

Fierté Multi-Academy Trust

Trustees' Report and Financial Statements

For the year ended 31 August 2018

SATURDAY



A7LBXR8R

A16

22/12/2018

#350

COMPANIES HOUSE

DAINS
ACCOUNTANTS

Fierté Multi-Academy Trust
(A company limited by guarantee)

Contents

	Page
Reference and administrative details	1 - 3
Trustees' report	4 - 13
Governance statement	14 - 17
Statement on regularity, propriety and compliance	18
Statement of Trustees' responsibilities	19
Independent auditors' report on the financial statements	20 - 22
Independent reporting accountant's assurance report on regularity	23 - 24
Consolidated statement of financial activities incorporating income and expenditure account	25
Consolidated balance sheet	26
Academy Trust balance sheet	27 - 28
Consolidated statement of cash flows	29
Notes to the financial statements	30 - 55

Fierté Multi-Academy Trust
(A company limited by guarantee)

Reference and Administrative Details
For the year ended 31 August 2018

Members

Mr C Hunt
Mr R Jefferies

Trustees

Mrs V Blundell (appointed 1 January 2018)¹
Mrs L Gardner
Mrs M Hamblin, Chief Executive Officer¹
Mrs Z Insley
Mr A McFarlane (resigned 1 November 2018)¹
Mr G Pykitt, Chair of Trustees¹
Mrs C Smith
Mrs J Smith

¹ members of the Finance and Audit Forum

Company registered number

07606026

Company name

Fierté Multi-Academy Trust

Principal and registered office

Violet Way
Stapenhill
Burton Upon Trent
DE15 9ES

Fierté Multi-Academy Trust
(A company limited by guarantee)

Reference and Administrative Details of the Academy Trust, its Trustees and Advisers
For the year ended 31 August 2018

Advisers (continued)

Company secretary and chief financial officer

Mrs J Harrison

Chief executive officer

Mrs M Hamblin

Senior management team

Mrs M Hamblin, CEO and Headteacher at Glascote Heath Academy
Mr R Burns, Headteacher at Violet Way Academy
Mr S Russell, Headteacher at Ankermoor Primary Academy
Mr T Hand, Headteacher at Dosthill Primary School (from 1 January 2018)
Miss M Powell, Deputy Headteacher at Glascote Heath Academy
Mrs K Williams, Deputy Headteacher at Violet Way Academy
Mrs E Price, Deputy Headteacher at Ankermoor Primary Academy
Mrs C Keay, Deputy Headteacher at Dosthill Primary School (from 1 January 2018)

Independent auditors

Dains LLP
Charlotte House
Stanier Way
The Wyvern Business Park
Derby
DE21 6BF

Bankers

Lloyds Bank
16 High Street
Burton-on-Trent
Staffordshire
DE14 1JA

HSBC
18 High Street
Burton-on-Trent
Staffordshire
DE14 1HU

Solicitors

Anthony Collins
134 Edmund Street
Birmingham
B3 2ES

Fierté Multi-Academy Trust
(A company limited by guarantee)

Reference and Administrative Details of the Academy Trust, its Trustees and Advisers
For the year ended 31 August 2018

Advisers (continued)

Violet Way Academy

Violet Way
Stapenhill
Burton-on-Trent
DE15 9ES

Glascote Heath Academy

Silver Link Road
Glascote
Tamworth
B77 2EA

Ankermoor Primary Academy

62 Rene Road
Bolehall
Tamworth
B77 3NW

Dosthill Primary School

High Street
Dosthill
Tamworth
B77 1LQ

Fierté Multi-Academy Trust
(A company limited by guarantee)

Trustees' Report
For the year ended 31 August 2018

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2017 to 31 August 2018. The Annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

The Academy Trust has four schools in two different locations, three in Tamworth and one in Burton upon Trent. The catchments areas and demographics vary widely for example 50% - 8% free school meals. The age range is 3 – 11 years of age and its combined capacity is 1380 places and had a roll of 1283 on the census date in January 2018.

Structure, governance and management

a. Constitution

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

The charitable company's Memorandum and Articles of Association are the primary governing document of the Academy Trust.

The Trustees of Fierté Multi-Academy Trust are also the directors of the charitable company for the purpose of company law.

The charitable company is known as Fierté Multi-Academy Trust.

Details of the Trustees who served during the year 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

The Trustees of the Trust have been indemnified in respect of their legal liability for financial loss arising as a result of a negligent act, accidental error or omission in the course of their official duties. The limit of this indemnity under the insurance arrangement is £5 million.

d. Method of recruitment and appointment or election of Trustees

The ultimate management of the Multi Academy Trust is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association points 50 – 65.

The approach to appointing new Trustees would depend upon the nature of the vacancy. The Trust considers the appropriate skills set of prospective Trustees to enable effective leadership of Trust responsibilities.

Individuals with a particular expertise may be invited to join the Board, for example Health and Safety or Finance. Individuals also contact the school and offer their services as a Trustee. In some cases Trustees who have been parent Trustees, may wish to continue in another capacity, particularly if they have expertise and knowledge in certain areas.

e. Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for new Trustees will depend upon their existing experience. Where required, an induction will provide training on educational, safeguarding, legal and financial matters. All new Trustees are given the opportunity to meet with staff and invited to meet the pupils. All new Trustees are provided with access to policies, procedures, minutes, accounts, budget plans and other documents that they will need to undertake their roles as Trustees and Directors of the charitable company. As there is normally expected to be a small number of new Trustees each year, induction tends to be informal and is tailored specifically to the individual. The Trustee responsible for the training of Trustees regularly shares training opportunities or will source training to meet specific needs. This also includes the needs of local governing board members.

f. Organisational structure

The Trust's structure consists of the following levels:

- Members
- Board of Directors
- Finance and Audit Forum
- Leadership Forum
- Governance Forum
- Local Governing
- Chief Executive who is also the Accounting Officer
- Chief Finance Officer
- Director of Excellence in Learning and Teaching

The Directors are at the head of the organisational structure of the Trust and are responsible for the overall direction of the Trust and its strategic management. This involves determining the guiding principles within which the Trust operates, setting general policy, adopting a strategic plan, appointing the Local Governing Board for each Academy and ratifying Academy budgets.

The Board monitors the activities of the academies within the Trust to ensure optimum operational efficiency and educational outcomes. The Directors make major decisions about capital expenditure and senior staff appointments. They are also responsible for ensuring that the Trust meets all its statutory obligations and adheres with financial regulations.

The Board of Directors recognise that it would be impractical to undertake all the day to day activities itself in discharging its responsibilities and that it is necessary to delegate some of its functions to the Forums and Local Governing Bodies. The Finance and Audit Forum has delegated authority to monitor academy budgets and propose an annual budget for ratification by the Board. The Governors of each LGB have delegated authority to monitor educational standards; this includes challenging Headteachers on data and performance and monitoring the improvement plans and school improvement priorities. LGC body activity is monitored by the Forums and ultimately the Trust Board via reports.

The CEO has delegated the management of and administration of the budget to the CFO.

The aim of the above structure is to devolve responsibility and encourage involvement in decision making at all levels.

Fierté Multi-Academy Trust
(A company limited by guarantee)

Trustees' Report (continued)
For the year ended 31 August 2018

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

The Trust has adopted a pay policy that is recognised by the unions and is in line with Staffordshire County Council policy.

The Chief Executive Officer (CEO) is to be responsible for ensuring appraisal objectives for all Headteachers are set and reviews undertaken in line with the policy.

The remuneration package for the CEO, CFO and DELT will be determined by the Trust Board, taking into account all of the permanent responsibilities of the role, any challenges that are specific to the role, and all other relevant considerations. A benchmarking exercise will be undertaken relating to numbers of children on role when looking at CEO and DELT pay.

h. Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time **£**

Total cost of facility time	-
Total pay bill	-
Percentage of total pay bill spent on facility time	- %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
---	-----

Fierté Multi-Academy Trust
(A company limited by guarantee)

Trustees' Report (continued)
For the year ended 31 August 2018

i. Related Parties and other Connected Charities and Organisations

Glascote Heath Pre-School operates on site at Glascote Academy. The nursery has a letting agreement with the Academy. The operation is independent of the Academy.

Violet Way Nursery and Care Club Limited operate on site at Violet Way Academy and are a subsidiary company. There is a letting agreement with the Academy.

Dosthill Primary Academy has a private before and after school club, in addition, a private company offers provision for the education and care of two-year olds in a building formerly used as a satellite Children's Centre. Licence Agreements are in place for use of designated parts of the school building by the private company, Footsteps. The academy also has a maintained Nursery.

All settings aim to enhance the experience of young children and improve academic standards. The Care Club offers before and after school care, providing continuity of care for children and a secure safe environment where working parents feel confident leaving their children.

Wave 9 Managed Services Limited is a company in which Mr A McFarlane (a Trustee of the Trust) has an interest. Mr McFarlane holds a 26% interest in Wave 9 Managed Services Limited. The Trust purchased broadband and broadband consultancy from Wave 9 Managed Services Limited which is disclosed in note 29 of the accounts.

Objectives and Activities

a. Objects and aims

The principal object and activity of the Trust is to advance for public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

b. Objectives, strategies and activities

Total commitment to enabling every learner to reach their full potential. Inspirational and challenging experiences for every child in a personalised context. Opportunities for children to develop their individual strengths and interests.

Fostering positive attitudes, independence and enthusiasm for learning. An emphasis on consideration for others, politeness and tolerance.

Recognition of the value of partnerships between home and the community.

Provision of a stimulating, caring, safe and efficiently run environment in which to work and play.

c. Public benefit

The 2 principles of Public Benefit as described by the Charity Commission are explained below:

Principle 1: There must be an identifiable benefit or benefits.
The objectives, strategies and activities are described above.

Principle 2: Benefit must be to the public, or section of the public.

The beneficiaries will be the pupils on roll at the Academy who have been admitted in accordance with the admission criteria.

The Trustees confirm that they have complied with the duty in Section 17 (5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Trust's aims and objectives and in planning its future activities.

Fierté Multi-Academy Trust
(A company limited by guarantee)

Trustees' Report (continued)
For the year ended 31 August 2018

Strategic report

Achievements and performance

MAT and School Key Stage 2 performance summary 2018								
Reading, Writing & Mathematics			Actual results			Pupil progress		
	DfE	Pupils	% Expected standard+ (Rc, Wc, Ma)	% Higher standard (Rc, Wc, Ma)	Average Scaled Score (Rc, GFS, Ma)	% Expected standard+ (Rc, Wc, Ma)	% Higher standard (Rc, Wc, Ma)	Average Scaled Score (Rc, GFS, Ma)
FIERTÉ MAT	TS168	123	61%	7%	104.2	-15%	-10%	-2.6
Ankermoor Primary Academy	8602337	15	53%	0%	99.9	-7%	-9%	-3
Doshill Primary Academy	8602091	84	55%	6%	104.9	-23%	-13%	-2.7
Glaxote Academy	8602373	24	88%	17%	118.5	5%	-4%	-2.1

Expected standard+			Actual results			Pupil progress		
	DfE	Pupils	% Expected standard+ Reading	% Expected standard+ Writing	% Expected standard+ Maths	% Expected standard+ Reading	% Expected standard+ Writing	% Expected standard+ Maths
FIERTÉ MAT	TS168	123	76%	76%	71%	-9%	-13%	-14%
Ankermoor Pri Academy	8602337	15	60%	60%	60%	-11%	-12%	-11%
Doshill Pri	8602091	84	75%	74%	67%	-11%	-16%	-20%
Glaxote Academy	8602373	24	88%	92%	92%	-7%	-1%	3%

Higher standard			Actual results			Pupil progress		
	DfE	Pupils	% Higher standard Reading	% Higher standard Writing	% Higher standard Maths	% Higher standard Reading	% Higher standard Writing	% Higher standard Maths
FIERTÉ MAT	TS168	123	24%	19%	19%	-15%	-12%	-15%
Ankermoor Primary Academy	8602337	15	13%	0%	13%	14%	15%	12%
Doshill Primary Academy	8602091	84	24%	18%	18%	-12%	-13%	-16%
Glaxote Academy	8602373	24	17%	38%	35%	-26%	-3%	-16%

EYF5 Good Level of Development		Year 1 Phonics Check	
FIERTÉ MAT	79%		84%
Ankermoor PA	72%		77%
Doshill PA	61%		54%
Glaxote PA	62%		88%
Violet Way PA	79%		87%

Fierté Multi-Academy Trust
(A company limited by guarantee)

Trustees' Report (continued)
For the year ended 31 August 2018

MAT and Key Stage 1 performance summary 2018						
	Reading		Writing		Mathematics	
	Expected+	Greater Depth	Expected+	Greater Depth	Expected+	Greater Depth
FIERTE MAT	85%	37%	82%	27%	84%	28%
Ankersmoor PA	74%	19%	70%	13%	74%	19%
Dosthill PA	70%	26%	45%	24%	91%	31%
Glascote PA	85%	41%	81%	41%	81%	39%
Violet Way PA	89%	35%	85%	28%	91%	32%

a. Key performance indicators

Ankersmoor Primary was graded good at its last inspection; efforts are being made to ensure that this grading is sustained. Glascote Primary was graded outstanding during the 2017-18 academic year. Violet Way was graded outstanding at its last inspection and this outcome should be maintained at its next inspection. Dosthill Primary, the sponsored school that joined the Trust in January 2018, was graded as inadequate in the Autumn Term 2016; rapid improvement is being made and the school should be good at its next inspection in three-years time.

A review of statutory data for the end of the 2017-2018 academic year shows:

- for a good level of development at the end of the Early Years Foundation Stage, all academies were at or above the national average; the combined average was 4% above the Staffordshire average and 7% above national
- in the Year 1 Phonics Check, three out of the four schools were above the national average; the combined averages were 2% above the national average (1% below the Staffordshire average)
- at the end of KS1, in reading, three out of the four schools were above the national average at the expected and the greater depth standards; the Trust average was 10% above the national average at the expected standard and 7% above at the greater depth standard
- at the end of KS1, in writing, all schools were above the national average at the expected standard, three out of four at the greater depth standard; the Trust average was 12% above the national at the expected standard and 11% above at the greater depth standard
- at the end of KS1, in mathematics, three out of the four schools were above the national average at the expected the greater depth standards; the Trust average was 8% above the national at the expected standard and 6% above at the greater depth standard
- at the end of KS2, in reading, two out of the three eligible schools were above the national average at the expected and greater depth standards; the Trust average was 1% below the national expected standard and 9% below the greater depth standard
- at the end of KS2, in writing, one out of the three schools was at or above the national average at the expected and greater depth standards; the Trust average was 3% below the expected standard and 3% below the greater depth standard
- at the end of KS2, in mathematics, one out of the three schools was at or above the national average at the expected and the greater depth standards; the Trust average was 3% below the expected standard and 5% below the greater depth standard
- at the end of KS2, in the combined measure, one of the three schools was at or above the national average (24% above), the other two schools were below by 8% and 11% respectively.

b. Going concern

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

Fierté Multi-Academy Trust
(A company limited by guarantee)

Trustees' Report (continued)
For the year ended 31 August 2018

Financial review

The majority of the Trust's income is received from the Department for Education via the Education and Skills Funding Agency in the form of the General Annual Grant (GAG); the use of which is restricted to the objectives of the Academy Trust. The GAG received during the period covered by this report and the associated expenditure is shown as restricted funds in the Statement of Financial Activities.

Priorities identified in Trust Strategic Plan are:

There is a Trust wide commitment to making a contribution to local, regional and national educational networks beyond the MAT.

There is a Trust wide school improvement strategy that recognises the different interventions needed at different stages of the improvement journey that a school undertakes.

There is a systematic programme of school to school support that is focused on the need of individual Academies.

There are clear quality assurance systems in place to improve consistency and performance.

The Trust has a subsidiary company, Violet Way Nursery and Care Club Limited and any surplus funds are paid via gift aid to the Trust each financial year.

Operating surplus is a result of budget control procedures, which have been embedded in the Trust's daily financial management in accordance with the Academies Financial Handbook.

Maintaining a balanced budget at the year-end

The Trustees monitor the financial position on a termly basis by reviewing expenditure against budget and end of year projections. 2017 – 2018 and secured a balanced budget with reserves of £8,830,534.

Benchmarking

Information provided by the DfES allows Trustees to make comparative judgements on school efficiency through financial analysis and comparisons. In addition financial competitiveness, productivity and efficiency can be assessed to other similar organisations. However, with national funding formula and projected reductions, Trustees are working to reduce staffing costs to within that recommended by the DfES. As opportunities arise, new contracts are put in place and cost savings across the MAT achieved by focusing on effectiveness and efficiency.

Maintaining current levels of reserves

The Trust has maintained similar levels at the end of this accounting period. The Board would like to be in a position to maintain reserves but as funding is not increasing and pay deals continue to be agreed along with escalating TPS and LGPS contributions it is unlikely that this will be the case.

As the Trust needs to expand to sustain its viability the Trust Board have agreed to create a Central Executive Team. This was a decision was made with utmost transparency and a clear understanding that the timescale for measuring impact would be 2- 3 years. Within this period the trust needs to attract 3000 pupils to ensure financial sustainability and secure its future as an outstanding trust within the area. In the short term this will impact on reserves.

Achieving value for money through effective financial management procedures

The Trust complies with the requirements of the Academies Financial Handbook. This is supported by termly responsible officer visits to ensure internal control and value for money.

Fierté Multi-Academy Trust
(A company limited by guarantee)

Trustees' Report (continued)
For the year ended 31 August 2018

The CFO works with all headteachers to bring staffing costs to around 74%. Headteachers Performance Reviews identify fiscal benchmarks as performance targets (wef Sept 2018). However, this continues to be a challenge as inherited staffing structures take time to re-align without attracting redundancy costs.

The Trust works within clear frameworks for procurement, delivering and maintaining an ethos of: challenge, compare, compete and consult.

Maintain a positive cash flow with sufficient cash balances to cover monthly expenditure

Cash flow is monitored on a weekly basis throughout the year safeguarding sufficient funds availability to provide cash balance and cover monthly expenditure.

a. Reserves policy

The policy of the Trust is to carry forward a prudent level of resources designed to meet the long term cyclical needs of renewal and any other unforeseen contingencies.

Individual academies are expected to produce at least breakeven budgets each year, but the Trust also recognises that this is not feasible in some cases where academies have low pupil numbers and lower levels of funding from the ESFA. In these cases, the Trust supports those academies in deficit and works with them to return the academy to a surplus position.

Reserves of the Trust are pooled for the benefit of the Trust as a whole and the consolidated Trust budget is set at least as a breakeven point. The reserves of the Trust are broken down into Fixed Asset Reserves (restricted), Unrestricted Reserves (free reserves), Restricted general Reserves and the Pension reserves. However, for the year 18/19 a Trust deficit budget has been agreed due to the level of reserves. This is to allow for expansion and there is a clear growth strategy that will ensure by 2020 the Trust will be in a position to set, at least, a break-even budget.

b. Investment policy

The aim of this policy is to ensure that funds which the Trust does not immediately need to cover anticipated expenditure are invested in such a way as to maximise the Trust's income but without risk.

To this end a 32-day notice account was opened in March 2018 at Lloyds Bank and will be used in conjunction with the current account and an instant access deposit account at Lloyds to ensure funds are placed in the relevant account as cash flow allows.

Our aim is to spend the public monies with which we are entrusted for the direct education benefit of students as soon as is prudent. The Trust does not consider the investment of surplus funds as a primary activity, rather it is the result of good stewardship as and when circumstances allow.

c. Principal risks and uncertainties

The Trustees review the risk register on an annual basis to consider whether risk review cover:

- Reputational risks, risk from other academies if the actions of another trust bring the sector into disrepute or if Fierté is brought into disrepute by not following appropriate policies or procedures.
- Health and safety risks – a pupil, employee or volunteer is injured at work.
- Compliance risks, financial or safeguarding
- Financial risks, uncertainty regarding future government funding streams, or the event of fraud.

The Trust board have implemented a number of systems to assess risks that the Trust faces, especially in the operational areas (eg in relation to teaching, health and safety) and in relation to the control of finance. There are systems in place to minimise risks, including operational procedures (eg vetting of new staff and visitors and

Fierté Multi-Academy Trust
(A company limited by guarantee)

Trustees' Report (continued)
For the year ended 31 August 2018

internal control).

As part of its risk management strategy the Trust currently uses the Risk Protection Arrangements (RPA) which is specifically designed for academies as an alternative to commercial insurance to transfer some risks. Under the RPA, the UK government covers the losses instead of commercial insurance. After conversion all new academies joining the Trust will use RPA as soon as their existing insurance arrangements come to an end. The Trust has an effective system of internal financial control.

Fundraising

During the year, the Academy has received donations from the school PTFA and raised funds from photograph commission and sales of pupil designed Christmas cards to parents.

Plans for future periods

The Trust board is under no illusions as to the viability of small trusts, with this in mind they committed to building capacity, in particular the central and executive teams. The CEO is an LLE and the DELT is applying to become an Ofsted inspector. There is now a CFO, centralised HR and finance, Mental Health Lead, Catering Lead and Data Processing Officer. The need to create this capacity is clear as the Trust is responsible for around 222 staff across 4 schools, a consolidated budget of around £6 million, £7 million in land and building assets and a subsidiary company with £450K income. Most importantly 1350 pupils, our core object.

The Trust has a growth strategy for the next three years and the aim is to have 7-10 (3000 pupils) academies by 2021. One school has already confirmed the governor's decision to convert in 2019.

The Trust is actively seeking free school presumptions, in the early stages of discussion with three other local schools and also considering associate membership of the Trust.

Funds held as custodian

There are no funds held.

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 the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable Group's auditors are aware of that information.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 14 November 2018 and signed on its behalf by:


Mr G Pykitt
Chair of Trustees

Fierté Multi-Academy Trust
(A company limited by guarantee)

Governance Statement

Scope of Responsibility

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

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 Fierté Multi-Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The Board of Trustees has formally met 3 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
Mrs V Blundell	1	3
Mrs L Gardner	3	3
Mrs M Hamblin, Chief Executive Officer	3	3
Mrs Z Insley	3	3
Mr A McFarlane	3	3
Mr G Pykitt, Chair of Trustees	3	3
Mrs C Smith	2	3
Mrs J Smith	3	3

The Trust Board has a full complement of Trustees i.e.8 as per the Articles of Association and there are no vacancies currently. The Trust Board has reviewed its performance and practice through the 21 Questions RAG rating and from this the Trust's Governance Development Plan will be incorporated into the Trust's development plan and monitored termly.

All Local Governing Bodies (LGB) have sufficient personnel to enable effective governance. Safeguarding Level 1 training and new governors have received new governor induction training. Each Governing Board has produced a Governance Impact review and will review these annually. The Chair of the Trust Board will be undertaking the new Governance Development programme with CST.

The Leadership and Governance forums support the work of the Trust Board and ensure there is an effective, robust flow of information throughout all levels in the organisation.

The Leadership Forum holds Head teachers and Senior Leaders to account for the standards in their schools by ensuring that schools have the capacity to drive school improvement and to monitor standards of achievement and progress of the partner schools. This forum is chaired by the DELT who collates the attainment data for presentation to the Trust Board. As part of the rigorous and robust monitoring programme the DELT is able ensure this data is accurate.

It is important that LGB's have a clear understanding of their role. This is articulated in the Scheme of Delegation. The Governance Forum holds the LGB to account, ensuring that they have a working knowledge of standards within their own academies. The wider vision for the trust is also shared at these meetings.

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

Fierté Multi-Academy Trust
(A company limited by guarantee)

Governance Statement (continued)

The Board of Trustees has delegated the day-to-day responsibility to the chief executive, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Fierté Multi-Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

The Finance and Audit Forum is a sub-committee of the main Board of Trustees. Its purpose is to review the financial performance against the forecasts and of major purchases, capital works and expenditure programmes;

- Setting targets to measure financial and other performance
- Clearly defined purchasing guidelines
- Delegation of authority and segregation of duties (scheme of financial delegation)
- Setting the remuneration of senior staff.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mrs M Hamblin, Chief Executive Officer	3	3
Mr A McFarlane	3	3
Mr G Pykitt, Chair	3	3

Review of Value for Money

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

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

Triad reviews of standards across the Multi Academy Trust are undertaken by Headteachers and just one external advisor. This not only meets the priority in the Strategic Plan focus of clear quality assurance systems in place to improve consistency and performance, but also represents value for money as only one external advisor was used.

The Accounting Officer has also developed strategies to raise attainment across the organisation through collaboration with academies within the Trust but also in the wider community.

A centralised back office continues to be effective in keeping resources costs competitive. Challenge, compare, compete and consult continue to be their mantra.

Headteachers work very closely with the CFO to ensure that staffing remains effective and efficient.

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 Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Fierté Multi-Academy Trust for the year 1 September 2017 to 31 August 2018 and up to the date of approval of the annual report and financial statements.

Governance Statement (continued)

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks, that has been in place for the year 1 September 2017 to 31 August 2018 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

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

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

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Mr C Hunt, a Member, to carry out a programme of internal checks.

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

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

On a termly basis, the reviewer reports to the Board of Trustees through the Finance and Audit Forum on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

These checks were undertaken during the Autumn 2017 and Spring Term 2018 only this year due to personal circumstances of the R.O.

Work was undertaken as per the terms of reference and there were no material control issues to report.

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

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

Approved by order of the members of the Board of Trustees on 14 November 2018 and signed on their behalf, by:



Mr G Pykitt
Chair of Trustees



Mrs M Hamblin
Accounting Officer

Fierté Multi-Academy Trust
(A company limited by guarantee)

Statement on Regularity, Propriety and Compliance

As Accounting Officer of Fierté Multi-Academy Trust I have considered my responsibility to notify the academy trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2017.

I confirm that I and the academy trust Board of Trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2017.

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.



Mrs M Hamblin
Accounting Officer

Date: 14 November 2018

Fierté Multi-Academy Trust
(A company limited by guarantee)

Statement of Trustees' Responsibilities
For the year ended 31 August 2018

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 Annual Accounts Direction issued by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018;
- 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 Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the Group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group 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 the Group 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 and the Group 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 Group'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 14 November 2018 and signed on its behalf by:



Mr G Pykitt
Chair of Trustees

Independent Auditors' Report on the Financial Statements to the Members of Fierté Multi-Academy Trust

Opinion

We have audited the financial statements of Fierté Multi-Academy Trust (the 'parent academy') and its subsidiaries (the 'group') for the year ended 31 August 2018 which comprise the Group Consolidated statement of financial activities incorporating income and expenditure account, the Group Consolidated balance sheet, the Group Consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education & Skills Funding Agency.

Except for the gift of the land and building for Dosthill Primary School from Staffordshire County Council on conversation which effects the Academy Trust's income and fixed asset valuation, for which an estimate of £3,795,070 has been used, in our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Academy Trust's affairs as at 31 August 2018 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education & Skills Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group 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 Group's or the parent Academy Trust's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Fierté Multi-Academy Trust
(A company limited by guarantee)

Independent Auditors' Report on the Financial Statements to the Members of Fierté Multi-Academy Trust

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. 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 Group Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Group 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 Group and the parent Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the Group 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:

- the parent Academy Trust has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Academy Trust 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.

Independent Auditors' Report on the Financial Statements to the Members of Fierté Multi-Academy Trust

Responsibilities of Trustees

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

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

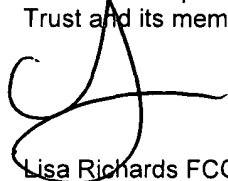
Auditors' responsibilities for the audit of the financial statements

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



Lisa Richards FCCA (Senior statutory auditor)

for and on behalf of

Dains LLP

Statutory Auditor
Chartered Accountants

Charlotte House, Derby
14 November 2018

Fierté Multi-Academy Trust
(A company limited by guarantee)

Independent Reporting Accountants' Assurance Report on Regularity to Fierté Multi-Academy Trust and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 24 October 2017 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2017 to 2018, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Fierté Multi-Academy Trust during the year 1 September 2017 to 31 August 2018 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 Fierté Multi-Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Fierté Multi-Academy Trust and the 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 Fierté Multi-Academy Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Fierté Multi-Academy Trust's accounting officer and the reporting accountant

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

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2017 to 2018. 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 2017 to 31 August 2018 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 2017 to 2018 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

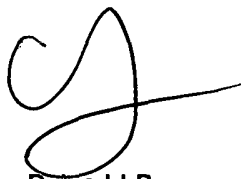
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Academy Trust's income and expenditure.

Fierté Multi-Academy Trust
(A company limited by guarantee)

Independent Reporting Accountants' Assurance Report on Regularity to Fierté Multi-Academy Trust and the Education & Skills Funding Agency (continued)

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2017 to 31 August 2018 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Dains LLP

Statutory Auditor
Chartered Accountants

Charlotte House, Derby

14 November 2018

Fierté Multi-Academy Trust
(A company limited by guarantee)

Consolidated Statement of Financial Activities incorporating Income and Expenditure Account
For the year ended 31 August 2018

	Note	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £	As restated Total funds 2017 £
Income and endowments from:						
Donations and capital grants	2	-	-	84,315	84,315	20,160
Charitable activities:						
Funding for the Academy						
Trust's educational operations	3	-	4,626,574	-	4,626,574	2,902,661
Other trading activities	4	749,974	-	-	749,974	490,001
Investments	5	1,846	-	-	1,846	316
Transfer from local authority on conversion	25	122,153	(669,868)	3,797,920	3,250,205	940,578
Total income and endowments		873,973	3,956,706	3,882,235	8,712,914	4,353,716
Expenditure on:						
Raising funds		456,094	193,026	-	649,120	498,444
Charitable activities:						
Academy Trust educational operations		15,125	4,833,619	227,275	5,076,019	3,220,438
Total expenditure	6	471,219	5,026,645	227,275	5,725,139	3,718,882
Net income / (expenditure) before other recognised gains and losses						
		402,754	(1,069,939)	3,654,960	2,987,775	634,834
Actuarial gains on defined benefit pension schemes	26	-	532,000	-	532,000	69,000
Net movement in funds		402,754	(537,939)	3,654,960	3,519,775	703,834
Reconciliation of funds:						
Total funds brought forward		747,686	(1,672,244)	5,050,289	4,125,731	4,606,924
Prior year adjustment (Note 20)		-	-	1,185,027	1,185,027	-
Total funds carried forward		1,150,440	(2,210,183)	9,890,276	8,830,533	5,310,758

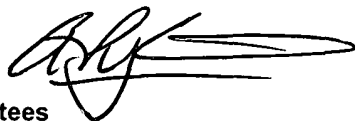
Fierté Multi-Academy Trust
(A company limited by guarantee)
Registered number: 07606026

Consolidated Balance Sheet
As at 31 August 2018

	Note	£	2018 £	As restated 2017 £
Fixed assets				
Tangible assets	13		9,889,238	6,235,316
Current assets				
Debtors	16	218,339		101,051
Cash at bank and in hand		1,542,187		1,151,081
		<u>1,760,526</u>		<u>1,252,132</u>
Creditors: amounts falling due within one year	17	<u>(494,913)</u>		<u>(331,090)</u>
Net current assets			<u>1,265,613</u>	<u>921,042</u>
Total assets less current liabilities			<u>11,154,851</u>	<u>7,156,358</u>
Creditors: amounts falling due after more than one year	18		<u>(26,318)</u>	<u>(13,600)</u>
Net assets excluding pension scheme liabilities			<u>11,128,533</u>	<u>7,142,758</u>
Defined benefit pension scheme liability	26		<u>(2,298,000)</u>	<u>(1,832,000)</u>
Net assets including pension scheme liabilities			<u><u>8,830,533</u></u>	<u><u>5,310,758</u></u>
Funds of the academy				
Restricted income funds:				
Restricted income funds	21	87,817		159,756
Restricted fixed asset funds	21	9,890,276		6,235,316
Restricted income funds excluding pension liability		9,978,093		6,395,072
Pension reserve		<u>(2,298,000)</u>		<u>(1,832,000)</u>
Total restricted income funds			<u>7,680,093</u>	<u>4,563,072</u>
Unrestricted income funds	21		<u>1,150,440</u>	<u>747,686</u>
Total funds			<u><u>8,830,533</u></u>	<u><u>5,310,758</u></u>

The financial statements on pages 25 to 55 were approved by the Trustees, and authorised for issue, on 14 November 2018 and are signed on their behalf, by:

Mr G Pykitt
Chair of Trustees



Fierté Multi-Academy Trust
(A company limited by guarantee)
Registered number: 07606026

Academy Trust Balance Sheet
As at 31 August 2018

			2018	As restated
	Note	£	£	2017
				£
Fixed assets				
Tangible assets	13		9,889,238	6,235,316
Investments	14		1	1
			<u>9,889,239</u>	<u>6,235,317</u>
Current assets				
Debtors	16	369,530		518,624
Cash at bank and in hand		1,384,745		728,266
		<u>1,754,275</u>		<u>1,246,890</u>
Creditors: amounts falling due within one year	17	<u>(488,664)</u>		<u>(325,850)</u>
Net current assets			<u>1,265,611</u>	<u>921,040</u>
Total assets less current liabilities			<u>11,154,850</u>	<u>7,156,357</u>
Creditors: amounts falling due after more than one year	18	<u>(26,318)</u>		<u>(13,600)</u>
Net assets excluding pension scheme liabilities			<u>11,128,532</u>	<u>7,142,757</u>
Defined benefit pension scheme liability	26	<u>(2,298,000)</u>		<u>(1,832,000)</u>
Net assets including pension scheme liabilities			<u><u>8,830,532</u></u>	<u><u>5,310,757</u></u>

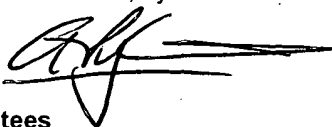
Fierté Multi-Academy Trust
(A company limited by guarantee)

Academy Trust Balance Sheet (continued)
As at 31 August 2018

	Note	£	2018 £	As restated 2017 £
Funds of the academy				
Restricted funds:				
Restricted funds		87,817	159,756	
Restricted fixed asset funds		9,890,276	6,235,316	
Restricted funds excluding pension asset		9,978,093	6,395,072	
Pension reserve		(2,298,000)	(1,832,000)	
Total restricted funds			7,680,093	4,563,072
Unrestricted funds			1,150,439	747,685
Total funds			8,830,532	5,310,757

The financial statements were approved by the Trustees, and authorised for issue, on 14 November 2018 and are signed on their behalf, by:

Mr G Pykitt
Chair of Trustees



Fierté Multi-Academy Trust
(A company limited by guarantee)

Consolidated Statement of Cash Flows
For the year ended 31 August 2018

		2018	As restated
	Note	£	2017
		£	£
Cash flows from operating activities			
Net cash provided by operating activities	23	<u>374,434</u>	<u>70,903</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		1,846	316
Purchase of tangible fixed assets		(86,127)	(86,422)
Capital grants from DfE Group		<u>84,315</u>	<u>20,160</u>
Net cash provided by/(used in) investing activities		<u>34</u>	<u>(65,946)</u>
Cash flows from financing activities:			
Repayments of borrowings		(13,271)	(13,113)
Cash inflows from new borrowing		<u>29,909</u>	<u>-</u>
Net cash provided by/(used in) financing activities		<u>16,638</u>	<u>(13,113)</u>
Change in cash and cash equivalents in the year		391,106	(8,156)
Cash and cash equivalents brought forward		<u>1,151,081</u>	<u>1,159,237</u>
Cash and cash equivalents carried forward	24	<u><u>1,542,187</u></u>	<u><u>1,151,081</u></u>

1. Accounting Policies

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

1.1 Basis of preparation of financial statements

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their 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 2017 to 2018 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Fierté Multi-Academy Trust constitutes a public benefit entity as defined by FRS 102.

The Statement of Financial Activities (SOFA) and Balance sheet consolidate the financial statements of the Academy Trust and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

No separate SOFA has been presented for the Academy Trust alone as permitted by section 408 of the Companies Act 2006.

1.2 Basis of consolidation

The financial statements consolidate the accounts of Fierté Multi-Academy Trust and all of its subsidiary undertakings ('subsidiaries').

The Academy Trust has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and expenditure account.

The income and expenditure account for the year dealt with in the accounts of the Academy Trust was £3,519,776 surplus (2017 - £703,834 surplus).

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

1. Accounting Policies (continued)

1.4 Income

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

Grants 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 the 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 period is deducted from income and recognised as a liability.

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

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Where assets are received by the Trust on conversion to an Academy, the transferred assets are measured at fair value and recognised in the Balance sheet at the point when the risk and rewards of ownership pass to the Trust. An equal amount of income is recognised as a transfer on conversion within Income from donations and capital grants.

1. Accounting Policies (continued)

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

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

All expenditure is inclusive of irrecoverable VAT.

1.6 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised and are carried at cost, net of depreciation and any provision for impairment.

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

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

Freehold property	-	50 years
Leasehold property	-	50 years
Property improvements	-	10 years
Furniture and fixtures	-	5 years
Computer equipment	-	3 years

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

1. Accounting Policies (continued)

1.7 Liabilities

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

1.8 Provisions

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

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

1.9 Operating leases

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

1.10 Investments

The Academy Trust's shareholding in the wholly owned subsidiary, The Violet Way Nursery and Care Club Limited, is included in the Balance sheet at the cost of the share capital owned less any impairment. There is no readily available market value and the cost of valuation exceeds the benefit derived.

1.11 Financial instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

1. Accounting Policies (continued)

1.12 Taxation

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

1.13 Pensions

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

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

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

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

1. Accounting Policies (continued)

1.14 Conversion to an Academy Trust

The conversion from a state maintained school to an Academy Trust involved the transfer of identifiable assets and liabilities and the operation of the school for £NIL consideration. The substance of the transfer is that of a gift and it has been accounted for on that basis as set out below.

The assets and liabilities transferred on conversion from Ankermoor Primary School to an Academy Trust have been valued at their fair value. The fair value has been derived based on that of equivalent items. The amounts have been recognised under the appropriate Balance sheet categories, with a corresponding amount recognised in Donations - transfer from local authority on conversion in the Statement of Financial Activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds.

Further details of the transaction are set out in note 25.

1.15 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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.

1. Accounting Policies (continued)

1.16 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2018. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes and have concluded that asset lives and residual values are appropriate.

2. Donations and capital grants

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Capital Grants	-	84,315	84,315	20,160
Total 2017	-	20,160	20,160	

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

3. Funding for Academy Trust's educational operations

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	3,939,706	3,939,706	2,492,817
Start Up Grants	-	25,000	25,000	-
Pupil Premium	-	280,763	280,763	216,355
Other DfE/ESFA grants	-	308,536	308,536	180,862
	-	4,554,005	4,554,005	2,890,034
Other government grants				
Local Authority grants	-	72,569	72,569	12,627
	-	72,569	72,569	12,627
	-	4,626,574	4,626,574	2,902,661
Total 2017	-	2,902,661	2,902,661	

4. Other trading activities

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
School trips	44,911	-	44,911	24,181
Hire of facilities	48,639	-	48,639	18,818
Catering income	100,963	-	100,963	55,855
Violet Way Nursery and Care Club	383,914	-	383,914	313,988
Other income	171,547	-	171,547	77,159
	749,974	-	749,974	490,001
Total 2017	490,001	-	490,001	

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

5. Investment income

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Short term deposits	1,846	-	1,846	316
Total 2017	316	-	316	

6. Expenditure

	Staff costs 2018 £	Premises 2018 £	Other costs 2018 £	Total 2018 £	As restated Total 2017 £
Expenditure on raising funds					
Direct costs	208,442	-	440,678	649,120	498,444
Support costs	-	-	-	-	-
Academy Trust's educational operations:					
Direct costs	3,590,523	-	233,194	3,823,717	2,458,046
Allocated support costs	502,822	254,477	495,003	1,252,302	762,392
	4,301,787	254,477	1,168,875	5,725,139	3,718,882
Total 2017	2,902,010	163,738	653,134	3,718,882	

7. Analysis of expenditure by activities

	Activities undertaken directly 2018 £	Support costs 2018 £	Total 2018 £	As restated Total 2017 £
Educational operations	3,823,717	1,252,302	5,076,019	3,220,438
Total 2017	2,458,046	741,419	3,199,465	

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational operations	Total 2018	As restated Total 2017
	£	£	£
Staff costs	502,822	502,822	213,926
Depreciation	227,275	227,275	180,664
Technology costs	86,855	86,855	29,868
Maintenance of premises and equipment	59,890	59,890	22,139
Other premises costs	194,587	194,587	141,599
Admin and office expenses	61,545	61,545	38,464
Licenses and subscriptions	28,255	28,255	10,610
Other support costs	17,391	17,391	58,447
Governance costs	73,682	73,682	66,676
	1,252,302	1,252,302	762,393
At 31 August 2017	741,419	741,419	

8. Net income/(expenditure)

This is stated after charging:

	2018	As restated 2017
	£	£
Depreciation of tangible fixed assets:		
- owned by the charitable group	227,275	180,663
Fees payable to auditor for:		
- audit	15,950	14,050
- other services	9,597	5,900
Operating lease rentals	9,845	4,725

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

9. Staff costs

a. Staff costs

Staff costs were as follows:

	2018 £	2017 £
Wages and salaries	3,133,805	2,193,590
Social security costs	268,685	174,921
Operating costs of defined benefit pension schemes	840,716	532,980
	<u>4,243,206</u>	<u>2,901,491</u>
Agency staff costs	58,581	519
	<u>4,301,787</u>	<u>2,902,010</u>

b. Staff numbers

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

	2018 No.	2017 No.
Teachers	52	34
Admin and support	124	75
Management	9	3
	<u>185</u>	<u>112</u>

c. Higher paid staff

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

	2018 No.	2017 No.
In the band £60,001 - £70,000	1	1

d. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and senior management team as listed on page 2. The total amount of employee benefits (including employer pension contributions and employers national insurance contributions) received by key management personnel for their services to the Academy Trust was £469,305 (2017 - £414,539).

10. Central services

No central services were provided by the Academy Trust to its academies during the year and no central charges arose.

11. Trustees' remuneration and expenses

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

		2018	2017
		£	£
D Marshall - CEO and Headteacher of Violet Way Academy (resigned 27 September 2016)	Remuneration		5,000-10,000
	Pension contributions paid		0-5,000
M Hamblin - CEO and Headteacher of Glascote Heath Academy	Remuneration	65,000-70,000	75,000-80,000
	Pension contributions paid	10,000-15,000	10,000-15,000

During the year ended 31 August 2018, expenses totalling £19 (2017 - £32) were reimbursed to 1 Trustee (2017 - 1).

12. Trustees' and Officers' Insurance

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

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

13. Tangible fixed assets

Group and Academy Trust	Freehold property	Leasehold property	Furniture and fixtures	Computer equipment	Assets under construction	Total
	£	£	£	£	£	£
Cost						
At 1 September 2017 (as previously stated)	3,340,725	2,139,613	91,490	149,931	35,904	5,757,663
Prior year adjustment	-	1,206,000	-	-	-	1,206,000
At 1 September 2017 (as restated)	3,340,725	3,345,613	91,490	149,931	35,904	6,963,663
Additions	34,216	7,474	18,357	26,080	-	86,127
Transfer on conversion from Local Authority	3,795,070	-	-	-	-	3,795,070
Transfer between classes	-	35,904	-	-	(35,904)	-
At 31 August 2018	7,170,011	3,388,991	109,847	176,011	-	10,844,860
Depreciation						
At 1 September 2017 (as previously stated)	423,927	110,617	49,161	123,669	-	707,374
Prior year adjustment	-	20,973	-	-	-	20,973
At 1 September 2017 (as restated)	423,927	131,590	49,161	123,669	-	728,347
Charge for the year	127,654	67,410	7,807	24,404	-	227,275
At 31 August 2018	551,581	199,000	56,968	148,073	-	955,622
Net book value						
At 31 August 2018	6,618,430	3,189,991	52,879	27,938	-	9,889,238
At 31 August 2017 (as restated)	2,916,798	3,214,023	42,329	26,262	35,904	6,235,316

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

14. Fixed asset investments

	Shares in group undertakings £
Academy Trust	
Cost	
At 1 September 2017 and 31 August 2018	<u><u>1</u></u>

15. Principal subsidiaries

Violet Way Nursery and Care Club Limited

Subsidiary name	Violet Way Nursery and Care Club Limited
Company registration number	08255974
Basis of control	Wholly owned subsidiary
Equity shareholding %	100%
Total assets as at 31 August 2018	£ 161,563
Total liabilities as at 31 August 2018	£ (161,562)
Total equity as at 31 August 2018	£ 1
Turnover for the year ended 31 August 2018	£ 383,914
Expenditure for the year ended 31 August 2018	£ (281,621)
Profit for the year ended 31 August 2018	£ 102,293

16. Debtors

	<u>Group</u>		<u>Academy Trust</u>	
	2018	2017	2018	2017
	£	£	£	£
Trade debtors	20,852	10,885	16,731	5,715
Amounts owed by group undertakings	-	-	155,312	422,743
VAT repayable	115,917	28,664	115,917	28,664
Other debtors	132	-	132	-
Prepayments and accrued income	81,438	61,502	81,438	61,502
	<u>218,339</u>	<u>101,051</u>	<u>369,530</u>	<u>518,624</u>

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

17. Creditors: Amounts falling due within one year

	Group		Academy Trust	
	2018	2017	2018	2017
	£	£	£	£
Other loans	17,191	13,271	17,191	13,271
Trade creditors	144,161	52,818	144,161	52,818
Other taxation and social security	78,516	41,915	77,497	40,807
Other creditors	92,889	42,087	92,309	41,955
Accruals and deferred income	162,156	180,999	157,506	176,999
	494,913	331,090	488,664	325,850

	Group		Academy Trust	
	£	£	£	£
Deferred income				
Deferred income at 1 September 2017	118,448	82,788	118,448	82,788
Resources deferred during the year	138,705	118,448	138,705	118,448
Amounts released from previous years	(118,448)	(82,788)	(118,448)	(82,788)
Deferred income at 31 August 2018	138,705	118,448	138,705	118,448

Deferred income at the year end is in relation to universal infant free school meals and rates relief funding relating to the next academic year.

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

	Group		Academy Trust	
	2018	2017	2018	2017
	£	£	£	£
Other loans	26,318	13,600	26,318	13,600

Included within the above are amounts falling due as follows:

	Group		Academy Trust	
	2018	2017	2018	2017
	£	£	£	£
Between one and two years				
Other loans	3,633	13,600	3,633	13,600
Between two and five years				
Other loans	11,149	-	11,149	-
Over five years				
Other loans	11,537	-	11,537	-

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

18. Creditors: Amounts falling due after more than one year (continued)

Creditors include amounts not wholly repayable within 5 years as follows:

	Group		Academy Trust	
	2018	2017	2018	2017
	£	£	£	£
Repayable by instalments	11,537	-	11,537	-

Included in other loans is a loan that Glascote Heath Academy took out with Staffordshire LA before conversion. The loan is for £68,000 interest free, and is repayable over 5 years. At 31 August 2018 the total amount outstanding was £13,600 (2017 - £26,871).

Loans of £29,090 from Salix are repayable over 8 years with semi-annual payments of £1,950 with the final payment made in April 2026.

19. Financial instruments

	2018	2017
	£	£
Financial assets measured at fair value through income and expenditure	1,542,187	1,151,081
Financial assets measured at amortised cost	72,085	53,694
	1,614,272	1,204,775
Financial liabilities measured at fair value through income and expenditure	43,509	26,871
Financial liabilities measured at amortised cost	282,866	153,456
	326,375	180,327

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

Financial assets measured at amortised cost comprise trade debtors and accrued income.

Financial liabilities measured at fair value through income and expenditure comprise other loans.

Financial liabilities measured at amortised cost comprise trade creditors and accruals.

20. Prior year adjustment

At the date of signature of the accounts in 2017, the valuation for Ankermoor Primary Academy land and buildings had not been received. Therefore the balance sheet as at 31 August 2017 did not show the valuation of the gift from the local authority on conversion. The valuation of £1,206,000 was received during the year which has been included in the prior year as leasehold land and buildings along with depreciation of £20,973 from the point of conversion.

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

21. Statement of funds

	Balance at 1 September 2017 As restated £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2018 £
Unrestricted funds					
General funds	747,686	873,973	(471,219)	-	1,150,440
Restricted funds					
General Annual Grant (GAG)	141,090	3,939,706	(3,992,979)	-	87,817
Start Up Grant	18,666	25,000	(43,666)	-	-
Pupil Premium	-	280,763	(280,763)	-	-
Other grants	-	409,237	(409,237)	-	-
Pension reserve	(1,832,000)	(698,000)	(300,000)	532,000	(2,298,000)
	<u>(1,672,244)</u>	<u>3,956,706</u>	<u>(5,026,645)</u>	<u>532,000</u>	<u>(2,210,183)</u>
Restricted fixed asset funds					
Transfer on conversion	5,786,507	3,795,070	(109,999)	-	9,471,578
DfE/ESFA capital grants	448,809	87,165	(117,276)	-	418,698
	<u>6,235,316</u>	<u>3,882,235</u>	<u>(227,275)</u>	<u>-</u>	<u>9,890,276</u>
Total restricted funds	<u>4,563,072</u>	<u>7,838,941</u>	<u>(5,253,920)</u>	<u>532,000</u>	<u>7,680,093</u>
Total of funds	<u>5,310,758</u>	<u>8,712,914</u>	<u>(5,725,139)</u>	<u>532,000</u>	<u>8,830,533</u>

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

Restricted general fund

The balance on General Annual Grant (GAG) will be used for educational purposes in accordance with the restrictions attached to the funding.

The pension reserve deficit represents the Academy Trust's share of the deficit in the Staffordshire Pension Fund.

Restricted fixed asset fund

The restricted fixed asset funds relate predominantly to the assets acquired on conversion to an Academy Trust, being the properties.

Unrestricted funds

The unrestricted funds represent the surplus generated by the Academy Trust on activities for generating funds.

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

21. Statement of funds (continued)

Analysis of Academies by fund balance

Fund balances at 31 August 2018 were allocated as follows:

	Total 2018 £	As restated Total 2017 £
Violet Way Academy	740,850	717,327
Glascote Heath Academy	99,726	136,055
Ankermoor Primary Academy	120,579	35,394
Dosthill Primary School	163,540	-
Central	113,562	18,666
	<u>1,238,257</u>	<u>907,442</u>
Total before fixed asset fund and pension reserve		
	1,238,257	907,442
Restricted fixed asset fund	9,890,276	6,235,316
Pension reserve	(2,298,000)	(1,832,000)
	<u>8,830,533</u>	<u>5,310,758</u>
Total		
	<u>8,830,533</u>	<u>5,310,758</u>

Analysis of Academies by cost

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 depreciat- ion £	Total 2018 £	Total 2017 £
Violet Way Academy	729,867	333,720	49,292	156,250	1,269,129	1,402,460
Glascote Heath Academy	942,380	151,731	35,102	205,957	1,335,170	1,313,500
Ankermoor Primary Academy	418,608	77,166	44,899	132,495	673,168	640,275
Dosthill Primary School	1,141,087	118,578	96,573	202,174	1,558,412	-
Central	-	-	642	84,735	85,377	984
	<u>3,231,942</u>	<u>681,195</u>	<u>226,508</u>	<u>781,611</u>	<u>4,921,256</u>	<u>3,357,219</u>

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

21. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2016 £	Income As restated £	Expenditure As restated £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2017 As restated £
General funds						
General funds	541,233	554,895	(348,442)	-	-	747,686
Restricted funds						
General Annual Grant (GAG)	312,484	2,492,817	(2,597,949)	(66,262)	-	141,090
Start Up Grant	19,650	-	(984)	-	-	18,666
Pupil Premium	-	216,355	(216,355)	-	-	-
Other grants	-	193,489	(193,489)	-	-	-
Pension reserve	(1,390,000)	(330,000)	(181,000)	-	69,000	(1,832,000)
	<u>(1,057,866)</u>	<u>2,572,661</u>	<u>(3,189,777)</u>	<u>(66,262)</u>	<u>69,000</u>	<u>(1,672,244)</u>
Restricted fixed asset funds						
Transfer on conversion	2,001,401	1,206,000	(112,164)	2,691,270	-	5,786,507
DfE/ESFA capital grants	2,892,244	20,160	(68,499)	(2,395,096)	-	448,809
Capital expenditure from GAG	229,912	-	-	(229,912)	-	-
	<u>5,123,557</u>	<u>1,226,160</u>	<u>(180,663)</u>	<u>66,262</u>	<u>-</u>	<u>6,235,316</u>
Total restricted funds	<u>4,065,691</u>	<u>3,798,821</u>	<u>(3,370,440)</u>	<u>-</u>	<u>69,000</u>	<u>4,563,072</u>
Total of funds	<u>4,606,924</u>	<u>4,353,716</u>	<u>(3,718,882)</u>	<u>-</u>	<u>69,000</u>	<u>5,310,758</u>

A current year 12 months and prior year 12 months combined position is as follows:

	Balance at 1 September 2016 £	Income As restated £	Expenditure As restated £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2018 As restated £
Unrestricted funds						
General funds	541,233	1,428,868	(819,661)	-	-	1,150,440

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

21. Statement of funds (continued)

Restricted funds

General Annual Grant (GAG)	312,484	6,432,523	(6,590,928)	(66,262)	-	87,817
Start Up Grant	19,650	25,000	(44,650)	-	-	-
Pupil Premium	-	497,118	(497,118)	-	-	-
Other grants	-	602,726	(602,726)	-	-	-
Pension reserve	(1,390,000)	(1,028,000)	(481,000)	-	601,000	(2,298,000)
	<u>(1,057,866)</u>	<u>6,529,367</u>	<u>(8,216,422)</u>	<u>(66,262)</u>	<u>601,000</u>	<u>(2,210,183)</u>

Restricted fixed asset funds

Transfer on conversion	2,001,401	5,001,070	(222,163)	2,691,270	-	9,471,578
DfE/ESFA capital grants	2,892,244	107,325	(185,775)	(2,395,096)	-	418,698
Capital expenditure from GAG	229,912	-	-	(229,912)	-	-
	<u>5,123,557</u>	<u>5,108,395</u>	<u>(407,938)</u>	<u>66,262</u>	<u>-</u>	<u>9,890,276</u>
	<u>4,065,691</u>	<u>11,637,762</u>	<u>(8,624,360)</u>	<u>-</u>	<u>601,000</u>	<u>7,680,093</u>
Total of funds	<u>4,606,924</u>	<u>13,066,630</u>	<u>(9,444,021)</u>	<u>-</u>	<u>601,000</u>	<u>8,830,533</u>

22. Analysis of net assets between funds

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Tangible fixed assets	-	-	9,889,238	9,889,238
Current assets	1,171,690	587,798	1,038	1,760,526
Creditors due within one year	(21,250)	(473,663)	-	(494,913)
Creditors due in more than one year	-	(26,318)	-	(26,318)
Pension scheme liabilities	-	(2,298,000)	-	(2,298,000)
	<u>1,150,440</u>	<u>(2,210,183)</u>	<u>9,890,276</u>	<u>8,830,533</u>

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

22. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds	Restricted funds	Restricted fixed asset funds	As restated Total funds
	2017 £	2017 £	2017 £	2017 £
Tangible fixed assets	-	-	6,235,316	6,235,316
Current assets	747,686	468,542	35,904	1,252,132
Creditors due within one year	-	(295,186)	(35,904)	(331,090)
Creditors due in more than one year	-	(13,600)	-	(13,600)
Pension scheme liabilities	-	(1,832,000)	-	(1,832,000)
	<u>747,686</u>	<u>(1,672,244)</u>	<u>6,235,316</u>	<u>5,310,758</u>

23. Reconciliation of net movement in funds to net cash flow from operating activities

	Group	
	2018 £	As restated 2017 £
Net income for the year (as per Statement of Financial Activities)	2,987,775	634,834
Adjustment for:		
Depreciation charges	227,275	180,663
Dividends, interest and rents from investments	(1,846)	(316)
Increase in debtors	(117,288)	(3,905)
Increase/(decrease) in creditors	159,903	(25,213)
Capital grants from DfE and other capital income	(84,315)	(20,160)
Defined benefit pension scheme obligation inherited	698,000	330,000
Defined benefit pension scheme cost less contributions payable	300,000	181,000
Net (loss) on assets and liabilities from local authority on conversion	(3,795,070)	(1,206,000)
Net cash provided by operating activities	<u>374,434</u>	<u>70,903</u>

24. Analysis of cash and cash equivalents

	Group	
	2018 £	2017 £
Cash in hand	1,542,187	1,151,081
Total	<u>1,542,187</u>	<u>1,151,081</u>

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

25. Conversion to an Academy Trust

On 1 January 2018 Dosthill Primary School converted to Academy Trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Fierté Multi-Academy Trust from Staffordshire Local Authority for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of Financial Activities as Donations - transfer from local authority on conversion

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of Financial Activities.

	Unrestricted funds	Restricted funds	Restricted fixed asset funds	Total funds
	£	£	£	£
Freehold/leasehold land and buildings	-	-	3,795,070	3,795,070
Budget surplus/(deficit) on LA funds	122,153	28,132	2,850	153,135
LGPS pension surplus/(deficit)	-	(698,000)	-	(698,000)
	<u>122,153</u>	<u>(669,868)</u>	<u>3,797,920</u>	<u>3,250,205</u>
Net assets/(liabilities)	<u>122,153</u>	<u>(669,868)</u>	<u>3,797,920</u>	<u>3,250,205</u>

26. Pension commitments

The Group's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Staffordshire Pension Fund. Both are Multi-employer defined benefit pension schemes.

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

Contributions amounting to £77,171 were payable to the schemes at 31 August 2018 (2017 - £41,955) and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers 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

26. Pension commitments (continued)

in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. 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 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay, including a 0.08% employer administration charge.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

The employer's pension costs paid to TPS in the period amounted to £281,651 (2017 - £173,542).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-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 scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2018 was £324,000 (2017 - £237,000), of which employer's contributions totalled £256,000 (2017 - £185,000) and employees' contributions totalled £68,000 (2017 - £52,000). The agreed contribution rates for future years are 8.5% for employers and between 5.5 and 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of 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:

	2018	2017
Discount rate for scheme liabilities	2.80 %	2.50 %
Rate of increase in salaries	2.73 %	2.80 %
Rate of increase for pensions in payment / inflation	2.33 %	2.40 %
Commutation of pensions to lump sums	50.00 %	50.00 %

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

26. Pension commitments (continued)

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

	2018	2017
Retiring today		
Males	22.1	22.1
Females	24.4	24.4
Retiring in 20 years		
Males	24.1	24.1
Females	26.4	26.4

Sensitivity analysis	At 31 August 2018 £	At 31 August 2017 £
Discount rate -0.5%	672,000	456,000
Salary rate +0.5%	112,000	83,000
Pension rate +0.5%	784,000	364,000

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

	Fair value at 31 August 2018 £	Fair value at 31 August 2017 £
Equities	2,006,900	1,290,480
Corporate bonds	544,730	203,760
Property	229,360	135,840
Cash and other liquid assets	86,010	67,920
Total market value of assets	2,867,000	1,698,000

The actual return on scheme assets was £59,000 (2017 - £32,000).

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

	2018 £	2017 £
Current service cost	(460,000)	(328,000)
Past service cost	(37,000)	-
Interest income	59,000	32,000
Interest cost	(118,000)	(70,000)
Total	(556,000)	(366,000)

Fierté Multi-Academy Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the year ended 31 August 2018

26. Pension commitments (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2018 £	2017 £
Opening defined benefit obligation	3,530,000	2,767,000
Transferred in on existing Academies joining the Trust	1,414,000	454,000
Current service cost	460,000	328,000
Interest cost	118,000	70,000
Employee contributions	68,000	52,000
Actuarial gains	(431,000)	(111,000)
Benefits paid	(31,000)	(30,000)
Past service costs	37,000	-
	<u>5,165,000</u>	<u>3,530,000</u>
Closing defined benefit obligation	<u>5,165,000</u>	<u>3,530,000</u>

Movements in the fair value of the Group's share of scheme assets:

	2018 £	2017 £
Opening fair value of scheme assets	1,698,000	1,377,000
Transferred in on existing Academies joining the Trust	716,000	124,000
Interest income	59,000	32,000
Actuarial losses/(gains)	101,000	(42,000)
Employer contributions	256,000	185,000
Employee contributions	68,000	52,000
Benefits paid	(31,000)	(30,000)
	<u>2,867,000</u>	<u>1,698,000</u>
Closing fair value of scheme assets	<u>2,867,000</u>	<u>1,698,000</u>

27. Operating lease commitments

At 31 August 2018 the total of the Group's future minimum lease payments under non-cancellable operating leases was:

	2018 £	2017 £
Group and Academy Trust		
Amounts payable:		
Within 1 year	71,887	4,812
Between 1 and 5 years	145,618	10,518
Total	<u>217,505</u>	<u>15,330</u>

28. 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.

29. Related party transactions

Owing to the nature of the academy 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 Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with the trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 11.

The Academy Trust made purchases of IT services totalling £45,177 (2017 - £20,156) from Wave 9 Managed Services Limited, a Company in which A McFarlane (a former Trustee of the Trust) holds a 26% interest. The Trust made the purchases at arms length following a competitive tendering exercise in accordance with its regulations in which Mr McFarlane did not influence. In entering into the transaction the Trust complied with the requirements of the ESFA's Academies Financial Handbook. At the Balance sheet date £8,761 (2017 - £Nil) was outstanding.