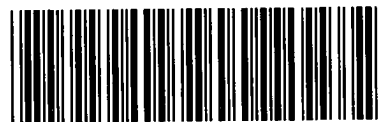


**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

Annual Report and Financial Statements  
for the Year Ended 31 August 2022

“Registrar of Companies Copy”  
Company Registration Number: 09040348

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**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

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**for the Year Ended 31 August 2022**

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**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**  
**Reference and Administrative Information**

**MEMBERS**

S Elliott	Chair
P Anderson	
L Brown	Appointed 31.03.22
G Finch	Appointed 31.03.22

**TRUSTEES**

S Elliott (MAT)	Chair
L Addison (MAT)	Vice chair
C Faulkner (MAT)	Executive Head Teacher Normanby/CEO/Accounting Officer
P Robinson (MAT)	
K Deen (MAT)	
R Carter (MAT)	
D Atkin (MAT)	
L Noteyoung	Resigned 15.11.21
T Smith (MAT)	

**SENIOR MANAGEMENT TEAM**

C Faulkner	Executive Head Teacher
	Chief Executive Officer
A O'Gara	Head Teacher
K Pentney	Head of School
T Clarvis	Head Teacher
K Reilly	Head Teacher
S English	Head Teacher
T Watson	Head Teacher
S Hall	Trust Finance and Business Officer
A Wilson	Trust Finance and Business Manager

**COMPANY NAME**

Ironstone Academy Trust

**PRINCIPAL AND REGISTERED OFFICE**

Ironstone Academy Trust  
 Normanby Primary School  
 Flatts Lane  
 Normanby  
 Middlesbrough TS6 0PN

**COMPANY REGISTRATION NUMBER**

09040348 (England & Wales)

**BANKERS**

Lloyds Bank  
 83-85 Linthorpe Road  
 Middlesbrough TS1 5BU

**INDEPENDENT AUDITOR**

Anderson Barrowcliff LLP  
 Chartered Accountants  
 3 Kingfisher Court  
 Bowesfield Park  
 Stockton on Tees TS18 3EX

**SOLICITORS**

Samuel Phillips	Corporate Resources Directorate
52 Westgate Road	Legal and Governance Services
Newcastle upon Tyne	Council Offices
NE1 5XV	Kirkleatham Street
	Redcar TS10 1RT

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Trustees' Report**

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year from 1 September 2021 to 31 August 2022. The annual report serves the purpose of both a Trustees' report and a directors' report under company law.

The academy trust comprises six primary schools for pupils ages 3 to 11 serving a catchment area in the Borough of Redcar & Cleveland. It has a pupil capacity of 1883 full time and nursery provision places. It had a roll of 1329 full time pupils plus 161 pupils in nursery following the school individual census in October 2022.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The Trustees of Ironstone Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company operates as Ironstone Academy Trust.

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

**Members' liability**

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

**Trustees' indemnities**

Trustees and governors benefit from indemnity insurance to cover liability which by virtue of any rule or law would otherwise attach to them in respect of any negligence, default or breach of trust or duty of which they may be guilty in relation to the Trust. The insurance provides cover up to £2,000,000 on any one claim. The Trust subscribes to the Dill's Risk Protection Arrangement (RPA) which is an alternative to commercial insurance for Academy Trusts. The RPA covers a broad spectrum of assets and risks, including trustee and governor liability at a cost of £21 per student which is deducted from the General Annual Grant (GAG). For 21/22 the cost of the RPA was £31,554.

**Method of recruitment and appointment or election of Trustees**

The management of the academy is the responsibility of the Trustees who are elected and co-opted.

The Board of Trustees comprises:

- Chief Executive Officer
- And 8 individuals appointed by the Members

Any new appointments are a matter for the consideration of the Members. Members may appoint by ordinary resolution up to 16 Trustees and they will consider if the skills and expertise offered by proposed new Trustees are deemed beneficial to Trust operations. The total number of Trustees, including the Chief Executive Officer, if they so choose to act as Trustee under Article 57, who are employees of the Academy Trust shall not exceed one third of the total number of Trustees. The term of office for most Trustees is four years except for the Chief Executive Officer (as ex-officio Trustee) and Deputy Chief Executive Officer. They will be a Trustee if they hold the post of Executive Director. After their term of office, Trustees will retire but may be reappointed or re-elected if they remain eligible and agree.

An application, skills audit and due diligence process will be undertaken to ensure that future trustees share the ethos and values of the Trust and to ensure that their appointment brings the necessary skills and expertise to the board.

**Policies and procedures adopted for the induction and training of Trustees**

The Trustees have a Service Level Agreement with the Governor Support Department of the Local Authority to provide training, advice and support to each Governing Body.

**Ironstone Academy Trust**  
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**Trustees' Report (continued)**

**Method of recruitment and appointment or election of Trustees**

Newly elected Trustees are provided with induction training and, in addition, appropriate training provided by Governor Support and other sector specialists in accordance with their needs.

**Organisational structure**

The Trustees Board has established committees and appoints Trustees to serve on each of the committees annually. The committees for the year of the report were:

- Finance Audit & General Purposes
- Curriculum Standards and Pupil Welfare
- Pay Review and Performance Management

The Trustees Board reserves decisions such as appointing and removal of governors and Head Teachers, determining specific trustees' portfolios, determining governance policies and procedures for Trustees and Local Governing Bodies, agreeing legal documents and considerations on bringing new schools into the trust.

Decisions delegated to Local Governing Bodies and Senior Leadership Teams include, but are not limited to, appointment, dismissal, review of pay and progression of Senior Academy Leaders, appointment of Business Managers or equivalent, the use of exclusions and the provision of school meals.

The written terms of references of the committees include budget monitoring and the preparation and management of the academy's financial management policies, including risk assessment. and Audit. Further details are noted in the Governance Statement.

The CEO is the Accounting Officer.

Formal minutes are kept, as a record of all Local Governing Body, Trustee and Members meetings.

**Arrangements for setting pay and remuneration of key management personnel**

Pay and remuneration of key management personnel are set using Standard Terms Pay Conditions Document (STPCD) and the employment of independent consultants who review the performance of the school and report back to the LGBs (Local Governing Bodies) who make a recommendation. In the case of the CEO, they report to the Trustees.

**Trade Union facility time**

The trust has a Facility Time Agreement with the unions, in accordance with The Trade Union (Facility Time Publication Requirements) Regulations 2017. The Trust works with Redcar and Cleveland Local Authority to fulfil this obligation.

No employees were relevant union officials during the relevant period.

**Related parties and other connected charities and organisations**

Ironstone Academy Trust is a member of the North East Schools Teaching Alliance which includes 8 local primary schools and 2 secondary schools and one associate secondary school member. The Head Teacher of each school can represent their academy at the annual review meeting. Additionally, a Local Governing Body governor can represent the academy at one additional meeting. The Alliance has worked collaboratively to secure the delivery of initial teacher training.

Normanby Primary School is a National Support School.

Ironstone Academy Trust is a member of Allied Education which includes 6 local primary Multi Academy Trusts and 2 secondary school Multi Academy Trusts, the group share good practice and provide an occasional support forum for administration staff. They meet each half term.

The academy has also worked with one other primary school who had requested assistance with the process of academy conversion or support after conversion has taken place. The expertise of staff has been shared for the benefit of others.

The CEO is a board member of Schools North East. The CEO provides advice to one other Multi Academy Trust in respect of the Performance Management of their Head teacher

**Ironstone Academy Trust**  
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**Trustees' Report (continued)**

**Engagement with employees (including disabled staff)**

Ironstone Academy Trust is an equal opportunity employer and strives to give full and fair consideration to all applicants for employment, training and promotions, irrespective of disability, gender and race, color or sexual orientation.

The trust employs a small central team. The CEO, TFBM (Trust Finance & Business Manager), and a Safeguarding Officer are supported by two part-time staff. Provision has been made within budgets for the employment of an Attendance Officer and a School Improvement Officer. Two Members of teaching staff perform a School Improvement function on a part-time basis. These positions support the CEO and Head teachers in providing staff development opportunities for all employees who work directly with pupils.

The TFBM provides monthly training to finance and administration staff.

In respect of applications from disabled persons we can provide application forms in a range of formats. We use a professional HR company to advise on recruitment processes so that they are transparent and equitable. For existing employees who become disabled the trust has evidence of holding meetings to agree 'reasonable variations' to allow them to continue to fulfil their contractual duties. Additionally, the trust has made use of the Access to Work Scheme.

Formal surveys of staff are carried out at least termly, which seek to develop the Trust's understanding of where they have concerns that are impacting on their work. Provision has now been made for these to be carried out on a centralized basis, to minimize the workload. Data from survey activity is shared with the Senior Leadership Team of each school, and with the respective Governing Body. Key information is then shared with Trustees. Throughout the pandemic, regular staff surveys have supported senior leaders in each academy with effective decision making.

The staff at each academy have several opportunities to contribute to school improvement, through their involvement in school development activities and their respective leadership roles. All teaching, leadership, teaching assistant and administration staff take part in annual performance management reviews. All staff were able to suggest ways in which their academy could minimize its expenditure, be more efficient and suggest areas for improvement in the forthcoming year.

Plans for improvement are shared with all staff, and displayed in each staff room. Regular monitoring opportunities for those involved in Governance allow them to develop their understanding of school and Trust performance. Three meetings are held each year, which are attended by all teachers, teaching assistants and Governors, that review the factors impacting on the performance of the academy.

Three meetings are held each year, which are attended by all teachers, teaching assistants and Governors, that review the factors impacting on the performance of the academy.

**OBJECTIVES AND ACTIVITIES**

**Objects and aims**

'Ironstone Academy Trust will build a partnership of schools. The Trust will put the needs of pupils at the heart of their decision making and will, through collaborative working and challenge strive to meet their needs. Partners in the Trust will work and learn together. Our pupils will be confident, knowledgeable, well-managed and ready to take on the challenge that life brings, and they will be well supported in meeting these aims.'

The strategic goal of Ironstone Academy Trust is to ensure every young person who leaves our care should be able to live healthily, enjoying safe, happy and fulfilling lives, free from poverty and with a desire to continue learning, expand their horizons and realize their ambitions and aspirations. Plans have been made for the Trust to review its strategic vision, in light of the Education White Paper.

The Trust aims to maintain and improve upon its good status through:

- Ensuring the provision of outstanding teaching and learning.
- Providing a stable environment for both recruitment and retention of high-quality staff.
- Creating an environment for the Trust to be well led.
- Ensuring that the above takes place within the context of strong financial management.
- Trust outcomes for young people in terms of the progress they make, KS1-KS2 will be significantly above national average across all academies in the Trust.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Trustees' Report (continued)**

**Objects and aims (continued)**

In Early Years, the number of pupils classed as disadvantaged in the trust has increased. In 2018 this was 17% of pupils, whilst the most recent data indicates this is now 26% of pupils. The number of children with an identified special educational need has decreased over the same period by 5% and is now showing us 8%.

**Public benefit**

In setting our objectives and planning our activities, the Trustees have complied with their duty to have regard to the guidance on public benefit published by the Charity Commission. The evidence of the public benefit provided is detailed below in the strategic report which shows the quality of education provided.

**STRATEGIC REPORT**

**Achievements & performance**

There are six academies within the Ironstone Academy Trust. OFSTED judgements show that four are graded Good and the sixth is Outstanding. One school is rated as category 4 and has serious weaknesses. Three schools were inspected in this reporting year, two received a grade 2 and one a grade 4.

In Early Years, the number of pupils classed as disadvantaged in the trust has increased, in 2018 this was 17% of pupils, the most recent data indicates this is now 26% of pupils. The number of children with an identified special educational need has decreased by 5% on his now reported as 8%. The number of pupils achieving a good level of development has decreased in all our academies since the figures were last reported in 2019. The largest reductions were at Zetland, Riverdale and Ormesby Primary schools, with much smaller reductions seen at Overfields, Normanby and Nunthorpe Primary schools. Five of the schools were below the last nationally reported figures for Good Level of Development, although the figures for Normanby, Nunthorpe and Overfields were within a statistically narrow range of the last available national data.

At the end of Year One, pupils undertook the annual phonics screening check. There has been a slight reduction in the number of pupils classed as disadvantaged in this cohort based on the information from previous years. The number of pupils with identified special educational needs was broadly similar to previous years. In Normanby, Nunthorpe, Ormesby and Zetland Primary schools the performance of pupils was above the nationally reported average figure, but in Overfields and Riverdale the performance of pupils was below that of the national cohort. In all six academies there had been a reduction in performance based on the last available figures from 2019 but this was particularly noticeable at Riverdale and Overfields.

Children completed reading assessments at the end of Key Stage One; the number of pupils who were identified as disadvantaged has increased over time, as has the number of pupils who have identified special educational needs. The performance of pupils in each Academy was lower than the figures last reported in 2019: the gap in performance was smallest at Zetland, Riverdale and Normanby Primary schools, with the most significant gap in performance at Riverdale Primary school. The performance of pupils at all academies, apart from Riverdale, was at or above the national average. Performance was best at Nunthorpe, Ormesby and Overfields.

Performance in writing assessments at the end of Key Stage One, was at or above the national figure at all Trust schools, apart from Riverdale, where it was 6% below the national published data.

Performance in maths was above the nationally reported data at Normanby, Nunthorpe and Ormesby Primary schools and very close to the national data at Overfields and Zetland. It was below the national figure at Riverdale, Riverdale also had the largest reduction and level of pupil performance overtime, with a reduction of 19% since the last data was published in 2019. The performance of pupils at Normandy and Zetland, as well as Ormesby Primary schools, was very close to their previously reported levels.

In Key Stage 2 children completed the multiplication tables check at the end of year 4. There is no previously available national or local data to compare performance against. The average mark achieved by pupils in the trust was 21.7. Performance was at (or above) this at Zetland Nunthorpe and Normanby Primary schools and close to this at Overfields. Performance was weakest at Riverdale and Ormesby.

**Ironstone Academy Trust**  
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**Trustees' Report (continued)**

**Achievements & performance (continued)**

At the end of Year 6, pupils completed the Key Stage two tests in a number of areas. The level of disadvantaged pupils in this cohort was similar to that in 2019 but shows an upward trend over time. The percentage of pupils with special educational needs has increased and is now showing that 1/5th of pupils have been identified with SEND (Special Educational Needs and Disabilities). This incidence has doubled since 2018. The performance of pupils in 'Grammar, Punctuation and Spelling' was above the national figure at Normanby, Nunthorpe and Overfields Primary schools, it was at the national level at Ormesby. It was marginally below the national figure at Riverdale and lowest at Zetland. Zetland also had the largest reduction over time with a 32% reduction in pupil performance since the last reported data in 2019.

Performance in reading was stronger across the trust, Riverdale's results were 4% below the national figure, and all the other schools achieved above this data point. Performance at Normanby, Nunthorpe and Overfields demonstrated an improvement on the last published data from 2019. The largest reduction in performance since 2019, was at Riverdale.

The performance of pupils in the writing assessment also varied over time and between schools; but shows a reduction in the previously available figures from 2019. The greatest reduction was seen at Riverdale Primary school, with significant reductions also seen at Zetland and Ormesby. The performance of Normanby, Nunthorpe, Ormesby and Overfields, was above the nationally published data for this cohort.

Leadership Teams in each school and Governors have established a framework for monitoring, challenge and support of our staff under the direction of the Trustees. This includes more extensive support of schools judged to be at risk.

Children are individually assessed when they start with us. In Foundation Stage analysis suggests that pupils join us with a range of experiences; pupil attainment on entry is generally somewhat below the national expectation at this starting point.

For the last three years attendance at each academy is:

- NPS 95.5%
- NPA 95.5%
- OrPS 93.5%
- OvPS 93%
- RPS 95%
- ZPS 93%

When children have planned or frequent absences due to medical conditions, care is taken to ensure their academic progress is not unduly jeopardised. The level of persistent absence is 8.8% which is 0.1% worse than national.

Mindful of its diverse catchment area the trust has always maintained good levels of attendance as a key performance indicator which individual academies must report on. Additionally, the trust has continued to employ an attendance officer to ensure that accurate records are kept of attendance meetings, and when required the appropriate paperwork can be completed prior to legal proceedings. Each Academy also takes on supportive work with parents to facilitate good attendance. The Trust Risk Register was reviewed.

Each school now has its own bespoke Risk Register. The trust also maintains its own risk register. These documents are reviewed on a termly basis by the Local Governing Body.

A standard pupil risk assessment tool is maintained by the Trust and used by all schools. This ensures staff can prioritize their response to individual pupil needs when they are identified

Parents and carers have once again been kept well informed through regular newsletters, and through the school websites. 'Parents Evenings' are provided in a range of formats, including virtual.

The trust's planned governance and control arrangements have been kept under review. All governance meetings have been delivered with an independent clerk. The Trust uses a range of virtual and face-to-face meetings. The Trust has established a secure portal which means that information is communicated quickly to those involved in governance. This mix of remote and face-to-face working, is permitted within our financial handbook.

The trust had previously established contingency arrangements should key staff be absent. These are kept under review. As a result, whilst staffing levels fluctuated during the year, the performance of core functions has not been disrupted.



**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Trustees' Report (continued)**

**Achievements & performance (continued)**

When our trust adapted its financial operations because of the pandemic, we did so in a way which paid due attention to the principles of effective financial control and governance, including the Academies Financial Handbook: this process of review and consolidation of procedures has continued. This meant that decisions made in this reporting period were both timely and made with due regard for the financial propriety. We have continued to apply the lessons learned from this period to our operations. When needed, additional meetings are arranged alongside those which had already been planned within the annual calendar. These included opportunities for the trustees and local governing body members to question the CEO on the arrangements for the management of the trust in the popular Trust Forum.

In each academy, meetings for parents and carers address a range of issues including bullying, ESafety, the curriculum and Personal Health, Sex and Relationships education. The Trust has an agreed Relationships Education Policy and Scheme of work, that applies to all schools.

The Trust employs an Early Help Intervention Worker and Counsellor, ensuring pupils all receive timely access to the support they need.

Other elements of the Trust's provision are also outstanding or good. This judgement is supported by each school's self-evaluation and numerous external awards achieved by individual schools; Green Flag, International School, Leading School ICT, Rights Respecting School Award, Healthy Schools, Global Learning Lead School. In particular, the provision for music and sports are both strong. There is a wide range of sporting activities both in and out of the school day. Numerous activities support the children's participation in a wider curriculum. These include events organized so the pupils from Trust schools work with each other, including their school councilors.

Financial Management and Governance are both strong ensuring excellent educational value for money and a safe learning environment. This is monitored by regular benchmarking and reporting of KPIs, that are agreed across all schools. Governors meet termly with teachers and teaching assistants gaining a clear understanding of standards in school and the actions being taken to secure future success.

The trust has evidence of partnerships for improvement with other schools and agencies involving staff at all levels in system leadership; one Head Teacher is a National Leader of education and has worked as an OfSTED Additional Inspector and NLE (National Leaders of Education). There are 6 SLEs within the Trust all of whom work supportively with other schools. Our academies are all involved in training new teachers and have excellent employment rates, amongst staff they have trained.

The EYFS (Early Years Foundation Stage), Y1 Phonics Check and Key Stage 1 moderation assessments in 2022 supported our accurate judgements. Key Stage moderation in 2022 was also undertaken with other Primary and Secondary Schools/Academies and assessments agreed through a process of mutual challenge. The Trust has established an assessment timetable that supports this process and minimizes staff workload through reducing unnecessary burdens. Peer Reviews have been planned for the next year that will further this work.

The Summary and Full Self Evaluation Documents have been updated by each Head Teacher and shared with staff and their Local Governing Bodies on a termly basis. The Trust has a set format for these documents, to support the work of Trustees.

A Raising Achievement Board, held twice each Academic year, supports the CEO in holding each Head Teacher to account and ensuring accurate information is shared with Trustees. The agendas of meetings have evolved to respond to the challenges facing the Trust now.

**Evaluation**

Attainment data represents different levels of success in our boys and disadvantaged pupils 'catching up' reflecting historical differences in attainment across school for both groups in our localities. The strong inspection reports produced to date this year reflect the strong leadership within the Trust, with the exception of 1 school where leadership was shown to be ineffective.

Whilst the longer-term impact of the Covid-19 pandemic still remains unclear, immediate plans were put in place that support all pupils within the Trust. The Trust has ensured that, all schools will continue to monitor the performance of pupils with care, including when they are unable to attend school. The use of Catch Up and Recovery Funding has been integrated into our individual School Improvement Planning.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Trustees' Report (continued)**

**Achievements & performance (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.

**FINANCIAL REVIEW**

The financial results of Ironstone Academy Trust are detailed in the following pages. It is considered that the finances are sound and well established. The principal financial management policies adopted are laid down in the Academies Financial Handbook published by the ESFA.

The principal funding source is GAG income from the ESFA. All expenditure of the GAG income is planned to fulfil the objectives and strategies of the Trust.

A School Resource Management Advisor in 2019/20 suggested areas where schools could each make further savings and/or efficiencies. Trustees charged each LGB with responding to the recommendations; each school reviewed its budget and some further savings were identified. These did not all mirror the recommendations made.

Each Academy has incurred additional costs, because of the Covid-19 pandemic. Schools were given advice on how to log expenditure, in the hope that it would be recovered from the DfE in due course. However only a very small percentage of the expenditure was recovered. The main areas of additional expenditure included cleaning hours and resources, PPE and educational resources. The significant additional staffing costs, to cover absence, were also met by schools. Variations to budget are reported to LGBs (Local Governing Bodies), so they are aware of the financial impact of the pandemic.

During the year ended 31 August 2022 the trust had total income of £9,719,000 (2021: £9,925,000) over the six schools. Total resources expended were £10,790,000 (2021: £11,620,000) leading to net expenditure being £1,071,000 (2021: £1,695,000) prior to the pension scheme gain of £5,479,000 (2021: £351,000). An in-year deficit of £225,000 (2021: £340,000 surplus) results in actual reserves of £1,439,000 (2021: £1,664,000) (restricted general funds plus unrestricted funds).

At 31 August 2022 the net book value of the fixed assets was £9,764,000 (2021: £9,883,000). The assets were used exclusively for providing the education and associated support services to the pupils of Ironstone Academy Trust. The balance on the fixed asset fund was equal to the net book value of fixed assets for both this year and last.

The LGPS pension deficit has reduced significantly this year to £117,000 (2021: £4,869,000), and the trust's balance sheet remains strong with total net assets of £11,086,000 (2021: £6,678,000). The pension deficit has reduced due to an actuarial gain on the scheme of £5,479,000 (2021: £351,000). Service costs of the scheme were £727,000 (2021: £635,000).

**Reserves policy**

The Trustees monitor the level of reserves of the Trust throughout the year. When the trust reviews its reserves policy annually, this encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees have determined that the appropriate level of centrally held free reserves should be least £200,000. The current centrally held free reserve is £253,000 (2021: £261,000). The trust has made use of its reserves to meet its aims. This reserve was created by payments made by individual schools to mitigate the risk of payments not being received from central government in time to make salary payments to employees of the trust. Deductions of said salaries would hopefully be able to be made providing payments were received within the timescale for paying of deductions. The remainder of the unrestricted and general reserves across the IAT schools are to enable each school to present a balanced budget as funding becomes more challenging and to keep staffing levels as is. The balance on restricted general funds and unrestricted funds is £1,439,000 (2021: £1,664,000).

The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

**Ironstone Academy Trust**  
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**Trustees' Report (continued)**

The balance on the restricted fixed asset fund is £9,764,000 (2021: £9,883,000), which represents the net book value assets transferred from the local authority and assets purchased out of restricted funds. The pension deficit stands at £117,000 (2021: £4,869,000), further details are in note 21. General restricted funds decreased by £319,000 to £278,000.

The Trustees set guidance for a minima and maxima for reserves in each school. Where a school wishes to vary from this a costed business plan must be produced and approved.

Guidance on reserves is shared with each school annually.

**Principal risks and uncertainties**

The Trustees have considered the major risks and uncertainties facing the academy trust which include changes in legislation, regulation and cash flow management and have put in place procedures to deal with these matters.

**Investment policy**

The Trust holds all its surplus funds as cash to ensure it has sufficient liquid resources to meet its day-to-day needs. The Trustees will keep this under review and will seek to ensure that returns on investments made in the future are maximized whilst still maintaining liquidity.

**Fundraising**

Fundraising throughout the trust operates at a local level. Each school has a PTA which has its own constitution. Head Teachers work with this group to identify projects in school to be funded by the group.

**PLANS FOR FUTURE PERIODS**

**Ironstone Academy Trust business plan:**

Staff and Trustees have created the Ironstone Academy Trust Business Plan to address the priorities for development within the Trust. It will be reviewed at least termly and its impact will be shared via the Chief Executive Officer's reports to Trustees and Head Teacher Board Meetings. The Trust will endeavour to respond to the challenges of the Covid-19 pandemic in a responsible manner so that our staff and pupils remain safe, our schools remain at the heart of their community and our high educational standards are maintained. The Trust and individual schools have a Risk Register.

**The Trust will strengthen its self-review processes:**

Further engagement with an established and successful Peer Review Programme will allow Ironstone Academy Trust to benefit from close working between its academies, quickly sharing good practice amongst staff. Further training will be given to middle leaders in each academy as identified by school self-evaluation. Newly developed formats for Head Teacher reports, including Risk Assessment will strengthen the Trustees' position.

**Closing attainment gaps:**

Gaps in attainment will be closed for groups identified within cohorts through Performance Management. Performance Management systems will again be operated in parallel across the Trust. This will continue including using the Covid-19 Catch Up Premium and Recovery Funding.

Standards achieved by all pupils are raised through continual measuring of impact of focused support and the targeted use of good and better teaching.

**Developing the School sites:**

Schools will seek CIF (Condition Improvement Fund) funding to develop their respective sites, based on the condition survey and the availability of funds. The Trust will investigate 'low carbon' funding initiatives.

**Governance and sustainability:**

The Trust will continue to develop partnerships working with other schools, including the possible expansion of the Trust. The Trust has continued to work with one school who it previously presented who continue to consider their position.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Trustees' Report (continued)**

**AUDITOR**

Insofar as the Trustees are aware

- There is no relevant audit information of which the charitable company'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 charitable company's auditor is aware of that information.

Trustees' report, incorporating a strategic report, was approved by order of the board of Trustees, as the company directors, on 8 December 2022 and signed on the board's behalf by:

  
.....

Stephen Elliott Chair

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Governance Statement**

**Scope of Responsibility**

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

The Board of Trustees has delegated the day-to-day responsibility to the CEO, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Ironstone Academy Trust and the Secretary of State for Education. The CEO is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

As Trustees we have reviewed and taken into account the guidance in DfE's Governance Handbook and Competency Framework for Governance.

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 7 times during the year. In addition to the planned three meetings, there have been virtual meetings due to Covid-19. Attendance during the year at meetings of the Board of Trustees were as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Stephen Elliott	7	7
Lesley Addison	5	7
David Atkin	6	7
Peter Robinson	7	7
Richard Carter	5	7
Karen Deen	2	7
Carl Faulkner	7	7
Darren Holmes	2	2
Theresa Smith	2	7

The Trustees judge that they are working effectively because there is clear evidence that, in several areas, the outcomes for young people who are educated within the IAT (Ironstone Academy Trust) are close to previous performance- prior to the disruption caused to learning by the pandemic- and national expectations. Whilst there is a well communicated strategic vision, the Trust has planned to refresh this in 2022. The school's own improvement plans are delivered through support from the Trust.

The Trustees have defined their own KPI's and receive these on a termly basis. KPis (Key Performance Indicators) are benchmarked against national data.

Previously, the trust identified the need to introduce monthly management accounts; this has been introduced and the number of hours available to the central team increased to facilitate the increased frequency of the reports. Trustees note that the change has been implemented successfully.

Additional meetings were held to support the management of the Trust's response to the pandemic. All meetings are formally recorded.

The CEO holds strategic financial reviews with each Head Teacher in the spring term and consultation meetings within the Autumn Term, that inform medium and long-term financial planning.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Governance Statement**

**Conflicts of Interest**

The Ironstone Academy Trustees can make effective decisions, because of the range of experiences and interests that they hold. Trustees' follow a number of processes which limit risk. These processes are also followed by members and local governors.

The declaration of conflicts of interest is an agenda item at the start of each meeting. An up-to-date and complete register of interests is maintained by the professional clerk. The register identifies:

- the relevant business and pecuniary interests of members, trustees, local governors and senior employees; and
- the relevant material interests from close family relationships between members, trustees or local governors and between those individuals and employees.

The trust's website includes the relevant business and pecuniary interests of their members, trustees, local governors and accounting officer.

The trust require anyone involved in Governance who has, or can have, a conflict of interest to disclose that fact, as soon as they become aware of it. Prospective trustees would also be asked about potential conflicts of interest to identify any serious or frequent conflicts that would question their appointment.

If it had been required Trustees are aware that they must consider any conflict of interest to prevent any potential effect on their decision making in the best interests of the trust.

In more serious cases, including high risk decisions or inappropriate trustee benefit, the CEO and Clerk understand that they would advise the trustees should consider removing the conflict by:

- not pursuing the course of action;
- proceeding in a different way (e.g. not using the trustee or their company);
- securing the resignation or removal a trustee; or
- not appointing a trustee.

Additionally, the Trust are aware that they should seek professional advice in circumstances where there could be a conflict of interest, that could weaken the ability of the trustees to make a decision.

The Clerk to the trustees is aware they should also maintain a written record of any conflicts of interest showing:

- the nature of the conflict;
- which trustee or trustees was/were affected;
- whether any conflicts of interest were declared in advance;
- an outline of the discussion;
- whether anyone withdrew from the discussion; and
- how the trustees took the decision in the best interests of the trust.

**Ironstone Academy Trust**  
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**Governance Statement**

**Governance Review**

- Skills audits are completed by LGB and Trustees annually. Training is offered to all on a regular basis via Redcar and Cleveland Governor support where gaps are identified.
- Self-evaluation is timetabled for each Local Governing Body and for the Trustees.
- The LGB of each school reviews its annual Improvement Plan annually. HTs report on actions that are complete or outstanding.
- Improvement Plans are written annually. The major issues dealt with this year were;
- The management of the Trusts response to the C19 Pandemic.
- A School Improvement strategy has been agreed which allows the Trustees to monitor the different levels of risk in the different schools.
- The Trustees have made suitable arrangements so that an absence of the CEO does not have an unnecessary negative impact on the trust. The Trustees have planned for an acting CEO position should this situation re-occur and are considering the possibility of a Deputy CEO in the medium term.

The Finance Audit and General Purposes Committee is a sub-committee of the main Board of Trustees. Its purpose is to:-

- Approve, allocate and monitor resources.
- To ensure Performance Management is completed.
- To review all relevant statutory policies as detailed on the Policy Review schedule.
- To consider and prioritize future developments relating to the building/premises.

Attendance at meetings in the year was as follows:-

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Stephen Elliott	3	3
Richard Carter	3	3
Peter Robinson	3	3
Carl Faulkner	3	3

The Curriculum Standards and Pupil Welfare Committee is also a sub-committee of the main Board of Trustees. Its purpose is to:

- Monitor and evaluate pupil progress using tracking systems and pupil observations.
- To contribute to, monitor and evaluate the School's Self Evaluation.

Attendance at meetings in the year was as follows:-

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
David Atkin	3	3
Karen Deen	0	3
Carl Faulkner	3	3
Lesley Addison	3	3
Theresa Smith	0	3

The main issue dealt with by the committees this year is looking at the finance and business manager role in supporting individual academies to monitor their accounts accurately, so that well informed financial decisions can be made.

The Trustees considered the Finance & BM (Business Management) role and how this could be supported by school finance managers. The Trustees were aware that their decision not to procure the services of the Finance Consortium had had an impact on the workload of the TFBM. The TFBM noted the risk identified by external audit. The trust sought external advice regarding possible solutions for this issue. The Trustees worked with the CEO to review how support could be offered to all schools at a level of cost that was sustainable for the trust.

It was decided that the trust would again seek to build on existing networks and provide further opportunities for staff to work collaboratively. This would be supported by a network of curriculum leads that would be appointed for the following academic year.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Governance Statement (continued)**

**Review of value for money**

As accounting officer, the CEO 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 Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the academy trust has delivered value for money during the year by:

- Introducing simplified safeguarding management systems, saving each safeguarding lead, or their deputy several hours a week of administration
- Securing a discount on services from the company providing our external performance management reviews
- Creating a clear report format for Head Teachers to use, so that Local Governing Bodies have a clear report that shows compliance and areas of risk. This is used to provide consolidated reports to Trustees.
- Securing a discount on services from the company providing our IT support
- Continuing to ensure the trust schools share an IT Technician, so that changes to systems can be efficiently delivered in all schools.
- Continuing to ensure the trust schools Local Governing Bodies share a Clerk, so that meetings and policy developments can be efficiently delivered in all schools.
- The CEO has again arranged for the trust to receive a combined data analysis package at no charge from the data analyst team that service the schools.
- The Trustees have worked with the CEO to renew their school improvement strategy and shared this with each Local Governing Body.
- The Trustees have reviewed the arrangements for Performance Management in 2021. They wished to ensure they had an independent insight into the performance of key staff. This has been successfully brokered by the CEO.
- Reducing staff workload by introducing a simplified reporting system for school improvement groups.

However, the Board of Trustees recognizes that the cheapest price is not always the best option, and all changes are fully evaluated taking into consideration the service provided and track record.

**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 prioritize the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realized and the impact should they be realized, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Ironstone Academy Trust for the year 1 September 2021 to 31 August 2022 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 ended 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.



**Ironstone Academy Trust**  
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**Governance Statement (continued)**

**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. 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 General Purposes 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 of Trustees considered the need for a specific internal audit function and has appointed Azets as internal auditors in accordance with the requirement as set out in the 2021 edition of the Academies Financial Handbook.

The reviewer's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. The checks carried out in the current year included:-

- testing of payroll systems
- testing of purchase system
- testing the control of bank accounts/reconciliations
- testing of income recording systems
- inspection of fixed assets

On a termly basis, the academy Business Manager reports to the Board of Trustees, through the Finance & Resources Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

The reviewer role has been fully delivered in line with the ESFA's requirements. No material control issues have arisen during the year 2021/2022.

**Review of effectiveness**

As Accounting Officer, the CEO 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 (FMGS) for Overfields Primary
- the work of the Trust Finance and Business Manager including the appointment of additional hours to the role

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

Approved by order of the Members of the Board of Trustees on 8 December 2022 and signed on its behalf by:-



Stephen Elliott  
Chair



Carl Faulkner  
Accounting Officer

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Statement of Regularity, Propriety and Compliance**

As accounting officer of Ironstone Academy Trust, I have considered my responsibility to notify the academy trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academies Financial Handbook 2021.

I confirm that I and the academy trust Board of Trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2021.

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.



.....  
Carl Faulkner  
Accounting Officer

Date: 8 December 2022

**Ironstone Academy 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 & 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 judgments and 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 8 December 2022 and signed on its behalf by:-



.....  
Stephen Elliott  
Chair

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the Members of Ironstone Academy Trust**

**Opinion**

We have audited the financial statements of Ironstone Academy Trust (the 'Academy Trust') for the year ended 31 August 2022 which comprise Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 2021 to 2022 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 academy trust's affairs as at 31 August 2022 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 2021 to 2022 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

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

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

**Other information**

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the Members of Ironstone Academy Trust**

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.

**Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the Trustees' Report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement (set out on page 16) the Trustees, who are also the directors of the charitable company 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

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

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.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the Members of Ironstone Academy Trust**

**Auditor's responsibilities for the audit of the financial statements (continued)**

Based on our understanding of the Charity we have considered applicable laws and regulations which may be fundamental to the Charity's ability to operate or to avoid a material penalty, and we considered the extent to which non-compliance might have a material effect on the financial statements. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the posting of inappropriate manual journal entries to manipulate financial performance, management bias in significant accounting estimates and any significant one-off or unusual transactions.

We discussed among the audit engagement team the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

Audit procedures performed by the engagement team included:-

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of entity staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal audit reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.
- Challenging estimates and judgements made by management in their significant accounting estimates.
- Revenue recognition; agreeing a sample of revenue transactions to third party documentation to gain assurance over the occurrence and accuracy of revenue and also to ensure revenue has been recognised in the correct period.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

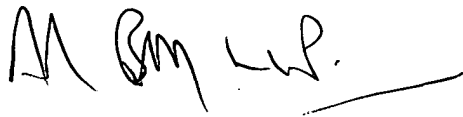
**Ironstone Academy Trust**  
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**Independent Auditor's Report on the Financial Statements to the Members of Ironstone Academy Trust**

**Auditor's responsibilities for the audit of the financial statements (continued)**

**Use of our report**

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



D J Robertson  
Senior Statutory Auditor  
For and on behalf of Anderson Barrowcliff LLP  
Chartered Accountants  
3 Kingfisher Court  
Bowesfield Park  
Stockton on Tees  
TS18 3EX

Dated: 13 December 2022

**Note:**

The maintenance and integrity of Ironstone Academy Trust website is the responsibility of the trustees and work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

**Ironstone Academy Trust**  
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**Independent Reporting Accountant's Assurance Report on Regularity to**  
**Ironstone Academy Trust and the Education & Skills Funding Agency**

In accordance with the terms of our engagement letter dated 8 November 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Ironstone Academy Trust during the year ended 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

**Use of our report**

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

**Respective responsibilities of Ironstone Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Ironstone Academy Trust funding agreement with the Secretary of State for Education dated 28 May 2014 and the Academies Financial Handbook extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. 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 to 31 August 2022 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 Trusted issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:-

- Evaluating the systems and control environment;
- Assessing the risk of irregularity, impropriety and non-compliance;
- Ensuring that the activities of the academy trust are in keeping with the academy's framework and the charitable objectives;
- Obtaining representations from the Accounting Officer and key management personnel.



**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Independent Reporting Accountant's Assurance Report on Regularity to**  
**Ironstone Academy Trust and the Education & Skills Funding Agency**

**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 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



D J Robertson  
Reporting Accountant  
Anderson Barrowcliff LLP  
Statutory Auditor  
Chartered Accountants  
3 Kingfisher Court  
Bowesfield Park  
Stockton on Tees  
TS18 3EX

Dated: 13 December 2022

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Statement of Financial Activities**  
**for the Year Ended 31 August 2022**

**(including Income and Expenditure Account)**

		<b><u>Unrestricted</u></b>	<b><u>Restricted</u></b>	<b><u>Restricted</u></b>		
		<b><u>Funds</u></b>	<b><u>General</u></b>	<b><u>Fixed</u></b>		
	<b>Note</b>	<b>£'000</b>	<b>£'000</b>	<b>Asset</b>	<b>2022</b>	<b>2021</b>
				<b>Funds</b>	<b>Total</b>	<b>Total</b>
				<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Income and endowments from:</b>						
Donations and capital grants	2	18	38	17	73	454
Charitable Activities:						
Funding for the academy trust's educational operations	3	159	9,203	-	9,362	9,227
Other trading activities	4	284	-	-	284	244
<b>Total</b>		<b>461</b>	<b>9,241</b>	<b>17</b>	<b>9,719</b>	<b>9,925</b>
<b>Expenditure on:</b>						
Charitable Activities:						
Academy's trust educational operations	5	367	10,185	238	10,790	11,620
<b>Total</b>		<b>367</b>	<b>10,185</b>	<b>238</b>	<b>10,790</b>	<b>11,620</b>
<b>Net income/(expenditure)</b>		<b>94</b>	<b>(944)</b>	<b>(221)</b>	<b>(1,071)</b>	<b>(1,695)</b>
Transfers between funds		-	(102)	102	-	-
		<b>94</b>	<b>(1,046)</b>	<b>(119)</b>	<b>(1,071)</b>	<b>(1,695)</b>
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit pension schemes	21	-	5,479	-	5,479	351
<b>Net movement in funds</b>		<b>94</b>	<b>4,433</b>	<b>(119)</b>	<b>4,408</b>	<b>(1,344)</b>
<b>RECONCILIATION OF FUNDS</b>						
<b>Total funds brought forward</b>		<b>1,067</b>	<b>(4,272)</b>	<b>9,883</b>	<b>6,678</b>	<b>8,022</b>
<b>Total funds carried forward</b>	14	<b>1,161</b>	<b>161</b>	<b>9,764</b>	<b>11,086</b>	<b>6,678</b>

The notes on pages 27 to 45 form part of these financial statements.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Balance Sheet**  
**As at 31 August 2022**

	Note	2022 £'000	2021 £'000
<b>FIXED ASSETS:</b>			
Tangible assets	11	9,764	9,883
<b>CURRENT ASSETS:</b>			
Debtors	12	251	278
Cash at bank and in hand		1,866	1,934
		<u>2,117</u>	<u>2,212</u>
<b>LIABILITIES:</b>			
Creditors - amounts falling due within one year	13	(678)	(548)
<b>NET CURRENT ASSETS</b>		<u>1,439</u>	<u>1,664</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES/ NET ASSETS EXCLUDING PENSION LIABILITY</b>		<u>11,203</u>	<u>11,547</u>
Defined benefit pension scheme liability	21	(117)	(4,869)
<b>TOTAL NET ASSETS</b>		<u><u>11,086</u></u>	<u><u>6,678</u></u>
<b>FUNDS OF THE ACADEMY TRUST:</b>			
<b>Restricted funds</b>			
Fixed asset funds	14	9,764	9,883
Restricted income funds	14	278	597
Pension reserve	14	(117)	(4,869)
<b>Total restricted funds</b>		<u>9,925</u>	<u>5,611</u>
<b>Unrestricted income funds</b>	14	<u>1,161</u>	<u>1,067</u>
<b>TOTAL FUNDS</b>		<u><u>11,086</u></u>	<u><u>6,678</u></u>

The financial statements on pages 24 to 45 were approved by the Trustees, and authorised for issue on 8 December 2022 and are signed on their behalf by:



Stephen Elliott  
Trustee

The notes on pages 27 to 45 form part of these financial statements.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Statement of Cash Flows**  
**for the Year Ended 31 August 2022**

	Note	<u>2022</u> £'000	<u>2021</u> £'000
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	17	34	341
Cash flows from investing activities	18	<u>(102)</u>	<u>(56)</u>
Change in cash and cash equivalents in reporting period		(68)	285
Cash and cash equivalents at 1 September 2021		<u>1,934</u>	<u>1,649</u>
<b>Cash and cash equivalents at 31 August 2022</b>	19	<u><u>1,866</u></u>	<u><u>1,934</u></u>

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**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.

**Basis of preparation**

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**Going Concern**

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

**Income**

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

**Grants**

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

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

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

**Donations**

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

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**1 STATEMENT OF ACCOUNTING POLICIES (continued)**

**Other income**

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

**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 the time spent, and depreciation charges allocated on the portion of the asset's use.

**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. Under the VAT 126 scheme, costs are shown net of recoverable of VAT.

**Tangible fixed assets**

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Long leasehold buildings	2% on cost
Long leasehold land	over period of lease (125 years)
Computer and educational equipment	33% on cost
Furniture and equipment	20% on cost

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and re-classified as leasehold land and buildings.

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

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**1 STATEMENT OF ACCOUNTING POLICIES (continued)**

**Leasehold fixed assets**

Long leasehold land and building are leased from the local authority on a 125 year lease. The leasehold property has been included in the accounts at depreciated replacement cost.

**Liabilities**

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

**Provisions**

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

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

**Leased assets**

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

**Financial instruments**

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 13. 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.

**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 Part 11 Chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**1 STATEMENT OF ACCOUNTING POLICIES (continued)**

**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.

***Teachers' pension scheme***

The TPS is an unfunded multi-employer 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. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

***Local government pension scheme***

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 net income/(expenditure) are the current service costs and the costs of the 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 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 is recognised in other recognised gains and losses.

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

**Fund accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy 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 ESFA and DfE.

**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 circumstances.

***Critical accounting estimates and assumptions***

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, 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 2022. Any differences between the figures derived from the roll forward approach and a full actuarial value would impact on the carrying amount of the pension liability.



**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**1 STATEMENT OF ACCOUNTING POLICIES (continued)**

**Critical accounting estimates and areas of judgement (continued)**

Land and buildings inherited on conversion to an academy are included in the financial statements at depreciated replacement cost. This is an estimate based upon a percentage of the insurance rebuild cost. This will be updated in line with the desktop valuations provided by the ESFA in the following year.

**2 DONATIONS AND CAPITAL GRANTS**

	<u>Unrestricted</u> <u>Funds</u> <u>£'000</u>	<u>Restricted</u> <u>Funds</u> <u>£'000</u>	<u>Total</u> <u>2022</u> <u>£'000</u>	<u>Total</u> <u>2021</u> <u>£'000</u>
Capital grants	-	55	55	432
Other donations	18	-	18	22
	<u>18</u>	<u>55</u>	<u>73</u>	<u>454</u>

In 2021 £22,000 of donations were unrestricted and £432,000 were restricted.

**3 FUNDING FOR THE ACADEMY TRUSTS EDUCATIONAL OPERATIONS**

	<u>Unrestricted</u> <u>Funds</u> <u>£'000</u>	<u>Restricted</u> <u>Funds</u> <u>£'000</u>	<u>Total</u> <u>2022</u> <u>£'000</u>	<u>Total</u> <u>2021</u> <u>£'000</u>
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	6,887	6,887	6,449
Other DfE/ESFA grants				
UIFSM	-	202	202	252
Pupil premium	-	675	675	654
Coronavirus Job Retention Scheme	-	-	-	18
Covid-19 exceptional costs	-	-	-	9
Covid-19 catch up premium	-	-	-	119
Covid Recovery	-	69	69	-
Other DfE Group Grants	-	238	238	388
Sports Premium Grant	-	109	109	109
	<u>-</u>	<u>8,180</u>	<u>8,180</u>	<u>7,998</u>
<b>Other government grants</b>				
Local Authority Grants	-	948	948	1,077
	<u>-</u>	<u>948</u>	<u>948</u>	<u>1,077</u>
<b>Other income from the academy trust's educational operations</b>				
School Trip income	-	75	75	14
Catering income	102	-	102	86
Other	57	-	57	52
	<u>159</u>	<u>75</u>	<u>234</u>	<u>152</u>
	<u>159</u>	<u>9,203</u>	<u>9,362</u>	<u>9,227</u>

In 2021 £138,000 of funding for educational operations was unrestricted and £9,089,000 were restricted.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**4 OTHER TRADING ACTIVITIES**

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Total</u>
	<u>£'000</u>	<u>£'000</u>	<u>2022</u>	<u>2021 (all</u>
			<u>£'000</u>	<u>unrestricted)</u>
				<u>£'000</u>
School Clubs	109	-	109	66
Technology income	39	-	39	37
Staff recharge and university student income	63	-	63	51
Other income	73	-	73	90
	<u>284</u>	<u>-</u>	<u>284</u>	<u>244</u>

**5 EXPENDITURE**

	<u>Non Pay Expenditure</u>			<u>Total</u>	<u>Total</u>
	<u>Staff Costs</u>	<u>Premises</u>	<u>Other</u>	<u>2022</u>	<u>2021</u>
	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
Academy's educational operations					
- Direct costs	6,687	-	590	7,277	7,089
- Allocated support costs	1,553	789	1,171	3,513	4,531
	<u>8,240</u>	<u>789</u>	<u>1,761</u>	<u>10,790</u>	<u>11,620</u>

In 2021 £349,000 of the expenditure was unrestricted, and £11,271,000 was restricted.

	<u>2022</u>	<u>2021</u>
	<u>£'000</u>	<u>£'000</u>
Net (expenditure)/income for the period includes:		
Operating leases rentals	56	11
Depreciation	238	235
Impairment of fixed assets	-	1,265
Fees payable to auditor - audit	19	14
- other services	5	5
	<u>218</u>	<u>1,525</u>

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**6 CHARITABLE ACTIVITIES**

	<u>2022</u> £'000	<u>2021</u> £'000
Direct costs – educational operations	7,277	7,089
Support costs – educational operations	3,513	4,531
	<u>10,790</u>	<u>11,620</u>
<b>Analysis of support costs</b>		
Support staff costs	1,553	1,409
Depreciation	238	1,500
Technology costs	100	84
Premises costs	789	784
Catering	438	417
Travel and trips	92	24
Other support costs	105	115
Legal costs – other	36	39
Governance costs	162	159
<b>Total support costs</b>	<u>3,513</u>	<u>4,531</u>

**7 STAFF**

	<u>2022</u> £'000	<u>2021</u> £'000
(a) <b>Staff costs during the year were:</b>		
Wages and salaries	5,608	5,602
Social security costs	512	496
Pension costs	1,906	1,817
	<u>8,026</u>	<u>7,915</u>
Agency staff costs	214	105
	<u>8,240</u>	<u>8,020</u>

(b) **Staff numbers**

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

	<u>2022</u> No	<u>2021</u> No
Teachers	150	146
Administration and support	106	115
Management	11	11
	<u>267</u>	<u>272</u>

**Ironstone Academy Trust**  
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**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**7 STAFF (continued)**

**(c) Higher paid staff**

The number of employees whose benefits (excluding employer pension costs and employer national insurance contributions) exceeded £60,000 was:

	<u>2022</u>	<u>2021</u>
	No	No
£60,001 - £70,000	3	3
£70,001 - £80,000	3	3
£110,001 - £120,000	1	1
	<u>        </u>	<u>        </u>

**(d) 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 employee benefits (including employer pension contributions and national insurance contributions) received by key management personnel for their services to the academy trust was £802,000 (2021: £774,000).

**8 CENTRAL SERVICES**

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

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

The academy trust charges for these services on the following basis: 4% of student funding.

The actual amounts charged during the year were as follows:

	<u>2022</u>	<u>2021</u>
	£'000	£'000
Normanby Primary	148	149
Nunthorpe Primary	82	70
Ormesby Primary	108	106
Riverdale Primary	77	71
Overfields Primary	77	71
Zetland Primary	87	84
	<u>        </u>	<u>        </u>
	579	551
	<u>        </u>	<u>        </u>

**9 RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES**

One trustee has been paid remuneration or has received other benefits from an employment with the academy trust. The Head Teacher only receives remuneration in respect of services that he provides undertaking the role of Head Teacher under his contract of employment.

The value of the trustees' remuneration was as follows:-

C Faulkner (CEO)

Remuneration £110,000 - £115,000 (2021: £110,000 - £115,000)

Employers' Pension Contributions £25,000 - £30,000 (2021: £25,000 - £30,000)

During the year ended 31 August 2022 no travel and subsistence expenses were reimbursed. (2021: £Nil).

No other related party transactions occurred in the year.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**10 TRUSTEES' AND OFFICERS' INSURANCE**

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

**11 TANGIBLE FIXED ASSETS**

	<u>Long Leasehold Land &amp; Buildings £'000</u>	<u>Furniture &amp; Equipment £'000</u>	<u>Computer &amp; Educational Equipment £'000</u>	<u>Assets Under Construction £'000</u>	<u>Total £'000</u>
<b>COST:</b>					
As at 1 September 2021	12,291	241	132	15	12,679
Additions	84	19	14	2	119
Transfer	10	7	-	(17)	-
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>At 31 August 2022</b>	<b>12,385</b>	<b>267</b>	<b>146</b>	<b>-</b>	<b>12,798</b>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>DEPRECIATION:</b>					
As at 1 September 2021	2,486	227	83	-	2,796
Charge in year	206	10	22	-	238
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>At 31 August 2022</b>	<b>2,692</b>	<b>237</b>	<b>105</b>	<b>-</b>	<b>3,034</b>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>NET BOOK VALUE:</b>					
<b>At 31 August 2022</b>	<b>9,693</b>	<b>30</b>	<b>41</b>	<b>-</b>	<b>9,764</b>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>At 31 August 2021</b>	<b>9,805</b>	<b>14</b>	<b>8</b>	<b>-</b>	<b>9,883</b>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

**12 DEBTORS**

	<u>2022 £'000</u>	<u>2021 £'000</u>
Trade debtors	39	45
Accrued income	193	188
VAT recoverable	19	45
	<u>          </u>	<u>          </u>
	<b>251</b>	<b>278</b>
	<u>          </u>	<u>          </u>

**Ironstone Academy Trust**  
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**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<u>2022</u>	<u>2021</u>
	£'000	£'000
Trade creditors	256	118
Other taxation and social security	114	101
Other creditors	136	149
Accruals	19	19
Deferred income	153	161
	<u>678</u>	<u>548</u>
<b>Deferred Income</b>		
Deferred income at 1 September 2021	161	172
Released from previous year	(161)	(172)
Resources deferred in the year	153	161
	<u>153</u>	<u>172</u>
Deferred Income at 31 August 2022	<u>153</u>	<u>172</u>

Deferred income is made up of universal free school meals and devolved capital grant monies received in advance of the 2022/23 school year.

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**14 FUNDS**

	<u>Balance at 1</u> <u>September</u> <u>2021</u> <u>£'000</u>	<u>Income</u> <u>£'000</u>	<u>Expenditure</u> <u>£'000</u>	<u>Gains/</u> <u>losses and</u> <u>transfers</u> <u>£'000</u>	<u>Balance at</u> <u>31 August</u> <u>2022</u> <u>£'000</u>
<b>Restricted General Fund</b>					
General Annual Grant	597	6,887	(7,104)	(102)	278
Other DfE Group Grants	-	233	(233)	-	-
Pupil Premium	-	675	(675)	-	-
Local Authority	-	948	(948)	-	-
School Trip Income	-	75	(75)	-	-
Free school meals	-	202	(202)	-	-
Sport Premium	-	109	(109)	-	-
Teachers pay grant	-	43	(43)	-	-
<i>Covid-19 additional funding</i> <i>(DfE/ESFA)</i>					
Covid-19 Recovery	-	69	(69)	-	-
<b>Restricted general funds</b> <b>excluding pension</b>	597	9,241	(9,458)	(102)	278
Pension reserve	(4,869)		(727)	5,479	(117)
<b>Total restricted general fund</b>	<u>(4,272)</u>	<u>9,241</u>	<u>(10,185)</u>	<u>5,377</u>	<u>161</u>
<b>Restricted Fixed Asset Fund</b>					
Transfer on conversion	9,144	-	(191)	-	8,953
DfE Group capital grants and GAG	739	17	(47)	102	811
	<u>9,883</u>	<u>17</u>	<u>(238)</u>	<u>102</u>	<u>9,764</u>
<b>Total Restricted Funds</b>	<u>5,611</u>	<u>9,258</u>	<u>(10,423)</u>	<u>5,479</u>	<u>9,925</u>
<b>Total Unrestricted Funds</b>	<u>1,067</u>	<u>461</u>	<u>(367)</u>	<u>-</u>	<u>1,161</u>
<b>Total Funds</b>	<u>6,678</u>	<u>9,719</u>	<u>(10,790)</u>	<u>5,479</u>	<u>11,086</u>

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**14 FUNDS (continued)**

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 2022.

Other DfE group and government grants include Capital grants, Rates grant, plus other immaterial amounts.

Pupil premium grant is received to raise the attainment of disadvantaged pupils of all abilities and to close the gap between them and their peers.

The Local Authority funds were received for spending for Early Years and Special Educational Needs.

School trip income is received from parents/carers to cover the cost of children's educational visits.

Sports premium grant are provided to assist with the costs of providing PE.

UFSM income was provided to cover the cost of free school meals for infant children and those who are have an entitlement due to circumstances.

The pension reserve represents the deficit of the LGPS.

Teachers pay grant was provided to cover the costs of the teachers' pay rise.

Covid-19 recovery was provided to support education recovery following the impact of Covid.

Restricted fixed assets were funded by government grants or transferred from the local authority.

The transfer between funds relates to the purchase of fixed asset funded from GAG.

**Funds per academy**

	<u>2022</u>	<u>2021</u>
	£'000	£'000
Normanby Primary	230	261
Nunthorpe Primary	149	139
Ormesby Primary	287	260
Riverdale Primary	91	80
Zetland Primary	165	195
Overfields Primary	264	468
Central Services	253	261
	<hr/>	<hr/>
	1,439	1,664
Restricted Fixed Asset Fund	9,764	9,883
Pension Reserve	(117)	(4,869)
	<hr/>	<hr/>
	11,086	6,678
	<hr/>	<hr/>



**Ironstone Academy Trust**  
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**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**14 FUNDS (continued)**

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

	<u>Balance</u> <u>at 1</u> <u>September</u> <u>2020</u> <u>£'000</u>	<u>Income</u> <u>£'000</u>	<u>Expenditure</u> <u>£'000</u>	<u>Gains/</u> <u>losses and</u> <u>transfers</u> <u>£'000</u>	<u>Balance at</u> <u>31 August</u> <u>2021</u> <u>£'000</u>
<b>Restricted General Fund</b>					
General Annual Grant	312	6,449	(6,155)	(56)	550
Other DfE Group Grants	-	434	(434)	-	-
Pupil Premium	-	654	(654)	-	-
Local Authority	-	1,077	(1,077)	-	-
School Trip Income	-	14	(14)	-	-
Free school meals	-	252	(252)	-	-
Sport Premium	-	109	(109)	-	-
Teachers pay grant	-	342	(342)	-	-
<i>Covid-19 additional funding</i> <i>(non-DfE/ESFA)</i>					
Coronavirus Job retention scheme	-	18	(18)	-	-
<i>Covid-19 additional funding</i> <i>(DfE/ESFA)</i>					
Covid-19 exceptional costs funding	-	9	(9)	-	-
Covid-19 Catch-up premium	-	119	(72)	-	47
	<u>312</u>	<u>9,477</u>	<u>(9,136)</u>	<u>(56)</u>	<u>597</u>
<b>Restricted general funds excluding pension</b>					
Pension reserve	(4,585)	-	(635)	351	(4,869)
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Total restricted general fund</b>	<u>(4,273)</u>	<u>9,477</u>	<u>(9,771)</u>	<u>295</u>	<u>(4,272)</u>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Restricted Fixed Asset Fund</b>					
Transfer on conversion	10,606	-	(1,462)	-	9,144
DfE Group capital grants and GAG	677	44	(38)	56	739
	<u>11,283</u>	<u>44</u>	<u>(1,500)</u>	<u>56</u>	<u>9,883</u>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Total Restricted Funds</b>	<u>7,010</u>	<u>9,521</u>	<u>(11,271)</u>	<u>351</u>	<u>5,611</u>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Total Unrestricted Funds</b>	<u>1,012</u>	<u>404</u>	<u>(349)</u>	<u>-</u>	<u>1,067</u>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Total Funds</b>	<u>8,022</u>	<u>9,922</u>	<u>(11,620)</u>	<u>351</u>	<u>6,678</u>
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**14 FUNDS (continued)**

**Total cost analysis by academy**

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

	<u>Teaching &amp; educational support staff costs</u> £'000	<u>Other support staff costs</u> £'000	<u>Educational supplies</u> £'000	<u>Other costs (excluding depreciation)</u> £'000	<u>Total 2022</u> £'000	<u>Total 2021</u> £'000
Normanby Primary	1,878	251	145	349	2,623	2,588
Nunthorpe Primary	779	121	52	190	1,142	1,056
Ormesby Primary	1,362	134	70	201	1,767	1,667
Riverdale Primary	743	98	37	156	1,034	966
Zetland Primary	927	122	49	155	1,253	1,212
Overfields Primary	999	100	111	412	1,622	1,645
Central Services	-	727	126	258	1,111	986
Academy Trust	6,688	1,553	590	1,721	10,552	10,120

**15 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

Fund balances at 31 August 2022 are represented by:-

	<u>Unrestricted Funds</u> £'000	<u>Restricted General Funds</u> £'000	<u>Fixed Asset Funds</u> £'000	<u>2022 Total Funds</u> £'000
Tangible fixed assets	-	-	9,764	9,764
Current assets	1,161	956	-	2,117
Current liabilities	-	(678)	-	(678)
Pension scheme liability	-	(117)	-	(117)
Total net assets	1,161	161	9,764	11,086

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

	<u>Unrestricted Funds</u> £'000	<u>Restricted General Funds</u> £'000	<u>Fixed Asset Funds</u> £'000	<u>2022 Total Funds</u> £'000
Tangible fixed assets	-	-	9,883	9,883
Current assets	1,067	1,145	-	2,212
Current liabilities	-	(548)	-	(548)
Pension scheme liability	-	(4,869)	-	(4,869)
Total net assets	1,067	(4,272)	9,883	6,678

**Ironstone Academy Trust**  
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**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**16 COMMITMENTS UNDER OPERATING LEASES**

**Operating leases**

At 31 August 2022 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	<u>2022</u> <u>Total</u> £'000	<u>2021</u> <u>Total</u> £'000
Amounts within one year	51	5
Amounts within two to five years	52	4
	<u>103</u>	<u>9</u>

**17 RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES**

	<u>2022</u> £'000	<u>2021</u> £'000
Net (expenditures / income for the reporting period (as per the statement of financial activities))	(1,071)	(1,695)
Adjusted for:		
Depreciation (note 11)	238	1,500
Capital grants from DfE group	(17)	(44)
Defined benefit pension scheme finance costs (note 21)	88	75
Defined benefit pension scheme cost less contributions payable (note 21)	639	560
(Increase)/decrease in debtors	27	(101)
Increase/(decrease) in creditors	130	46
Net cash provided by/(used in) operating activities	<u>34</u>	<u>341</u>

**18 CASH FLOWS FROM INVESTING ACTIVITIES**

	<u>2022</u> £'000	<u>2021</u> £'000
Purchase of tangible fixed assets	119	100
Capital grants from DfE group	(17)	(44)
	<u>102</u>	<u>56</u>

**19 ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<u>2022</u> £'000	<u>2021</u> £'000
Cash at bank and in hand	<u>1,866</u>	<u>1,934</u>

**Ironstone Academy Trust**  
**(A Company Limited by Guarantee)**

**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**20 MEMBERS' LIABILITY**

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

**21 PENSION COMMITMENTS**

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

The latest actuarial valuation of the TPS related to the year ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £132,870 (2021: £134,336) were payable to the schemes at 31 August 2022 and are included within creditors.

**Teachers' pension scheme**

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

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

**Valuation of the teachers' pension scheme**

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

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

The next valuation result is due to be implemented from 1 April 2024.

The employer pension costs paid to TPS in the period amounted to £866,000 (2021 - £872,000).

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

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

**Ironstone Academy Trust**  
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**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**21 PENSION COMMITMENTS (continued)**

**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 2022 was £416,000 (2021: £428,000), of which employer's contributions totalled £314,000 (2021: £323,000) and employees' contributions totalled £102,000 (2021: £105,000). The agreed contribution rates for future years are 17.5 per cent for employers and range from 5.5 to 12.5 per cent for employees.

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

**Principal Actuarial Assumptions**

	<b><u>31 August</u></b> <b><u>2022</u></b> <b><u>% per annum</u></b>	<b><u>31 August</u></b> <b><u>2021</u></b> <b><u>% per annum</u></b>
Rate of increase in salaries	4.05	3.6
Rate of increase in pensions in payment/inflation	3.05	2.6
Discount rate for scheme liabilities	4.25	1.7
Inflation assumptions (CPI)	3.05	2.6

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

	<b><u>31 August</u></b> <b><u>2022</u></b>	<b><u>31 August</u></b> <b><u>2021</u></b>
Retiring today		
Males	21.7	21.9
Females	23.5	23.6
Retiring in 20 years		
Males	22.9	23.6
Females	25.3	25.4

**Sensitivity analysis (movement in scheme obligation)**

	<b><u>31 August</u></b> <b><u>2022</u></b> <b><u>£'000</u></b>	<b><u>31 August</u></b> <b><u>2021</u></b> <b><u>£'000</u></b>
Discount rate + 0.1%	(0.187)	(0.285)
Discount rate - 0.1%	0.187	0.297
Mortality assumption – 1 year increase	(0.316)	(0.451)
Mortality assumption – 1 year decrease	0.316	0.451
CPI rate + 0.1%	0.171	0.048
CPI rate - 0.1%	(0.171)	(0.048)

**Ironstone Academy Trust**  
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**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**21 PENSION COMMITMENTS (continued)**

The academy's share of the assets and liabilities in the scheme were:

	<u>Fair Value at</u> <u>31 August</u> <u>2022</u> £'000	<u>Fair Value at</u> <u>31 August</u> <u>2021</u> £'000
Equity instruments	5,288	5,543
Property	1,400	512
Cash and other	1,088	953
	<hr/>	<hr/>
Total market value of assets	7,776	7,008
	<hr/> <hr/>	<hr/> <hr/>

The actual return on scheme assets was £440,000 (2021: £1,201,000).

Amounts recognised in the Statement of Financial Activities:-

	<u>2022</u> £'000	<u>2021</u> £'000
Current service costs	(953)	(883)
Interest income	122	96
Interest cost	(210)	(171)
	<hr/>	<hr/>
Total amount recognised in SOFA	1,041	(958)
	<hr/> <hr/>	<hr/> <hr/>

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

	<u>2022</u> £'000	<u>2021</u> £'000
At 1 September 2021	11,877	10,054
Current service cost	953	883
Interest cost	210	171
Actuarial gains	(5,161)	754
Benefits paid	(88)	(90)
Employee contributions	102	105
	<hr/>	<hr/>
At 31 August 2022	7,893	11,877
	<hr/> <hr/>	<hr/> <hr/>

Changes in the fair value of academy trust's share of scheme assets:-

	<u>2022</u> £'000	<u>2021</u> £'000
At 1 September 2021	7,008	5,469
Interest income	122	96
Actuarial gains/(losses)	318	1,105
Employer contributions	314	323
Employee contributions	102	105
Benefits paid	(88)	(90)
	<hr/>	<hr/>
	7,776	7,008
	<hr/> <hr/>	<hr/> <hr/>

**Ironstone Academy Trust**  
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**Notes to the Financial Statements**  
**for the Year Ended 31 August 2022**

**21 PENSION COMMITMENTS (continued)**

**Principal Actuarial Assumptions (continued)**

It must be appreciated in accordance with the Charity Commission publication, 'Charity Reserves and Defined Pension Schemes' that where, under FRS 102, a charity discloses a significant pension fund deficit, this does not mean that an immediate liability for this amount crystallises. Similarly, where a pension surplus is disclosed this does not create an immediately realisable asset that can be released straight away and expended on the purposes of the charity. In particular, the disclosure of a pension liability does not mean that the equivalent amount is already committed and is no longer available to the trustees to further the charity's objectives.