

BATH & WELLS
Multi Academy Trust

'That they may have life, life in all its fullness' John 10:10

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

Registered Number 08207095



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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY TRUST, ITS
TRUSTEES AND ADVISERS**

Members:	N Daniel The Bath and Wells DBE Trust (E Gregory) T Khodabandehloo (appointed 1 July 2021) S Kindleysides (appointed 24 November 2020, resigned 30 June 2021) The Rt Revd Ruth Worsley
Trustees:	N Daniel – Chair J Thompson – Vice Chair N Edwards R Bailey (resigned 31 August 2021) R Eggleton (resigned 31 August 2021) D MacRae (resigned 31 August 2021) J Jeffery (resigned 31 August 2021) W Simmons (retired 17 November 2021) R Newton (retired 17 November 2021) J Swainston (appointed 1 July 2021) O Cofler G Minns A Priest D Wells (appointed 1 July 2021) P Taylor (appointed 1 July 2021) C Thomas (appointed 1 July 2021)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY TRUST, ITS
TRUSTEES AND ADVISERS (continued)**

	P Cosh (appointed 1 July 2021)
	B Edwards (appointed 1 December 2021)
	P Shore (appointed 1 December 2021)
Company Secretary	J Brown (until 17 September 2021)
	L Johnstone (appointed 19 October 2021)
Company name	The Bath and Wells Diocesan Academies Trust
Company registered number	08207095
Principal and Registered Office	Flourish House Cathedral Park Wells Somerset BA5 1FD
Accounting Officer	N Edwards
Senior Management Team	N Edwards, Chief Executive Officer & Interim Chief Financial Officer from 18 September 2021 J Brown, Chief Financial Officer (until 17 September 2021) R Morgan, Director of Education (appointed 22 March 2021) P Brown, Director of HR D Ling, Director of Operations
Independent Auditors	Bishop Fleming LLP Chartered Accountants Statutory Auditors 10 Temple Back Redcliffe Bristol BS1 6FL

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY TRUST, ITS
TRUSTEES AND ADVISERS (continued)**

Bankers	National Westminster Bank Plc 7 High Street Wells Somerset BA5 2AD
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Solicitors	Taylor Culshaw Limited 60 High Street Burnham on Sea Somerset TA8 1AG
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**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
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TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company and the group for the year ended 31 August 2021. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

As at 31 August 2021 the Trust operated 34 primary aged academies (33 in 2019/20) in three Local Authorities, Somerset, North Somerset, and Bath & North East Somerset. It had a combined pupil roll of 7,724 at August 2021 (7,315 at August 2020).

Within the following reports the Bath and Wells Diocesan Academies Trust may be referred to as the Bath and Wells MAT, the Academy Trust, or the MAT, all of these terms are interchangeable.

2020/21 has been a most demanding year for the Trust to deal with the second national lockdown due to Covid-19, closing schools to most pupils from January 2021 whilst keeping provision open for vulnerable children and those of key workers. The trustees are thankful and grateful for the dedication, commitment and integrity displayed by all staff of the Trust.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company and the group's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Trustees of the Bath and Wells Diocesan Academies Trust are also the directors of the charitable company and the group for the purposes of company law.

Details of the Trustees who served throughout the year are included in the Reference and Administrative Details on page 1.

Members Liability

Each member of the charitable company, and the group, undertakes to contribute to the assets of the Company in the event of it being wound up while they are 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 they cease to be a member.

Trustees' Indemnities

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy Trust. The limit of this indemnity is £2,000,000.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021

TRUSTEES

Method of recruitment and appointment or election of Trustees

As set out in the Memorandum and Articles of Association (M&A) for the Bath and Wells Diocesan Academies Trust (MAT), the members of the MAT are:

The Bath and Wells Diocesan Board of Education Trust (DBE Trust) (in its corporate capacity), two members appointed by the Bath and Wells DBE Trust (named individuals) and the Chair of the Board of Directors; these members then appoint further Trustees in accord with the M&A, with the DBE Trust to maintain a majority of Trustee appointments.

The Trust follows NGA guidance that Trustees should serve a maximum of two four year terms; with the MAT being founded in 2012 a number of Trustees have now reached their term limits and consequently five new Trustees were appointed in July 2021 to replace them. Post the year end, a further two new Trustees were appointed in December. These Trustees bring a mix of education and non-education experience to the Board, following a full skills audit and Governance Review.

When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the MAT's development. This Board of Directors of the Bath and Wells MAT is the overarching governing body for every school within the MAT.

A Local Governing Committee (LGC) for each individual school was set up post-conversion to undertake the day to day running of each school in line with the agreed Scheme of Delegation. The constitution for these LGCs is also set out in the M&A and must include:

- A majority of LGC members appointed by the MAT Board of Directors
- At least one member of staff, that being the Headteacher/Principal
- Two elected parent governors
- A minimum total of 9 LGC members

Provided that the BWMAT majority of appointed LGC members are maintained, LGCs can request to appoint additional governors. These LGC members were recruited via an advertised process and a skills audit and have had a clear and comprehensive training schedule. LGC members are appointed for a four-year period, except that this time limit does not apply to the Headteacher/Principal. Subject to remaining eligible to be a particular type of LGC member, they can be re-appointed/re-elected.

Policies and Procedures adopted for the Induction and Training of Trustees

The training and induction provided for new Trustees and Governors will depend upon their existing experience. LGC members will have a tour of the school and a chance to meet staff and pupils. All Trustees and LGC members are provided with copies of the relevant policies, procedures, minutes, accounts, budgets, plans and other documents that they need to undertake their role. Trustee induction is tailored specifically to the individual. LGC induction training will be coordinated by the MAT Clerk and Strategic Lead for Governance and each member has access to a number of inhouse CPD courses available throughout the year as well as termly governor briefings.

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Each Trustee and Governor also has membership to the National Governance Association (NGA) for training and development.

Organisational Structure

The Full Board of Trustees meets at least 6 times per year to monitor closely the academic progress of schools within the Trust, in addition to the sub committees. Standard meetings allow for all necessary business to be conducted, including budget setting and monitoring. The Board establishes an overall framework for the governance of the MAT and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

During 2020-21 there were 4 sub committees of the MAT Board of Directors as follows:

- Finance, Audit and Risk Committee – this meets at least four times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting and drafting the annual budget including setting staffing levels. It also receives Internal Audit Reports and provides independent assurance to the board and monitors the risk management strategy.
- Ethos, Learning and Achievement Committee – to review assessment and performance data from each academy
- HR and Remuneration Committee – this meets at least three times a year to discuss pay policies and awards, reviews Headteachers performance management process and general human resource policies
- Admissions Committee – which meets at least three times a year to review and set strategic admission arrangements across the Trust. It has responsibility for establishing compliant arrangements for admission appeals.

With effect from 1 September 2021 a new 3 sub committee structure has been adopted, namely:-

- Education, Culture & Admissions
- Finance & Resources
- Scrutiny, Risk & Audit

The following decisions are reserved to the Board of Trustees; to consider any proposals for changes to the status or constitution of the Schools and their committee structure, to appoint or remove the Chair and/or Vice Chair, to appoint the Clerk to the Board of Directors and to approve the Annual Development Plan and budget.

The Board of Trustees are responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Schools by the use of budgets and pupil assessment data, and making major decisions about the direction of the Schools, capital expenditure and staff appointments.

The Board of Trustees have devolved responsibility for day to day management of each school to the LGC and Headteacher/Principal acting within the budget set by the BWMAT Board of Trustees. The LGC usually have three sub-committees looking at:

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- School improvement and staffing
 - Finance, premises, and resources
 - Ethos (this includes members of the local worshipping community)

Arrangements for setting pay and remuneration of key management personnel

The HR and Remuneration (now Finance & Resources) sub-committee is responsible for general HR policy and procedures. All management posts are evaluated under the job evaluation scheme. Salaries are determined by a number of factors, these include scope, impact, external benchmarking and affordability.

Trade union facility time

Facility Time is the provision of paid or unpaid time off from an employee's normal role to undertake trade union duties and activities as a trade union representative. Under the Trade Union (Facility Time Publication Requirements) Regulations 2017, the Trust as a relevant public sector employer is now required to collect and publish, on an annual basis, a range of data in relation to their employees who are trade union representatives.

In 2020-21 the Trust provided this facility by contributing to the local authority, who provide this resource.

The total cost of facility time was £7k (0% of the Trust's total pay bill).

Connected Organisations, including Related Party Relationships

Bath and Wells Education Services Limited (co reg no 08464587) is a related party as a wholly owned subsidiary of the Academy Trust.

The Bath and Wells DBE Trust (a company limited by guarantee with company registration number 07778078) is a related party as the members of the Bath and Wells Diocesan Academies Trust, R Worsely and T Khodabandehloo are also Trustees of the Bath and Wells DBE Trust. N Daniel has also been co-opted as of November 2020.

Bath & Wells Diocesan Board of Finance (a company limited by guarantee with company registration number 00139557) is a related party as the members of the Bath and Wells Diocesan Academies Trust, R Worsely and T Khodabandehloo, are also Trustees of the Bath and Wells Diocesan Board of Finance.

OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal object and activity of the Academy Trust is to advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school, offering a broad range of curriculum for pupils of different abilities.

The aims of the Academy Trust are:

- High quality Teaching for all
- Access to a curriculum that is broad and balanced, providing opportunities for pupils to develop in mind, body, and spirit
- High quality Leadership at every level of the Trust

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- High quality Governance at every level of the Trust
- A distinctively Christian ethos underpinning every aspect of the work of the Trust

Objectives, Strategies and Activities

Key priorities for the year are contained in our Strategic improvement plan.

Our strategic aims will enable us to achieve the best possible outcomes for pupils.

<p>Priority 1</p> <p>People, Learning and Teaching</p> <p>High quality staff and effective school improvement continually improve the performance of all schools and settings.</p>	<p>Key strategic areas for development</p> <ul style="list-style-type: none"> ➤ Embed a culture of high aspiration, collective responsibility, and recognition of all staff. ➤ School Improvement model provides impactful evaluation, support, and challenge in all schools. ➤ Consistencies are embedded across the Trust. ➤ The curriculum delivers a high - quality learning offer in all schools, for all pupils. ➤ Good teaching is delivered for every pupil in every classroom. ➤ Appraisal, succession planning, capability processes and CPD support the development of all staff.
<p>Priority 2</p> <p>Business, Finances, Premises and Resources</p> <p>Business management effectively supports the delivery of the Trust pupil outcomes and school performance KPIs</p>	<p>Key strategic areas for development</p> <ul style="list-style-type: none"> ➤ Finance activity aligns with and supports School Improvement to deliver KPIs. ➤ Financial sustainability across the Trust and each Hub. ➤ In House payroll and HR System Option appraisal. ➤ Harmonise terms, conditions and pay across the Trust. ➤ Recruitment processes are robust, safe, and effective. ➤ Central support teams/departments support the delivery of the Trust KPIs
<p>Priority 3</p> <p>Leadership and Governance</p> <p>High quality leadership and governance delivers effective improvement</p>	<p>Key strategic areas for development</p> <ul style="list-style-type: none"> ➤ Leaders effectively develop culture, people, and systems to bring about improvement across all schools. ➤ Effective communication with all stakeholders supports culture and engagement. ➤ Growth successfully consolidated and impacts positively on capacity. ➤ Further develop/align the effectiveness of governance models at all levels. ➤ Regional Executive Leadership develops hub capacity to sustain effective improvement. ➤ Develop Executive leadership capacity and capability

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021

Public Benefit

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

The Academy Trust aims to advance for the public benefit, education in the Diocese of Bath and Wells. In particular, but without prejudice to the generality of the foregoing by establishing, maintaining, managing, and developing academies, offering a broad curriculum set within a distinctively Christian ethos.

The MAT provides opportunities for children, their parents, and the local communities that it serves through a range of extra-curricular activities and opportunities.

As a MAT, we are working to support all of the schools within the MAT and to develop a culture of mutual support and development across these schools. Within the broader diocesan context, each of these schools remains part of the broader family of church schools and part of that network. The commitment to developing a high-quality curriculum, delivered by well trained and effective teaching and support staff, and the sharing of expertise is already underway.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

STRATEGIC REPORT

Achievements and Performance

Pupil outcomes Bath and Wells Multi Academy Trust (BWMAT): 2021

Schools across the Trust have risen to the challenges faced over this period. There have been 5 key phases:

- Partial closing of schools
- Establishing and continually developing home learning support
- Providing high quality in school provision for children of Key Workers and Vulnerable Children
- Transition for all classes
- Recovery curriculum – assessment and catch-up provision

Stages 1 to 4 have been very successful. Many schools and individual leaders and teachers have gone beyond what is expected, visiting children at home, delivering lunches, producing high quality online support for children and other schools, sharing expertise and resource, welcoming children back in other year groups early, working incredibly hard to support the most vulnerable pupils – encouraging them to attend school, preparing bespoke support and providing food for these families.

At times, individual schools have required challenge to enable more children to return and to improve the amount and quality of online and face to face provision directly with children and parents.

Our support for staff wellbeing has been paramount throughout. We have:

- Been flexible to meeting the needs of clinically vulnerable, shielding and those with childcare needs
- Put in place Rota systems to enable staff to sustain the balance of teaching in school and support for home learning, as well as maintaining their work life balance
- Supported pay progression for this academic year and all staff will automatically receive pay progression where eligible
- Provided confidential counselling support for all staff through our funded Employee Assistance Programme

The government announced that they “will not publish any school educational performance data based on tests, assessments or exams for 2020 nor 2021” There was no collection of Early Years Foundation Stage assessments, phonic screening check or KS1 or KS2 teacher assessments either.

Key Performance Indicators

The main financial performance indicator is the level of reserves held at the balance sheet date. In particular, the management of spending against the General Annual Grant (GAG) requires special attention. As funding is based on pupil numbers this is also a key performance indicator. Learner numbers have continued to improve across the Trust.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

Going Concern

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

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

FINANCIAL REVIEW

Financial Review

Most of the Academy Trust's income is obtained from the DfE via the ESFA 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 2021 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

As at 31 August 2021 the total fund balances at individual academies (note 22) totalled £2,148k this represented an increase of £244k from 31 August 2020.

When eliminating the non-school specific balances of capital, the unrestricted fixed asset reserve and the annual leave accrual there has been an increase of £78k on funds. With the addition of 1 school this academic year it has contributed a balance of £108k. Maintaining overall operating reserves at schools in need of improvement has been a challenge as it is set against a context of investing to improve standards whilst dealing with real term reductions in funding due to falling pupil numbers.

As at 31 August 2021 the net book value of fixed assets was £99,274k and movements in tangible fixed assets are shown in note 15 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy Trust.

For the one converting school, the buildings are occupied under licence, with the arrangement evidenced in a supplemental agreement between the Trust, the Diocese and the Secretary of State. The accounting treatment of land and buildings held under supplemental agreements is detailed in accounting policy 1.7. The buildings were professionally valued on conversion and included within the total of £7,645k.

The balance of the former school's budget share, £88K was transferred across on conversion (note 29).

The Academy has taken on the deficit in the Local Government Pension Scheme in respect of its non-teaching staff transferred on conversion. The deficit is incorporated within the Statement of Financial Activity with details in note 28 to the financial statements.

Key financial policies adopted or reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Board, Head Teachers, managers, budget holders and other staff, as well as delegated authority for spending.

The Trustees procure external advisors to deliver an internal audit function to provide robust assurance that its financial controls and risk management strategy were effective and that the Trust is operating within its funding agreement.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

Reserves Policy

The Board of Trustees review the reserve levels of the Academy Trust annually. This review encompasses the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves.

The policy of the Board is that the Trust plans to spend the majority of its revenue income each year on the students in its care; but also to maintain a level of free reserves that will be adequate to provide a stable base for the continuing operation of the Academy whilst ensuring that excessive funds are not accumulated. The level of reserves required will be reviewed each year by the Board.

The level of revenue reserves (as a percentage of GAG funding) that the Board recommend for each school for 2020/21 varies depending on their individual circumstance; the target is 7%. The target for the overall Trust is for reserves not to fall below 5%. At year end the level of revenue reserves for the Trust are 7.9% with free reserves being 2.7%.

These reserves are held for the investment in buildings, to smooth any change in pupil led funding and to provide for any unforeseen liabilities. These reserves will provide a cushion to deal with unexpected emergencies such as urgent maintenance.

In addition to free reserves capital sums are set aside each year for planned replacement of capital items such as ICT infrastructure etc.

Investment Policy

The Board of Trustees are firmly committed to ensuring that all funds under their control are administered in a risk adverse investment strategy. As such the Board do not consider the investment of surplus funds as a primary activity, but rather a requirement for the effective management of the various funds entrusted to the Board.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

PRINCIPAL RISKS AND UNCERTAINTIES

The principal risks and uncertainties facing the Academy Trust are as follows:

COVID 19 - the impact of COVID 19 has continued to impact our schools during 2020/21. This may be a continuing risk into 2021/22.

Reputational – the continuing success of the Academy Trust is dependent on implementing rapid and sustained educational achievement in its academies and continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees, ensure that student success and achievement are closely monitored and reviewed.

Financial - the Academy Trust has considerable reliance on continued Government funding through the ESFA. In the last year 91.7% of the Academy's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Failures in governance and/or management – the risk in this area arises from potential failure to effectively manage the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

Non-controllable increases in cost – recent changes in Local Government Pension Scheme (LGPS) legislation has resulted in unforeseen and high increases in support staff costs. Detailed regular budget monitoring is taken in year and maintaining three-year forecasts are essential to manage the long-term financial sustainability.

Fraud and mismanagement of funds – The Academy Trust has engaged the services of an internal audit provider to carry out checks on financial systems as required by the Academy Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

Safeguarding and child protection – the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety and discipline.

Staffing – the success of the Academy Trust is reliant on the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

The Academy Trust will continue to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained and will be reviewed and updated on a regular basis by the Senior Leadership Team and Trustees.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

Fundraising

Fundraising activities contribute only a small proportion of the Trusts income. This activity is led primarily through connected 'Friends of' or 'Parent Teacher Association' for each of the schools within the Trust, or through activities led by the local governing committee. The Trust do not utilise any professional fundraisers to act on their behalf.

The events are focused on activities that are of interest and benefit to the school or local community. These activities are small in scale and usually focus on fundraising for specific named items.

The majority of the connected associations will have the Headteacher included within the committee; the Headteacher will act in the capacity to ensure that events and activities are appropriate; ensuring that no unreasonable, intrusive or persistent fundraising approaches are used and that there is no undue pressure to donate.

Disabled Employees

The Academy Trust gives full consideration to applications for employment from disabled persons where the candidate's particular aptitudes and abilities are consistent with adequately meeting the requirements of the job. Opportunities are available to disabled employees for training, career development and promotion.

Where existing employees become disabled, it is the Academy Trust's policy to provide continuing employment wherever practicable in the same or an alternative position and to provide appropriate training to achieve this aim

Employee Involvement

The Senior Management Team plan all potential development changes for the Trust and work in partnership with all stakeholders which includes employees, unions, Trustees, and senior members of staff to communicate and support the Trust on all workforce changes. Changes involving staff terms and conditions are dealt with in accordance with HR policies in place.

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

The trust is proactive to work alongside its key business critical suppliers to develop relationships that will ultimately deliver an improved offer to the pupils and communities of the Trust.

Through supplier engagement we have been able to influence software development, procurement efficiencies as suppliers understand the Trust requirements more effectively and longer-term strategic planning with confidence.

The PPN note issued during the national lockdown in March 2020 resulted in closer working relationships with key suppliers such as catering services to continue to deliver a fraction of the normal meals at a cost that enabled the suppliers to maintain liquidity.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

Streamlined energy and carbon reporting

UK Greenhouse gas emissions and energy use data	For the year 1 September 2020 to 31 August 2021	For the year 1 September 2019 to 31 August 2020
Energy consumption used to calculate emissions (kWh)	6,402,764	5,437,157
Energy consumptions break down (kWh) (optional) • gas, • electricity, • transport fuel	4,642,772 (Gas & Oil) 1,753,415 (Electric) 6,577 (Transport)	3,656,985 (Gas & Oil) 1,733,627 (Electric) 46,545 (Transport)
<u>Scope 1 emissions in metric tonnes CO2e</u> Gas consumption Owned transport – mini-buses <u>Total scope 1</u>	870 (Gas & Oil) 7 (Mileage) 409	686 (Gas & Oil) 177 (Mileage) 704
<u>Scope 2 emissions in metric tonnes CO2e</u> Purchased electricity	409	404
<u>Scope 3 emissions in metric tonnes CO2e</u> Business travel in employee owned vehicles	N/A	N/A
Total gross emissions in metric tonnes CO2e	1285	1108
<u>Intensity ratio</u> Tonnes CO2e per pupil	0.17	0.15

Due to the impact covid with schools not being open for periods of time, neither 2019/20 or 2020/21 will be typical energy usage for schools. Any year to year comparison of figures should take this into consideration.

We have been successful in bidding to create de-carbonisation plans for all our schools.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

Quantification and Reporting Methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2021 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

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

Measures taken to improve energy efficiency

We have installed smart meters across all sites and increased video conferencing technology for staff meetings, to reduce the need for travel between sites.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

PLANS FOR FUTURE PERIODS

The priorities for the year 2021/22 are:

School Improvement

- Embed new Education Strategy
- Ensure quality of provision for all children
- Ensure consistency of professional standards

HR

- Ensure capacity and quality of team
- Introduce one set of terms and conditions for all non teaching staff.
- Grow talent pool approach for recruitment and retention
- Raise profile Nationally

Finance

- Ensure quality continues
- Embed learning culture
- Raise skill and knowledge of all employees in this area
- Share best practice
- Work beyond the organisation

External profile

- Attend system leader events
- Meet regularly with DfE, Ofsted and LA's
- Extend system relationships with other Trusts, Diocesan Trusts and standalones
- Be part of National best practice

Growth

- Sustain and improve existing schools within the Trust family
- Market and communicate well, celebrating success and developing key strategies
- Work collaboratively with schools looking to join the Trust
- Embed best practice in governance and a new Scheme of Delegation

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TRUSTEES REPORT FOR THE YEAR ENDED 31 August 2021 (continued)

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

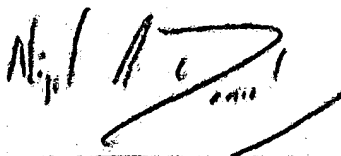
The Academy and its Trustees do not act as the Custodian Trustees of any other Charity.

AUDITORS

In so far as the Trustees are aware:

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

Trustees' report, incorporating a strategic report, approved by order of the Board of Trustees, as company directors, on 17 December 2021 and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'N Daniel', is written over a faint horizontal line.

**N Daniel
Chair of Trustees**

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive, as Accounting Officer, for ensuring financial controls conform to the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Bath and Wells Diocesan Academies 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 Trustees' responsibilities statement. The Board of Trustees has formally met 10 times during the year (a combination of face-to-face and online). Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
N Daniel	10	10
R Bailey	9	10
R Eggleton	9	10
D MacRae	7	10
R Newton	10	10
W Simmons	10	10
O Cofler	6	10
J Thompson	10	10
TJ Jeffrey	10	10
G Minns	10	10
A Priest	8	10
D Wells	1	1
P Cosh	1	1
J Swainston	1	1
P Taylor	1	1
C Thomas	1	1
N Edwards	10	10

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

GOVERNANCE STATEMENT

This equates to 94% Trustees attendance.

Governance reviews:

In October 2020, the Trust commissioned a Governance review with an external National Leader of Governance (NLG). The outcomes were reported to the Board in January 2021 and an Action Plan to improve practice and outcomes across the Trust was put in place. Key actions from the governance review include the development of a new strategic plan for growth and a review of purpose, vision and ethos, both of these actions are underway and regularly reviewed by the Board.

The Board has appointed a Clerk and Strategic Lead for Governance to support the actions from the governance review, in addition to this, an updated Scheme of Delegation, and revised committee structure are now established for Financial Year 2021-22.

The Finance, Audit and Risk Committee was a sub-committee of the main Board of Trustees for the year ended 31 August 2021. Its purpose was to monitor, evaluate and review policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting and drafting the annual budget including setting staffing levels, to oversee matters of internal control and external audit, receive Internal Audit reports and to provide independent assurance to the board and monitors the risk management

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
R Eggleton,	5	5
A Priest	3	5
R Newton	4	5
O Cofler Chair	4	5
N Daniel	5	5
N Edwards	5	5

This equates to 87% Trustee attendance.

REVIEW OF VALUE FOR MONEY

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

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year and reports to the trustees where value for money can be improved including the use of benchmarking data where available. The Accounting Officer for the Academy Trust has delivered improved value for money during the year in the following areas:

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
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GOVERNANCE STATEMENT

- The Trust has continued to make significant improvements in its ICT infrastructure and services in 2020/21. The total number of schools that have moved to be completely cloud based is 10. This has generated cost savings whilst improving the security and reliability of ICT provision across each school.
- Centralisation and standardisation of licencing has meant that every school was able to deliver remote learning to pupils in lockdown due to COVID-19. The standard practice enabled quick and reliable training to be disseminated across the Trust to school staff that enabled remote learning to be utilised quickly and each pupil able to access learning.
- Consolidation and centralisation of purchasing staff and pupil ICT devices have delivered real cash savings. A single procurement exercise for devices totalling £200,000 resulted in cash savings of approximately £15,000 whilst procuring higher specification devices with better warranties and more consistency across the Trust that will also result in delivering reduced ICT support costs.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Bath and Wells Diocesan Academies Trust for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks, that has been in place for the year 1 September 2020 to 31 August 2021 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 BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

GOVERNANCE STATEMENT

THE RISK AND CONTROL FRAMEWORK

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

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

The Board has considered the need for a specific internal audit function and has decided to appoint Audit West as internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. The six areas for review carried out in the current period included:

- Pupil Premium
- Budgetary Control
- Governance
- Catch Up Funding
- Academy Handbook Musts
- Purchasing & Income

The auditor reports to the Board of Trustees, through the Scrutiny, Risk & Audit committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. From September 2021 they will be reviewed within the Scrutiny, Audit & Risk Committee.

The reports were received by the Board of Trustees and no material issues were reported.

The audit plan for 2021/22 will be maintained to ensure adequate coverage of material risks.

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
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GOVERNANCE STATEMENT

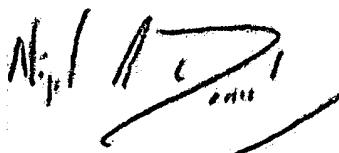
REVIEW OF EFFECTIVENESS

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

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

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

Approved by order of the members of the Board of Trustees on 17 December 2021 and signed on its behalf, by:



N Daniel
Chair of Trustees



N Edwards
Accounting Officer

17th December 2021

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

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

I confirm that I and all the 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 Handbook 2020.

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



**N Edwards
Accounting Officer**

Date: 17 December 2021

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

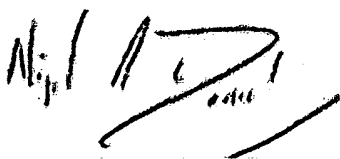
- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

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

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

Approved by order of the members of the Board of Trustees on 17 December 2021 and signed on its behalf by:



**N Daniel
Chair of Trustees**

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE BATH AND WELLS
DIOCESAN ACADEMIES TRUST**

OPINION

We have audited the Financial Statements of The Bath and Wells Diocesan Academies Trust (group and company, the 'Academy Trust') for the year ended 31 August 2021 which comprise the Consolidated Statement of Financial Activities, The Consolidated Balance Sheet, the Company Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the Financial Statements:

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

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE BATH AND WELLS
DIOCESAN ACADEMIES TRUST**

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

OTHER INFORMATION

The other information comprises the information included in the Annual report and financial statements other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual report and financial statements.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE BATH AND WELLS
DIOCESAN ACADEMIES TRUST**

RESPONSIBILITIES OF TRUSTEES

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

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the Academy sector, control environment and the Academy's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Academy's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy's documentation of their policies and procedures relating to: identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance; detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and assessment of the impact of schools joining the Academy in relation to these areas;
- how the Academy ensured it met its obligations arising from it being financed by the ESFA and other funders, and as such material compliance with these obligations is required to ensure the Academy will continue to receive its public funding and be

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE BATH AND WELLS
DIOCESAN ACADEMIES TRUST**

authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;

- how the Academy ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal Academy specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud, which included incorrect recognition of revenue, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of revenue and management override using manual journal entries.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Academy operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, Academies Financial Handbook, UK Companies Act, tax legislation and Charity SORP 2019 and FRS102.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Academy's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of Trustees and management and those charged with governance concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

These procedures were considered at both the Academy and subsidiary level as appropriate.

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE BATH AND WELLS
DIOCESAN ACADEMIES TRUST**

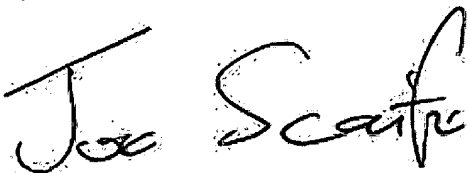
We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from an error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

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

USE OF OUR REPORT

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



Joe Scaife FCA DChA (Senior Statutory Auditor)
for and on behalf of
Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL

Date: 23 December 2021

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON
REGULARITY TO THE BATH AND WELLS DIOCESAN ACADEMIES TRUST AND THE
EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 30 October 2018 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Bath and Wells Diocesan Academies Trust during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**RESPECTIVE RESPONSIBILITIES OF THE BATH AND WELLS DIOCESAN ACADEMIES
TRUST'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of The Bath and Wells Diocesan Academies Trust's funding agreement with the Secretary of State for Education dated 30 March 2011, and the Academy Handbook extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

APPROACH

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts 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.

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON
REGULARITY TO THE BATH AND WELLS DIOCESAN ACADEMIES TRUST AND THE
EDUCATION AND SKILLS FUNDING AGENCY**

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.

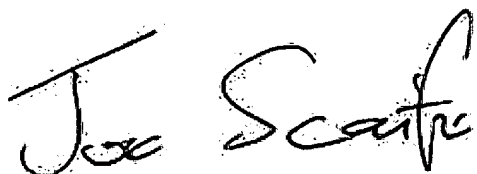
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Multi Academy Trust's income and expenditure.

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the Academy complied with the framework of authorities. We also reviewed the reports commissioned by the Trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and noncompliance. This work was integrated with our audit on the Financial Statements where appropriate and included analytical review and detailed substantive testing of transactions.

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



Joe Scaife FCA DChA (Reporting Accountant)

Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL

Date: 23 December 2021

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure Account) FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Unrestricted funds	Restricted general funds	Restricted fixed asset funds	Total funds 2021	Total funds 2020
		£000	£000	£000	£000	£000
INCOME FROM:						
Donations and capital grants						
Transfer from local authority on Conversion	2	78	(531)	7,655	7,202	4,567
Other donations and capital grants	2	40	531	1,290	1,861	1,712
Charitable activities	3	19	39,379	-	39,398	36,126
Other trading activities	5	749	11	-	760	809
Investment income	6	1	-	-	1	18
TOTAL INCOME		887	39,390	8,945	49,222	43,232
EXPENDITURE ON:						
Raising funds		407	-	-	407	489
Charitable activities		466	42,079	2,641	45,186	41,325
TOTAL EXPENDITURE	8	873	42,079	2,641	45,593	41,814
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS		14	(2,689)	6,304	3,629	1,418
Gross transfers between funds	22		(238)	238	-	-
NET INCOME/(EXPENDITURE) FOR THE YEAR BEFORE OTHER GAINS AND LOSSES		14	(2,927)	6,542	3,629	1,418
Other recognised gains						
Actuarial gains and losses on defined benefit pension schemes	22/28		(2,485)	-	(2,485)	(3,399)
NET MOVEMENT IN FUNDS		14	(5,412)	6,542	1,144	(1,981)
RECONCILIATION OF FUNDS						
Total funds at 1 September 2020		650	(26,336)	94,250	68,564	70,545
TOTAL FUNDS AT 31 AUGUST 2021		664	(31,748)	100,792	69,708	68,564

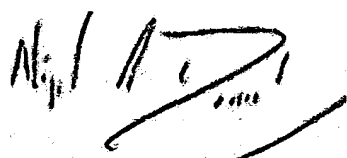
All activities derive from continuing operations during the above two financial periods
The notes on pages 33 to 65 form part of these financial statements

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE) REGISTERED NUMBER 08207095

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £000	2020 £000
FIXED ASSETS			
Tangible assets	15	99,274	93,294
CURRENT ASSETS			
Debtors	17	1,747	1,800
Cash at bank and in hand	27	5,659	4,843
		<u>7,406</u>	<u>6,643</u>
CURRENT LIABILITIES			
Creditors: amounts falling due within one year	18	<u>(3,736)</u>	<u>(3,775)</u>
NET CURRENT ASSETS		<u>3,670</u>	<u>2,868</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>102,944</u>	<u>96,162</u>
Creditors: due after more than one year	19	<u>(4)</u>	<u>(9)</u>
NET ASSETS EXCLUDING PENSION		<u>102,940</u>	<u>96,153</u>
Pension Scheme Liability	28	<u>(33,232)</u>	<u>(27,589)</u>
NET ASSETS INCLUDING PENSION		<u>69,708</u>	<u>68,564</u>
FUNDS OF THE ACADEMY TRUST:			
Restricted Funds			
General Funds	22	1,484	1,253
Fixed Asset Fund	22	100,792	94,250
Pension Reserve	22	<u>(33,232)</u>	<u>(27,589)</u>
Total Restricted Funds		<u>69,044</u>	<u>67,914</u>
Unrestricted Funds:			
Unrestricted Funds:	22	664	650
TOTAL FUNDS		<u>69,708</u>	<u>68,564</u>

The financial statements on pages 29 to 65 were approved by the Trustees and authorised for issue on 17 December 2021 and are signed on their behalf by:



N Daniel
Chair of Trustees



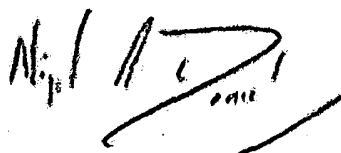
N Edwards
Chief Executive

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE) REGISTERED NUMBER 08207095


ACADEMY TRUST BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021	2020
		£000	£000
FIXED ASSETS			
Tangible assets	15	99,274	93,294
Investments	16	-	-
		99,274	93,294
CURRENT ASSETS			
Debtors	17	1,743	1,826
Cash at bank and in hand		5,646	4,835
		7,389	6,661
CURRENT LIABILITIES			
Creditors: amounts falling due within one year	18	(3,719)	(3,749)
NET CURRENT ASSETS		3,670	2,912
TOTAL ASSETS LESS CURRENT LIABILITIES		102,944	96,206
Creditors: due after more than one year	19	(4)	(9)
NET ASSETS EXCLUDING PENSION LIABILITY		102,940	96,197
Pension Scheme Liability	28	(33,232)	(27,589)
NET ASSETS INCLUDING PENSION LIABILITY		69,708	68,608
FUNDS OF THE ACADEMY TRUST:			
Restricted Funds			
General Funds	22	1,484	1,253
Fixed Asset Fund	22	100,792	94,250
Pension Reserve		(33,232)	(27,589)
Total Restricted Funds		69,044	67,914
Unrestricted Funds:			
General Fund	22	664	694
TOTAL FUNDS		69,708	68,608

The financial statements on pages 29 to 65 were approved by the Trustees and authorised for issue on 17 December 2021 and are signed on their behalf by:



N Daniel
Chair of Trustees



N Edwards
Chief Executive

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE) REGISTERED NUMBER 08207095

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £000	2020 £000
Cash flows from operating activities			
Net cash provided by (used in) operating activities	25	501	1,200
Cash flows from investing activities	26	315	(203)
Cash transferred on conversion		-	-
Change in cash and cash equivalents in the reporting period		816	997
Reconciliation of net cash flow to movement in funds			
Increase in cash in year		816	997
Movement in net funds in the year		816	997
Net funds at 1 September 2020		4,838	3,841
Net funds at 31 August 2021	27	5,654	4,838

**THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE) REGISTERED NUMBER 08207095**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

1 Statement of Accounting Policies

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

1.1 Basis of Preparation

General

The Bath and Wells Diocesan Academies Trust constitutes a public benefit entity as defined by FRS102. The financial statements of the Academy Trust, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS102), 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 (FRS102) (charities SORP (FRS102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

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

No separate SOFA has been presented for the Academy Trust alone as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

1.2 Fund Accounting

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

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency (ESFA).

Transfers are made between restricted funds and restricted fixed asset funds where restricted funds are used to purchase fixed assets.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1.3 Incoming Resources

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

Grants

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting and 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 (GAG) is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants are recognised 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 restricted funds.

Sponsorship Income

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable, and it can be measured reliably.

Donations

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

Other Income

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

Donated goods, facilities and services

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

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

1.4 Expenditure

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

Expenditure on Raising Funds

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

Charitable Activities

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

All resources expended are inclusive of irrecoverable VAT.

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

1.6 Basis of Consolidation

The financial statements consolidate the accounts of The Bath and Wells Diocesan Academies Trust and all of its subsidiary undertakings (subsidiaries').

The Academy Trust has taken advantage of the exemption contained within 408 of the Companies Act 2006 not to present its own Income and Expenditure account. The Net Income/(Expenditure) (excluding gains and losses) for the year/period dealt with in the accounts of the Academy Trust was £3,629k (2020 £1,418k).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1.7 Tangible Fixed Assets and Depreciation

All assets costing more than £2,000 have been capitalised.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and are carried forward in the Balance Sheet. Depreciation on such assets is charged 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.

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.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Long term leasehold property	-	Straight line over 50 years
Land and buildings improvements	-	Straight line over 15 years
Furniture and equipment	-	Straight line over 7 years
Fixtures and fittings	-	Straight line over 7 years
Computer equipment	-	Straight line over 3 years

Where the Trust has been granted use of school buildings from the Diocese of Bath & Wells under Supplemental Agreements, the Academies Accounts Direction prescribes that where the Academy Trust concludes it has control over access and works of the land and buildings they can be recognised as an asset.

The land and buildings have been included within the long-term property of the Trust as the Diocese of Bath & Wells are currently not exerting control over the assets.

The Supplemental Agreement includes the right for the Diocese of Bath & Wells Trustees to give not less than 2 years written notice to the Academy Trust and Secretary of State for Education to terminate the agreement. No such written notice has been received as at the date of the approval of the financial statements.

1.8 Investments

Investments in subsidiaries are valued at cost less provision for impairment.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1.9 Operating Leases

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

1.10 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy; this is normally upon notification of the interest paid or payable by the Bank.

1.11 Debtors

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

1.12 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 and cash on deposit that has a notice period of less than 30 days.

1.13 Financial Instruments

The Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy 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 20. 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 21. 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 Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy Trust anticipates it will

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.15 Taxation

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

1.16 Pension Benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 28, 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 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1.17 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

The 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 28, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

In order to value the school buildings for inclusion on the Balance Sheet, the Multi Academy Trust obtains rebuild valuation costs and makes the assumption that the fair value for declaration is 65% (80% for new build schools) of that rebuild value. As stated in 1.7 of these policies, the Academy Trust has been granted use of these buildings by the Diocese of Bath and Wells but is held on the Balance Sheet as long-term leasehold properties as the risks and rewards of ownership remain with the Academy Trust.

Critical areas of judgement:

The Academy Trust obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy Trust to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

1.18 Conversion to an Academy Trust

The conversion from one state-maintained school to the multi academy trust involved the transfer of identifiable assets and liabilities and the operation of the schools for £nil consideration and has been accounted for under the acquisition accounting method

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE) REGISTERED NUMBER 08207095

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

The assets and liabilities transferred on conversion from maintained schools to the Academy Trust have been valued at their fair value, being a reasonable estimate of the current market value that the Trustees would expect to pay in an open market for an equivalent item. Their fair value is in accordance with the accounting policies set out for The Bath and Wells Diocesan Academies Trust. The amounts have been recognised under the appropriate Balance Sheet categories, with a corresponding amount recognised in the Statement of Financial Activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds.

2 DONATIONS AND CAPITAL GRANTS

	Unrestricted Funds 2021 £000	Restricted Funds 2021 £000	Restricted FA Fund 2021 £000	Total Funds 2021 £000	Total Funds 2020 £000
Transfer from Local Authority on Conversion	78	(531)	7,655	7,202	4,567
Capital Grants	-	-	1,290	1,290	1,256
Trip Income	-	302		302	160
Donations	40	229		269	304
	40	531	1,290	1,861	1,712
Comparative information in respect of 2019/20:	52	404		1,712	

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2021 £000	Restricted Funds 2021 £000	Total Fund 2021 £000	Total Funds 2020 £000
Summary by Fund Type				
Education	1	38,221	38,222	35,042
Nursery	18	1,158	1,176	1,084
	19	39,379	39,398	36,126
Comparative information in respect of 2019/20:	124	36,002	36,126	

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE) REGISTERED NUMBER 08207095

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

4 FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted Funds 2021 £000	Restricted Funds 2021 £000	Total Funds 2021 £000	Total Funds 2020 £000
DfE/ESFA Grants				
General Annual Grant (GAG)	-	30,623	30,623	28,397
Start-up Grants	-	25	25	165
Other DfE/ESFA Grant:	-			
Pay & Pension Grant	-	1,426	1,426	1,417
Pupil Premium	-	1,968	1,968	1,851
Universal Infant Free School Meals	-	1,253	1,253	1,070
Other DfE/ESFA Grants	-	750	750	701
	-	36,045	36,045	33,601
Other Government Grants				
High Needs	-	1,460	1,460	1,070
Growth Funding	-	-		80
Other Government Grants:				
Covid19 Catch Up Premium	-	602	602	
Other Covid19 Funding	-	-	-	-
Other Government Grants	-	41	41	109
				125
	-	2,103	2,103	1,384
Other Income from the academy trust's educational operations				
Diocesan Board of Education (DBE)	-	1	1	-
Other	1	71	72	57
	1	72	73	57
	1	38,220	38,221	35,042
Comparative information in respect of 2019/20:	112	34,930	35,042	

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

5 OTHER TRADING ACTIVITIES

	Unrestricted Funds 2021 £000	Restricted Funds 2021 £000	Total Funds 2021 £000	Total Funds 2020 £000
Lettings	46	0	46	44
Consultancy	-	2	2	5
Breakfast Clubs & Other Income	699	8	707	756
Uniform Income	4	1	5	4
	749	11	760	809
Comparative information in respect of 2019/20:	793	16	809	

6 INVESTMENT INCOME

	Unrestricted Funds 2021 £000	Restricted Funds 2021 £000	Total Funds 2021 £000	Total Funds 2020 £000
Bank Interest	1	0	1	18
Comparative information in respect of 2019/20:	18		18	

7 EXPENDITURE BY CHARITABLE ACTIVITY

	Unrestricted Funds 2021 £000	Restricted Funds 2021 £000	Restricted FA Fund 2021 £000	Total Funds 2021 £000	Total Funds 2020 £000
Summary by Fund Type					
Education	69	41,030	2,641	43,740	39,949
Nursery	397	1,049		1,446	1,375
	466	42,079	2,641	45,186	41,324

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
(A COMPANY LIMITED BY GUARANTEE) REGISTERED NUMBER 08207095

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

8 EXPENDITURE

	Staff Costs	Non-Pay Expenditure		Total	Total
	2021	Premises	Other	2021	2020
	£000	2021	2021	£000	£000
		£000	£000		
Expenditure on Raising Funds	341	12	54	407	489
Academy Trust Educational Operations:					
Direct Costs – Education	27,553	2,351	2,545	32,449	29,913
Direct Costs – Nursery	1,137	-	33	1,170	1,149
Support Costs – Education	5,905	2,538	2,848	11,291	10,037
Support Costs – Nursery	87	95	94	276	226
	34,682	4,984	5,520	45,186	41,325
	35,023	4,996	5,575	45,593	41,814

9 NET INCOME / (EXPENDITURE) FOR THE PERIOD INCLUDES:

	Total Funds	Total Funds
	2021	2020
	£000	£000
Depreciation of tangible fixed assets	2,641	2,477
Auditors' remuneration	29	30
Operating lease rentals:	60	60

10 ANALYSIS OF COSTS

a. DIRECT COSTS

	Education	Nursery	Total	Total
	2021	2021	2021	2020
	£000	£000	£000	£000
Direct staff related costs	27,891	1,137	29,028	26,127
Depreciation	2,351	-	2,351	2,204
Technology costs	160	-	160	248
Educational supplies	1,606	30	1,636	2,146
Staff development costs	105	4	109	123
Trip Costs	324	-	324	200
Music Costs	11	-	11	14
	32,448	1,171	33,619	31,062

THE BATH AND WELLS DIOCESAN ACADEMIES TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

b. SUPPORT COSTS	Education	Nursery	Total	Total
	2021 £000	2021 £000	2021 £000	2020 £000
Support Staff Costs	6,129	89	6,218	5,683
Depreciation	291	-	291	273
Technology Costs	313	5	318	292
Premises Costs	2,907	110	3,017	2,386
Catering Costs	1,104	18	1,122	889
Legal & Professional Costs	179	49	228	371
Office Costs	236	4	240	250
Security & Transport Costs	46	0	46	30
Other Support Costs	55	2	57	54
Governance Costs	29	-	29	35
	11,289	277	11,566	10,263

11 STAFF

	Total 2021 £000	Total 2020 £000
a. Staff costs		
Staff costs during the period were as follows:		
Wages and salaries	24,860	23,453
Social security costs	2,027	1,865
Operating costs of defined benefit pension scheme	7,942	6,851
	34,829	32,169
Staff restructuring costs	193	42
	35,022	32,211
Staff restructuring costs comprise:		
Redundancy payments	193	13
Severance payments	-	0
Other restructuring costs	-	29
	193	42

b. Non-statutory /Non-contractual Staff costs

Included in severance costs are non-statutory / non-contractual severance payments totalling £NIL (2020: NIL).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

	31 Aug 21 No.	31 Aug 20 No.
c. Staff numbers		
Headcount		
The average number of persons employed by the Academy Trust during the year in terms of headcount was as follows:		
Teachers	426	397
Educational support	587	563
Administration and support	203	190
Management	95	88
	1,311	1,238
	31 Aug 21 No.	31 Aug 20 No.
Full Time Equivalent (FTE)		
The average number of persons employed by the Academy Trust during the year expressed as FTE was as follows:		
Teachers	340	329
Educational support	313	301
Administration and Support	108	101
Management	78	74
	839	805
d. Higher paid staff	No. 2021	No. 2020
The number of employees whose employee benefits (excluding pension costs) exceeded £60,000 were:		
In the band £60,001-£70,000	12	13
In the band £70,001-£80,000	7	6
In the band £80,001-£90,000	2	1
In the band £90,001-£100,000	1	-
In the band £100,001-£110,000	-	-
In the band £110,001-£120,000	-	-
In the band £120,001-£130,000	-	1
In the band £130,001-£140,000	-	-
In the band £140,001-£150,000	1	-
	23	21

e. Key Management Personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key personnel for their services to the academy trust was £501,776 relating to 5 Members of staff (2020: £466,407, relating to 5 members of staff)

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12 TRUSTEES' REMUNERATION AND EXPENSES

The Chief Executive and other staff Trustees only received remuneration in respect of services they provide undertaking the roles of Chief Executive and staff, and not in respect of their services as Trustees. Other Trustees do not receive any payments, other than expenses, from the Academy Trust in respect of their role as Trustees. The value of Trustees' remuneration and other benefits were as follows:

N Edwards (Chief Executive and Trustee):

Remuneration £140,001-£150,000 (2020 Nil)

Employer's Pension Contributions £35,001-£40,000 (2020 Nil)

During the period ended 31 August 2021, expenses totalling £204 (2020: £1,864) were reimbursed to 2 Trustees (2020: 6). During the year, no Trustees received any benefits in kind (2020: NIL)

13 CENTRAL SERVICES

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

- Leadership and Strategy
- Financial Services
- Human Resources
- School Improvement
- Educational Support Services
- Safeguarding
- Estates and Facilities
- Governance
- ICT strategy

The Academy Trust charges for these services on the following bases:

- 5% of GAG or 3% of EYSFF funding;
- Fixed charge;
- Proportion of actual expense incurred.

Trust charges by school are as follows;

	31 Aug 21	31 Aug 20
	£000	£000
All Saints Church School	40	37
Nurseries (Bath and Wells Education Services Limited)	47	41
Bathampton Primary School	39	36
Batheaston Church School	42	40
Bathford Church School	40	38
Bathwick St Mary Church School	41	39
Bishops Lydeard Church School	36	37
Cheddon Fitzpaine Church School	29	30
Churchfield Church School	92	98

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Court De Wyck Church School	27	27
Freshford Church School	31	28
Holy Trinity Church School	81	73
Horsington Church School	20	21
Kingshill Church School	31	30
Norton Fitzwarren Church School	63	57
Oakhill Church School	30	30
Shepton Beauchamp	16	7
St Andrew's Church School, Bath	42	38
St Andrew's Church School, Taunton	51	48
St Georges Church School	45	46
St James Church School	81	76
St John & St Francis Church School	83	80
St John the Evangelist Church School	57	53
St Marks Ecumenical Church School	80	77
St Mary & St Peter Church School	17	7
St Michaels Junior Church School	40	34
St Nicholas Church School	26	-
St Saviours Nursery & Infants	32	35
St Saviours Junior Church School	50	47
St Stephens Church School	78	74
St Vigor & St John Church School	45	44
Staplegrove Church School	44	42
Swainswick Church School	22	14
Trinity Anglican Methodist Church School	84	75
Wembdon St George's Church School	78	71
Total	1,660	1,530

14 TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the 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 insurance provides cover up to £2,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

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15 TANGIBLE FIXED ASSETS – GROUP AND ACADEMY TRUST

	Long term leasehold property £000	Furniture, Equipment, Fixtures and fittings £000	Computer Equipment £000	Total £000
COST				
At 1 September 2020	99,846	1,725	969	102,540
Additions	479	228	269	976
Transfers on conversion	7,645	-	-	7,645
At 31 August 2021	<u>107,970</u>	<u>1,953</u>	<u>1,238</u>	<u>111,161</u>
DEPRECIATION				
At 1 September 2020	8,074	531	641	9,246
Charge for the year	2,191	239	211	2,641
At 31 August 2021	<u>10,265</u>	<u>770</u>	<u>852</u>	<u>11,887</u>
NET BOOK VALUE				
At 31 August 2021	<u>97,705</u>	<u>1,183</u>	<u>386</u>	<u>99,274</u>
At 31 August 2020	<u>91,772</u>	<u>1,194</u>	<u>328</u>	<u>93,294</u>

16 FIXED ASSET INVESTMENTS

	Shares in group undertakings £
ACADEMY TRUST	
COST	
At 1 September 2020 and 31 August 2021	<u>1</u>

17 DEBTORS

	GROUP		ACADEMY TRUST	
	2021	2020	2021	2020
	£000	£000	£000	£000
Trade debtors	86	40	86	40
Amounts owed by group undertakings		-	(3)	44
VAT recoverable	478	369	478	369
Other debtors	27	21	27	21
Prepayments and accrued income	1,156	1,370	1,155	1,352
	<u>1,747</u>	<u>1,800</u>	<u>1,743</u>	<u>1,826</u>

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18 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	GROUP		ACADEMY TRUST	
	2021	2020	2021	2020
	£000	£000	£000	£000
Trade creditors	941	969	941	969
VAT recoverable	596	458	596	458
Other creditors	652	820	652	820
Accruals and deferred income	1,547	1,528	1,530	1,502
	3,736	3,775	3,719	3,749

19 DEFERRED INCOME

	GROUP		ACADEMY TRUST	
	2021	2020	2021	2020
	£000	£000	£000	£000
Deferred income at 1 September 2020	690	1,813	690	1,813
Resources deferred during the year	862	690	862	690
Amounts released from previous years	(690)	(1,813)	(690)	(1,813)
Deferred income at 31 August 2021	862	690	862	690

At the balance sheet date the Academy Trust was holding funds received in advance for UIFSM (Universal Infant Free School Meals) for 2021/22 and capital projects

20 CREDITORS: AMOUNTS FALLING DUE IN GREATER THAN ONE YEAR

	GROUP		ACADEMY TRUST	
	2021	2020	2021	2020
	£000	£000	£000	£000
Other creditors within 1 and 2 years	2	2	2	2
Other creditors within 2 and 5 years	2	7	2	7
Other creditors greater than 5 years	0	0	0	0
Other Creditors at 31 August 2021	4	9	4	9

Other creditors in note 18 and 19 refer to the amounts for 3 loans from ESFA under the Conditions Improvement Fund. These are repayable between 2 and 8 years at rates of between 1.55% and 2.34%.

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21 FINANCIAL INSTRUMENTS

Financial Assets that are debt instruments

	GROUP		ACADEMY TRUST	
	2021	2020	2021	2020
	£000	£000	£000	£000
Trade debtors	86	40	86	40
Amounts owed by group undertakings	-	-	(2)	45
Other debtors	27	21	27	21
Cash at bank and in hand	5,659	4,843	5,646	4,835
	5,772	4,904	5,757	4,941

22 FINANCIAL INSTRUMENTS

Financial Liabilities measured at amortised cost

	GROUP		ACADEMY TRUST	
	2021	2020	2021	2020
	£000	£000	£000	£000
Trade creditors	941	970	941	970
Amounts owed to group undertakings	-	-	-	-
Other creditors	641	773	652	820
Accruals	685	838	669	812
Loans due after more than one year	4	9	4	9
	2,271	2,590	2,266	2,611

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23 STATEMENT OF FUNDS

	Brought Forward £000	Incoming Resources £000	Resources Expended £000	Transfers in/out £000	Gains / (losses) £000	Carried Forward £000
UNRESTRICTED FUNDS						
General Funds	635	887	(873)	-	-	649
Assets purchased from unrestricted	15	-	-			15
	650	887	(873)	-		664
RESTRICTED FUNDS						
General Annual Grant (GAG)	447	30,623	(30,713)	(213)	-	144
Growth Funding	-	-	-	-	-	-
Conversion Grant	147	25	(45)	-	-	127
Nursery Restricted Income	196	1,158	(1,234)	-	-	120
Pupil Premium	86	1,968	(1,939)	-	-	115
Other Government Grants	131	601	(526)	-	-	206
Other LA Grants	269	1,463	(1,361)	-	-	371
DBE Grant	-	-	-	-	-	-
Other Restricted Income	-	4,079	(3,634)	(25)	-	420
Annual Leave Reserve	(23)	4		-	-	(19)
Pension Reserve	(27,589)	(531)	(2,627)	-	(2,485)	(33,232)
	(26,336)	39,390	(42,079)	(238)	(2,485)	(31,748)
RESTRICTED FIXED ASSET FUNDS						
Fixed assets transferred on conversion	91,543	7,655	(1,936)			97,262
SCA Capital Funding	550	1,059	-	(742)		867
Other Capital Funding	422	231	-	(252)		401
Fixed assets purchased from GAG and other restricted funds	1,423	-	(705)	1,232		1,694
Donation from the Local Authority	312		-			312
	94,250	8,945	(2,641)	238	-	100,792

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Total restricted funds	67,914	48,335	(44,720)	-	(2,485)	69,044
Total of funds	68,564	49,222	(45,593)	-	(2,485)	69,708

Comparative Information in respect of 2019/20

	Brought Forward	Incoming Resources	Resources Expended	Transfers in/out	Gains / (losses)	Carried Forward
	£000	£000	£000	£000	£000	£000
UNRESTRICTED FUNDS						
General Funds	1,368	999	(1,732)	-	-	635
Assets purchased from unrestricted	15	-	-			15
	1,383	999	(1,732)	-		650
RESTRICTED FUNDS						
General Annual Grant (GAG)	31	28,583	(27,820)	(347)	-	447
Growth Funding	-	80	(80)	-	-	-
Conversion Grant	62	165	(80)	-	-	147
Nursery Restricted Income	83	1,077	(959)	(5)	-	196
Pupil Premium	109	1,871	(1,894)	-	-	86
Other Government Grants	140	571	(539)	(41)	-	131
Other LA Grants	78	1,075	(884)	-	-	269
DBE Grant	-	-	-	-	-	-
Other Restricted Income	318	3,017	(3,277)	(58)	-	-
SCA Capital Funding	382	-	-	(382)	-	-
Other Capital Funding	459	-	-	(459)	-	-
Annual Leave Reserve	(10)	-	(13)	-	-	(23)
Pension Reserve	(21,979)	(188)	(2,023)	-	(3,399)	(27,589)
	(20,327)	36,251	(37,569)	(1,292)	(3,399)	(26,336)

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RESTRICTED FIXED ASSET FUNDS	Brought Forward	Incoming Resources	Resources Expended	Transfers in/out	Gains / (losses)	Carried Forward
	£000	£000	£000	£000	£000	£000
Fixed assets transferred on conversion	86,818	4,725	-			91,543
SCA Capital Funding	-	1,027	(859)	382		550
Other Capital Funding		229	(266)	459		422
Fixed assets purchased from GAG and other restricted funds	2,359	-	(1,387)	451		1,423
Donation from the Local Authority	312		-			312
	89,489	5,981	(2,512)	1,292	-	94,250
Total restricted funds	69,162	42,232	(40,081)	-	(3,399)	67,914
Total of funds	70,545	43,231	(41,813)	-	(3,399)	68,564

Transfers – during the year £238k (2020: £1,292k) was transferred to the restricted fixed asset fund to represent fixed assets purchased from GAG and other restricted funds as indicated in the above table.

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

RESTRICTED FUNDS

General Annual Grant – Income from the ESFA which is to be used for the normal running costs of the Academy, including education and support costs.

Growth Funding – Income awarded from the Local Authority for growing schools, to compensate in the delay in the awarding the above General Annual Grant for the increased pupil numbers.

Conversion Grants – This represents one off funding received from the ESFA to contribute to the cost of converting from a school to an academy. Sponsored schools get additional funding to support school improvement.

Nursery Restricted Income - this mainly relates to EYSFF (Early Years Single Funding Formula) income from the Local Authority which is to be used to provide early years education.

Pupil Premium – Pupil premium represents funding received from the ESFA for children that qualify for free school meals to enable the academy to address the current underlying inequalities between those children and their wealthier peers.

Other Government Grants includes the following:

- PE Grant Income was received from the ESFA to improve the quality of the PE and sport activities offered to pupils (2021: £302k; 2020: £198k).

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Other LA Grants includes the following:

- High Needs – Funding received by the Local Authority to fund further support for students with additional needs (2021 £371k; 2020: £191k)
- Other Restricted Income – these relate to various other miscellaneous grants from third parties.

SCA - Capital Investment funding from the ESFA in relation to school's buildings improvement works

Other Capital Funding includes the following:

- Devolved formula capital – This represents funding from the ESFA to cover the maintenance and purchase of the academy's assets (2021: £353k; 2020: £363k)
- Governors building fund – This represents funding transferred on the conversion of new schools, who were previously VA schools and had to contribute 10% towards all buildings capital work (2021: £77k; 2020: £76k).

Annual Leave Reserve – This is a fund that relates to the value of annual leave entitlement due to staff at year end. When the value is negative this indicates that cumulatively the staff have taken proportionately more leave at year end than they were due.

Pension Reserve - The pension reserve is equivalent to the Trust's share of the local government pension scheme. It is negative, meaning that the fund is in deficit. It is not unusual for the pension reserve to have a shortfall. The future employee and employer contributions into the fund will, ultimately meet this shortfall. Further information on this reserve is included in Note 28.

RESTRICTED FIXED ASSET FUNDS

Fixed assets transferred on conversion – This represents the buildings and equipment donated to the schools from the Local Authority on conversion to an academy.

Fixed assets purchased from other restricted funds – This represents fixed assets purchased from, DFC, GAG, or conversion grant income.

Donation from local authority – Relates to building work carried out around conversion date that was funded and paid for by the local authority.

OTHER INFORMATION

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2021

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ANALYSIS OF ACADEMIES BY FUND BALANCE

Fund balances at 31 August 2021 were allocated as follows:

	Total 2021	Total 2020
	£000	£000
BWMAT Central	(297)	(132)
All Saints Church School	95	92
Bathampton Primary School	16	55
Batheaston Church School	(108)	(72)
Bathford Church School	30	85
Bathwick Church School	44	17
Bishops Lydeard Church School	(63)	4
Cheddon Fitzpaine Church School	85	93
Churchfield Church School	37	94
Court De Wyck Church School	109	96
Freshford Church School	126	121
Holy Trinity Church School	82	62
Horsington Church School	68	113
Kingshill Church School	54	102
Norton Fitzwarren Church School	16	(77)
Oakhill Church School	42	12
St Andrews Church School, Bath	136	76
St Andrews Church School, Taunton	239	198
St Georges Church School	38	83
St James Church School	298	196
St John & St Francis Church School	464	388
St John the Evangelist Church School	159	189
St Marks Ecumenical Church School	157	193
St Mary & St Peter Church School	4	13
St Michaels Church School	117	58
St Nicholas Church School	108	-
St Saviours Nursery & Infants Church School	(74)	(72)
St Saviours Junior Church School	140	77
St Stephens Church School	(83)	(71)
St Vigor & St John Church School	250	281
Shepton Beauchamp Church School	67	39
Staplegrove Church School	149	128
Swainswick Church School	11	10
Trinity Anglican Methodist Church School	129	153
Wembdon St Georges Church School	(237)	(270)
Annual Leave Fund	(19)	(23)
Allocated Capital Funding	(256)	(422)
Unrestricted fixed asset purchase	15	15
Total before fixed asset fund and pension reserve	2,148	1,904
Restricted Fixed Asset Reserve	100,792	94,250
Pension Reserve	(33,232)	(27,589)
Total	69,708	68,565

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Norton Fitzwarren Church School had been carrying cumulative deficit reserves for several years due to the investment required to facilitate the school's ability to grow, as regards pupil numbers on roll. Year on Year the school has significantly increased its total pupils on roll. The latest additional pupils funded in 2021/22, has enabled the school to outturn with a significant in year surplus enabling them to turn their cumulative reserves into a surplus position of £16k. These reserves are forecast to grow over the next two years to achieve the 7% target. The school has a sustainable financial position and the need for a deficit plan ceases January 2022.

St Stephens has appointed a new Headteacher commencing January 2022. There will be an expectation to set a clear budget plan, with RFA support, to ensure that the deficit situation is addressed, and the school is back on track for a balanced budget September 2023. This one-year plan will be presented to the LGC and approved by Trustees at the Finance and Resources Committee meeting of February 2022. This will address the current deficit of £83k (5.7% of the GAG funding).

Batheaston will be expected to set a clear budget plan, with RFA support, to ensure that the deficit situation is addressed, and the school is back on track for a balanced budget September 2023. This one-year plan will be presented to the LGC and approved by Trustees at the finance and resources committee meeting of February 2022. This will address the current deficit of £108k, (14.3% of the GAG funding).

St Saviours infant will be expected to set a clear budget plan, with RFA support, to ensure that the deficit situation is addressed, and the school is back on track for a balanced budget September 2023. This one-year plan will be presented to the LGC and approved by Trustees at the finance and resources committee meeting of February 2022. This will address the current deficit of £74k, (12.9% of the GAG funding).

Bishops Lydeard will be expected to set a clear budget plan, with RFA support, to ensure that the deficit situation is addressed, and the school is back on track for a balanced budget September 2023. This one-year plan will be presented to the LGC and approved by Trustees at the finance and resources committee meeting of February 2022. This will address the current deficit of £63k, (9.9% of the GAG funding).

Wembdon will be expected to set a clear budget plan, with RFA support, to ensure that the deficit situation is addressed. As this deficit is significant an analysis of projected pupil numbers and PAN will be completed. The school is reducing their number of classes from 12 to 11 September 2023. This will form part of a three-year recovery plan. This three-year plan will be presented to the LGC and approved by Trustees at the finance and resources committee meeting of February 2022. This will address the current deficit of £237k, (16.5% of the GAG funding).

The Central Team is carrying a net deficit balance of £297k. A number of reviews and initiatives have been undertaken to address the underlying deficit position and a cumulative surplus position is forecasted by the 2022/23 academic year.

ANALYSIS OF ACADEMIES BY COST

Expenditure (excluding depreciation) incurred by each academy during the year was as follows:

	Teaching and educ. support staff costs	Other support staff costs	Educ. supplies	Other costs excluding depreciation	Total 2021	Total 2020
	£000	£000	£000	£000	£000	£000
MAT Central	528	1,421	(27)	244	2,166	1,771

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Bath and Wells Education Services Ltd	1,192	376	76	183	1,827	2,483
All Saints Church School	679	124	30	150	983	884
Bathampton Primary School	660	79	48	127	914	783
Batheaston Church School	665	102	30	152	949	838
Bathford Church School	630	64	41	126	861	802
Bathwick St Mary Church School	725	156	49	132	1,062	1,019
Bishops Lydeard Church School	578	73	37	112	800	832
Cheddon Fitzpaine Church School	477	76	44	100	697	714
Churchfield Church School	1,684	244	83	257	2,268	2,188
Court De Wyck Church School	437	64	35	104	640	603
Freshford Church School	440	92	44	82	658	629
Holy Trinity Church School	1,326	157	68	187	1,738	1,705
Horsington Church School	367	51	10	89	517	476
Kingshill Church School	533	108	36	120	797	668
Norton Fitzwarren Church School	881	137	71	203	1,292	1,260
Oakhill Church School	390	84	19	121	614	527
St Andrews Church School, Bath	776	78	65	176	1,095	996
St Andrew's Church School, Taunton	783	113	59	130	1,085	1,014
St Georges Church School	745	124	27	122	1,018	987
St James Church School	1,383	253	87	224	1,947	1,810
St John & St Francis Church School	1,237	233	113	290	1,873	1,703
St John the Evangelist Church School	930	108	55	183	1,276	1,207
St Marks Ecumenical Church School	1,358	156	70	251	1,835	1,672
St Mary & St Peter Church School	190	36	17	58	301	126
St Michaels Junior Church School	594	148	189	171	1,102	1,170
St Saviours Nursery & Infants Church School	463	59	30	134	686	725
St Saviours Junior Church School	695	89	86	148	1,018	1,012
St Stephens Church School	1,177	126	103	213	1,619	1,511
St Vigor & St John Church School	637	80	61	140	918	860
Shepton Beauchamp Church School	172	35	11	54	272	120
Staplegrove Church School	641	131	44	132	948	799
Swainswick Church School	299	34	17	74	424	339
Trinity Anglican Methodist Church School	1,361	227	60	285	1,933	1,603
Wembdon St George's Church School	1,162	141	107	222	1,632	1,659
Pension costs	1,839	788	-	-	2,627	2,023
	28,634	6,367	1,895	5,496	42,392	39,518

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24 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2021	Restricted funds 2021	Restricted fixed asset funds 2021	Total funds 2021
	£000	£000	£000	£000
Tangible fixed assets	15	-	99,525	99,540
Current assets	649	5,224	1,267	7,140
Creditors due within one year	-	(3,736)	-	(3,736)
Creditors due in greater than one year	-	(4)	-	(4)
Pension Scheme liability	-	(33,232)	-	(33,232)
Total net assets	664	(31,748)	100,792	69,708

Comparative information in respect of 2019/20:

	Unrestricted funds 2020	Restricted funds 2020	Restricted fixed asset funds 2020	Total funds 2020
	£000	£000	£000	£000
Tangible fixed assets	15	-	93,279	93,294
Current assets	635	5,038	971	6,644
Creditors due within one year	-	(3,776)	-	(3,776)
Creditors due in greater than one year	-	(9)	-	(9)
Pension Scheme liability	-	(27,589)	-	(27,589)
Total net assets	650	(26,336)	94,250	68,564

25 CAPITAL COMMITMENTS

	2021 £000	2020 £000
Contracted for, but not provided in the financial statements	203	418

**26 RECONCILIATION OF NET INCOME / (EXPENDITURE) TO
NET CASH FLOW FROM OPERATING ACTIVITIES**

	2021 £000	2020 £000
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	3,629	1,418
Adjusted for:		
Depreciation of tangible fixed assets (note 15)	2,641	2,477

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Capital grants from DfE and other capital income	(1,290)	(1,248)
Capital Assets transferred on conversion	(7,645)	(4,725)
Interest receivable (note 4)	(1)	(18)
Surplus revenue balances transferred on conversion	(88)	(30)
Defined benefit pension scheme obligation inherited	531	188
Defined benefit pension scheme curtailments/settlements & Admin expenses	30	27
Defined benefit pension scheme cost less contributions payable (note 27)	2,143	1,606
Defined benefit pension scheme finance cost (note 27)	454	390
Increase in debtors	141	93
Increase in creditors	(44)	1,023
NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES	501	1,201

27 CASH FLOWS FROM INVESTING ACTIVITIES

	2021 £000	2020 £000
Interest received	1	18
Purchase of tangible fixed assets	(976)	(1,469)
Capital Grants from DfE	1,290	1,027
Capital Funding received from Sponsors and others	-	221
ESFA and inherited Local Authority loans	-	-
NET CASH OUTFLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT	315	(203)

28 ANALYSIS OF CASH AND CASH EQUIVALENTS

	31 Aug 21 £000	31 Aug 20 £000
Cash at bank and in hand	5,659	4,843
Debt		
Debt due within one year	(2)	(2)
Debts falling due after more than one year	(3)	(3)
NET FUNDS	5,654	4,838

29 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, through the Somerset Pension Scheme (managed by Somerset County Council) and Avon Pension Fund (managed by Bath & North East Somerset Council). Both are multi-employer defined benefit schemes.

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

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The employer pension costs paid to TPS in the period amounted to £3,258,729 (2020: £3,096,850). A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

(<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £2,437,573 (2020: £2,536,000), of which employer's contributions totalled £1,906,557 (2020: £2,047,000) and employees' contributions totalled £531,016 (2020: £489,000). The agreed contribution rates for future years are 15.7% – 23.7%, plus agreed lump sum catch up payments for employers and 5.5% to 12.5% for employees.

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

As described in note 28 the LGPS obligation relates to employees of the Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

Principal actuarial assumptions – Somerset County Council Pension Fund

	At 31 Aug 21	At 31 Aug 20
Rate of increase in salaries	4.35%	3.75%
Rate of increase for pensions in payment/inflation	2.85%	2.25%
Discount rate for scheme liabilities	1.65%	1.65%
Inflation assumption (CPI)	2.25%	2.25%
Commutation of pensions to lump sums	50%	50%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates.

The assumed life expectations on retirement age 65 are:

	At 31 Aug 21	At 31 Aug 20
Retiring today		
Males	23.1 years	23.3 years
Females	24.6 years	24.8 years
Retiring in 20 years		
Males	24.4 years	24.7 years
Females	26.1 years	26.2 years

Sensitivity Analysis

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	At 31 August 2021		At 31 August 2020	
	Present Value of Obligation	Projected Service Cost	Present Value of Obligation	Projected Service Cost
	£,000	£,000	£,000	£,000
Central – as reported	34,767	3,474	26,820	2,608
Discount Rate + 0.1%	33,839	3,356	26,104	2,526
Discount Rate - 0.1%	35,721	3,597	27,556	2,693
Long Term Salary Inc. Rate + 0.1%	34,857	3,476	26,896	2,609
Long Term Salary Inc. Rate - 0.1%	34,678	3,472	26,745	2,607
Pension Inc & Deferred Reval +0.1%	35,620	3,595	27,475	2,691
Pension Inc & Deferred Reval - 0.1%	33,937	3,357	26,183	2,527
Life Expectancy assumption + 1 year	34,157	3,625	27,797	2,702
Life Expectancy assumption - 1 year	33,431	3,329	25,877	2,517

Principal actuarial assumptions – Avon Pension Fund

	At 31 Aug 21	At 31 Aug 20
Rate of increase in salaries	3.90%	3.90%
Rate of increase for pensions in payment/inflation	2.50%	2.50%
Discount rate for scheme liabilities	1.80%	1.80%
Inflation assumption (CPI)	2.4%	2.10%
Commutation of pensions to lump sums	50%	50%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates.

The assumed life expectations on retirement age 65 are:

	At 31 Aug 21	At 31 Aug 20
Retiring today		
Males	23.3 years	23.2 years
Females	27.4 years	26.2 years
Retiring in 20 years		
Males	24.8 years	24.7 years
Females	27.4 years	27.3 years
Sensitivity Analysis		

	At 31 August 2021		At 31 August 2020	
	Present Value of Obligation	Projected Service Cost	Present Value of Obligation	Projected Service Cost
	£,000	£,000	£,000	£,000

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Central – as reported	21,474	1,888	17,220	1,469
Discount Rate +0.1%	21,024	1,839	16,865	1,432
Inflation Rate +0.1%	21,934	1,939	17,582	1,509
Pay Growth +0.1%	21,532	1,888	17,273	1,469
Life Expectancy assumption + 1 year	22,142	1,953	17,703	1,515

The academy trusts' share of the assets in the schemes were:

	Fair Value 31 Aug 21 £000	Fair Value 31 Aug 20 £000
Equities	3,611	2,664
Gilts	820	434
Other Bonds	685	163
Property	533	531
Cash	152	181
Other	2,655	2,056
Total market value of assets	8,456	6,029

The actual return on scheme assets was £1,092,000 (2020 : £535,000)

Amount recognised in the Statement of financial activities are as follows:

	31 Aug 21 £000	31 Aug 20 £000
Service Cost	4,502	3,798
Net Interest on defined liability	454	390
Admin expenses	30	26
Total pension cost recognised in net income	4,986	4,214

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

	31 Aug 21 £000	31 Aug 20 £000
Opening defined benefit obligation at 1 September	44,040	35,232
Upon conversion	749	281
Current service cost	4,502	3,653
Interest cost	762	664
Contributions by scheme participants	561	489
Actuarial (gain) /loss	5,624	3,580
Benefits paid	3	140
Plan Introductions, Benefit Changes, Curtailments and settlements	-	1
Closing defined benefit obligation at 31 August	56,241	44,040

Changes in the fair value of the group's share of scheme assets:

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	31 Aug 21	31 Aug 20
	£000	£000
Opening fair value of scheme assets at 1 September	16,451	13,253
Upon conversion	218	93
Interest Income	308	274
Return on plan assets (excluding net interest on the net defined pension liability)	3,139	790
Actuarial gain and (loss)	-	(609)
Contributions by employer	2,359	2,047
Contributions by employees	561	489
Benefits paid	3	140
Plan introductions, benefit changes, curtailments and settlements, admin costs	(30)	(26)
Closing fair value of scheme assets	23,009	16,451

Summary

	31 Aug 21	31 Aug 20
	£000	£000
Closing defined benefit obligation	(56,241)	(44,040)
Closing fair value of scheme assets	23,009	16,451
Deficit at end of year	(33,232)	(27,589)

30 CONVERSION TO AN ACADEMY TRUST

During the year ended 31 August 2021, 1 school converted to academy status under the Academies Act 2010 and joined the Trust.

New School Name	Date of Joining	Local Authority
St Nicholas Church School	01/04/2021	Bath & North East Somerset

All the operations and assets and liabilities were transferred to The Bath & Wells Diocesan Academies Trust from the local authority for £7,654k 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 net gain in the Statement of Financial Activities as Donations - transfer from local authority on conversion.

The following tables set out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities.

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St Nicholas Church School

	Unrestrict ed Funds	Restricted Funds	Restricted fixed asset funds	Total Funds
	£000	£000	£000	£000
Tangible Fixed Assets				
- Leasehold land and buildings	-	-	7,645	7,645
Budget Revenue surplus / (deficit) on LA Funds	78	-	-	78
Budget Capital surplus / (deficit) on LA Funds			10	10
LGPS pension surplus /(deficit)	-	-531	-	-531
Net assets / (liabilities)	78	-531	7,655	7,202

The above net assets include a £88,312 surplus transferred. £10k of the £88k related to capital brought forward balances.

The pension deficit was transferred from the Avon Pension Fund on conversion.

OPERATING LEASE COMMITMENTS

As at 31 August 2021 the total of the group's future minimum lease payments under non-cancellable operating leases was:

	2021	2020
	£000	£000
GROUP AND ACADEMY TRUST		
Amount due within one year	43	49
Amounts due between one and five years	39	62
	82	111

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31 RELATED PARTY TRANSACTIONS

Owing to the nature of the Academy Trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the trust's financial regulations and normal procurement procedures. The following related party transaction took place in the period of account.

During the year the Academy Trust was recharged £45,911 (2020: £31,621) by The Diocese of Bath and Wells, an entity with common ultimate control, for the cost of office overheads. At the year-end a nil balance (2019: £nil) was due to the Diocese of Bath and Wells

The Academy Trust is taking advantage of the FRS102 section 33 exemption to not disclose transactions with its trading subsidiary.

32 MEMBERS LIABILITY

Each member of the charitable company, and the group, undertakes to contribute to the assets of the Company in the event of it being wound up while they are 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 they cease to be a member.

33 CONTROLLING PARTY

The controlling party is The Bath and Wells DBE Trust by virtue of holding the ability to appoint the majority of the members. The Bishop of Bath and Wells ultimately has the ability to appoint the majority of members on Diocesan entities, including the Bath and Wells DBE Trust, so therefore is deemed to be the ultimate controlling party.

34 PRINCIPAL SUBSIDIARIES

Company name	Country	Percentage Shareholding	Description
Bath and Wells Education Services Limited	England and Wales	100%	Provision of nursery services, running of breakfast clubs and letting of facilities

35 GENERAL INFORMATION

The Bath and Wells Diocesan Academies Trust is a company limited by guarantee, incorporated in England and Wales. The registered office is Flourish House, Cathedral Park, Wells, Somerset BA5 1FD.