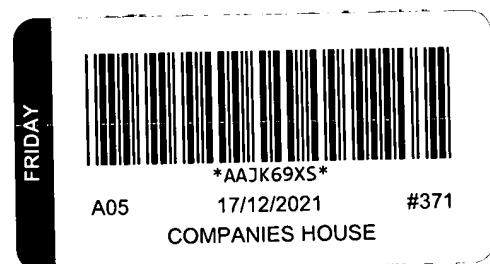


Company Registration No. 07733196 (England and Wales)

THE FAMILY OF LEARNING TRUST
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2021



THE FAMILY OF LEARNING TRUST

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THE FAMILY OF LEARNING TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mr N Najib
Mrs S Handsley
Mr A Helliwell
Mr D Mellalieu
Mr Z Khalil

Trustees

Mrs S Hussain (CEO)
Mrs S Loreen
Mr N Najib
Mr C Swallow (Chair until 23 September 2021) (Appointed 25 September 2020)
Mr A Hillyard
Mr M Malik
Mr D Mellalieu (Appointed Chair of Trustees 23 September 2021)

Senior Leadership Team

Headteacher Beech Hill/CEO
Headteacher Deanfield
Deputy Headteacher
Deputy Headteacher
Deputy Headteacher
HR Director
Finance Director

Mrs S Hussain
Mrs F Pether
Ms S Bowling
Mrs S Cockcroft
Miss K Fudge
Mrs J Lawless
Mr D Senior

Company registration number

07733196 (England and Wales)

Registered office

Mount Pleasant Avenue
Halifax
HX1 5TN

Academies operated

Beech Hill School
Dean Field Community Primary School

Location

Halifax
Halifax

Headteacher

Shameem Hussain
Fiona Pether

Independent auditor

Simpson Wood Limited
Bank Chambers
Market Street
Huddersfield
HD1 2EW

THE FAMILY OF LEARNING TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Virgin Money
7 Waterhouse Street
Halifax
HX1 1XZ

Lloyds Bank plc
Commercial Street
Halifax
HX1 1BB

Solicitors

Schofield Sweeney
Church Bank House
Church Bank
Bradford
West Yorkshire
BD1 4DY

THE FAMILY OF LEARNING TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their annual report together with the accounts and independent auditor's report of the charitable company for the period 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The academy was renamed The Family Learning Trust on 21 March 2017 (formerly Beech Hill School).

The academy trust is made up of Beech Hill and Dean Field and has pupils ranging from 2 to 11 serving in the catchment area of Central Halifax. The Trust has a pupil capacity of 784, Beech Hill 553 and Dean Field 231.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The Trustees of The Family of Learning Trust are also the directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

Members' liability

Each member of the charitable company undertakes to contribute to the assets of the 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.

Trustees' indemnities

The Trust utilises the Education and Skills Funding Agency's Risk Protection Assurance (RPA) scheme. The RPA provides for unlimited indemnity cover. The total cost of RPA for the Trust within the period was £13,734; the cost of indemnity cover is not separately identifiable.

Method of recruitment and appointment or election of Trustees

The Members may appoint by ordinary resolution, up to 12 Trustees. The total number of Trustees including the Chief Executive Officer who are employees shall not exceed one third of the total number of Trustees.

The Trustees may appoint Co-opted Trustees; in co-opting, the Trustees will be mindful of the skills and experience required to ensure the Trust has sufficient experience and skills to manage the Trust.

Parent Local Governors are elected by parents of registered pupils in the Academies. Where there is a vacancy for a parent governor, the school makes sure that all parents have the potential to apply to become a governor. The school ensures that if there is a vote it is undertaken fairly and managed properly with the results made public to all concerned.

Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for new Trustees will depend on their previous experience. All new trustees are given a tour of both Academies and the chance to meet staff and pupils. All Trustees are provided with copies of policies, procedure, minutes, accounts, plans and other documents that they will need to undertake their role. All trustees have access to a full programme of courses and online resources which they can choose to attend based on their role.

THE FAMILY OF LEARNING TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Organisational structure

The management structure of The Family of Learning Trust consists of the Trustees, the Executive Team, Senior Leadership Team and the Extended Management Team. The Trust operates 2 primary academies in Halifax and has a combined numbers on roll of 784 as of July 2021 (553 at Beech Hill and 231 at Dean Field School) including Nursery.

The Executive Team consists of the Chief Executive Officer who is also the Head Teacher at Beech Hill School, Finance Director, HR Director and the Head Teacher at Dean Field School.

The Senior Leadership Team consists of the Head Teachers of both schools, the Deputy and Assistant Head Teachers of both schools and the Trusts Finance Director and HR Director. They are responsible for the School Improvement Plan, Self-Evaluation, Data and Performance, Safeguarding and Attendance.

The Extended Management Team includes Middle Leaders with TLRs, SENDCO, ICT Management, PA and the Management Accountant. They work with the Senior Leadership Team to ensure the smooth running of the day to day operations in ensuring that curriculum delivery, budget management and teaching and learning are consistent across the school.

Arrangements for setting pay and remuneration of key management personnel

Decisions regarding pay and remuneration take account of the Department for Education's School teachers' pay and conditions document and guidance on school teachers' pay and conditions.

The day to day running of the remuneration policy of each Academy is delegated to the Head teacher and monitored by the Executive Team who report to, and are accountable to the Trustees. All details for setting pay and remuneration of key management personnel are set out in the Pay and Grading policy which is reviewed annually by the Board of Trustees.

Remuneration of key management personnel is set at an individual level, and where possible the Trustees have taken external professional advice which includes benchmarking, market trends and advice on structuring of incentives. Senior management salaries are linked to pay spines, helping trustees conclude that each individual is remunerated at an appropriate level. As such, salaries are linked to factors such as ability, experience and performance. Total remuneration packages include employer pension contribution rates at approved rates.

The performance of senior management personnel is reviewed on a regular basis to ensure continuing value for money. The board always bears in mind the charitable status of the Academy Trust and recognises that the Trust receives funding under an agreement with the Secretary of State for Education, and therefore ensures the remuneration paid to senior management personnel never exceeds an amount that provides value for money to the trust.

Trade Union Facility Time

Under the Trade Union (facility Time Publication Requirements) Regulations 2017, the Trust is required to calculate and publish information on Facility Time: the paid time off that we provide to our employees to Undertake Trade Union duties and activities. As a Trust, we value the close working relationships we have with regional and local Trade Union representatives, as well as our internal workplace representatives. The Trust understands and appreciates the benefit of good trade union relations in the workplace.

The purpose of the regulations is to promote transparency and public scrutiny of Facility Time, to ensure that taxpayers' money is spent appropriately and represents value for money. Although the trust does not contribute to facilities time, we are currently investigating joining the Calderdale Council's Facility Time arrangements.

Relevant Union Officials - None

Percentage of time spend on facility time – None

Percentage of pay bill spent on facility time – Nil

Paid trade union activities - None

THE FAMILY OF LEARNING TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Related parties and other connected charities and organisations

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

Objectives and activities

Objects and aims

The Trust's objectives for the year ending on 31st August 2021 were as follows:

- To ensure effective leadership and governance at Trust and LGB level to hold the Trust leaders to account and ensure that the Academies comply with their statutory duties.
- To continue to enhance the governance across the Trust through working with a NGA consultant on the DFE funded Board Development Programme.
- To continue to improve the quality of provision of all our academies and enhance pupil outcomes Trust-wide and to address the gaps in learning due to Covid-19 closures.
- To continue to develop the expertise and skills of our senior and middle leaders to secure effective succession planning as the trust expands.
- To ensure a financially viable and sustainable MAT and develop a strong business infrastructure.
- To enhance the Trust's human resource management by implementing a cross trust HR system.
- To prepare the trust for expansion through promoting the trust, articulating its vision and what it has to offer to schools who may be in financial or academic difficulties as well as strong schools.
- To ensure there are systems in place for central functions as the MAT grows.

In addition to the Trust Strategy, both academies have their own Improvement Plans which focus on raising standards.

Objectives, strategies and activities

At the Family of Learning Trust we believe children have just one childhood; our intention is to provide them with inspirational and unforgettable learning experiences. Our ethos is a simple one '**Learning without Limits**'. We place a high value on establishing close links between home and school so that we can work effectively together enabling each child to achieve their full potential.

Our core purpose is:

- To enable academy leaders and staff to raise standards of achievement and attainment.
- To ensure our learners receive a broad, balanced, engaging curriculum, adapted for all different abilities with strong links to the community and wider experiences to impact on their 'Cultural Capital.'
- To ensure all academies are achieving value for money
- To build capacity across all aspects of education, business and operational activity
- To minimise bureaucracy for leaders so they are able to focus on achieving the best outcomes for learners
- To recruit and retain excellent staff within the Trust
- To provide excellent CPD opportunities for all staff
- To ensure staff wellbeing and a good work life balance
- To provide high quality HR/finance and payroll support to school leadership

Public benefit

In setting our objectives and planning our activities, the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

THE FAMILY OF LEARNING TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Strategic report

Achievements and performance

School Closure due to Covid 19

Due to the Covid 19 pandemic, schools were closed between January and March 2021 for the majority of pupils. The Trust continued to provide in-school provision for our vulnerable, SEND and key worker children throughout this closure. Staff attended at both academies and worked on a rota basis to provide both in school learning to the pupils attending and online learning to pupils at home. In addition, works packs were sent home where required and DFE funded laptops/ipads were provided to our families who were not comfortable attending school. A strong remote learning offer was provided across the Trust with the vast majority of parents with children at home engaging through SEESAW and Zoom. Parents on benefits-related free school meals received food vouchers and the schools worked with a number of other agencies to provide food for our most vulnerable families. Staff maintained welfare checks with families, offering support where appropriate and Parents Evening took place virtually to ensure staff and parents continued to work together for the benefit of the pupils.

The catering business continued to provide meals to pupils across the Trust as well as other customer schools but the number of meals provided were greatly reduced. The Trust utilised the Coronavirus Job Retention Scheme for catering and some staff were furloughed.

In light of the government's decision to cancel primary school assessments because of COVID 19, no statutory assessments took place. However, both schools did carry out internal assessments to inform future teaching.

Staff Professional Development

CPD and curriculum development continued across the Trust with staff meeting remotely to ensure we continued to drive school improvement. Internal and external monitoring continued and the Trust School Effectiveness Officer carried out a number of monitoring checks throughout the school closure period. Senior and Middle leaders continued to develop their expertise and a number of them have successfully gained qualifications. Both schools continued to work with local teaching schools to support trainee teachers.

Well-being Support for Staff

Line managers and Senior Leaders were in contact with staff at home by phone and electronic means during the closure period. A number of staff identified that they were having issues, usually around mental health wellbeing and in response line managers/HR have facilitated help as required and put appropriate support in place. Use of the Employee Assistance Programme was promoted. A range of support packages such as temporary flexible working arrangements due to childcare/elder care, referring colleagues for counselling through the EAP and ensuring PPE and equipment was supplied when agreed that there was an additional need.

THE FAMILY OF LEARNING TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Other Accomplishments

Beech Hill successfully renewed its Quality Mark and Investors in People Award and achieved the Carnegie Mental Health Award for schools.

Dean Field School has undergone further refurbishment across the school following completion of the new roof. New logos and branding are now in place.

The Trustees worked with an external consultant as part of the DFE Board Development Programme to complete a self-evaluation and then work to further strengthen governance at Trust level and ensure better communication between Trust and the local governing bodies. To better promote its values and vision, the Trust enhanced its website and created a brochure which was sent out to potential schools.

The Trust objectives as set out in the yearly plan were achieved as a whole including a new Human Resource and Finance system implemented to further strengthen and refine systems across the trust in preparation for growth.

A new trust-wide Health and Safety system (iAMS) has been implemented to evidence compliance in line with the Trust's statutory duties.

Key performance indicators

In light of the government's decision to cancel primary school assessments because of COVID 19, no statutory assessments took place. However, both schools did carry out internal assessments to inform future teaching and to determine the impact of Covid disruption on attainment.

Beech Hill School

Ofsted Inspection in June 2019 graded Good with Outstanding features (Outstanding areas are Early Years and Personal Development, Behaviour and Welfare)

Attendance for year: 96%

Predicted Data Performance (Based on Internal Data)

EYFS data – 67% of the cohort achieved the Good Level of Development

The end of KS1 results were below the national average for 2019

Predicted End of KS2 Outcomes 2021:

Reading: 80%

Writing: 75%

Mathematics: 86%

THE FAMILY OF LEARNING TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Dean Field Primary School

Ofsted Inadequate (January 2017)

Attendance (up to July 2021): 96%

Predicted Data Performance in comparison to the national average for 2019 (there is no national average for 2021).

EYFS data is in line with national average for 2019 with 70% of the cohort achieving the Good Level of Development.

The end of KS1 results were below the national average for 2019

Predicted End of KS2 Outcomes 2021

Reading: 60%

Writing: 60%

Mathematics: 66%

This data is lower than expected for the year and shows the impact of school closures due to Covid on attainment.

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, the board of trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern and the impact of Covid-19 can be found in the Governance Statement.

Financial review

Most of the Academy Trust's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The main other income elements are an external catering service and school improvement partner service. The grants received from the ESFA during the period ended 31 August 2021 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the period ended 31 August 2021, the total expenditure (excluding fixed asset funds) of £5,188,489 (2020: £5,024,676) was covered by the recurrent grant funding and associated income streams. The excess of income over expenditure for the period (excluding restricted fixed asset funds and pension deficit) was £221,897 (2020: £484,455)

THE FAMILY OF LEARNING TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Reserves policy

The trustees review reserve levels of the Trust annually. This review encompasses the nature of income and expenditure streams, this to match income with commitment and the nature of reserves. The trustees take into consideration the future plans of the Academy Trust, the uncertainty over future income streams and other key risks identified during the risk review.

The Academy Trust's current level of reserves (total funds less the amount held in fixed assets and restricted funds) is £262,289 all of which are free reserves.

The trustees require a reserve to be created to fund future expenditure relating to the Academy Development Plan's strategic long term aim and developments. Plans are in place to make necessary improvements to existing buildings. A Capital Grant is being used for a replacement roof at Dean Field School and Beech Hill has obtained a grant for the same purposes, which was part way through at the year end. It is still priority at Beech Hill to build a new hall. Further funding investigation and bids are hopeful to help towards the cost, but it is hoped if necessary to fund the project from the school reserves at some stage otherwise.

Investment policy

The Family of Learning Trust has an investment policy that is reviewed annually, this gives the Academy Trust the authority to invest in appropriate investments should the need arise. During the year the remaining two of these investments were redeemed.

Principal risks and uncertainties

The Trustees continue to assess the major risks within the trust, which are detailed in the Risk Register. This document covers all areas of risk specifically teaching, provisions of facilities and other operational areas of the school and its finances. The Trustees continue to review various policies to help implement the ongoing development of the areas of risk and have suitable insurance cover where significant risk remains. The Trust is still developing its internal controls. A new detailed programme will be followed this year with regular feedback to Governors and Trustees as part of a new finance trust pack that is currently being implemented.

The main risk to the Academy Trust is that the schools are funded according to pupils on roll, so a drop in student numbers or a change in the funding formulae used could affect the financial stability of the Trust. Other than this there is no other potential risk that could affect the financial stability of the Trust.

Financial and risk management objectives and policies

The Academy Trust's income is obtained from the ESFA in line with the funding agreement of the Academy. As such, the Academy Trust's exposure to financial risks is limited to cash flow and liquidity risks.

The Family of Learning Trust has a pension deficit of £4,143,000 relating to the LGPS defined benefit scheme.

Fundraising

Under the provision of the Charities (Protection and Social Investment) Act 2016, The Family of Learning Trust School provides the following information on their fundraising practices.

Both Academies in the Trust raise funds for the benefit of the Trust and a small number of charities. All funds are raised through voluntary contributions. Each individual Academy will limit the number of fund-raising activities to ensure that the school is not intrusive or persistent in their fundraising approach.

THE FAMILY OF LEARNING TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Plans for future periods

Future Trust Priorities 2021-22

- Continue to ensure our learners receive a broad, balanced, engaging curriculum, adapted for all different abilities with strong links to the community and wider experiences to impact on their 'Cultural Capital.'
- Ensure pupil attendance is in line with national averages.
- Maintain high standards of learning behaviour as reflected in the Rights Respecting ethos.
- Support our new staff through a good quality Early Careers Teacher programme.
- Further develop the central finance team in preparation for expansion of the Trust.
- Ensure all academies are achieving value for money.
- Develop an estates vision, strategy and asset management plan.
- Develop a cross-trust HR strategy ensuring a consistent approach to recruitment and retention, succession planning, wellbeing, reward and employee relations matters.
- Review and ensure the Trust has a robust business continuity and disaster recovery plan.

Auditor

In so far as the Trustees are aware:

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

A resolution proposing that Simpson Wood Limited be reappointed as auditor of the charitable company will be put to the members.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees as the company directors, on 9 December 2021 and signed on its behalf by:



Mr D Mellalieu
Chair of Trustees

THE FAMILY OF LEARNING TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that The Family Of Learning 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 The Family Of Learning 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 6 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
Mrs S Hussain (CEO)	6	6
Mrs S Loreen	5	6
Mr N Najib	5	6
Mr C Swallow (Chair until 23 September 2021) (Appointed 25 September 2020)	5	6
Mr A Hillyard	6	6
Mr M Malik	2	6
Mr D Mellalieu (Appointed Chair of Trustees 23 September 2021)	6	6

The audit, risk and estate committee is a sub-committee of the main board of trustees. Its purpose is to:

- assist the decision making of the trustees by enabling more detailed consideration to be given to the best means of fulfilling the boards' responsibility to ensure sound management of the trust's finances;
- ensure that the trust undertakes proper planning, monitoring and probity;
- make appropriate comments and recommendations on such matters to the trustees;
- ensure financial management procedures are secure and minimise risk of abuse or fraud; and
- refer major issues to the board for ratification.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
Mr N Najib	4	4
Mr C Swallow (Chair until 23 September 2021) (Appointed 25 September 2020)	4	4
Mr D Mellalieu (Appointed Chair of Trustees 23 September 2021)	3	4

Review of value for money

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

THE FAMILY OF LEARNING TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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 available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- An annual review of all contracts, these are checked for price and relevance and a number of new suppliers with better deals were chosen
- The Trust has a large catering operation. During the last twelve months the school has negotiated substantial discounts from suppliers. The school this year chose its top fifty popular food choices and made comparisons to other suppliers, switching when it was a better deal
- The Trust always gets at least three quotes for any item over £10,000
- The Trust also this year looked at all leases and contracts across the Trust and centralised everything

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Family Of Learning Trust for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of Trustees.

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 audit, risk and estate committee produce reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- identification and management of risks.

The Trust again has performed detailed internal control testing in many areas of finance and procedures. The timings have not gone according to plan due to the ongoing COVID pandemic, however going forward the timetable should be adhered to and initial quarterly reporting will be sent to the Audit, Risk and Estates Committee. These reports are being included in a trust pack which is expanding into many financial areas to keep trustees more up to date with the Trust and its intention to expand.

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 external auditor;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

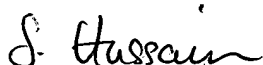
THE FAMILY OF LEARNING TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the audit and risk committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 9 December 2021 and signed on its behalf by:



Mrs S Hussain
CEO



Mr D Mellalieu
Chair of Trustees

THE FAMILY OF LEARNING TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2021

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

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

I confirm that except for non-compliance with internal scrutiny requirements, there are 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 S Hussain
Accounting Officer

09 December 2021

THE FAMILY OF LEARNING TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2021

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

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

In preparing these accounts, the Trustees are required to:


- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the Board of Trustees on 9 December 2021 and signed on its behalf by:



Mr D Mellalieu
Chair of Trustees

THE FAMILY OF LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FAMILY OF LEARNING TRUST

FOR THE YEAR ENDED 31 AUGUST 2021

Opinion

We have audited the accounts of The Family of Learning Trust for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The Trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

THE FAMILY OF LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FAMILY OF LEARNING TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report, including the incorporated strategic report.

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

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

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the accounts

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

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

THE FAMILY OF LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FAMILY OF LEARNING TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the academy, including Companies Act 2006, Charities SORP 2019, the Academies Accounts Direction 2020 to 2021, taxation legislation, data protection and anti-bribery legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the academy's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations and.
- performed analytical procedures to identify any unusual or unexpected relationships. This was done as part of the completion stage once a set of draft statutory accounts were available to scrutinise against the prior year.

To address the risk of fraud through management bias and override of controls, we:

- tested journal entries to identify unusual transactions.
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias and;
- investigated the rationale behind significant or unusual transactions. CIF funding, Catch-up pupil premium and additional support regarding Covid-19 was particularly scrutinised

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the governors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

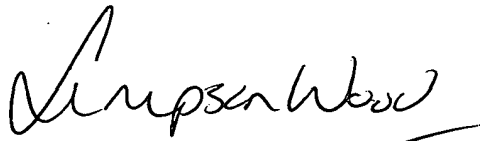
THE FAMILY OF LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FAMILY OF LEARNING TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Use of our report

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



Daniel McAllister FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wood Limited

9 December 2021

Chartered Accountants
Statutory Auditor

Bank Chambers
Market Street
Huddersfield
HD1 2EW

THE FAMILY OF LEARNING TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2021

In accordance with the terms of our engagement letter dated 11 October 2016 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Family of Learning Trust during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of The Family of Learning Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Family of Learning Trust's funding agreement with the Secretary of State for Education dated 1 September 2011 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Consideration of the evidence supporting the Accounting Officers statement on regularity, propriety and compliance which may include review and corroboration of the most recent Financial Management and Governance Evaluation or equivalent.
- Evaluation of the general control environment of the Academy Trust, extending the procedures required for financial statements to include regularity.
- Assessment and testing of a sample of the specific control activities over regularity of a particular activity.
- When performing sample testing of expenditure, consider whether the activity is permissible within the Academy Trust's framework of authorities.

THE FAMILY OF LEARNING TRUST

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

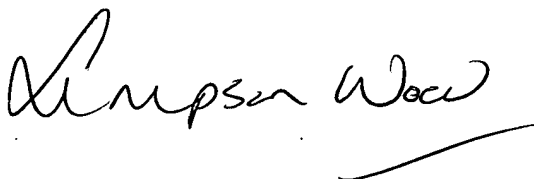
FOR THE YEAR ENDED 31 AUGUST 2021

Conclusion

In the course of our work, except for the matters listed below, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Internal Scrutiny

During the course of our work, we have found an instance of non-compliance with the Academies Financial Handbook. This was due to the requirements of internal scrutiny work not being adhered to. Although the work was undertaken, it was not completed by an independent officer.



Reporting Accountant

Simpson Wood Limited
Bank Chambers
Market Street
Huddersfield
HD1 2EW

Dated: 09 December 2021

THE FAMILY OF LEARNING TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds £	General	Restricted funds: Fixed asset £	Total 2021 £	Total 2020 £
Income and endowments from:						
Donations and capital grants	3	12,534	-	590,718	603,252	37,546
Charitable activities:						
- Funding for educational operations	4	31,010	4,418,373	-	4,449,383	4,558,510
Other trading activities	5	394,233	-	-	394,233	522,843
Investments	6	1,237	-	-	1,237	5,076
Total		439,014	4,418,373	590,718	5,448,105	5,123,975
Expenditure on:						
Raising funds	7	522,152	115,954	-	638,106	550,864
Charitable activities:						
- Educational operations	9	446	4,549,939	274,025	4,824,410	4,734,941
Total	7	522,598	4,665,893	274,025	5,462,516	5,285,805
Net income/(expenditure)		(83,584)	(247,520)	316,693	(14,411)	(161,830)
Transfers between funds	20	1,800	(132,074)	130,274	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit pension schemes	21	-	265,000	-	265,000	(679,000)
Net movement in funds		(81,784)	(114,594)	446,967	250,589	(840,830)
Reconciliation of funds						
Total funds brought forward		344,073	(2,386,327)	10,331,471	8,289,217	9,130,046
Total funds carried forward		262,289	(2,500,921)	10,778,438	8,539,806	8,289,216

THE FAMILY OF LEARNING TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2021

Comparative year information Year ended 31 August 2020		Unrestricted funds	Restricted funds:		Total 2020
	Notes	£	General	Fixed asset	£
Income and endowments from:					
Donations and capital grants	3	20,702	-	16,844	37,546
Charitable activities:					
- Funding for educational operations	4	-	4,558,510	-	4,558,510
Other trading activities	5	522,843	-	-	522,843
Investments	6	5,076	-	-	5,076
Total		548,621	4,558,510	16,844	5,123,975
Expenditure on:					
Raising funds	7	453,083	97,781	-	550,864
Charitable activities:					
- Educational operations	9	545	4,473,267	261,129	4,734,941
Total	7	453,628	4,571,048	261,129	5,285,805
Net income/(expenditure)		94,993	(12,538)	(244,285)	(161,830)
Transfers between funds	20	-	(269,256)	269,256	-
Other recognised gains/(losses)					
Actuarial losses on defined benefit pension schemes	21	-	(679,000)	-	(679,000)
Net movement in funds		94,993	(960,794)	24,971	(840,830)
Reconciliation of funds					
Total funds brought forward		249,081	(1,425,535)	10,306,500	9,130,046
Total funds carried forward		344,074	(2,386,329)	10,331,471	8,289,216

THE FAMILY OF LEARNING TRUST

BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	13		10,690,690		10,329,965
Current assets					
Stocks	14	1,193		3,099	
Debtors	15	247,786		265,953	
Cash at bank and in hand		2,093,340		1,981,718	
		2,342,319		2,250,770	
Current liabilities					
Creditors: amounts falling due within one year	16	(345,603)		(430,897)	
Net current assets			1,996,716		1,819,873
Total assets less current liabilities			12,687,406		12,149,838
Creditors: amounts falling due after more than one year	17		(4,600)		(5,622)
Net assets before defined benefit pension scheme liability			12,682,806		12,144,216
Defined benefit pension scheme liability	21		(4,143,000)		(3,855,000)
Total net assets			8,539,806		8,289,216
Funds of the academy trust:					
Restricted funds	20				
- Fixed asset funds			10,778,438		10,331,471
- Restricted income funds			1,642,079		1,468,671
- Pension reserve			(4,143,000)		(3,855,000)
Total restricted funds			8,277,517		7,945,142
Unrestricted income funds	20		262,289		344,074
Total funds			8,539,806		8,289,216

The accounts set out on pages 22 to 47 were approved by the board of trustees and authorised for issue on 9 December 2021 and are signed on its behalf by:



Mr D Mellalieu
Chair of Trustees

Company Number 07733196

THE FAMILY OF LEARNING TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Net cash provided by operating activities	22		155,439		534,290
Cash flows from investing activities					
Dividends, interest and rents from investments		1,237		5,076	
Capital grants from DfE Group		545,342		16,844	
Capital funding received from sponsors and others		17,000		-	
Purchase of tangible fixed assets		(608,174)		(301,778)	
Proceeds from sale of tangible fixed assets		1,800		-	
Net cash used in investing activities			(42,795)		(279,858)
Cash flows from financing activities					
Repayment of other loan		(1,022)		(1,022)	
Net cash used in financing activities			(1,022)		(1,022)
Net increase in cash and cash equivalents in the reporting period			111,622		253,410
Cash and cash equivalents at beginning of the year			1,981,718		1,728,308
Cash and cash equivalents at end of the year			<u>2,093,340</u>		<u>1,981,718</u>

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

The Family of Learning Trust is a charitable company incorporated in England and Wales. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the Trustees' report.

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

1.1 Basis of preparation

The accounts 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 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts 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 accounts.

1.3 Income

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

Grants

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

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

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

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

Donations

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

Other income

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

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the accounts until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

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

1.4 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Where applicable, resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.5 Tangible fixed assets and depreciation

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. 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 such assets is charged to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy trust's depreciation policy.

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:

Land and buildings	2% straight line
Computer equipment	20% straight line
Fixtures, fittings & equipment	15% straight line
Motor vehicles	25% straight line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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

1.6 Liabilities

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

1.7 Leased assets

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

1.8 Financial instruments

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

Financial assets

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

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

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.9 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

1.10 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.

1.11 Pensions benefits

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

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

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

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.12 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 the Education Funding Agency where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received and include grants from the Education Funding Agency.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, 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 2013 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

No critical areas of judgement have been identified which would have a significant impact on the valuation of assets and liabilities within the accounts.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donated fixed assets	-	28,376	28,376	-
Capital grants	-	562,342	562,342	16,844
Other donations	12,534	-	12,534	20,702
	<u>12,534</u>	<u>590,718</u>	<u>603,252</u>	<u>37,546</u>

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
DfE/ESFA grants				
General annual grant (GAG)	-	3,449,439	3,449,439	3,575,968
Other DfE/ESFA grants:				
Pupil premium	-	334,905	334,905	355,314
Others	-	138,667	138,667	131,185
	-	3,923,011	3,923,011	4,062,467
Other government grants				
Local authority grants	-	417,010	417,010	464,793
COVID-19 additional funding				
DfE/ESFA				
Catch-up premium	-	53,360	53,360	-
Other DfE/ESFA COVID-19 funding	-	19,002	19,002	-
Non-DfE/ESFA				
Coronavirus job retention scheme grant	-	5,990	5,990	31,250
	-	78,352	78,352	31,250
Other incoming resources	31,010	-	31,010	-
Total funding	31,010	4,418,373	4,449,383	4,558,510

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Hire of facilities	50,483	-	50,483	49,487
Catering income	247,986	-	247,986	346,532
Consultancy services	55,000	-	55,000	42,506
Educational visits	1,379	-	1,379	18,991
Student fee income	2,096	-	2,096	1,260
Other income	37,289	-	37,289	64,067
	394,233	-	394,233	522,843

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Short term deposits	1,237	-	1,237	5,076

7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2021 £	Total 2020 £
Expenditure on raising funds					
- Direct costs	426,248	-	211,858	638,106	550,864
Academy's educational operations					
- Direct costs	2,547,798	275,636	138,522	2,961,956	3,007,440
- Allocated support costs	1,165,308	364,076	333,070	1,862,454	1,727,501
	4,139,354	639,712	683,450	5,462,516	5,285,805

Net income/(expenditure) for the year includes:

	2021 £	2020 £
Fees payable to auditor for:		
- Audit	10,500	10,950
- Other services	1,000	1,000
Operating lease rentals	21,537	24,469
Depreciation of tangible fixed assets	275,636	261,129
Gain on disposal of fixed assets	(1,611)	-
Net interest on defined benefit pension liability	64,000	51,000

8 Central services

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

- human resources;
- financial services;
- legal services;
- educational support services.

A 70% central services charge is derived from the total costs of providing the services listed above.

For the period, central services have been capped at £55,000 as agreed.

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

8 Central services

(Continued)

The amounts charged during the year were as follows:

	2021 £	2020 £
Beech Hill School	-	-
Dean Field Community Primary School	55,000	46,000
	<u>55,000</u>	<u>46,000</u>

9 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Direct costs				
Educational operations	-	2,961,956	2,961,956	3,007,440
Support costs				
Educational operations	446	1,862,008	1,862,454	1,727,501
	<u>446</u>	<u>4,823,964</u>	<u>4,824,410</u>	<u>4,734,941</u>

	2021 £	2020 £
Analysis of support costs		
Support staff costs	1,220,799	1,212,446
Gain on assets sold	(1,611)	-
Technology costs	107,771	99,266
Premises costs	365,687	258,024
Other support costs	157,057	141,544
Governance costs	12,751	16,221
	<u>1,862,454</u>	<u>1,727,501</u>

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

10 Staff

Staff costs

Staff costs during the year were:

	2021 £	2020 £
Wages and salaries	2,911,147	2,957,014
Social security costs	231,830	227,872
Pension costs	956,687	781,495
Staff costs - employees	4,099,664	3,966,381
Agency staff costs	39,690	26,719
	4,139,354	3,993,100
Staff development and other staff costs	68,437	80,841
Total staff expenditure	4,207,791	4,073,941

Staff numbers

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

	2021 Number	2020 Number
Teachers	29	31
Administration and support	116	134
Management	7	5
	152	170

Higher paid staff

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

	2021 Number	2020 Number
£60,001 - £70,000	1	1
£90,001 - £100,000	1	1

Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £515,298 (2020: £412,492)

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

11 Trustees' remuneration and expenses

The headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff, and not in respect of their services as Trustees. Other Trustees did not receive any payments, other than expenses, from the academy trust in respect of their role as Trustees. During the year, travel and subsistence payments totalling £Nil (2020: £Nil) were reimbursed to Trustees.

The value of Trustees' remuneration was as follows:

Mrs S A Hussain (Headteacher)

Remuneration	£90,000 - £95,000 (2020: £90,000 - £95,000)
Pension	£20,000 - £15,000 (2020: £10,000 - £15,000)

Mrs F Pether (Headteacher)

Remuneration	£60,000 - £65,000 (2020: £60,000 - £65,000)
Pension	£15,000 - £20,000 (2020: £5,000 - £10,000)

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

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 trust business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme.

13 Tangible fixed assets

	Land and buildings	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 September 2020	11,518,844	191,975	171,969	42,712	11,925,500
Additions	564,481	59,145	12,924	-	636,550
Disposals	-	(6,928)	(1,800)	(11,012)	(19,740)
At 31 August 2021	12,083,325	244,192	183,093	31,700	12,542,310
Depreciation					
At 1 September 2020	1,313,657	157,006	82,160	42,712	1,595,535
On disposals	-	(6,739)	(1,800)	(11,012)	(19,551)
Charge for the year	236,363	19,079	20,194	-	275,636
At 31 August 2021	1,550,020	169,346	100,554	31,700	1,851,620
Net book value					
At 31 August 2021	10,533,305	74,846	82,539	-	10,690,690
At 31 August 2020	10,205,187	34,969	89,809	-	10,329,965

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

14 Stocks

	2021 £	2020 £
Catering stock	1,193	3,099

15 Debtors

	2021 £	2020 £
Trade debtors	40,274	31,805
VAT recoverable	37,575	44,870
Other debtors	72,886	76,164
Prepayments and accrued income	97,051	113,114
	247,786	265,953

16 Creditors: amounts falling due within one year

	2021 £	2020 £
Other loans	1,022	1,022
Trade creditors	152,586	32,951
Other creditors	3,555	105,412
Accruals and deferred income	188,440	291,512
	345,603	430,897

17 Creditors: amounts falling due after more than one year

	2021 £	2020 £
Other loans	4,600	5,622

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

17 Creditors: amounts falling due after more than one year		(Continued)	
	2021	2020	
	£	£	
Analysis of loans			
Not wholly repayable within five years by instalments	512	1,534	
Wholly repayable within five years	5,110	5,110	
	5,622	6,644	
Less: included in current liabilities	(1,022)	(1,022)	
Amounts included above	4,600	5,622	
Instalments not due within five years	512	1,534	
Loan maturity			
Debt due in one year or less	1,022	1,022	
Due in more than one year but not more than two years	1,022	1,022	
Due in more than two years but not more than five years	3,066	3,066	
Due in more than five years	512	1,534	
	5,622	6,644	
18 Deferred income			
	2021	2020	
	£	£	
Deferred income is included within:			
Creditors due within one year	149,018	123,877	
Deferred income at 1 September 2020	123,877	160,382	
Released from previous years	(123,877)	(160,382)	
Resources deferred in the year	149,018	123,877	
Deferred income at 31 August 2021	149,018	123,877	

Deferred income relates to Universal Free School Meals funding and Early Education Funding. All amounts were received in advance of the 2021/22 academic year which they relate to from the Education Skills Funding Agency.

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

19 Analysis of net assets between funds

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	-	-	10,690,690	10,690,690
Current assets	262,289	1,986,660	93,370	2,342,319
Creditors falling due within one year	(189,462)	(156,141)	-	(345,603)
Creditors falling due after one year	1,022	-	(5,622)	(4,600)
Accruals and deferred income	188,440	(188,440)	-	-
Defined benefit pension liability	-	(4,143,000)	-	(4,143,000)
Total net assets	262,289	(2,500,921)	10,778,438	8,539,806

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2020 are represented by:				
Tangible fixed assets	-	-	10,329,965	10,329,965
Current assets	344,074	1,898,546	8,150	2,250,770
Creditors falling due within one year	-	(429,875)	(1,022)	(430,897)
Creditors falling due after one year	-	-	(5,622)	(5,622)
Defined benefit pension liability	-	(3,855,000)	-	(3,855,000)
Total net assets	344,074	(2,386,329)	10,331,471	8,289,216

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

20 Funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
Restricted general funds					
General Annual Grant (GAG)	1,179,492	3,449,439	(3,143,960)	(132,074)	1,352,897
Pupil premium	101,523	334,905	(334,905)	-	101,523
Catch-up premium	-	53,360	(53,360)	-	-
Other DfE/ESFA COVID-19 funding	-	19,002	(19,002)	-	-
Coronavirus job retention scheme grant	-	5,990	(5,990)	-	-
Other DfE/ESFA grants	128,344	138,667	(138,666)	-	128,345
Other government grants	59,314	417,010	(417,010)	-	59,314
Pension reserve	(3,855,000)	-	(553,000)	265,000	(4,143,000)
	<u>(2,386,327)</u>	<u>4,418,373</u>	<u>(4,665,893)</u>	<u>132,926</u>	<u>(2,500,921)</u>
Restricted fixed asset funds					
Inherited on conversion	6,641,301	-	(152,594)	-	6,488,707
DfE group capital grants	290,534	562,342	(40,619)	(3,674)	808,583
Capital expenditure from GAG	2,822,615	-	(63,277)	133,948	2,893,286
DfE Donated Laptops	-	25,398	(3,335)	-	22,063
Private sector capital sponsorship	577,021	2,978	(14,200)	-	565,799
	<u>10,331,471</u>	<u>590,718</u>	<u>(274,025)</u>	<u>130,274</u>	<u>10,778,438</u>
Total restricted funds	<u>7,945,144</u>	<u>5,009,091</u>	<u>(4,939,918)</u>	<u>263,200</u>	<u>8,277,517</u>
Unrestricted funds					
General funds	<u>344,073</u>	<u>439,014</u>	<u>(522,598)</u>	<u>1,800</u>	<u>262,289</u>
Total funds	<u>8,289,217</u>	<u>5,448,105</u>	<u>(5,462,516)</u>	<u>265,000</u>	<u>8,539,806</u>

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

20 Funds

(Continued)

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

General Annual Grant (GAG) must be used for the normal running costs of the academy. Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2021.

Other DfE / ESFA grants related to PE and Sports grants, Pupil Premium funding and Universal Free School Meals funding.

Restricted fixed assets were funded by government grants.

Pupil premium grant, is specifically to raise the attainment of disadvantaged pupils and close the gap between them and their peers.

Beech Hill at the 31 August 2021 were part way through a large project to put a skin on many areas of the school roof, most of this has been funded by a grant from the ESFA, this was from a successful bid made in April 2021.

Beech Hill are still looking to build a new hall and are ring fencing a substantial amount of its funds that it has in reserve towards this project. The school is still looking for support but is to look at future savings and the hope that numbers at the school will increase mainly due to a new housing project that is underway near the school. It is hoped there will be enough money available for the project by Summer 2024.

In addition the school has a 3G Pitch which has to be replaced in 4-5 years. Currently the amount set aside for this is £150,000 and the expected replacement cost will be £250,000. This is in accordance with the Football Foundation agreement made when the pitch was installed.

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

20 Funds

(Continued)

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
Restricted general funds					
General Annual Grant (GAG)	1,114,114	3,575,968	(3,225,656)	(284,934)	1,179,492
Pupil premium	-	355,314	-	-	355,314
Other DfE/ESFA grants	206,288	131,185	(478,599)	15,678	(125,448)
Other government grants	28,063	496,043	(464,793)	-	59,313
Pension reserve	(2,774,000)	-	(402,000)	(679,000)	(3,855,000)
	<u>(1,425,535)</u>	<u>4,558,510</u>	<u>(4,571,048)</u>	<u>(948,256)</u>	<u>(2,386,329)</u>
Restricted fixed asset funds					
Transfer on conversion	8,447,933	-	(153,083)	(1,653,549)	6,641,301
DfE group capital grants	114,793	16,844	(17,919)	176,816	290,534
Capital expenditure from GAG	1,151,359	-	(78,315)	1,749,571	2,822,615
Private sector capital sponsorship	592,415	-	(11,812)	(3,582)	577,021
	<u>10,306,500</u>	<u>16,844</u>	<u>(261,129)</u>	<u>269,256</u>	<u>10,331,471</u>
Total restricted funds	<u>8,880,965</u>	<u>4,575,354</u>	<u>(4,832,177)</u>	<u>(679,000)</u>	<u>7,945,142</u>
Unrestricted funds					
General funds	<u>249,081</u>	<u>548,621</u>	<u>(453,628)</u>	<u>-</u>	<u>344,074</u>
Total funds	<u>9,130,046</u>	<u>5,123,975</u>	<u>(5,285,805)</u>	<u>(679,000)</u>	<u>8,289,216</u>

Total funds analysis by academy

	2021 £	2020 £
Fund balances at 31 August 2021 were allocated as follows:		
Beech Hill School	1,601,571	1,513,697
Dean Field Community Primary School	302,797	299,048
Total before fixed assets fund and pension reserve	<u>1,904,368</u>	<u>1,812,745</u>
Restricted fixed asset fund	10,778,438	10,331,471
Pension reserve	(4,143,000)	(3,855,000)
Total funds	<u>8,539,806</u>	<u>8,289,216</u>

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

20 Funds

(Continued)

Total cost analysis by academy

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

	Teaching and educational support staff £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2021 £	Total 2020 £
Beech Hill School	1,960,085	1,031,672	238,039	636,302	3,866,098	3,407,785
Dean Field Community Primary School	761,161	185,960	86,290	287,370	1,320,781	1,240,578
	<u>2,721,246</u>	<u>1,217,632</u>	<u>324,329</u>	<u>923,672</u>	<u>5,186,879</u>	<u>4,648,363</u>

21 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and that of the LGPS related to the period ended 31 March 2019.

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

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

21 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

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

During the year the employer contribution was 23.68%. The next valuation result is due to be implemented from 1 April 2023.

The pension costs paid to the TPS in the period amounted to £269,700 (2020: £267,235).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 16.2% for employers and 5.5 - 12.5% for employees.

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

Total contributions made	2021 £	2020 £
Employer's contributions	259,000	208,000
Employees' contributions	87,000	77,000
Total contributions	346,000	285,000

Principal actuarial assumptions	2021 %	2020 %
Rate of increase in salaries	3.85	3.55
Rate of increase for pensions in payment/inflation	2.6	2.3
Discount rate for scheme liabilities	1.7	1.7
Inflation assumption (CPI)	2.6	2.3
Rate of increase to deferred pensions	2.6	2.3
Rate of revaluation of pension accounts	2.6	2.3

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

21 Pension and similar obligations

(Continued)

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

	2021 Years	2020 Years
Retiring today		
- Males	21.9	21.8
- Females	24.7	24.6
Retiring in 20 years		
- Males	22.6	22.5
- Females	25.8	25.7

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

	2021 £'000	2020 £'000
Discount rate + 0.1%	(241)	(204)
Discount rate - 0.1%	241	204
Mortality assumption + 1 year	(367)	(294)
Mortality assumption - 1 year	367	302
Salary Increases+0.1%	212	180
Salary Increases -0.1%	(212)	(180)

The academy trust's share of the assets in the scheme

	2021 Fair value £	2020 Fair value £
Equities	4,416,000	3,358,000
Government bonds	440,000	419,000
Corporate bonds	242,000	216,000
Cash	121,000	73,000
Property	209,000	186,000
Other assets	77,000	65,000
Total market value of assets	5,505,000	4,317,000

The actual return on scheme assets was £966,000 (2020: £(220,000)).

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

21 Pension and similar obligations

(Continued)

Amount recognised in the statement of financial activities	2021 £	2020 £
Current service cost	725,000	559,000
Past service cost	23,000	-
Interest income	(75,000)	(85,000)
Interest cost	139,000	136,000
Total operating charge	812,000	610,000

Changes in the present value of defined benefit obligations	2021 £	2020 £
At 1 September 2020	8,172,000	7,193,000
Current service cost	725,000	559,000
Interest cost	139,000	136,000
Employee contributions	87,000	77,000
Actuarial loss	626,000	374,000
Benefits paid	(124,000)	(167,000)
Past service cost	23,000	-
At 31 August 2021	9,648,000	8,172,000

Changes in the fair value of the academy trust's share of scheme assets	2021 £	2020 £
At 1 September 2020	4,317,000	4,419,000
Interest income	75,000	85,000
Actuarial (gain)/loss	891,000	(305,000)
Employer contributions	259,000	208,000
Employee contributions	87,000	77,000
Benefits paid	(124,000)	(167,000)
At 31 August 2021	5,505,000	4,317,000

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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

	2021 £	2020 £
Net expenditure for the reporting period (as per the statement of financial activities)	(14,411)	(161,830)
Adjusted for:		
Capital grants from DfE and other capital income	(590,718)	(16,844)
Investment income receivable	(1,237)	(5,076)
Defined benefit pension costs less contributions payable	489,000	351,000
Defined benefit pension scheme finance cost	64,000	51,000
Depreciation of tangible fixed assets	275,636	261,129
Profit on disposal of fixed assets	(1,611)	-
Decrease in stocks	1,906	3,418
Decrease in debtors	18,168	47,059
(Decrease)/increase in creditors	(85,294)	4,434
Net cash provided by operating activities	155,439	534,290

23 Analysis of changes in net funds

	1 September 2020 £	Cash flows £	31 August 2021 £
Cash	1,981,718	111,622	2,093,340
Loans falling due within one year	(1,022)	-	(1,022)
Loans falling due after more than one year	(5,622)	1,022	(4,600)
	1,975,074	112,644	2,087,718

24 Long-term commitments, including operating leases

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

	2021 £	2020 £
Amounts due within one year	11,566	17,721
Amounts due in two and five years	11,178	10,342
	22,744	28,063

THE FAMILY OF LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

25 Related party transactions

Mrs Bi was first employed by the school as a midday supervisor in February 2011, this is before her husband Mr Najib was a governor or trustee at the school converted to an Academy until August 2011. At a later date she was interviewed by a member of the Senior Leadership Team as a Support Assistant. Mrs Bi is paid in line with normal pay scale rates that are used at the school this is in accordance with NJC rates, total remuneration including employer pension contributions for the period were £15,223 (2020: £14,652).

26 Members' liability

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