

Symphony Learning Trust

Registered number: 07941899

Trustees' report and financial statements

For the year ended 31 August 2018



SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 22
Governance Statement	23 - 25
Statement of Trustees' Responsibilities	26
Statement on Regularity, Propriety and Compliance	27
Independent Auditor's Report on the Financial Statements	28 - 30
Independent Reporting Accountant's Assurance Report on Regularity	31 - 32
Statement of Financial Activities Incorporating Income and Expenditure Account	33
Balance Sheet	34
Statement of Cash Flows	35
Notes to the Financial Statements	36 - 57

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 AUGUST 2018

Members

Mr W Macmillan Davidson Gilmour
Mr N Harrison
Mrs S Cox
Mr J Sutcliffe
Mrs S Davis

Trustees

Mr W Macmillan Davidson Gilmour, Chair
Mrs C M Kingsley-Mills (resigned 5 November 2018)
Mr N Harrison
Mr S Lilley
Mr W Darwin (resigned 9 May 2018)
Mr A Burgess (resigned 20 June 2018)
Mrs E Walshe (resigned 14 May 2018)
Mrs K McGovern, Chief Executive (resigned 21 February 2018)
Mrs L Charlton
Mr C Stevens (resigned 19 February 2018)
Mr B Gratton (appointed 1 January 2018)
Mrs J A Scarth (appointed 1 October 2018)

Mr G Hornsby is the appointed Clerk to the Governors and resigned in June 2018, after this Mrs J Walker was appointed.

Company registered number

07941899

Company name

Symphony Learning Trust

Principal and registered office

Featherby Drive, Glen Parva, Leicester, Leicestershire, LE2 9NY

Chair

Mr W Macmillan Davidson Gilmour (appointed 1 September 2016)

Senior management team

K McGovern, Head Teacher and Chief Executive Officer - The Meadow Community Primary School
T Sutcliffe, Executive Head Teacher and Accounting Officer - Glen Hills & Fairfield Primary Schools
A Smythe, Executive Head Teacher - Thorton & Newcroft Primary Schools
M Brookes, Head Teacher - Ashby Willesey Primary School
T Tundall, Chief Financial Officer
D Lane, School Business Director - Newcroft & Thornton Primary Schools

Independent auditor

Mazars LLP, The Pinnacle, 160 Midsummer Boulevard, Milton Keynes, MK9 1FF

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2018

Advisers (continued)

Solicitors

Browne Jacobson, Mowbray House, Castle Meadow Road, Nottingham, NG2 1BJ

Banker

Lloyds, 7 High Street, Leicestershire, LE1 9FS

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2018

The Trustees present their annual report together with the financial statements and auditor's reports of the charitable company for the year ended 31 August 2018.

The annual report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

The Trust operates seven Academies (Old Mill joined the Trust 1 September 2017) for pupils aged 4+ to 11 serving a catchment area of North and South Leicestershire. It has a pupil capacity of 2,518 and had a roll of 2,381 in the school census dated October 2017.

Glen Hills Primary School – 515

On 1 September 2016 the following 5 schools joined the Multi-Academy Trust:

The Meadow Community Primary School – 412

Newcroft Primary Academy – 316

Fairfield Community Primary School – 214

Ashby Willesley Primary School – 419

Thornton Primary School - 113

On 1 September 2017 the following school joined the Multi Academy Trust:

Old Mill Primary School - 392

The Meadow Community Primary School has a preschool and children attend from the ages of 2 to 4 years. There are 53 pupils on roll and capacity for 28 per session and has funding up to 30 hours.

Newcroft Primary Academy has a preschool and children attend from the ages of 3 to 4 years with 30 capacity for 24 per session and has funding up to 30 hours.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The 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 Multi-Academy Trust. The Trustees of Symphony Learning Trust (formerly known as Glen Hills Primary School) are also the directors of the charitable company for the purposes of company law. The charitable company is known as Symphony Learning Trust.

On 14 June 2016 the Trust changed its name to Symphony Learning Trust from Glen Hills Primary School. On 1 September 2017 Old Mill joined the Trust.

Members' liability

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

Trustee information

The Trustees are directors of the charitable company for the purposes of the Companies Act 2006 and Trustees for the purposes of charity legislation.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

Trustees' indemnities

We have third party indemnity provisions for our Trustees.

Method of recruitment and appointment of Trustees

Trustees are appointed through nomination and election (Staff, Local Authority and Parent Trustee positions) and Community Trustees were appointed or re appointed at the inception of the Trust. Terms of office for a Trustee are based upon four years.

Procedures for the induction and training of Trustees

The training and induction provided for new Trustees will depend on their existing experience. Where necessary induction will provide training on charity and educational legal and financial matters. All new Trustees will be given a tour of the Academy. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees which will be made available online through The Learning Platform or documents will be sent as appropriate. As there are normally only one or two new trustees a year, induction tends to be done informally and is tailored specifically to the individual.

Organisational structure

The Multi-Academy Trust has a unified management structure and consists of two levels: the Trustees and The Executive Head Teachers/Senior Managers. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Trustees are responsible for setting general policy, adopting an annual plan and approving the annual budget, monitoring the Trust by the use of budgets and making major decisions about the direction of the Multi-Academy Trust, capital expenditure and staff appointments.

Specific responsibilities of the committees are outlined below in the relevant terms of reference:

Board Committee Terms of Reference

Introduction

As a charity and company limited by guarantee, the Multi-Academy Trust is governed by a Board of Trustees (the **Board**) who have overall responsibility and ultimate decision making authority for all the work of the Trust, including the establishing and running of the academies maintained by the Multi-Academy Trust.

In order to support the effective operation of the Multi-Academy Trust and the Academies, the Board has established a number of sub committees to which it has delegated certain of its powers and functions. These Terms of Reference set out the constitution, membership and proceedings of the committees the Board has established.

In summary, the Board has established two different types of committee:

- Main Board committees which are established to deal with the Multi-Academy Trust-wide matters such as Finance and Audit; and
- Local governing bodies (**LGBs**) which are established as committees by the Board to support the effective operation of the Academies (**Committees**), together the **SLT Committees**.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

The Board will review these Terms of Reference, together with the membership of the SLT Committees at least once every twelve months.

These Terms of Reference may only be amended by the Board. The functions, duties and proceedings of Committees set out in these Terms of Reference shall also be subject to any regulations made by the Board from time to time.

1 Establishing the Committees

1.1 The Board has resolved to establish the following Board Committees as committees of the Board:

1.1.1 Finance and Audit Committee (includes Management, Health & Safety)

1.1.2 Education Committee

1.1.3 HR/Appeals Committee

1.2 The Board has resolved to establish LGBs/Committees for its Academies each as a separate committee of the Board. An LGB/Committee may act in respect of two or more Academies. The current list of the SLT Academies is set out on page 9.

2 Membership – Board Committees

2.1 Each Board Committee shall have a minimum of three members and maximum of five members. A majority of Board Committee members must be Trustees of the Trust (**Trustees**). **This does not apply for the Education Committee which will consist of the Executive Head teachers (only one of which is a full Trustee of the SLT) and Heads of School as appropriate.**

2.2 The Board will appoint and remove all Board Committee members.

2.3 The Board will ensure that Board Committee members have the necessary skills, background and experience to properly fulfil the relevant Board Committee functions.

2.4 The current Board Committee members are set out in the register of committee members maintained by the Trust and which, at the date of adoption of these Terms of Reference, is set out on page 9.

2.5 The Trustees recognise the overriding principles of the Academies Financial Handbook (the **AFH**) published by the ESFA and that the Finance and Audit Committee should be established in such a way as to achieve internal scrutiny which delivers objective and independent assurance for the Trust. In establishing the Finance and Audit Committee, the Board will adhere to the principles of the AFH and:

2.5.1 Staff employed by the Trust will not be members of the Committee, but may attend meetings to provide information and participate in discussions; and

2.5.2 The Multi-Academy Trust's Accounting Officer and other relevant senior staff will routinely attend committee meetings in the capacity set out above.

3 Membership – LGBs (please cross reference with the SLT Terms of Reference specifically for LGBs/Committees)

3.1 Each LGB/Committee operating in respect of one Academy shall, unless the Board resolve otherwise, have a minimum of five members.

3.2 Each LGB/Committee operating in respect of two or more Academies shall, unless the Board resolve otherwise, have a minimum of seven members and a maximum of thirteen members.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

3.3 The membership of each LGB/Committee (each a **LGB/Committee Member**) shall be as follows (unless the Board resolve otherwise):

- a) at least two parent members;
- b) two staff members;
- c) the Executive head / Head teacher of the academy;
- d) up to four persons appointed by the Board; and
- e) up to three other persons co-opted by members of the LGB.

3.4 The Board have delegated responsibility to the LGBs/Committees to;

3.4.1 Make all necessary arrangements for, and determine all other matters relating to, an election of parent LGB/Committee Members, including any question of whether a person is a parent of a registered pupil at an Academy. Any election of a parent member which is contested shall be held by secret ballot; and

3.4.2 Make all necessary arrangements for, and determine all matters relating to, the election of staff LGB/Committee Members.

3.5 The term of office for any LGB/Committee Member shall be four years, save that this time limit shall not apply to the Head Teachers/Executive Head teachers. Subject to remaining eligible, any member may put themselves forward for re-appointment or re-election (as the case may be).

4 Chairs of Board Committees

4.1 The term **Chair** refers to the person appointed under this paragraph as Chair of the relevant Board Committee.

4.2 Subject to paragraph 4.3, each Board Committee shall at the first meeting of each academic year elect a member to act as Chair of the committee. The committee will elect a temporary replacement from among the members present at any meeting where the Chair is absent.

4.3 No person may act as Chair of a Board Committee under paragraph 4.1 unless they are also a Trustee (please refer to 2.1 for clarification on the Education Committee).

4.4 No person may act as Chair under paragraph 4.1, if they are an employee of the Trust (please refer to 2.1 for clarification on the Education Committee).

5 Authority, remit and responsibilities of the Committees

5.1 Each Board Committee shall be responsible for the matters as set out in Appendix 3.

5.2 Each Board Committee is authorised by the Board to:

5.2.1 carry on any activity authorised by these Terms of Reference; and

5.2.2 seek any appropriate information that it properly requires to carry out its role from any senior employee of the Trust and all senior employees shall be directed to co-operate with any request made.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

6 Proceedings of Board Committee meetings

6.1 The Board Committees will meet as often as is necessary to fulfil their responsibilities but at least three times a year.

6.2 Any two Board Committee members can request that the Chair convene a meeting by giving no less than 14 days prior notice.

6.3 The quorum for the transaction of the business of a Board Committee shall be a majority of the Board Committee members and no vote on any matter shall be taken at a meeting of the Board Committee unless the majority of members of the Board Committee present are Trustees.

6.4 The Chief Executive Officer shall ensure that a clerk is provided to take minutes at meetings of the Board Committees.

6.5 Every matter to be decided at a meeting of a Board Committee must be determined by a majority of the votes of the members present and voting on the matter.

6.6 Each Board Committee member present in person shall be entitled to one vote.

6.7 Where there is an equal division of votes the Chair shall have a casting vote.

6.8 A register of attendance shall be kept for each Board Committee meeting and published on the SLT website within two weeks of the meeting taking place.

6.9 Board Committees may invite attendance at meetings from persons who are not Board Committee members to assist or advise on a particular matter or range of issues. Such persons may speak with the permission of the Chair but shall not be entitled to vote.

6.10 References in paragraph 6 to the "Chair" shall in the absence of the Chair be deemed to be references to the Chair of the relevant Board Committee meeting.

7 Conduct of Board Committee members

7.1 All Committee members shall observe at all times the provisions of the Trust's code of governance.

8 Members' Interests

8.1 Board Committee members are required to declare any business or other interests in any item being discussed at a meeting.

8.2 Each Board Committee member, if present at a Board Committee meeting, disclose their interest, withdraw from the meeting and not vote on a matter if:

8.2.1 there may be a conflict between their interests and the interests of any of the Academies or the Trust;

8.2.2 there is reasonable doubt about their ability to act impartially in relation to a matter where a fair hearing is required; or

8.2.3 they have a personal interest (this is where they and/or a close relative will be directly affected by the decision of the Board Committee in relation to that matter) in a matter.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

9 Disqualification & Removal of Board Committee Members

9.1 A person shall be ineligible for appointment to a Board Committee and, if already appointed, shall immediately cease to be a member if the relevant individual:

9.1.1 is or becomes disqualified from holding office under the Trust's Articles of Association;

9.1.2 is or becomes disqualified from holding office as a governor of a school or academy;

9.1.3 is included in the list of teachers or workers considered by the Secretary of State as unsuitable to work with children or young people;

9.1.4 is barred from any regulated activity relating to children;

9.1.5 is or becomes bankrupt or makes any arrangement or composition with his/her creditors generally; or their estate has been sequestrated and the sequestration has not been discharged, annulled or reduced;

9.1.6 is convicted of any criminal offence (other than minor offences under the Road Traffic Acts or the Road Safety Acts for which a fine or non-custodial penalty is imposed or any conviction which is a spent conviction for the purposes of the Rehabilitation of Offenders Act 1974);

9.1.7 has been fined for causing a nuisance or disturbance on school/academy premises during the 5 years prior to or since appointment or election as a Board Committee member;

9.1.8 refuses to an application being made to the Disclosure and Barring Services (DBS) for a criminal records check;

9.1.9 commits a serious breach of the Trust's code of governance or any standing order or protocol implemented by the Board;

9.1.10 in the case of a LGB/Committee Member, is absent without the permission of the LGB/Committee Members from all their meetings held within a period of six months and the LGB Members resolve that his office be vacated;

9.1.11 resigns his/her office by notice in writing to the relevant Chair;

9.1.12 in the case of a Head Teacher/Executive Head teacher, they cease to be the Head Teacher/Executive Head teacher; and

9.1.13 in the case of a LGB/Committee Member, their term of office expires and they are not re-appointed.

9.2 The Trustees shall have the right at their sole discretion to remove or suspend (on such terms as they see fit) any LGB/Committee Member by written notice to the relevant Chair.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

10 Reporting Procedures

10.1 Within 14 days of each meeting each Board Committee will:

10.1.1 produce and agree minutes of its meetings;

10.1.2 provide a summary document identifying (i) decisions made, (ii) recommendations to the Board, (iii) any items for the information of the Board and (iv) items for further discussion by the Board, together the Board Committee Reports.

10.2 The Board Committee Reports can be agreed by Board Committee members by email.

10.3 The Board Committee Reports will be sent to the Board within 21 days of each Committee meeting.

10.4 Board Committees shall arrange for the production and delivery of such other reports or updates as requested by the Board from time to time.

10.5 Each Board Committee shall conduct an annual review of its work and the powers and functions delegated to it under these Terms of Reference and shall report the outcome and make recommendations to the Board.

The Multi-Academy Trust's LGBs/Committee

The following Academies are currently in the Symphony Learning Trust and therefore, each Academy has their own LGB/Committee with delegated roles and responsibilities, as articulated in this document, the SLT Scheme of Delegation and the Terms of Reference for individual LGBs/Committees;

- Glen Hills Primary School
- Newcroft Primary Academy
- The Meadow Community Primary School
- Ashby Willesley Primary School
- Fairfield Community Primary School
- Thornton Primary School
- Old Mill Primary School

Each Academy has a listing of governors upon their website and any alterations to the governing body in terms of listed governors will be updated on Edubase within 14 days of the alteration being made.

Powers & Functions Delegated

Remit and Responsibilities of the Finance and Audit Committee

The powers and functions delegated by the Board to the Finance and Audit Committee are as set out below.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

External Audit

1. To ensure the appointment of the external auditor and assess independence of the external auditor, ensuring that key audit personnel are rotated at appropriate intervals.
2. To recommend the audit fees to the Board and pre-approve any fees in excess of £10,000 in respect of non-audit services provided by the external auditor and to ensure that the provision of non-audit services does not impair the external auditors' independence or objectivity.
3. To oversee the process for selecting the external auditor and make appropriate recommendations through the Board to the members of the Trust to consider at any general meeting where the accounts are laid before members.
4. To discuss with the external auditor the nature and scope of each forthcoming audit and to ensure that the external auditor receives the fullest co-operation.
5. To review the external auditor's annual management letter and all other reports and recommendations, together with the appropriateness of management's response.
6. To review the performance of the external auditor on an annual basis.
7. To recommend to the Board the appointment/re-appointment of the external auditor.
8. To review and consider the circumstances surrounding any resignation or dismissal of the external auditor.

Internal Audit

9. To set and review the internal audit programme and ensure that the internal audit function is adequately resourced and has appropriate standing within the Multi-Academy Trust.
10. To review the reports and recommendations of the internal audit, together with the appropriateness of management's response.
11. To monitor the implementation of action agreed by management in response to reports from the external auditor internal audits.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

Financial Management & Policies

12. To keep under review the Multi-Academy Trust's financial management and reporting arrangements, providing constructive challenge (where necessary) to the actions and judgements of management in relation to the interim management and financial accounts, statements and reports and the annual accounts and financial statements, prior to submission to the Board, paying particular attention to:

- critical accounting policies and practices, and any changes in them
- decisions requiring a major element of judgement
- the extent to which the financial statements are affected by any unusual or complex transactions in the year and how they are disclosed
- the clarity and transparency of disclosures
- significant adjustments resulting from the audit
- the going concern assumption
- compliance with accounting standards
- compliance with DfE and legal requirements.
- ensuring that correct individual academy budget monitoring is carried out by each academy. This will be undertaken by the Chief Finance Officer, an attendee of the Finance and Audit meetings (not a Trustee), who will have access to all academy schools' financial management systems, thus providing the means of ensuring clarity and consistency of financial reporting in each academy.

13. To review the Multi-Academy Trust's policy and procedures for handling allegations from whistleblowers.

14. To review the Multi-Academy Trust's policies and procedures for handling allegations of fraud, bribery and corruption.

15. To receive reports on the outcome of investigations of suspected or alleged impropriety.

16. To review the adequacy of policies for ensuring compliance with relevant regulatory, legal and code of conduct requirements.

17. To ensure that any significant losses are investigated and reported to the DfE/ESFA where required.

18. To review the Multi-Academy Trust's risk management policy, strategy, processes and procedures for the identification, assessment, evaluation, management and reporting of risks.

19. To review the adequacy and robustness of risk registers.

20. To keep under review the adequacy and effectiveness of the Multi-Academy Trust's governance, risk management and internal control arrangements, as well as its arrangements for securing value for money, through reports and assurances received from management, internal audit, the external auditor and any other relevant independent assurances or reports (eg from the National Audit Office).

21. To review all risk and control related disclosure statements, in particular the Multi-Academy Trust's annual "Statement on Internal Control", together with any associated reports and opinions from management, the external auditor and Responsible Officer, prior to endorsement by the Multi-Academy Trust Board.

22. To review any recommendations made by the Secretary of State for Education for improving the financial management of the Academies.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

General

- 1 To review or investigate any other matters referred to the Finance and Audit Committee by the Board.
- 2 To draw any significant recommendations and matters of concern to the attention of the Board.

Remit and Responsibilities of the Education Committee

Although the **Education Committee** is not a Board Committee in the respect of its Membership (see section 2.2.1), the overview of the Education Committee's chief responsibilities are outlined below for the purpose of consistency of this document.

The powers, purpose and functions of the **Education Committee** are as set out below.

Membership

1. Each Executive Head Teacher / Head Teacher of each respective Hub.
2. If a particular additional area of expertise is required, any invited persons from any Academy or external body may also be in attendance, subject to the Education Committee's agreement.

Aims, vision and ethos

1. To ensure that the aims, vision and ethos of the SLT are embedded in each Academy; namely Aspiration, Innovation and Excellence.
2. To ensure that contribution to the strategic aims/improvement plans for the SLT is undertaken and subsequently monitored as appropriate.

Shared practice

1. To ensure that each Executive Head shares aspects of good and outstanding practice which can have a positive effect on the leadership, teaching and learning outcomes for each individual Academy.
2. To provide guidance and support as required to each respective Executive Head to continue to develop a positive effect on the leadership, teaching and learning outcomes for each individual Academy.
3. To share and contribute as necessary to SLT and/or Symphony projects which will also include key nominated Academy staff working collaboratively on such projects.

Accountability and professional support

Each Executive Head Teacher / Head Teacher is accountable to their LGB/Committee and ultimately the Trustees. Each Hub school Executive Head / Head Teacher is therefore accountable to each of their LGBs/Committees. The ethos and values (Aspiration, Innovation and Excellence) of the SLT ensure that if any particular aspect for development in any school arises, the Executive Head teachers will provide mutual support to assist in supporting the particular Executive Head / Head Teacher if this is required.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

Standards

1. To ensure that standards of achievement and progress, including groups of pupils where appropriate, are both standardised amongst the schools and therefore benchmarked.

2. To ensure that arrangements to provide professional validation of standards in all schools are undertaken by fellow Executive Head Teachers / Head Teachers. Whilst the following list is not exhaustive, this could include the following aspects;

- Learning walks
- Joint lesson observations
- Work scrutinies
- Subject monitoring visits
- Safeguarding monitoring
- Moderation across schools

3. To report to the Trustees with relevant, succinct and consistent information relating to the performance of each individual Academy and the ongoing developments in continuing to raise outcomes for all pupils.

Decision making

1. Should a decision need to be voted on, each member will have one vote. A majority decision should be taken for any particular decision. If the voting results in a draw, the CEO will make the final decision.

General

1. To undertake any additional monitoring, development or delegated decision making as the Education Committee see fit and appropriate.

Remit and Responsibilities of the HR/Appeals Committee

The powers and functions delegated by the Board to the HR/Appeals Committee are as set out below.

Pay

1 To prepare and submit recommendations for the adoption by the Trust Board of:

- an appraisal policy [performance management]; and
- a pay policy for the Academies

2 To operate in accordance with the statutory appraisal regulations and the relevant Academy's adopted policy as follows:

- to select an external adviser to advise the Committee undertaking the appraisal of the Head Teacher / Executive Head Teacher to take advice from the external adviser when agreeing objectives and reviewing the Head Teacher / Executive Head Teacher's performance
- to agree performance objectives with the Head Teacher / Executive Head Teacher;
- to conduct the Head Teacher / Executive Head Teacher's appraisal;
- to determine whether the outcome of the Head Teacher / Executive Head Teacher's appraisal meets the criteria for pay progression as covered under the adopted pay policy;
- to support the Head Teacher / Executive Head Teacher with the annual report to the Board on appraisal arrangements and outcomes;
- a panel selected from the Committee to hear any appeal by a teacher against entries made within their appraisal statement.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

3 To moderate pay decisions across the Academies.

4 A panel selected from the Committee to hear any appeal by a teacher employed at any Academy against the outcome of their threshold assessment application.

5 To determine annually the Appraisal and Pay Policies adopted by any SLT academy and any SLT academy's salaries budget, the salaries of teaching staff.

6 To determine annually, in accordance with the adopted Pay Policy and any appropriate regulations and agreements and within the Academies salaries budget, the salaries and gradings of support staff.

7 To deal with any other matters relating to pay, appraisal and employment as may be referred by the Board.

Grievances

8 To consider staff grievances where there is a referral under the grievance procedure adopted by the Board. A panel comprised of members of the Committee will consider the grievance and seek to resolve the matter following a process and hearing conducted in accordance with the adopted procedure.

9 To consider staff complaints of harassment where there is a referral to the Committee under the procedure adopted by the Board. The Committee will consider the complaint and seek to resolve the matter following a process and hearing conducted in accordance with the adopted policy.

Staff Discipline/Dismissals

10 Under the disciplinary or capability procedures for the Head Teacher / Executive Head Teacher adopted by the Trust Board, to consider formal action against the Head teacher / Executive Head teacher and for a panel comprised of members of the Committee to make a determination as provided for under either procedure. The Committee will be responsible for the future review of any sanction short of dismissal as required under the relevant procedure.

11 Under the disciplinary or other relevant procedures (e.g. relating to capability, staff reductions or incapability due to ill-health) adopted by the Board, to make any determination that any member of staff employed at an Academy should be dismissed from their post.

12 Before taking a decision on dismissal, to give the member of staff concerned an opportunity to make representations on the proposed action and to consider those representations at a formal meeting conducted in accordance with the relevant adopted procedure.

13 Where it is determined that a member of staff should be dismissed, to ensure that the member of staff is notified of the decision, the reason for it and that the member of staff has a right of appeal against the decision.

Staff Appeals

14 Under the disciplinary procedure or capability procedure adopted by the Board, to consider any appeal against a sanction short of dismissal issued by the Head Teacher / Executive Head Teacher or by the staff discipline/dismissal Committee to a member of staff employed at any SLT Academy.

15 Under the disciplinary or other relevant procedures (e.g. relating to capability, redundancy or incapability due to ill health) adopted by the Board, to consider any appeal against a decision of the staff discipline/dismissal Committee to dismiss from their post a member of staff employed at any SLT Academy.

16 To consider appeals under other procedures as may from time to time be delegated by the Trust Board, including appeals under any SLT academies adopted Pay Policy.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

Remit and Responsibilities of the LGBs/Committees

The powers and functions delegated by the Board to the LGBs/Committees are set out in detail in the Trust's Scheme of Delegation and these are also to be cross-referenced with the '**Terms of Reference for Full Governing Bodies of Individual Academies (The Committee)**' as approved by the Board and in summary include the following:

- 1 To oversee the running of the academies in terms of learning, standards, safety and wellbeing.
- 2 To hold local academy leadership to account for academic performance, quality of care and provision.
- 3 To oversee and monitor the effectiveness of learning strategies.
- 4 To ensure that the Academy or Academies are conducted in accordance with the objects of the Trust, the terms of any trust governing the use of the land which is used for the purposes of an Academy, any agreement entered into with the Secretary of State for the funding of the Academy or Academies and these Terms of Reference.
- 5 To set individual annual budgets for their respective academy.
- 6 To consider budget monitoring information and make recommendations to the Executive Head Teacher/Head Teacher in relation to any potential overspending.
- 7 To act as a critical friend to the Executive Head Teacher/Head Teacher (including but not limited to advice in relation to annual budget proposals).
- 8 To adopt financial prudence in managing the financial affairs of the Trust in so far as these relate to the Academy and are delegated to them in order to support the Board and its committees in relation to proper use of funds & delivering high quality educational provision.
- 9 To represent the views of the community (including but not limited to in discussions on budget issues that relate to community engagement and activity and make recommendations to the Executive Head Teacher/Head Teacher).
- 10 To support the Executive Head Teacher/Head Teachers in recruitment and selection, grievance, disciplinary and exclusion processes where appropriate.
- 11 To promptly implement and comply with any policies or procedures communicated to the LGB/Committee by the Board from time to time.
- 12 To support the Multi-Academy Trust's senior management staff deal with parental complaints pursuant to the policy on parental complaints.
- 13 To draw any significant recommendations and matters of concern to the attention of the Board.

Arrangements for setting pay and remuneration of key management personnel

Kathryn McGovern as the Chief Financial Officer receives remuneration.

Key management personnel include the Executive Head Teachers. The remuneration for this role is set by the Trustees in line with the Multi-Academy Trust's Pay Policy. Other staff have pay recommendations which are formally documented and considered by the Pay Committee in line with the Multi-Academy Trust's Pay Policy.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

Risk management and capacity to handle risk

The Trustees have assessed the major risks to which the Multi-Academy Trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Multi-Academy Trust, and its finances and systems are in place to mitigate those risks. The Trustees assessed risks that the Multi-Academy Trust faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance and produced the Risk Register and Strategic and Reputational Risks document. They monitor systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk.

Trade union facility time

Relevant Union Officials:

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Provide the total cost of facility time	N/A
Provide the total pay bill	N/A
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) × 100	N/A

Paid Union Activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:	N/A
--	-----

(total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) × 100

Related Parties and other Connected Charities and Organisations

For the year ended 31 August 2018 the Multi-Academy Trust was an independent company in all aspects, comprising of seven schools.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

OBJECTIVES, AIMS AND ACTIVITIES

Objective

The principal object of the charitable company is the operation of:

- Ashby Willesley Primary School;
- Fairfield Community Primary School;
- Glen Hills Primary School;
- Newcroft Primary School;
- The Meadow Community Primary School;
- Thornton Primary School; and
- Old Mill Primary School

and provide education for pupils of different abilities between the ages of 4+ and 11.

The main objectives of the Academy are summarised below:

- To ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- To raise the standard of educational achievement of all pupils;
- To improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- To provide value for money for the funds expended;
- To comply with all appropriate statutory and curriculum requirements; and
- To conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

Aims, strategies and activities

The Company's 'object' is specifically restricted to the following:

a) To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum ("the Academy").

b) To promote for the benefit of the inhabitants of Glen Parva and the surrounding area (which we take to be wider than solely Glen Parva) the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, affinity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and the object of improving the condition of life of the said inhabitants.

Public Benefit Statement

'Public benefit' is the legal requirement that every organisation set up for one or more charitable aims must be able to demonstrate that its aims are for the **public benefit** if it is to be recognised, and registered, as a charity in England and Wales.

The three underlying principles for the Charity are as follows:

- It must be clear what the benefits are;
- The benefits must be related to the aims; and
- Benefits must be balanced against any detriment or harm.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

The Aims and Objectives of Symphony Learning Trust are outlined in the section above but in ensuring the school focuses upon these aims, the following has been taken into consideration by the Governing Body;

- The beneficiaries must be appropriate to the aims;
- Where benefit is to a section of the public, the opportunity to benefit must not be unreasonably restricted;
- People in poverty must not be excluded from the opportunity to benefits; and
- Any private benefits must be incidental.

These principles underline the work undertaken at Symphony Learning Trust and, through monitoring and evaluation of procedures and policies, the Governing Body ensure that the Multi-Academy Trust has complied with their duties.

The Multi-Academy Trust's catchment areas encompasses a 'mixed' catchment area; children from private and council housing are within our catchment areas. First time admissions to the school remain the decision of Leicestershire Local Authority and are based upon our Admissions Policy.

The Trustees have complied with their duty to have due regard to the guidance on public benefit (as published by the Charity Commission) in exercising their powers of duties.

Charitable donations

Trustees have noted that charitable donations to the Multi-Academy Trust have not exceeded £2,000.

STRATEGIC REPORT

KEY PERFORMANCE INDICATORS - ACHIEVEMENTS AND PERFORMANCE

Employees and disabled persons and Equal opportunities / Equality policy and Schemes

The average number of employees at Symphony Learning Trust exceeds 250.

The Trustees recognise that equal opportunities should be an integral part of good practice within the workplace. The Multi-Academy Trust aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

Disabled persons

Ramps and disabled toilets are installed and door widths are adequate to enable wheelchair access to all the main areas of the Academy. The policy of the Academy is to support recruitment and retention of students and employees with disabilities. The Academy does this by adapting the physical environment, by making support resources available and through training and career development.

Fixed assets

It is noted that the Trustees are in agreement with the provided valuation of the land and building.

Going concern

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

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

Key performance indicators

Early Years- % achieving GLD

Trust average	National average	Difference
75	71.5	+4.3

Phonics screening – Year 1 - % at or above pass mark

Trust average	National average	Difference
88.9	82.5	+6.4

KS1 SATs results- % achieving 'Expected' standard or above

Reading

Trust average	National average	Difference
78.6	75.4	+3.2

Writing

Trust average	National average	Difference
75.4	69.9	+5.5

Maths

Trust average	National average	Difference
79.8	76.1	+3.7

KS2 SATs results- % achieving 'Expected' standard or above

Reading

Trust average	National average	Difference
77.4	75.2	+2.2

Writing

Trust average	National average	Difference
85.6	80	+5.6

Maths

Trust average	National average	Difference
80.4	75.5	+4.9

Grammar, Spelling and Punctuation

Trust average	National average	Difference
81	77.6	+4.6

Combined reading, writing and maths % at or above expected level

Trust average	National average	Difference
69.4	64.3	+5.1

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

The Finance and Audit Committee at Symphony Learning Trust review financial performance indicators through five budget monitoring exercises per year where the current financial position is scrutinised. This in turn is presented to Full Trustees three times a year plus a commentary.

In conjunction with this, financial indicators based upon current vs historic spending totals / per pupil are also scrutinised.

FINANCIAL REVIEW

Financial Review

The vast majority of the Multi-Academy Trust's income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2018 and the associated expenditure is shown as restricted funds in the statement of financial activities.

In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2015), any received capital grants are shown in the Statement of Financial Activities as restricted income in the restricted fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Reserves and procedure for managing reserves

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

The Trustees review the reserve levels of the Multi-Academy Trust in Finance Committee meetings which take place throughout the year. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The Multi-Academy Trust's current level of free reserves (total funds less the amount held in fixed assets and pension reserve) is £1,138,180.

The Multi-Academy Trust and the Trustees are aware of the significant pension fund deficit for the Local Government Pension Scheme (LGPS). This however does not mean that this is an immediate liability as employer contributions have been set at a level which responds to the deficit level and will be reviewed every 3 years to ensure that this continues to be the case.

Financial position

The Multi-Academy Trust held fund balances at 31 August 2018 of £18,383,757 (2017: £14,399,905) comprising £21,405,269 (2017: £17,399,155) of restricted funds and £365,692 (2017: £482,770) unrestricted general funds and a pension reserve deficit of £3,794,000 (2017: £3,482,000). The actual position of reserves, being restricted general funds plus unrestricted funds excluding pension reserves, is £1,138,180 (2017: £979,843).

Investments policy

The Multi-Academy Trust has the power to invest cash balances as it sees fit. The Multi-Academy Trust has started to invest cash balances, the Trustees have delegated these powers to the LGB's of each school to agree how much is to be invested and for what time period.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2018

Financial and Risk Management Objectives and Policies (including Principal Risks and Uncertainties)

The risks faced by the Trust and Academies are outlined in the Risk Register and the Trustees and the LGB's are continually aware and are monitoring any risks associated with the Trust and Academies.

Risk Management and Capacity to Handle Risk

The Trustees have assessed the major risks to which the Multi-Academy Trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Multi-Academy Trust, and its finances and systems are in place to mitigate those risks. The Trustees assessed risks that the Multi-Academy Trust faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance and produced the Risk Register and Strategic and Reputational Risks document. They monitor systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk.

Note on Pensions

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

Fundraising

Fundraising refers to school based activities whose purpose is to raise funds and are initiated and conducted by the school staff or associated bodies, such as parent groups or school councils. Other sources of fundraising are school lettings, wraparound care, pre-school and organised clubs.

The fundraising proceeds are to achieve educational goals and facility improvements required by the school and complies with the rules and regulations associated with fundraising within schools.

All fundraising are appropriately controlled and have a goal so that contributors understand the purpose of it and the funds raised compliment not replace public funding for education.

PLANS FOR FUTURE PERIODS

Future developments

The Multi-Academy Trust will continue striving to improve the levels of performance of its students at all levels to be well above national levels in all areas whilst providing a rich, balanced and exciting curriculum and wider curriculum.

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2018

Provision of information to auditor

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 17/2/18 and signed on its behalf by:



K McGovern
Chief Executive Officer /Accounting Officer



W Gilmour
Chair of Trustees

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of Responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Symphony 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 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 Symphony 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 Articles of Association. The Board of Trustees has formally met 4 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Full Trustee Board Meetings	Meetings attended	Out of a possible
Mr W Macmillan Davidson Gilmour, Chair	3	4
Mrs C M Kingsley-Mills	3	4
Mr N Harrison	4	4
Mr S Lilley	4	4
Mr W Darwin	2	2
Mr A Burgess	1	3
Mrs E Walshe	3	3
Mrs K McGovern, Chief Executive	4	4
Mrs L Charlton	4	4
Mr C Stevens	2	2
Mr B Gratton	2	2
Mrs J A Scarth	0	0

The Symphony Learning Trust Finance and Audit Committee is a sub committee of the main Trustees governing body. Its purpose is to assist in ensuring financial stability, transparency and effective financial procedures are maintained at Symphony Learning Trust.

Attendance at meetings in the year was as follows:

Finance Committee	Meetings attended	Out of a possible
Mrs E Walshe - Chair - resigned March 2018	3	3
Mr C Stevens - resigned January 2018	1	2
Mrs S Lilley	4	4
Mr A Burgess - resigned June 2018	4	4
Mr N Harrison - appointed March 2018	1	1

Due to the changes about Governors sitting as Trustees, a number of Trustees have decided to remain on the LGB and resign as a Trustees. New Trustees are in the process of being appointed.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)

Review of Value for Money

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

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

- Sourcing lower insurance rates by combining with another Multi-Academy Trust;
- Purchasing power for the school in a bulk-order; and
- Purchasing particular services over a longer period of time (e.g. over three years, thus producing a long-term saving had the service been purchased annually).

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Multi-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 Symphony Learning Trust for the year 1 September 2017 to 31 August 2018 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Multi-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 Multi-Academy Trust's significant risks, that has been in place for the year 1 September 2017 to 31 August 2018 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

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

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

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)

The trustees have considered the need to have in place a process for independent checking of financial controls, systems, transactions and risks. In fulfillment of this requirement the decision was taken to appoint Leicestershire County Council as Internal Auditors for a period of 3 years. During this time the Multi-Academy Trust will benefit from from one 2-day visit and two 1- day visits, during which the internal auditors will give advise on financial matters and perform a range of checks on the Multi-Academy Trust's financial systems. Following each visit the internal auditors will provide a report for the governing body on the operation of the systems of control and on the discharge of the governing body's financial responsibilities. The most recent visit concluded that in all areas, the financial regulations, control and practice were (at least) 'above the standard at which we (Leics Local Authority) assess'.

Review of Effectiveness

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the finance committee and any neccessary actions required are planned to be carried out and monitored.

Approved by order of the members of the Trustees Board on 17/2/18 and signed on their behalf, by:



Mr W Gilmour
Chair of Trustees



Mrs K McGovern
Accounting Officer

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2018

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

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

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

Approved by order of the members of the governing body on 17/2/18 and signed on its behalf by:



Mr W Gilmour
Chair of Trustees

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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



Mrs K McGovern
Accounting Officer

17.12.18

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SYMPHONY LEARNING TRUST

Opinion

We have audited the financial statements of Symphony Learning Trust for the year ended 31 August 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, the Academies Accounts Direction 2017 to 2018 issued by the Education and Skills Funding Agency and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice) and Charities SORP 2015.

In our opinion, the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2018 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 2015 and Academies Accounts Direction 2017 to 2018.

Basis of opinion

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

Conclusions relating to going concern

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

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

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SYMPHONY LEARNING TRUST

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remunerations specified by law 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 Trustees' responsibilities statement set out on page 26, the Trustees are responsible for the preparation for the financial statements and for being satisfied that they give a true and fair view and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Academy'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 Academy's or to cease operations, or have no realistic alternative but to do so.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SYMPHONY LEARNING TRUST

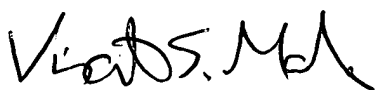
Auditor's responsibilities for the audit of the financial statements

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

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

Use of the audit report

This report is made solely to the 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 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 company and the company's members as a body for our audit work, for this report, or for the opinions we have formed.



Vincent Marke (Senior Statutory Auditor)

for and on behalf of

Mazars LLP

Chartered Accountants
Statutory Auditor

The Pinnacle
160 Midsummer Boulevard
Milton Keynes

MK9 1FF
Date: 19 December 2018

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

INDEPENDENT REPORTING AUDITOR'S ASSURANCE REPORT ON REGULARITY TO SYMPHONY LEARNING TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 21 September 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2017 to 2018, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Symphony Learning Trust during the year 1 September 2017 to 31 August 2018 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Symphony Learning Trust's accounting officer and the reporting auditor

The Accounting Officer is responsible, under the requirements of Symphony Learning Trust's funding agreement with the Secretary of State for Education dated 1 March 2012, and the Academies Financial Handbook extant from 1 September 2017, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2017 to 2018. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2017 to 31 August 2018 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2017 to 2018 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

A summary of the work we have undertaken is as follows:

- Planned our assurance procedures including identifying key risks;
- Carried out sample testing on controls;
- Carried out substantive testing including analytical review; and
- Concluded on procedures carried out.

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

INDEPENDENT REPORTING AUDITOR'S ASSURANCE REPORT ON REGULARITY TO
SYMPHONY LEARNING TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY
(continued)

Conclusion

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

Mazars LLP

Mazars LLP

Chartered Accountants
Statutory Auditor

The Pinnacle
160 Midsummer Boulevard
Milton Keynes
MK9 1FF

Date: *19 December 2018*

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND
EXPENDITURE ACCOUNT**
FOR THE YEAR ENDED 31 AUGUST 2018

	Note	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £	Total funds 2017 £
Income from:						
Transfer from local authority on conversion	2	134,268	(380,000)	3,504,900	3,259,168	9,318,986
Charitable activities	5	-	10,470,830	973,898	11,444,728	8,697,560
Other trading activities	3	218,198	128,359	-	346,557	340,014
Investments	4	1,619	-	-	1,619	1,126
Other income	6	-	353,834	-	353,834	278,190
Total income		354,085	10,573,023	4,478,798	15,405,906	18,635,876
Expenditure on:						
Charitable activities		-	11,965,267	339,787	12,305,054	9,627,640
Total expenditure	7	-	11,965,267	339,787	12,305,054	9,627,640
Net income / (expenditure) before transfers		354,085	(1,392,244)	4,139,011	3,100,852	9,008,236
Transfers between Funds	17	(64,367)	65,863	(1,496)	-	-
Net income / (expenditure) before other recognised gains and losses		289,718	(1,326,381)	4,137,515	3,100,852	9,008,236
Actuarial gains on defined benefit pension schemes	22	-	883,000	-	883,000	991,000
Net movement in funds		289,718	(443,381)	4,137,515	3,983,852	9,999,236
Reconciliation of funds:						
Total funds brought forward		482,770	(2,984,927)	16,902,062	14,399,905	4,400,669
Total funds carried forward		772,488	(3,428,308)	21,039,577	18,383,757	14,399,905

The notes on pages 36 to 57 form part of these financial statements.

SYMPHONY LEARNING TRUST

Registered number: 07941899

(A Company Limited by Guarantee)**BALANCE SHEET****AS AT 31 AUGUST 2018**

	Note	£	2018 £	£	2017 £
Fixed assets					
Tangible assets	14		20,914,798		16,815,539
Current assets					
Debtors	15	389,832		237,515	
Cash at bank and in hand	20	2,074,654		2,006,461	
			<u>2,464,486</u>	<u>2,243,976</u>	
Creditors: amounts falling due within one year	16	(1,201,527)		(1,177,610)	
Net current assets			1,262,959		1,066,366
Total assets less current liabilities			22,177,757		17,881,905
Defined benefit pension scheme liability	22	(3,794,000)		(3,482,000)	
Net assets including pension scheme liabilities			<u>18,383,757</u>		<u>14,399,905</u>
Funds of the academy					
Restricted income funds:					
Restricted income funds	17	365,692		497,073	
Restricted fixed asset funds	17	21,039,577		16,902,062	
Restricted income funds excluding pension liability		21,405,269		17,399,135	
Pension reserve	17	(3,794,000)		(3,482,000)	
Total restricted income funds			17,611,269		13,917,135
Unrestricted income funds	17		772,488		482,770
Total funds			<u>18,383,757</u>		<u>14,399,905</u>

The financial statements on pages 33 to 57 were approved by the Trustees, and authorised for issue, on **17.12.18** and are signed on their behalf, by:



Mr W Gilmour
Chair of Governors

The notes on pages 36 to 57 form part of these financial statements.

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2018

	Note	2018 £	2017 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	19	(107,446)	1,553,031
Cash flows from investing activities:			
Purchase of tangible fixed assets		(934,146)	(359,240)
Acquired cash		134,268	370,450
Capital grant received		973,898	371,341
Net cash provided by investing activities		174,020	382,551
Cash flows from financing activities:			
Interest received		1,619	1,126
Cash inflows from new borrowing		-	44,819
Net cash provided by financing activities		1,619	45,945
Change in cash and cash equivalents in the year		68,193	1,981,527
Cash and cash equivalents at 1 September 2017		2,006,461	24,934
Cash and cash equivalents at 31 August 2018	20	2,074,654	2,006,461

The notes on pages 36 to 57 form part of these financial statements.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2018

1. Accounting Policies

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

1.1 Basis of preparation of financial statements

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

Symphony Learning Trust constitutes a public benefit entity as defined by FRS 102.

The comparative results are for Symphony Learning Trust as a standalone academy and therefore are not comparable.

These financial statements have been presented in Pound Sterling as this is the currency of the primary economic environment in which the Multi-Academy operates.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2018

1. Accounting Policies (continued)

1.2 Income

All income is recognised once the Academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities incorporating Income and Expenditure Account 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 incorporating Income and Expenditure Account in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Where assets and liabilities are received by the academy trust on conversion of an academy, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised for the transfer of an existing academy into the academy trust within Donations and capital grant income to the net assets acquired.

Where assets are received on the transfer of an existing academy into the Multi-Academy Trust, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the trust, which is on signing of the transfer agreement with the transferring trust. An equal amount of income is recognised for the Transfer of an existing academy into the trust within Donations and capital grant income.

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

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

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2018

1. Accounting Policies (continued)

1.3 Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

1.4 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Multi-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 Department for Education where the asset acquired or created is held for a specific purpose.

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

1.5 Going concern

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

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

1. Accounting Policies (continued)

1.6 Tangible fixed assets and depreciation

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

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

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% straight line
L/Term Leasehold Property	-	2% straight line
Fixtures and fittings	-	12.5% straight line

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

All depreciation is charged as a direct cost against the restricted fixed asset fund.

Land is not depreciated.

1.7 Operating leases

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

1.8 Taxation

The Multi-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 Multi-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.

1.9 Debtors

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

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

1. Accounting Policies (continued)

1.10 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 22, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

1.11 Cash at Bank and in hand

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

1.12 Liabilities and provisions

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 good or service it must provide.

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

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

1. Accounting Policies (continued)

1.13 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in note 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

1.14 Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2018. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment and estimation uncertainty:

Determining residual values and useful economic lives of property, plant and equipment.

The Multi-Academy Trust depreciates tangible assets over their estimate useful lives. The estimation of the useful lives of assets is based on historic performance as well as expectations about future use and therefore requires estimates and assumptions to be applied by management. The actual lives of these assets can vary depending on a variety of factors, including technological innovation, product life cycles and maintenance programmes.

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

2. Income from donations and capital grants

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £	Total funds 2017 £
Donations	134,268	(380,000)	3,504,900	3,259,168	9,318,986
<i>Total 2017</i>	370,450	(2,553,976)	11,502,512	9,318,986	

3. Other trading activities

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Hire of facilities	51,403	-	51,403	45,149
Donations	166,795	-	166,795	130,563
Catering income	-	128,359	128,359	164,302
	218,198	128,359	346,557	340,014
<i>Total 2017</i>	175,712	164,302	340,014	

4. Investment income

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Investment income	1,619	-	1,619	1,126
<i>Total 2017</i>	1,126	-	1,126	

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

5. Funding for Academy's educational operations

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	9,732,567	9,732,567	7,793,183
Devolved formula capital allocations	-	973,898	973,898	371,341
Other DfE/ESFA grants	-	68,273	68,273	42,507
Other grants	-	669,990	669,990	490,529
	-	11,444,728	11,444,728	8,697,560
Total 2017	-	8,697,560	8,697,560	

6. Other incoming resources

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds for the year 2017 £
Parental contributions	-	198,255	198,255	198,610
Other	-	155,579	155,579	79,580
	-	353,834	353,834	278,190
Total 2017	-	278,190	278,190	

7. Expenditure

	Staff costs 2018 £	Premises 2018 £	Other costs 2018 £	Total 2018 £	Total 2017 £
Academy:					
Direct costs	7,146,663	166,785	673,622	7,987,070	6,898,513
Support costs	2,227,848	358,888	1,731,248	4,317,984	2,729,127
	9,374,511	525,673	2,404,870	12,305,054	9,627,640
Total 2017	7,198,473	323,872	2,105,295	9,627,640	

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

8. Support costs

	Educational operations £	Total 2018 £	Total 2017 £
Governance costs	25,098	25,098	24,250
Professional fees	22,011	22,011	26,628
Maintenance of premises and equipment	170,889	170,889	84,691
Insurance	118,892	118,892	122,705
Cleaning	30,005	30,005	42,076
Rent, rates and utilities	185,176	185,176	165,073
Other support costs	807,734	807,734	540,096
Catering expenses	404,711	404,711	414,992
Wages and salaries	1,112,584	1,112,584	811,840
National insurance	70,996	70,996	49,718
Pension cost	1,030,101	1,030,101	182,128
Depreciation	339,787	339,787	264,930
At 31 August 2018	<u>4,317,984</u>	<u>4,317,984</u>	<u>2,729,127</u>

9. Net income/(expenditure)

This is stated after charging:

	2018 £	2017 £
Depreciation of tangible fixed assets:		
- owned by the charity	339,787	264,930
Auditor's remuneration - audit	20,500	18,500
Auditor's remuneration - other services	3,750	5,750
Operating lease rentals	<u>27,474</u>	<u>19,511</u>

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

10. Staff costs

Staff costs were as follows:

	2018	2017
	£	£
Wages and salaries	6,784,609	5,465,740
Social security costs	544,908	427,619
Operating costs of defined benefit pension schemes	2,044,994	1,305,114
	<u>9,374,511</u>	<u>7,198,473</u>
Supply teacher costs	70,249	72,537
Apprenticeship levy	23,773	2,123
	<u>9,468,533</u>	<u>7,273,133</u>

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

	2018	2017
	No.	No.
Teachers	84	89
Administration and support	173	158
Management	22	18
	<u>279</u>	<u>265</u>

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

	2018	2017
	No.	No.
In the band £60,001 - £70,000	1	2
In the band £70,001 - £80,000	1	2
In the band £90,001 - £100,000	-	1
In the band £100,001 - £200,000	1	-

The above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2018, pension contributions for these staff amounted to £42,873 (2017 - £48,641).

The key management personnel of the Multi-Academy Trust comprises of the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employers pension contributions) received by key management personnel for their services to the Academy Trust was £526,788 (2017: £342,530).

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

11. Trustees' remuneration and expenses

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

		2018	2017
		£'000	£'000
Mrs K McGovern, CEO & Trustee	Remuneration	65-70	70-75
	Pension contributions paid	5-10	10-15

During the year ended 31 August 2018, no Trustees received any reimbursement of expenses (2017 - £NIL).

12. Trustees' and Officers' Insurance

In accordance with normal commercial practice the Multi-Academy Trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The cost of this insurance totalled £2,009 (2017: £2,388).

The insurance provides cover up to £3,000,000 on any one claim.

13. Pension expense

	2018	2017
	£	£
Interest income on pension scheme assets	135,000	80,000
Interest on pension scheme liabilities	(242,000)	(169,000)
	<u>(107,000)</u>	<u>(89,000)</u>

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

14. Tangible fixed assets

	Freehold land and buildings £	Fixtures and fittings £	Total £
Cost			
At 1 September 2017	17,775,602	301,067	18,076,669
Additions	872,314	61,832	934,146
Inherited assets	3,504,900	-	3,504,900
At 31 August 2018	22,152,816	362,899	22,515,715
Depreciation			
At 1 September 2017	1,105,904	155,226	1,261,130
Charge for the year	304,469	35,318	339,787
At 31 August 2018	1,410,373	190,544	1,600,917
Net book value			
At 31 August 2018	20,742,443	172,355	20,914,798
At 31 August 2017	16,669,698	145,841	16,815,539

15. Debtors

	2018 £	2017 £
Trade debtors	68,895	7,465
Other debtors	99,738	68,050
Prepayments and accrued income	221,199	162,000
	389,832	237,515

16. Creditors: Amounts falling due within one year

	2018 £	2017 £
Other loans	25,915	25,915
Trade creditors	215,836	70,733
Taxation and social security	324,845	129,867
Accruals and deferred income	634,931	951,095
	1,201,527	1,177,610

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

16. Creditors: Amounts falling due within one year (continued)

	2018 £	2017 £
Deferred income		
Resources deferred during the year	341,724	711,394

Deferred income is made up of UifSM £223,125 (2017: 212,621), income for school trips £25,943 (2017: £1,537) breakfast club and dinner money of £6,568 (2017: £42,315), FEEE Autumn initial £54,569 (2017: £52,685), pupil premium £17,913 (2017: £28,735) and other income of £13,606 (2017: £22,044 with a CIF balance of £351,457).

17. Statement of funds

	Balance at 1 September 2017 £	Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 August 2018 £
Unrestricted funds						
Reserves	482,770	354,085	-	(64,367)	-	772,488
Restricted funds						
Other Restricted Funds	497,073	10,953,023	(11,150,267)	65,863	-	365,692
Pension reserve	(3,482,000)	(380,000)	(815,000)	-	883,000	(3,794,000)
	(2,984,927)	10,573,023	(11,965,267)	65,863	883,000	(3,428,308)
Restricted fixed asset funds						
Restricted fixed asset fund	16,815,539	3,504,900	(339,787)	934,146	-	20,914,798
Restricted fixed asset fund - unspent	86,523	973,898	-	(935,642)	-	124,779
	16,902,062	4,478,798	(339,787)	(1,496)	-	21,039,577
Total restricted funds	13,917,135	15,051,821	(12,305,054)	64,367	883,000	17,611,269
Total of funds	14,399,905	15,405,906	(12,305,054)	-	883,000	18,383,757

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

17. Statement of funds (continued)

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

General Fund:

This represents income and expenditure relating to activities undertaken by the Multi-Academy Trust as part of their charitable aims. The Multi-Academy Trust can use these funds for any purpose.

Restricted Funds:

The Multi-Academy Trust received a number of grants during the year for the purpose of providing educational services to their pupils. These funds included grants from the ESFA for the General Annual Grant (GAG), Pupil Premium and Special Educational Needs grants from the Local Authority. These grants have been used for staff costs, educational resources and general costs incurred in the running of the Multi-Academy Trust.

Restricted Fixed Asset Funds:

The Multi-Academy Trust received Capital formula which has been spent on capital repairs and the purchase of new equipment Assets which are capitalised in the accounts are represented by a separate fund within the Restricted Fixed Asset Reserves.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2018.

Analysis of academies by fund balance

Fund balances at 31 August 2018 were allocated as follows:

	Total 2018 £	Total 2017 £
Ashby Willesley Primary School	237,694	219,098
Fairfield Community Primary School	276,933	217,986
Glen Hills Primary School	6,364	26,894
The Meadow Community Primary School	362,273	273,308
Newcroft Primary Academy	128,638	163,513
Old Mill Primary School	59,257	-
Thornton Primary School	43,809	63,725
Symphony Learning Trust	23,212	15,319
Total before fixed asset fund and pension reserve	1,138,180	979,843
Restricted fixed asset fund	21,039,577	16,902,062
Pension reserve	(3,794,000)	(3,482,000)
Total	18,383,757	14,399,905

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

17. Statement of funds (continued)

Analysis of academies by cost

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciat- ion £	Total 2018 £	Total 2017 £
Glen Hills	1,684,092	308,405	92,265	330,451	2,415,213	2,311,368
Fairfield	747,433	137,024	31,556	216,164	1,132,177	1,052,729
Thornton	347,332	53,294	94,831	178,476	673,933	667,592
Meadow	1,293,436	310,271	68,505	274,609	1,946,821	1,840,787
Newcroft	1,007,885	280,149	177,727	180,597	1,646,358	1,169,850
Ashby	1,044,771	180,493	111,264	286,708	1,623,236	1,393,128
Old Mill	1,021,714	143,212	97,295	324,603	1,586,824	67,253
Symphony Learning Trust	-	-	180	125,515	125,695	-
	<u>7,146,663</u>	<u>1,412,848</u>	<u>673,623</u>	<u>1,917,123</u>	<u>11,150,257</u>	<u>8,502,707</u>

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2016 £	Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 August 2017 £
General Funds	(64,518)	547,288	-	-	-	482,770
Restricted funds						
Other Restricted Funds	131,194	9,313,735	(8,912,675)	(35,181)	-	497,073
Pension reserve	(956,000)	(3,099,000)	(418,000)	-	991,000	(3,482,000)
Restricted fixed asset funds						
Restricted fixed asset fund	5,285,911	11,791,412	(296,965)	35,181	-	16,815,539
Restricted fixed asset fund - unspent	4,082	82,441	-	-	-	86,523
Total restricted funds	4,465,187	18,088,588	(9,627,640)	-	991,000	13,917,135
Total of funds	4,400,669	18,635,876	(9,627,640)	-	991,000	14,399,905

18. Analysis of net assets between funds

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Tangible fixed assets	-	-	20,914,798	20,914,798
Current assets	772,488	1,567,218	124,779	2,464,485
Creditors due within one year	-	(1,201,526)	-	(1,201,526)
Provisions for liabilities and charges	-	(3,794,000)	-	(3,794,000)
	772,488	(3,428,308)	21,039,577	18,383,757

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

18. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds	Restricted funds	Restricted fixed asset funds	Total funds
	2017 £	2017 £	2017 £	2017 £
Tangible fixed assets	-	-	16,815,539	16,815,539
Current assets	482,770	1,674,683	86,523	2,243,976
Creditors due within one year	-	(1,177,610)	-	(1,177,610)
Provisions for liabilities and charges	-	(3,482,000)	-	(3,482,000)
	<u>482,770</u>	<u>(2,984,927)</u>	<u>16,902,062</u>	<u>14,399,905</u>

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

	2018 £	2017 £
Net income for the year (as per Statement of Financial Activities)	3,100,852	9,008,236
Adjustment for:		
Depreciation on donated assets	339,787	264,930
Capital grants	(973,898)	(371,341)
Cash transferred on conversion of academy	(134,268)	(370,450)
Interest received	(1,619)	(1,126)
(increase)/ decrease in debtors	(152,317)	(12,441)
Increase/ (decrease) in creditors	23,917	447,196
Defined benefit pension scheme obligation inherited	380,000	2,553,976
Defined benefit pension scheme finance cost	815,000	1,536,563
Net (loss) on assets and liabilities from local authority on conversion	(3,504,900)	(11,502,512)
Net cash (used in)/provided by operating activities	<u>(107,446)</u>	<u>1,553,031</u>

20. Analysis of cash and cash equivalents

	2018 £	2017 £
Cash in hand	2,074,654	2,006,461
Total	<u>2,074,654</u>	<u>2,006,461</u>

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2018

21. Transfer of academies into the Trust

On 1 September 2016 the following academies transferred into Symphony Learning Trust:

Fairfield Community Primary School
The Meadow Community Primary School
Thornton Primary School

Additionally, the following academies converted to academy trust status under the Academies Act 2010, also joining Symphony Learning Trust:

Ashby Wilesley Primary School
Newcroft Primary Academy

All the operations and assets and liabilities of the above 5 academies were transferred to Symphony Learning Trust for £nil consideration.

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

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

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets	-	-	3,504,900	3,504,900
Cash	-	87,000	-	87,000
Debtors	-	47,268	-	47,268
LGPS pension surplus/(deficit)	-	(380,000)	-	(380,000)
Net assets/(liabilities)	-	(245,732)	3,504,900	3,259,168

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

22. Pension commitments

The Multi-Academy Trust's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Leicestershire County Council. Both are Multi-Employer Defined Benefit Pension Schemes.

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

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

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay, including a 0.08% employer administration charge (currently 14.1%)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

During the previous year the employer contribution rate was 14.1%. The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

SYMPHONY LEARNING TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

22. Pension commitments (continued)

The employer's pension costs paid to TPS in the period amounted to £604,411 (2017 - £1,311,551).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2018 was £727,000 (2017 - £557,000), of which employer's contributions totalled £581,000 (2017 - £442,000) and employees' contributions totalled £146,000 (2017 - £115,000). The agreed contribution rates for future years are 24% for employers and variable% for employees.

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

Principal actuarial assumptions:

	2018	2017
Discount rate for scheme liabilities	2.80 %	2.50 %
Rate of increase in salaries	3.40 %	3.60 %
Rate of increase for pensions in payment / inflation	2.40 %	2.60 %

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

	2018	2017
Retiring today		
Males	22.1	22.1
Females	24.3	24.3
Retiring in 20 years		
Males	23.8	23.8
Females	26.2	26.2

SYMPHONY LEARNING TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018

22. Pension commitments (continued)

The Multi-Academy Trust's share of the assets of the scheme were:

	Fair value at 31 August 2018 £	Fair value at 31 August 2017 £
Equities	3,723,000	3,028,400
Cash	1,621,000	226,000
Property	540,000	361,600
Bonds	120,000	904,000
	<hr/>	<hr/>
Total market value of assets	6,004,000	4,520,000
	<hr/> <hr/>	<hr/> <hr/>

The actual return on scheme assets was £118,000 (2017 - £344,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2018 £	2017 £
Current service cost	(1,110,000)	(771,000)
Interest income	135,000	80,000
Interest cost	(242,000)	(169,000)
	<hr/>	<hr/>
Total	(1,217,000)	(860,000)
	<hr/> <hr/>	<hr/> <hr/>

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

	2018 £	2017 £
Opening defined benefit obligation	8,002,000	1,978,000
Upon transition to MAT (see note 21)	1,099,000	5,646,000
Current service cost	1,110,000	771,000
Interest cost	242,000	169,000
Employee contributions	146,000	115,000
Business contributions	(765,000)	(647,000)
Benefits paid	(36,000)	(30,000)
	<hr/>	<hr/>
Closing defined benefit obligation	9,798,000	8,002,000
	<hr/> <hr/>	<hr/> <hr/>

SYMPHONY LEARNING TRUST **(A Company Limited by Guarantee)**

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 AUGUST 2018**

22. Pension commitments (continued)

Movements in the fair value of the Multi-Academy Trust's share of scheme assets:

	2018 £	2017 £
Opening fair value of scheme assets	4,520,000	1,022,000
Upon transition to MAT (see note 21)	511,000	2,547,000
Interest income	135,000	80,000
Expected return on assets	118,000	344,000
Employer contributions	610,000	442,000
Business combination	146,000	115,000
Exchange differences on foreign schemes	-	(30,000)
Benefits paid	(36,000)	-
	<hr/>	<hr/>
Closing fair value of scheme assets	6,004,000	4,520,000
	<hr/>	<hr/>

23. Operating lease commitments

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

	2018 £	2017 £
Amounts payable:		
Within 1 year	26,038	27,447
Between 1 and 5 years	4,951	26,579
	<hr/>	<hr/>
Total	30,989	54,026
	<hr/>	<hr/>

24. Related party transactions

Owing to the nature of the Multi-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 a Trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Multi-Academy Trust's financial regulations and normal procurement procedures.

25. Members' liability

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