive innovative change.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Objectives and activities (continued)

Goal 1: Positive Progress in Sixth Form	
Sub-goals	<ul style="list-style-type: none"> • The principles of 'Making every Lesson Stick' are consistently applied in every classroom • Prioritise KS5 quality assurance; challenge underperformance identified in learning walks and/or work scrutiny • Re-establish a strong ethos of ambition and high expectations at KS5 • Align the KS5 Raising Achievement Strategy with that established at KS4 • Raise the profile and accountability for KS5 outcomes via robust line management / KS5 appraisal objective for all sixth form teachers
Goal 2: P8 between +0.50 to +0.60	
Sub-goals	<ul style="list-style-type: none"> • Increased targeted intervention for SEN students in core subjects • Implement a staff mentoring system for high anxiety students • Middle ability boys become a key focus group for relevant teaching staff via appraisal objectives • Deploy increased English staffing to more closely align English intervention provision with that of Maths and Science. Positive progress in both Lit and Lang.
	<ul style="list-style-type: none"> • Use close monitoring of progress toward targets in Geography and MFL to inform intervention. Achieved progress for both areas of > +0.30 • Increased communication with Year 11 parents to secure a more triangulated approach within the KS4 Raising Achievement Strategy • Consistent positive contribution to P8 from all non-GCSE courses
Goal 3: To narrow the gap in progress by 20% between disadvantaged and non-disadvantaged students	
Sub-goals	<ul style="list-style-type: none"> • Disadvantaged students (in particular middle ability boys) remain a focus for relevant teaching staff • Fixed, aspirational base targets for disadvantaged students with overall base target of >+0.15 • Disadvantaged students are prioritised for form time intervention for core subjects • Prioritised tracking of progress for disadvantaged students (Years 7 – 10) to inform strategy and improve provision for raising achievement

Netherfield Primary School

G1 - A focus on reading, leading to attainment between FFT50 to FFT20

G2 - A focus on maths, leading to attainment between FFT50 to FFT20

G3 - A focus on science, leading to pupils achieving well for their age

Key priorities to achieve goals, raise standards and improve pupils' progress by July 2020

GREATER NOTTINGHAM EDUCATION TRUST
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

j. Engagement with suppliers, customers and others in a business relationship with the Trust

The trust works hard to maintain good relations with all stakeholders. 'Quality and Control' is the mantra that underpins all trust business operations.

The trust has long standing relationships with many of its suppliers and where possible, uses common suppliers in both trust schools to achieve economies of scale and consistency of approach. The school recognises its position as a publicly funded body and always pays suppliers without delay. This has never been more critical for suppliers than during the current Covid-19 pandemic. The trust regularly reviews its significant supplier relationships to ensure standards of delivery remain high and value for money is achieved.

The trust recognises its schools positions as a community hubs and offers an extensive programme of out of hours community use. Facilities are modern and maintained to a high standard. Rates of hire are very competitive and the service provided to community users is of the highest quality. Carlton le Willows specifically, is a highly thought of sporting venue in the Nottinghamshire area which has led to facility developments in partnership with Sport England, Table Tennis England and the Football Foundation.

Trust schools undertake many 'business' transactions with parents/carers for items such as school uniform, extra-curricular trips and catering. The trust has introduced a number of measures to make these transactions as simple as possible, including online payment tools and apps. The school supports families in receipt of free school meals and certain benefits to meet the challenges of these additional costs. The trust works closely with all families experiencing financial hardship to ensure cost does not become a barrier to opportunity.

Carlton le Willows has been accredited with the Customer Service Excellence award for many years and is the only school in the East Midlands to hold this prestigious accolade. Annual assessment visits involve a timetabled day of meetings with a range of staff and other stakeholders. The evidence gathering process for each assessment encompasses many functions allowing many stakeholders to share their insight.

Objectives and activities

a. Objects and aims

The academy trust's objects are specifically restricted to the following;

- a. to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carry on, managing and developing schools offering a broad and balanced curriculum.
- b. to promote for the benefit of the inhabitants of the areas in which the Academies are situated the provision for facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

b. Objectives, strategies and activities

The following approved priorities were expected to be acted upon in the year. The Covid-19 pandemic curtailed much of this work.

Carlton le Willows Academy

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Objectives and activities (continued)

Quality of education	<ul style="list-style-type: none">• Raise outcomes for the whole school across all areas and all pupil groupings• Review the curriculum, making it fit for purpose in relation the flow from intention to implementation, including the rationale for content choices and curriculum sequencing.
Behaviour and attitudes	<ul style="list-style-type: none">• Increase attendance and reduce the percentage of persistent absenteeism, particularly for disadvantaged pupils• Continue to reduce exclusion rates by both days and number of permanent.
Personal development	<ul style="list-style-type: none">• Encouraging each pupil to become personally, emotionally and socially effective. Enable them to lead healthy, safe and fulfilled lives and to become confident, independent and responsible citizens, making informed and responsible choices and decisions throughout their lives.• Increase pupil resilience in relation to lengthier work and end of term and end of year testing procedures.
Effectiveness of early years provision:	<ul style="list-style-type: none">• Reduce the gap between school outcomes and the National Average for GLD.• Review and improve the learning activities available for outdoor education in EYFS
Leadership and management	<ul style="list-style-type: none">• Develop NPS into a reading school, reading will be a key vein running across all years and through all stakeholders• Ensure the school is fully staffed, including the recruitment of a headteacher• Hold individual leads to account for KP's and link the appraisal process for all staff directly to these.• Continue to reduce staff absence rates

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Objectives and activities (continued)

c. Public benefit

The trustees confirm that they have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

In addition to the education activities the trust has developed an extensive community-use programme for 'out of hours' leisure activities for the benefit of inhabitants in the local area.

GREATER NOTTINGHAM EDUCATION TRUST
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Year 13	Target	Achieved
Academic Cohort and Results		
Average point score as a grade	B-	B
Average score per entry	>35	41.8
Vale Added	>0.0	Not available
Vocational Cohort and Results (32 students)		
Average point score as a grade		Distinction
Average score per entry		40.6
Value Added		Not available

Pupil numbers

Total pupil numbers against a PAN of 226 are as follows:

Year 7 – 300
Year 8 – 299
Year 9 – 288
Year 10 – 312
Year 11 – 239
Year 12 – 145
Year 13 – 129
Total – 1712

300 pupils were admitted in September 2020.

Attendance

- No meaningful annual attendance figures are obtainable due to the Covid-19 pandemic.

Other achievements

- The academy successfully retained the Customer Service Excellence award again and is still the only school in the East Midlands to hold this prestigious accolade.
- The academy were recognised by the Schools, Students and Teachers Network (SSAT) as being in the top 20% performing non-selective schools nationally.

Netherfield Primary School

No Year 6/ Key Stage 2 Tests were undertaken nationally in 2020.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Strategic report

Achievements and performance

a. Key performance indicators

Carlton le Willows Academy

Public examination results 2020 *(Based on Centre Assessed Grades due to the Covid-19 pandemic. Some results not available).*

Year 11	Target	Achieved
Progress 8	>0.50	Not available
Attainment 8	5.5	5.81
% 5+ English & Maths	64%	74%
English Element Attainment	11.0	12.9
Maths Element Attainment	11.2	11.6
Ebacc Element Attainment	14.5	16.1
Open Element Attainment	15.0	17.4
English Element Progress	>0.30	Not available
Maths Element Progress	>0.70	Not available
Ebacc Element Progress	-	Not available
Open Element Progress	-	Not available
Ebacc Average points	4.9	5.1

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Strategic report (continued)

Achievements and performance (continued)

Pupil numbers

Early Years Provision - 84

Reception - 61

Year 1 – 52

Year 2 – 59

Year 3 – 48

Year 4 – 58

Year 5 – 58

Year 6 – 57

Total – 477

Attendance

- No meaningful annual attendance figures are obtainable due to the Covid-19 pandemic.

Key Financial Performance Indicators

- Staff costs are 95% of GAG income and 80% of total revenue income.
- Agency staff costs are 1.5% of total staff costs.
- 2% of GAG income spent on repairs and maintenance.
- The trust once again achieved an operating surplus this year.

b. Going concern

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

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Strategic report (continued)

Achievements and performance (continued)

c. Promoting the success of the company

The trust regularly shares success throughout its schools and wider community enhancing our reputation for providing quality education and thereby maintaining strong pupil numbers.

Over the last 12 months Carlton le Willows was featured in the Nottingham Post and Gedling Eye in regard to receiving approval for a two phase funding agreement for expansion (May 2020) and for receiving two awards from the SSAT (The Schools, Students and Teaching Network) for being in the top 20% of schools nationally for both progress and attainment at GCSE 2019. (March 2020). The Nottingham Post also featured a story about an A Level student who secured a place at Cambridge University with three A*s. (August 2020).

Netherfield Primary School showcases its strong community involvement, with the school choir featuring on BBC Radio Nottingham's 12 Days of Christmas feature (December 2019). Children also joined civic dignitaries for the official unveiling of a new remembrance memorial in Netherfield (November 2019), an event which was featured in Gedling district news.

Promotion of success stories also takes place on both schools' website's – on a dedicated News section – and in the termly magazine Le Willows Life.

Financial review

The trust is in a strong position financially. The in-year revenue surplus was £1,014,978 and the trust has projected a balanced budget for the next five years.

The trust's main source of funding was the General Annual Grant from the Education and Skills Funding Agency. This was supplemented by funding from Nottinghamshire County Council for early years provision and to support pupils with special educational needs, Pupil Premium funding from the Education and Skills Funding Agency, and funds generated by the trust through sales of textbooks and music tuition fees as an example.

The funding has been utilised by the trust to achieve the targets set out in the trust's improvement plans. Resources expended this year have assisted the trusts secondary school in achieving exceptional examination results.

GREATER NOTTINGHAM EDUCATION TRUST
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Reserves Policy

During the period ended 31 August 2020, total unrestricted and restricted income (excluding capital funding within the restricted fixed asset fund) were £11,216,385. This compares with expenditure (excluding depreciation within the restricted fixed asset fund and pension reserve expenditure) of £10,617,784 and transfers out to the restricted fixed asset fund of £142,508, to give a surplus of income over expenditure on revenue funding totalling £456,093. This equates to the change in balance of the restricted general funds (excluding pension reserve) plus unrestricted funds reported at the previous year end.

The trust's free reserves are its funds after excluding restricted funds. 'Reserves' are therefore the resources the trust has or can make available to spend for any or all of the trust's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'free reserves' represent income to the trust which is to be spent at the trustees' discretion in furtherance of any of the trust's objectives but which is not yet spent, committed or designated.

As at 31 August 2020, restricted general funds (excluding pension reserves) were £858,836 and unrestricted funds were £878,019.

At the end of the prior finance period, (year ended 31 August 2019) the academy had free reserves of £1,280,762

The trustees review the reserve levels of the trust termly. This review encompasses the nature of income and expenditure streams. The trustees have determined that the appropriate level of revenue reserves should be equivalent to one months' expenditure, which is approximately £884,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

The academy's level of free revenue reserves for 2019-2020 is £1,736,855 comprising of unrestricted funds of £878,019 and restricted funds of £858,836 (excluding the pension reserve of £7,041,000).

The amount that can only be realised by disposing of tangible fixed assets is £36,440,797.

Investment Policy

The trust holds no investments other than its capital balance. Ordinarily, the trustees have requested that amounts above the level of working capital be held in a high interest account. However, this year surplus funds were drawn down to the current account to ensure that any short-term funding issues due to the Covid-19 pandemic could be adequately managed. Currently £10,000 is placed in a high interest account with Lloyds.

Principal Risks and Uncertainties

The trustees have assessed the major risks to which the trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the trust and its finances. The trustees have implemented a number of systems to assess risks that the trust faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance.

They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls in order to minimise risk. Where significant financial risk still remains, they have ensured that adequate insurance cover is in place. The trust has an effective system of internal financial controls.

The trust has a comprehensive risk register in place which has been adopted by the trustees and is updated as necessary.

GREATER NOTTINGHAM EDUCATION TRUST
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Outlined below is a description of the principal risk headings, together with examples of actions taken by the trust to mitigate those risks:

1. Strategic and Reputational: All schools are reliant on maintaining pupil numbers together with attracting a retaining high quality staff.

- Educational standards remain high, ensuring recruitment of pupils and high quality staff is manageable, and public perception of the trust remains high;
- Aspirational development plans are in place to ensure standards remain high and opportunities and threats are both explored and managed where necessary;
- Robust governance arrangements are in place including external reviews.

2. Operational Risks: The trust operates across multiple sites and phases of education. Therefore, it is important that operational undertakings are properly managed.

- Comprehensive management information systems are in place;
- Governance training is provided regularly and governance skills audits are undertaken annually;
- Estates and IT infrastructures are well maintained and are regularly reviewed for legal compliance;
- Public relations are proactively managed with all positive news shared with wider public when appropriate.

3. Compliance Risks: The trust operates in a highly regulated society.

- The trust employs the services of a number of expert professional advisors in areas such as legal, HR and health and safety;
- The trust is subject to a number of external audits throughout the year including finance, health and safety, governance and safeguarding;
- The trust has well established policies and processes, and employs suitably qualified and experienced staff to ensure compliance obligations are properly managed.

4. Financial Risks: The trust has considerable reliance on continued government funding through the Education and Skills Funding Agency and the Local Authority. Academies financial performance is scrutinised more than ever following negative media stories.

- Funding is derived through a number of direct and indirect contractual arrangements;
- Well established finance policies and processes are in place. The trusts finance operations are centralised and monitored by both local governors and the trust board to ensure compliance with the academy's financial handbook and value for money principals.
- Academy trusts are subject to extensive audit protocols.

Fundraising

The trust did not undertake any fundraising activities during the year, nor did they work with any commercial participators/ professional fundraisers.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Streamlined energy and carbon reporting

The Trust's greenhouse gas emissions and energy consumption are as follows:

	2020
Energy consumption used to calculate emissions (kWh)	1,937,752
Energy consumption breakdown (kWh):	
Gas	1,133,774
Electricity	803,978
Transport fuel	824
Scope 1 emissions (in tonnes of CO2 equivalent):	
Gas consumption	208.47
Owned transport	0.14
Total scope 1	208.61
Scope 2 emissions (in tonnes of CO2 equivalent):	
Purchased electricity	187.44
Scope 3 emissions (in tonnes of CO2 equivalent):	
Business travel in employee-owned or rental vehicles	0.06
Total gross emissions (in tonnes of CO2 equivalent):	396.11

The Trust has followed and used the following quantification and reporting methodologies:

Quantification and Reporting Methodology

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

Intensity Measurement

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

Measures taken to improve energy efficiency

- We have introduced a rolling plan of lighting upgrades, installing LED lighting across the trust estate.
- This year we completed a programme of roof replacement works which included the installation of significant insulation.
- During the first national lockdown, we temporarily mothballed one of our large buildings. This enabled us to shut down the plant at that site and reduce energy consumption.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Plans for future periods

Carlton le Willows Academy

The following approved improvement priorities will be acted upon during the coming year (2020-21).

Goal 1: Teaching and wider whole school - accelerate the progress all students make, with a particular focus on when they are learning away from school	
Academy limiters	<ul style="list-style-type: none"> • Strategic planning for remote learning at initiation stage – still a new method for all – students/teachers and leadership • Capacity of teachers/subject leads who are already overstretched due to working circumstances caused by the coronavirus pandemic • Within /across subject variation in relation to the robustness of curriculum planning and pedagogy for effective teaching, in particular that done remotely • Home learning has focused heavily on engagement - need to share key learning goals for progress with parents in the event of further episodes of learning • Adapting practice to identify where pupils have understood and where they are struggling with remote learning practices so students do better • Students being unable to access technology / devices during further episodes of remote learning, particular those from disadvantaged or larger families
Sub-goals	<p>a. To develop a robust curriculum where teachers' planning about what should be learned is clearly defined, whether learning takes place on site or at home</p> <p>b. To build on the whole school principles of 'making every lesson stick' as a basis of remote teaching practices as well as classroom instruction</p> <p>c. To design a robust infrastructure that supports delivery of the curriculum on site and remotely and, in particular, during any future period of disruption</p>
Goal 2: Targeted support – sustain high levels of progress in years 11 and 13	
Academy limiters	<ul style="list-style-type: none"> • Lower expectations and ambition for the progress that can be achieved following the extended period of school closure • School closure has led to gaps in the assessment of student progress; teachers are less aware of students to target and misconceptions to challenge • Disparity in the progress made by students over lockdown due to inconsistent engagement with remote learning • Progress of middle ability boys (non-disadvantaged and disadvantaged) • Lack of parity in student progress across core subjects and EBacc subjects alongside a need for non-GCSE courses to make a greater contribution to P8
Sub-goals	<p>To extend the school's existing raising achievement strategy to build in additional time for targeted small group support via:</p> <p>a. timetabled period 7 'get ahead' sessions for all students across all subject areas</p> <p>b. subsidised private tuition for targeted students</p> <p>c. increasing the number of students accessing option intervention</p>

GREATER NOTTINGHAM EDUCATION TRUST
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Plans for future periods (continued)

Goal 3: Targeted support - narrow the gap in progress between disadvantaged and vulnerable learners of all ages that may have widened due to school closure	
Academy limiters	<ul style="list-style-type: none">• Disrupted KS2 SATS and lack of transition has created a lag in identifications of year 7 learners that may need to be targeted for additional support• A significant number of students of all ages will be absent from school due to self-isolation term / shielding• Increased numbers of high anxiety students – COVID and non-COVID related• Lack of access to technology for remote learning will disproportionately impact on disadvantaged and vulnerable students
Sub-goals	<p>To maximise the impact of the academy's extended raising achievement strategy on disadvantaged and vulnerable students by:</p> <ul style="list-style-type: none">a. Prioritising disadvantaged and vulnerable KS3 students for small group English and Maths enhanced support sessionsb. Prioritising disadvantaged and vulnerable KS4 students for subsidised private tuition and IT provision to support remote learningc. Ensuring that disadvantaged and vulnerable KS4 students are robustly targeted for small group option intervention

Netherfield Primary School

The following goals will be acted upon during the coming year (2020-21).

G1 - A focus on curriculum gaps, progression vs regression, our response to Covid-19

G2 – A focus on reading, leading to attainment between FFT50 to FFT20

G3 - A focus on maths, leading to attainment between FFT50 to FFT20

G4 - A focus on writing, leading to attainment between FFT50 to FFT20

Key priorities to achieve our goals, raise standards and improve pupils' progress by July 2021

Quality of education · Raise outcomes for the whole school across all areas and all pupil groupings · Review missed curriculum, making it fit for purpose in relation to catch up, reviewing 'taken out' curriculum areas for the benefit of additional learning in RWM.

Behaviour and attitudes · Increase attendance and reduce the percentage of persistent absenteeism, particularly for disadvantaged pupils · Continue to reduce exclusion rates by both days and number of permanent.

Personal development · Encouraging each pupil to become personally, emotionally and socially effective. · Review lockdown experiences and enable our children to lead healthy, safe and fulfilled lives and to become confident, independent and responsible citizens, making informed and responsible choices and decisions throughout their lives. · Increase pupil resilience in relation to lengthier work and end of term and end of year testing procedures.

Effectiveness of early years provision: · Reduce the gap between school outcomes and the National Average for GLD. · Review and improve the learning activities available for outdoor education in EYFS

Leadership and management · React positively to the regression in maths evident from baseline assessments (Sept 20) · Hold individual leads to account for KP's and link the appraisal process for all staff directly to these. · Continue to reduce staff absence rates · Balance a budget in the face of increased Covid costs.

Rationale:

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Plans for future periods (continued)

Our mission is simply, for pupils to reach their academic potential and develop the qualities they need for success and happiness in life.

Funds held as custodian on behalf of others

The trust does not hold such funds.

Disclosure of information to auditors

Insofar as the Trustees are aware:

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

Auditors

The auditors, Duncan & Toplis Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 15 December 2020 and signed on its behalf by:



.....
Mr J M Garibaldi
Chair of Trust

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

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

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

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

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The trust normally meet at least six times per year but a number of meetings were cancelled this year due to the Covid-19 pandemic. 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:

Trustee	Meetings attended	Out of a possible
Ms A Dawson	2	5
Mr J M Garibaldi, Chair	4	5
Mr P Karat	5	5
Mr W Smith	3	5
Mr J C Weaver, Chief Executive and Accounting Officer	5	5
Mr J Anderson	4	5
Mrs P Brown	4	4
Mrs C Caille	5	5

During the lockdown period two trustee meetings were cancelled. However, the CEO, Chair of Trustees, Head Teacher at Netherfield Primary and the Chair's of both Local Governing Bodies remained in close contact during this time. All decisions were made in line with the scheme of delegation, and all financial matters were dealt with in accordance with the financial procedures manual and financial scheme of delegation. This regular contact ensured trustees maintained oversight and adequate control of funds and resources.

During the year two further trustees were appointed. One a former primary head teacher and the other a former college lecturer with significant experience of the further education sector, further strengthening the boards education expertise.

The board has discharged its duties effectively during the year, including delivery of all statutory returns in a timely manner. Trust leaders have developed a framework for reporting to the board. During the year, the board has regularly reviewed educational and financial performance and challenged trust leaders where necessary, including on the quantity and quality of information provided. The board is content that the information provided has enabled trustees to properly scrutinise the performance of the trust and hold trust leaders to account.

Trustees have completed the DfE's School Resource Management Self-assessment (SRMSA) checklist and were found to be compliant in all areas. The corresponding finance dashboards were also completed for each school with the benchmarking outcomes considered in detail. The trust intends to review the SRMSA benchmarking data on a regular basis and are likely to undertake a further external review of governance in the coming year. During the year, trust schools subscribed to the National Governance Association together with the organisations training and development tool. A programme of governor training, guided by in-year skills audits, will take place during the coming year, with the intention that trustees will undertake training relevant to their role.

Trustees have appointed an external consultant to undertake a review of trust governance. This review will be complete by the end of the autumn term.

The finance and audit committee is a sub-committee of the main board of trustees. Its purpose is to be responsible for;

- Constitutional decisions
- Policy development, planning and public accountability
- Financial matters

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

- Monitoring the integrity of the trust's financial systems, records and accounts
- Review key financial decisions and matters of judgement in the annual accounts
- Review and make recommendations on the systems of internal control used by the trust
- Review the trust's risk management systems

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr J Anderson (Committee Chair)	4	5
Ms A Dawson	2	5
Mr J Garibaldi	4	5
Mr P Karat	5	5
Mr W Smith	3	5
Mr JC Weaver (Chief executive and accounting officer)	5	5
Mrs C Caille	5	5
Mrs P Brown	4	4

Review of value for money

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

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

The trust has developed a Strategic Operations Group made up of senior leaders who act as a steering group focused on integrated curriculum financial planning. During the year:

- Staffing costs were scrutinised through a route and branch review. Any identified inefficiencies have been dealt with which has created a very cost effective staffing structure.
- The trusts financial operations were moved online, enabling efficiencies with order processes and allowing middle leaders to manage their budgets more effectively. The introduction of online systems has facilitated remote working which has been incredibly important during the Covid-19 pandemic..
- The trust employed the services of a specialist surveyor to assist with Condition Improvement Fund bids for major capital works. The trust secured in excess of £250,000 for fire safety works.
- The trust also secured over £1 million in grants towards the construction of a state of the art football facility and the construction of an enhanced provision unit.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

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 ongoing process designed to identify and prioritise the risks to the achievement of trust's 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 at Greater Nottingham Education Trust for the year ended 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 01 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the trustee's;
- regular reviews by the Finance and Audit 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;
- identification and management of risks.

The Board of Trustees has appointed Duncan and Toplis to undertake internal assurance work during the year with one visit per term taking place. The internal assurance work is designed to assess the systems and processes operated by the trust, and to provide guidance in the audit risk assessments. Duncan and Toplis also perform preliminary work on individual transactions for the purposes of ESFA regularity reporting (which involves the test checking of transactions for validity, authorisation, compliance with the trust's objectives and finance procedures). The Board have received proposals regarding splitting the internal and external audit functions per the updates to the FRC ethical standards. This proposal is due for discussion and review at the next meeting.

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

- testing of payroll systems
- testing of purchase and income systems
- testing of control account/ bank reconciliation's

Reports were present to the trust finance committee on a termly basis. No significant issues were identified in the course of Duncan and Toplis' work and any recommendations or minor housekeeping matters have been addressed.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

As accounting officer, the chief executive officer 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 Duncan and Toplis providing internal assurance
- the work of the external auditor
- the financial management and governance self-assessment process or the school resource management self-assessment tool
- 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 committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 15 December 2020 and signed on their behalf by:

J M Garibaldi

.....
Mr J M Garibaldi
Chair of Trustees

C Weaver

.....
C Weaver (Dec 17, 2020 09:58 GMT)

.....
Mr J C Weaver
Accounting Officer

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Greater Nottingham Education Trust I have considered my responsibility to notify the Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Trust, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

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

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

C Weaver

C Weaver (Dec 17, 2020 09:58 GMT)

.....
Mr J C Weaver

Accounting Officer

Date: 15 December 2020

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

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

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


- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 15 December 2020 and signed on its behalf by:



.....
Mr J M Garibaldi
(Chair of Trustees)

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
GREATER NOTTINGHAM EDUCATION TRUST**

Opinion

We have audited the financial statements of Greater Nottingham Education Trust (the 'trust') for the year ended 31 August 2020 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
GREATER NOTTINGHAM EDUCATION TRUST (CONTINUED)**

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Other information includes the Reference and administrative details, the Trustees' report including the Strategic report, and the Governance statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
GREATER NOTTINGHAM EDUCATION TRUST (CONTINUED)**

Responsibilities of trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

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



Alistair Main FCA (Senior statutory auditor)

for and on behalf of

Duncan & Toplis Limited

Chartered Accountants and Statutory Auditors

15 Chequergate

Louth

Lincolnshire

LN11 0LJ

16 December 2020

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

In accordance with the terms of our engagement letter dated 13 August 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Greater Nottingham Education Trust during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

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

The accounting officer is responsible, under the requirements of Greater Nottingham Education Trust's funding agreement with the Secretary of State for Education dated 28 March 2011 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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



Alistair Main FCA
Duncan & Toplis Limited
Chartered Accountants and Statutory Auditors
15 Chequergate
Louth
Lincolnshire
LN11 0LJ

Date: 16 December 2020

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	3	-	92,472	1,871,438	1,963,910	8,921,340
Charitable activities:	4	-	-	-	-	-
Funding for the academy trust's educational operations		-	11,011,444	-	11,011,444	10,196,407
Other trading activities	5	103,110	-	-	103,110	127,077
Investments	6	2,237	21	-	2,258	3,324
Other income	7	7,101	-	-	7,101	-
Total income		112,448	11,103,937	1,871,438	13,087,823	19,248,148
Expenditure on:						
Raising funds		-	2,756	-	2,756	5,719
Charitable activities:						
Academy trust educational operations		40,787	11,023,241	1,006,061	12,070,089	11,357,327
Total expenditure		40,787	11,025,997	1,006,061	12,072,845	11,363,046
Net income		71,661	77,940	865,377	1,014,978	7,885,102
Transfers between funds	18	-	(142,508)	142,508	-	-
Net movement in funds before other recognised gains/(losses)		71,661	(64,568)	1,007,885	1,014,978	7,885,102
Other recognised gains/(losses):						
Gains on revaluation of fixed assets		-	-	-	-	14,946,814
Actuarial losses on defined benefit pension schemes	27	-	(2,329,000)	-	(2,329,000)	(753,000)
Net movement in funds		71,661	(2,393,568)	1,007,885	(1,314,022)	22,078,916

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Reconciliation of funds:					
Total funds brought forward	806,358	(3,788,596)	35,571,683	32,589,445	10,510,529
Net movement in funds	71,661	(2,393,568)	1,007,885	(1,314,022)	22,078,916
Total funds carried forward	878,019	(6,182,164)	36,579,568	31,275,423	32,589,445

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

The notes on pages 40 to 71 form part of these financial statements.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 07539214

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	15	36,440,797	35,571,683
Current assets			
Debtors	16	1,185,047	747,920
Cash at bank and in hand		1,767,627	1,364,672
		<u>2,952,674</u>	<u>2,112,592</u>
Liabilities			
Creditors: amounts falling due within one year	17	(1,077,048)	(831,830)
		<u>1,875,626</u>	<u>1,280,762</u>
Net current assets			
		<u>38,316,423</u>	<u>36,852,445</u>
Total assets less current liabilities			
		<u>38,316,423</u>	<u>36,852,445</u>
Net assets excluding pension liability			
Defined benefit pension scheme liability	27	(7,041,000)	(4,263,000)
		<u>31,275,423</u>	<u>32,589,445</u>
Total net assets			
		<u>31,275,423</u>	<u>32,589,445</u>
Funds of the Trust			
Restricted funds:			
Fixed asset funds	18	21,632,754	20,624,869
Restricted income funds	18	858,836	474,404
Revaluation reserve		14,946,814	14,946,814
		<u>37,438,404</u>	<u>36,046,087</u>
Restricted funds excluding pension liability	18	37,438,404	36,046,087
Pension reserve	18	(7,041,000)	(4,263,000)
		<u>30,397,404</u>	<u>31,783,087</u>
Total restricted funds	18	30,397,404	31,783,087
Unrestricted income funds	18	878,019	806,358
		<u>31,275,423</u>	<u>32,589,445</u>
Total funds			
		<u>31,275,423</u>	<u>32,589,445</u>

The financial statements on pages 35 to 71 were approved by the Trustees, and authorised for issue on 15 December 2020 and are signed on their behalf, by:

GREATER NOTTINGHAM EDUCATION TRUST

(A company limited by guarantee)
REGISTERED NUMBER: 07539214

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

J.M. Garibaldi:

.....
Mr J M Garibaldi
Chair of the Board of Trustees

The notes on pages 40 to 71 form part of these financial statements.

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by operating activities	20	1,972,832	758,955
Cash flows from investing activities	22	(1,572,135)	(393,501)
Cash flows from financing activities	21	2,258	3,324
Change in cash and cash equivalents in the year		402,955	368,778
Cash and cash equivalents at the beginning of the year		1,364,672	995,894
Cash and cash equivalents at the end of the year	23, 24	<u><u>1,767,627</u></u>	<u><u>1,364,672</u></u>

The notes on pages 40 to 71 form part of these financial statements

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

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

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

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

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

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

- **Donations**

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

- **Other income**

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

1.4 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.4 Expenditure (continued)

All resources expended are inclusive of irrecoverable VAT.

1.5 Interest receivable

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

1.6 Taxation

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

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

1.7 Tangible fixed assets

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. The Trust has adopted a policy of revaluation for the academy premises held within tangible fixed assets.

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

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

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. 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.

1.13 Operating leases

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

1.14 Pensions

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

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

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

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

GREATER NOTTINGHAM EDUCATION TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

1. Accounting policies (continued)

1.7 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Freehold property	- Straight line over 50 years or 10 years as appropriate to the asset
Long-term leasehold property	- Straight line over 50 years or 10 years as appropriate to the asset
Furniture and equipment	- Straight line over 4 and 8 years
Plant and machinery	- Straight line over 4 years
Computer equipment	- Straight line over 3 years
Motor vehicles	- Straight line over 4 years

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

1.8 Debtors

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

1.9 Cash at bank and in hand

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

1.10 Liabilities

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

1.11 Provisions

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

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

GREATER NOTTINGHAM EDUCATION TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

1. Accounting policies (continued)

1.15 Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid during the year and any balances held at the year end are disclosed in the notes.

1.16 Fund accounting

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

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

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

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

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

GREATER NOTTINGHAM EDUCATION TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

3. Income from donations and capital grants

	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Capital Grants	-	1,871,438	1,871,438
Transfer from Academies joining the Trust	-	-	-
Other voluntary income - School Fund	92,472	-	92,472
	<u>92,472</u>	<u>1,871,438</u>	<u>1,963,910</u>

	<i>Restricted funds 2019 £</i>	<i>Restricted fixed asset funds 2019 £</i>	<i>Total funds 2019 £</i>
Capital Grants	-	422,880	422,880
Transfer from Academies joining the Trust	-	8,329,375	8,329,375
Other voluntary income - School Fund	169,085	-	169,085
	<u>169,085</u>	<u>8,752,255</u>	<u>8,921,340</u>

GREATER NOTTINGHAM EDUCATION TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

4. Funding for the Academy Trust's educational operations

	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
DfE/ESFA grants			
General Annual Grant (GAG)	9,312,478	9,312,478	8,966,406
Pupil Premium	462,137	462,137	435,085
Other DfE/ESFA revenue grant	153,904	153,904	156,407
Teachers Pay & Pension Grant	528,374	528,374	88,210
	<u>10,456,893</u>	<u>10,456,893</u>	<u>9,646,108</u>
Other government grants			
SEN 1-1 funding	241,289	241,289	194,703
Early Years Funding	182,525	182,525	203,054
Other Local Authority revenue grants	93,617	93,617	135,730
Other government revenue grants	33,452	33,452	9,405
	<u>550,883</u>	<u>550,883</u>	<u>542,892</u>
Other income			
Other income - apprentice levy	3,668	3,668	7,407
	<u>3,668</u>	<u>3,668</u>	<u>7,407</u>
Total 2020	<u><u>11,011,444</u></u>	<u><u>11,011,444</u></u>	<u><u>10,196,407</u></u>

5. Income from other trading activities

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Catering income	37,421	37,421	32,697
Lettings income	25,402	25,402	37,073
Other income	40,287	40,287	57,307
	<u>103,110</u>	<u>103,110</u>	<u>127,077</u>

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

6. Investment income

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Bank account interest	2,237	21	2,258

	<i>Unrestricted funds 2019 £</i>	<i>Restricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Bank account interest	3,285	39	3,324

7. Other incoming resources

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Gain on disposal of fixed assets	7,101	7,101	-

8. Expenditure

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £
Expenditure on raising voluntary income:				
Direct costs	-	-	2,756	2,756
Funding for the academy trust's educational operations:				
Direct costs	7,762,890	1,006,059	692,786	9,461,735
Allocated support costs	1,422,099	748,743	437,512	2,608,354
	<u>9,184,989</u>	<u>1,754,802</u>	<u>1,133,054</u>	<u>12,072,845</u>

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

8. Expenditure (continued)

	<i>Staff Costs</i> 2019 £	<i>Premises</i> 2019 £	<i>Other</i> 2019 £	<i>Total</i> 2019 £
Expenditure on raising voluntary income:				
Direct costs	-	-	5,719	5,719
Funding for the academy trust's educational operations:				
Direct costs	7,057,984	912,051	813,942	8,783,977
Allocated support costs	1,363,019	739,734	470,597	2,573,350
	<u>8,421,003</u>	<u>1,651,785</u>	<u>1,290,258</u>	<u>11,363,046</u>

9. Analysis of expenditure by activities

	<i>Activities undertaken directly</i> 2020 £	<i>Support costs</i> 2020 £	<i>Total funds</i> 2020 £
Funding for the academy trust's educational operations	<u>9,461,735</u>	<u>2,608,354</u>	<u>12,070,089</u>

	<i>Activities undertaken directly</i> 2019 £	<i>Support costs</i> 2019 £	<i>Total funds</i> 2019 £
Funding for the academy trust's educational operations	<u>8,783,977</u>	<u>2,573,350</u>	<u>11,357,327</u>

GREATER NOTTINGHAM EDUCATION TRUST
(A company limited by guarantee)

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

9. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Educational operations 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Staff costs	7,762,890	7,762,890	7,057,984
Depreciation	1,006,061	1,006,061	912,051
Educational supplies	388,442	388,442	452,460
Technology costs	85,536	85,536	121,223
Examination fees	136,871	136,871	134,254
Staff development	27,012	27,012	26,354
Other costs	54,923	54,923	79,651
	<u>9,461,735</u>	<u>9,461,735</u>	<u>8,783,977</u>

GREATER NOTTINGHAM EDUCATION TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational operations 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Staff costs	1,422,099	1,422,099	1,363,019
Technology costs	23,458	23,458	15,655
Recruitment and support	37,548	37,548	11,557
Maintenance of premises and equipment	227,746	227,746	217,945
Cleaning	240,954	240,954	235,076
Rent and rates	70,862	70,862	76,049
Energy costs	142,367	142,367	149,243
Insurance	66,814	66,814	61,421
Transport	7,896	7,896	17,393
Telephone, postage and stationery	17,056	17,056	22,591
Catering	156,312	156,312	133,512
Other costs	123,303	123,303	165,128
Bank interest and charges	590	590	299
Operating leases - other	17,912	17,912	16,163
Auditors' remuneration	10,335	10,335	9,500
Professional fees	43,936	43,936	67,420
Legal fees	(834)	(834)	11,379
Total 2020	<u><u>2,608,354</u></u>	<u><u>2,608,354</u></u>	<u><u>2,573,350</u></u>

During the year ended 31 August 2020, the academy incurred the following Governance costs:

£53,437 (2019 - £88,299) included within the table above in respect of Funding for the academy trust's education operations.

GREATER NOTTINGHAM EDUCATION TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

10. Net income/(expenditure)

Net income for the year includes:

	2020 £	2019 £
Operating lease rentals	17,912	16,163
Depreciation of tangible fixed assets	1,006,061	912,051
Gain on disposal of fixed assets	7,101	-
Fees paid to auditors for:		
- audit	6,900	6,900
- other services	3,435	2,600
	<u>6,900</u>	<u>6,900</u>

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	6,616,992	6,269,539
Social security costs	618,482	587,067
Pension costs	1,814,723	1,393,071
	<u>9,050,197</u>	<u>8,249,677</u>
Agency staff costs	134,792	171,326
	<u>9,184,989</u>	<u>8,421,003</u>

GREATER NOTTINGHAM EDUCATION TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

11. Staff (continued)

b. Staff numbers

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

	2020	2019
Management	4	4
Teachers	127	125
Administration and support	143	121
	<u>274</u>	<u>250</u>

The average headcount expressed as full-time equivalents was:

	2020 No.	2019 No.
Management	4	4
Teachers	117	112
Administration and support	82	79
	<u>203</u>	<u>195</u>

c. Higher paid staff

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

	2020	2019
In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	3	2
In the band £120,001 - £130,000	-	1
In the band £130,001 - £140,000	1	-
	<u>1</u>	<u>-</u>

d. Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £415,873 (2019 - £386,078).

GREATER NOTTINGHAM EDUCATION TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

12. Central services

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

- Quality assurance (education)
- School improvement services
- Business and financial services
- Human resources
- Governance and governors services
- Customer service (PR/marketing and website)
- ICT network and infrastructure services
- MIS and data management services

The Trust charges for these services on the following basis:

Central services are charged at the actual cost of providing the services. Central services costs are borne by Carlton le Willows Academy in the first instance and recharged accordingly.

The actual amounts charged during the year were as follows:

	2020 £	2019 £
Netherfield Primary School	<u>80,800</u>	<u>80,000</u>

GREATER NOTTINGHAM EDUCATION TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

13. Trustees' remuneration and expenses

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

		2020	2019
		£	£
Mr J C Weaver	Remuneration	130,000 -	125,000 -
		135,000	130,000
	Pension contributions paid	30,000 -	20,000 -
		35,000	25,000

During the year ended 31 August 2020, expenses totalling £4 were reimbursed or paid directly to 1 Trustee (2019 - £NIL). These expenses were for pupil rewards for helping with remembrance assemblies.

14. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2020 was £35 (2019 - £493). The cost of this insurance is included in the total insurance cost.

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FOR THE YEAR ENDED 31 AUGUST 2020**

15. Tangible fixed assets

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Plant and machinery £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation							
At 1 September 2019	29,825,448	8,353,782	642,449	2,900	845,660	35,925	39,706,164
Additions	1,795,202	3,127	14,968	-	110,645	-	1,923,942
Disposals	(48,767)	-	-	-	-	-	(48,767)
At 31 August 2020	31,571,883	8,356,909	657,417	2,900	956,305	35,925	41,581,339
Depreciation							
At 1 September 2019	2,725,448	145,782	478,161	1,451	754,985	28,654	4,134,481
Charge for the year	698,437	147,641	58,822	363	98,374	2,424	1,006,061
At 31 August 2020	3,423,885	293,423	536,983	1,814	853,359	31,078	5,140,542
Net book value							
At 31 August 2020	28,147,998	8,063,486	120,434	1,086	102,946	4,847	36,440,797
At 31 August 2019	27,100,000	8,208,000	164,288	1,449	90,675	7,271	35,571,683

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

16. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	3,235	4,874
Other debtors	168,381	76,943
Prepayments and accrued income	152,993	134,926
VAT recoverable	115,484	246,423
Grants receivable	744,954	284,754
	<u>1,185,047</u>	<u>747,920</u>

17. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	194,171	335,634
Other taxation and social security	146,165	137,841
Other creditors	175,096	134,093
Accruals and deferred income	561,616	224,262
	<u>1,077,048</u>	<u>831,830</u>

	2020 £	2019 £
Deferred income at 1 September 2019	140,410	107,344
Resources deferred during the year	168,648	140,410
Amounts released from previous periods	(140,410)	(107,344)
	<u>168,648</u>	<u>140,410</u>

Deferred income as at 31 August 2020 pertains to government grant funding received during the year, but relating partly or wholly to the year ending 31 August 2021.

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

15. Tangible fixed assets (continued)

As at 31 August 2019 both schools had their land and buildings revalued.

The Trust has adopted a policy of revaluation for tangible fixed assets. Had these assets been measured at historic cost, the carrying values would have been as follows:

	2020 £	2019 £
Freehold property	14,055,377	12,308,942
Long-term leasehold property	8,069,155	8,062,218
	<u>22,124,532</u>	<u>20,371,160</u>

Included in the net book value of property displayed above are the following amounts ascribable to land:

	2020 £	2019 £
Freehold land	5,871,233	5,920,000
Long-term leasehold land	1,085,000	1,085,000
	<u>6,956,233</u>	<u>7,005,000</u>

All of the tangible fixed assets are used for educational purposes.

Included in freehold and leasehold property is land of £6,956,233 (2019 - £7,005,000) which is not depreciated. A small portion of land has been disposed of in year.

Additions to freehold property in year comprise work to finish roofing and window works, 3G pitch and changing pavilion, general refurbishment to site and new roofing work.

The long leasehold property relates to Netherfield Primary School which is leased from Nottinghamshire County Council over a period of 125 years for peppercorn rent.

In the year there is a disposal of Land at Carlton le Willows for £55,868, which was due to the compulsory purchase by Nottinghamshire County Council of an area of the school field owned by the Academy Trust.

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

18. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
General Funds	806,358	112,448	(40,787)	-	-	878,019
Restricted general funds						
General Annual Grant (GAG)	348,478	9,312,479	(8,784,451)	(142,508)	-	733,998
Other DfE/ESFA grants	26,617	1,144,414	(1,142,299)	-	-	28,732
Other government grants	58,606	550,883	(541,771)	-	-	67,718
Other Income	40,703	96,161	(108,476)	-	-	28,388
Pension reserve	(4,263,000)	-	(449,000)	-	(2,329,000)	(7,041,000)
	<u>(3,788,596)</u>	<u>11,103,937</u>	<u>(11,025,997)</u>	<u>(142,508)</u>	<u>(2,329,000)</u>	<u>(6,182,164)</u>
Restricted fixed asset funds						
DfE/ESFA capital grants	1,474,098	295,939	857,682	-	-	2,627,719
Other Capital Grants	-	776,499	(15,980)	-	-	760,519
Capital expenditure from GAG	1,696,559	-	(502,210)	142,508	-	1,336,857
Capital expenditure from other income	9,266,809	799,000	(1,200,666)	-	-	8,865,143
Transfer on Conversion	8,187,403	-	(144,887)	-	-	8,042,516
Revaluation reserve	14,946,814	-	-	-	-	14,946,814
	<u>35,571,683</u>	<u>1,871,438</u>	<u>(1,006,061)</u>	<u>142,508</u>	<u>-</u>	<u>36,579,568</u>
Total Restricted funds	<u>31,783,087</u>	<u>12,975,375</u>	<u>(12,032,058)</u>	<u>-</u>	<u>(2,329,000)</u>	<u>30,397,404</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds (continued)

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Total funds	32,589,445	13,087,823	(12,072,845)	-	(2,329,000)	31,275,423

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

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

General Annual Grant (GAG) must be used for the normal running costs of the Academy.

Other DfE/ESFA grants comprise of various grants awarded for specific projects, in particular to boost standards of attainment. Grants include Pupil Premium funding which is intended to support education for people from a disadvantaged background. Grants also include teacher pay and pension grants that have been awarded to the academy to help with the increase in wages and pension costs.

Other Government grants includes funding provided for pupils with Statements of Special Educational Needs and is used by the academy to assist with the pupils education.

Devolved capital funding is that provided to academies to use as it sees fit in areas such as improvements to buildings and facilities, or the repair or refurbishment of such.

Other capital grants are provided to the academy based on specific bids for individual projects.

Other income comprises various other receipts including school meals and trip income. The income is classed as restricted or unrestricted based on the nature of the income.

The pension reserve arises from the actuarial measurement of the Academy's share of the Local Government Pension Scheme deficit. This deficit is recorded as a provision. The actuarial cost of employing staff during the year is initially reflected in the normal running costs of the school in the restricted pension fund. The amount included in resources expended represents the pension cost for the year charged to income and expenditure that arises from actuarial calculations of service cost rather than employer contributions paid, and amounts to £449,000. Actuarial gains and losses that arise from changes in assumptions by the actuary or wider influences are shown in the restricted pension fund, the movement this year being a net £2,329,000 actuarial increase in the net pension fund deficit.

Restricted fixed asset funds represent monies received in respect of and spent on, fixed assets. This includes assets inherited on conversion and revaluations. The total of resources expended with this fund include the depreciation charge for the year. The transfers figure is the amount of other funds used to acquire fixed assets.

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

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2020 were allocated as follows:

	2020 £	2019 £
Carlton le Willows Academy	1,518,039	1,036,642
Netherfield Primary School	218,816	244,120
Total before fixed asset funds and pension reserve	1,736,855	1,280,762
Restricted fixed asset fund	36,579,568	35,571,683
Pension reserve	(7,041,000)	(4,263,000)
Total	31,275,423	32,589,445

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £
Carlton le Willows Academy	6,127,875	1,263,793	560,303	892,568	8,844,539
Netherfield Primary School	1,635,014	158,304	135,237	293,690	2,222,245
Trust	7,762,889	1,422,097	695,540	1,186,258	11,066,784

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds (continued)

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

	<i>Teaching and educational support staff costs £</i>	<i>Other support staff costs £</i>	<i>Educational supplies £</i>	<i>Other costs excluding depreciation £</i>	<i>Total 2019 £</i>
Carlton le Willows Academy	5,391,175	1,133,443	356,224	1,229,604	8,110,446
Netherfield Primary School	1,666,809	211,576	96,236	365,928	2,340,549
Trust	<u>7,057,984</u>	<u>1,345,019</u>	<u>452,460</u>	<u>1,595,532</u>	<u>10,450,995</u>

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18. Statement of funds (continued)

	<i>Balance at 1 September 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2019 £</i>
Total Restricted funds	9,775,901	19,117,786	(11,304,414)	-	14,193,814	31,783,087
Total funds	10,510,529	19,248,148	(11,363,046)	-	14,193,814	32,589,445

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	36,440,797	36,440,797
Current assets	878,019	1,935,884	138,771	2,952,674
Creditors due within one year	-	(1,077,048)	-	(1,077,048)
Provisions for liabilities and charges	-	(7,041,000)	-	(7,041,000)
Total	878,019	(6,182,164)	36,579,568	31,275,423

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	35,571,683	35,571,683
Current assets	806,358	1,306,234	-	2,112,592
Creditors due within one year	-	(831,830)	-	(831,830)
Provisions for liabilities and charges	-	(4,263,000)	-	(4,263,000)
Total	806,358	(3,788,596)	35,571,683	32,589,445

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds (continued)

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

	<i>Balance at 1 September 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2019 £</i>
Unrestricted funds						
General Funds	734,628	130,362	(58,632)	-	-	806,358
Restricted general funds						
General Annual Grant (GAG)	77,630	8,966,406	(8,522,709)	(172,849)	-	348,478
Other DfE/ESFA grants	6,090	679,702	(659,175)	-	-	26,617
Other government grants	100,149	542,892	(584,435)	-	-	58,606
Other Income	44,216	176,531	(180,044)	-	-	40,703
Pension reserve	(3,064,000)	-	(446,000)	-	(753,000)	(4,263,000)
	<u>(2,835,915)</u>	<u>10,365,531</u>	<u>(10,392,363)</u>	<u>(172,849)</u>	<u>(753,000)</u>	<u>(3,788,596)</u>
Restricted fixed asset funds						
DfE/ESFA capital grants	1,397,758	422,880	(208,413)	(138,127)	-	1,474,098
Capital expenditure from GAG	1,620,697	-	(235,114)	310,976	-	1,696,559
Capital expenditure from other income	9,593,361	-	(326,552)	-	-	9,266,809
Transfer on Conversion	-	8,329,375	(141,972)	-	-	8,187,403
Revaluation reserve	-	-	-	-	14,946,814	14,946,814
	<u>12,611,816</u>	<u>8,752,255</u>	<u>(912,051)</u>	<u>172,849</u>	<u>14,946,814</u>	<u>35,571,683</u>

GREATER NOTTINGHAM EDUCATION TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

20. Reconciliation of net income to net cash flow from operating activities

	2020 £	2019 £
Net income for the period (as per Statement of financial activities)	1,014,978	7,885,102
Adjustments for:		
Depreciation	1,006,061	912,053
Capital grants from DfE and other capital income	(295,939)	(284,754)
Interest receivable	(2,258)	(3,324)
(Increase)/decrease in debtors	(439,076)	173,993
Increase/(decrease) in creditors	247,167	(40,740)
Transfer in of Netherfield Primary School Property	-	(8,329,375)
Defined benefit pension scheme cost less contributions payable	374,000	369,000
Defined benefit pension scheme finance cost	75,000	77,000
(Profit)/Loss on disposal of tangible fixed assets	(7,101)	-
Net cash provided by operating activities	1,972,832	758,955

21. Cash flows from financing activities

	2020 £	2019 £
Interest received	2,258	3,324
Net cash provided by financing activities	2,258	3,324

22. Cash flows from investing activities

	2020 £	2019 £
Purchase of tangible fixed assets	(1,923,942)	(678,255)
Proceeds from the sale of tangible fixed assets	55,868	-
Capital grants from DfE Group	295,939	284,754
Net cash used in investing activities	(1,572,135)	(393,501)

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**NOTES TO THE FINANCIAL STATEMENTS
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23. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash at bank and in hand	1,767,627	1,364,672
Total cash and cash equivalents	1,767,627	1,364,672

24. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	1,364,672	402,955	1,767,627
	1,364,672	402,955	1,767,627

25. Contingent liabilities

During the period of the Funding Agreement, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Trust is required either to re-invest the proceeds or to repay the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as result of the Secretary of State or the Trust serving notice, the Trust shall repay to the Secretary of State sums determined by reference to:

- (a) the value at that time of the Trust's site and premises and other assets held for the purpose of the Trust, and
- (b) the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the funding agreement.

26. Capital commitments

	2020 £	2019 £
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	147,703	1,525,463

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NOTES TO THE FINANCIAL STATEMENTS
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27. Pension commitments

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

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

Contributions amounting to £132,386 were payable to the schemes at 31 August 2020 (2019 - £128,882) and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

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**NOTES TO THE FINANCIAL STATEMENTS
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27. Pension commitments (continued)

The employer's pension costs paid to TPS in the year amounted to £1,111,424 (2019 - £731,385).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £425,000 (2019 - £387,000), of which employer's contributions totalled £326,000 (2019 - £293,000) and employees' contributions totalled £ 99,000 (2019 - £94,000). The agreed contribution rates for future years are 18.30 per cent for employers and between 5.5 and 9.9 per cent for employees.

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

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

Principal actuarial assumptions

	2020 %	2019 %
Rate of increase in salaries	3.25	3.7
Rate of increase for pensions in payment/inflation	2.25	2.2
Discount rate for scheme liabilities	1.6	1.85

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

	2020 Years	2019 Years
<i>Retiring today</i>		
Males	21.8	21.7
Females	24.4	24.4
<i>Retiring in 20 years</i>		
Males	23.2	23.3
Females	25.9	26.2

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**NOTES TO THE FINANCIAL STATEMENTS
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27. Pension commitments (continued)

Sensitivity analysis

	2020 £000	2019 £000
Discount rate +0.1%	(304)	(184)
Discount rate -0.1%	312	188
Mortality assumption - 1 year increase	465	326
Mortality assumption - 1 year decrease	(448)	(314)
CPI rate +0.1%	283	167
CPI rate -0.1%	(276)	(163)

Share of scheme assets

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

	2020 £	2019 £
Equities	3,331,000	2,712,000
Gilts	217,000	142,000
Corporate bonds	478,000	374,000
Property	734,000	574,000
Cash and other liquid assets	219,000	127,000
Inflation-linked pooled fund	210,000	156,000
Infrastructure	327,000	216,000
Unit trust	60,000	44,000
Total market value of assets	5,576,000	4,345,000

The actual return on scheme assets was £156,000 (2019 - £188,000).

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

	2020 £	2019 £
Current service cost	(700,000)	(581,000)
Past service cost	-	(80,000)
Interest cost	(75,000)	(77,000)
Administrative expenses	(2,000)	(1,000)
Total amount recognised in the Statement of financial activities	(777,000)	(739,000)

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**NOTES TO THE FINANCIAL STATEMENTS
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27. Pension commitments (continued)

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

	2020 £	2019 £
At 1 September	8,608,000	6,905,000
Current service cost	700,000	581,000
Interest cost	159,000	183,000
Employee contributions	99,000	94,000
Actuarial losses	3,128,000	835,000
Benefits paid	(77,000)	(70,000)
Past service cost	-	80,000
At 31 August	12,617,000	8,608,000

The Actuary has allowed for the estimated impact of the recent McCloud judgement, as a past service cost. The estimated impact on total liabilities as at 31 August 2020 is £nil (2019: £80,000)

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

	2020 £	2019 £
At 1 September	4,345,000	3,841,000
Return on plan assets (excluding net interest on the net defined pension liability)	84,000	106,000
Administration expenses	-	(1,000)
Actuarial gains	799,000	82,000
Employee contributions	99,000	94,000
Benefits paid	(77,000)	(70,000)
Employer contributions	326,000	293,000
At 31 August	5,576,000	4,345,000

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

28. Operating lease commitments

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

	2020 £	2019 £
Not later than 1 year	10,981	14,198
Later than 1 year and not later than 5 years	12,515	13,879
	<u>23,496</u>	<u>28,077</u>

29. Members' liability

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

30. Related party transactions

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

The academy trust purchased education support services costing £5,275 (2019 - £4,450) from Mellers Primary School, a community school at which Ms A Dawson, a trustee, is the Head Teacher. The transactions were conducted at cost and in accordance with normal procurement practices. No amounts were owing at either year end.

31. Agency arrangements

The Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2020 the trust received £21,627 (2019 - £21,046) and disbursed £20,933 (2019 - £21,046) from the fund. The residual balance of £694 has been used to cover admin costs.