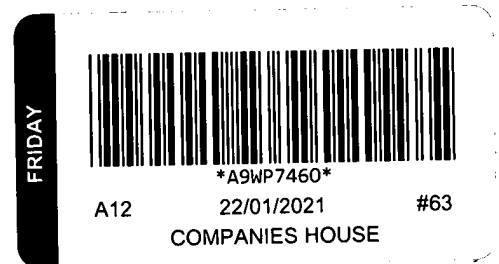


**GREATER MANCHESTER LEARNING TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**



**Haines Watts**  
Chartered Accountants & Registered Auditors  
Bridge House  
157A Ashley Road  
Altrincham  
Cheshire  
WA14 2UT

# **GREATER MANCHESTER LEARNING TRUST**

## **CONTENTS**

---

	<b>Page</b>
Reference and administrative details	1
Trustees' report	2 – 17
Governance statement	18 – 21
Statement on regularity, propriety and compliance	22
Statement of trustees' responsibilities	23
Independent auditor's report on the accounts	24 – 26
Independent reporting accountant's report on regularity	27 – 28
Statement of financial activities including income and expenditure account	29 – 30
Balance sheet	31
Statement of cash flows	32
Notes to the accounts including accounting policies	33 – 51

---

# GREATER MANCHESTER LEARNING TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

---

<b>Members</b>	Patrick Johnson Justin Kelly John McNerney Richard Pearce Vicky Rosin
<b>Trustees</b>	Suzannah Reeves (Chair of trustees) Emma Caulfield Carol Culley Simon Ferris Tom Ford (appointed 29 April 2020) Elizabeth Franey Bushra Jamil Simon Keogh Janet Marland (appointed 25 September 2019) Associate Tom McDonald Damian Owen Mark Welsby (resigned 29 June 2020)
<b>Senior leadership team</b>	
Executive principal (GMLT)	Damian Owen (Accounting officer)
Principal (Parrs Wood High School)	Mark McElwee
Deputy principal	Emma Rainford
Deputy principal	Mike Dore
Deputy principal	Ben Hill
Assistant principal	Emma Bryson
Assistant principal	Michelle Dean
Assistant principal	Emma Foster
Assistant principal	Andrew Langford
Assistant principal	Malcolm Waites
Assistant principal	Jim McLynn
Associate assistant principal	Danny Self
Business manager	Lindsey Moore (appointed on 1 May 2020)
<b>Trust director of finance</b>	Louise Staunton
<b>Company name</b>	Greater Manchester Learning Trust (GMLT)
<b>Principal &amp; registered office</b>	Parrs Wood High School Wilmslow Road East Didsbury, M20 5PG
<b>Company registration number</b>	10257544
<b>Independent auditor</b>	Haines Watts, Bridge House, Ashley Road Hale, Altrincham, WA14 2UT
<b>Bankers</b>	Lloyds Bank, Market Street, Manchester, M1 1PW
<b>Solicitors</b>	Browne Jacobson LLP, Castle Meadow Road, Nottingham, NG2 1BJ

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

---

The trustees present their annual report together with the accounts and independent auditor's report of the charitable company for the period 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

Greater Manchester Learning Trust (GMLT) currently operates one academy (Parrs Wood High School). The academy trust operates an academy for pupils aged 11-19 serving a catchment area in South Manchester including Didsbury, Withington, Burnage and Northenden. It has a pupil capacity of 2,010 and had a roll of 1943 in the school census on October 2020

#### 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 GMLT are also the directors of the charitable company for the purposes of company law. Details of the trustees who served during the year are included in the reference and administrative details on page 1.

##### Members' liability

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

##### Trustees' indemnities

The 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 negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000.

##### Method of recruitment and appointment or election of trustees

This is clearly set out in the articles of association of GMLT on the school's website. The number of trustees shall not be less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum. For the year ended 31 August 2020, an ordinary resolution determined that trustees appointed would be not be less than nine and no more than thirteen trustees.

The members may appoint by ordinary resolution up to 7 trustees (this should include a minimum of 2 parent trustees in the event that no local governing bodies are established) NB. A local governing body has been established. The trustees may appoint co-opted trustees. A co-opted trustee means a person who is appointed to be a trustee by being co-opted by trustees who have not themselves been so appointed. The trustees may not co-opt an employee of the academy trust as a co-opted trustee if thereby the number of trustees who are employees of the academy trust would exceed one third of the total number of trustees including the chief executive officer to the extent he or she is a trustee.

##### Policies and procedures adopted for the induction and training of trustees

The board of trustees requires a breadth of and depth of experience to carry out its duties effectively and efficiently when recruiting trustees, emphasis is placed on the skills and experience that a potential recruit may bring to the board. A skills analysis was carried out when the trust was originally set up to identify potential skills gaps.

Assessment is made by the chair of the board of trustees as to whether any specific training is required by any individual trustee. The programme of seminar sessions established for the year ended 31 August 2020 is designed as part of the continuous development and training, in keeping up-to-date with academy related issues and topics of particular interest or relevance.

The trust has implemented a formal induction pack for all trustees so that they have sufficient information relating to the trust and are fully clear on their role and responsibilities.

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

---

#### Organisational structure

The governance of the trust is defined in the memorandum and articles of association together with the funding agreement with the Department for Education.

Parrs Wood High School, as an academy, is now part of GMLT, which was established by the then governing body of Parrs Wood High School as a multi academy trust (MAT). This means that the trust is able to form formal partnerships with other educational providers should the members consider that it would be to the educational benefit of all learners within their care. The MAT currently consists of just one school (Parrs Wood High School).

The current GMLT governance structure includes members, trust board, local governing body, Standards Committee, Trust Finance Committee and Audit Committee.

The members meet 2x/year, the trust board 6x/year, the Trust Finance and Audit Committee 4x/year, the local governing body 5x/year.

A documented annual Business Cycle document is in place for GMLT for the 2020/21 academic year, which includes details of the matters for consideration at each of the oversight group meetings, this has been in place throughout 2019/2020.

The primary responsibilities of the GMLT trust board are vision setting, development planning and progress monitoring, trust target setting and KPI's, trust growth developments against strategy, academic performance data for academies, support and intervention for academies, headteacher group meetings report, governor group meetings report, staff performance, headteacher performance, finance updates – trust and individual academies, centralised services update and impact analysis and financial probity and value for money.

The committees of the trust board scrutinise the performance of the trust in greater detail in the key areas of finance, risk and audit and standards. The Finance and Audit Committees report directly to the trust board, whilst the local governing body considers and scrutinises standards of Parrs Wood High School prior to review at the trust board.

An executive principal was appointed to GMLT at the start of the 2017/18 academic year, who will work with the trustees going forward to develop any potential merger or acquisition opportunities with a view to growing the MAT in the future. The trust has now been approved as a recognised sponsor and awaits further contact from the DfE in that regard.

The principal of Parrs Wood High School will continue to focus on all matters Parrs Wood, continuing to raise standards and reporting school issues and progress to the local governing body.

There is a Scheme of Delegation at the school which outlines roles and responsibilities with regard to audit, budgets and budgetary control, contracts, income security of assets, personnel, salaries and wages, accounts, information and communication systems, insurances and orders, receipt of goods and payments.

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

##### Executive principal/principal's pay

When determining the executive principal/principal's salary the board of trustees will take account of the responsibilities of the post, the background of the students and whether the post is difficult to fill.

The board of trustees shall determine the pay for the executive principal/principal when they propose to make a new appointment or at any time if they consider it necessary to retain an executive principal/principal, or if there has been a significant change in the responsibilities of executive principal/principal.

##### Leadership pay

The board of trustees, when setting the pay range for the senior leadership team ('Leaders') will determine the pay range to be advertised and agree on a pay point. It should take into account the responsibilities of the post, the background of the students and whether the post is difficult to fill.

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

Details of how decisions will be made and what will be taken into account in setting or amending pay ranges are as follows:

The pay range may be determined as of 1 September, or at any time of the year to reflect any changes in the circumstances or job description that lead to a change in the basis for calculating their pay, or at any time if it is considered necessary to retain a leader. Such circumstances may include:

- When a leader becomes responsible for more than one school or academy as a permanent arrangement, consideration needs to be given to the remuneration of leaders who, as a result of the executive principal/principal's role, are taking on additional responsibilities. An increase in remuneration should only be agreed where the post accrues additional extra responsibilities as a result of the executive principal/principal's expanded role; it is not automatic.
- Where the executive principal/principal takes on responsibility for extended services the relevant body has discretion to take account of the additional responsibility and accountability associated with the provision of extended services on their site when determining a leader's remuneration. An increase in remuneration should only be agreed where the post accrues extra responsibilities as a result of the executive principal/principal's enlarged role, it is not automatic.
- Leaders must demonstrate sustained high quality of performance in respect of academy leadership and management and pupil progress and will be subject to a review of performance against their performance objectives before any performance points will be awarded.

Annual pay progression within the range for these posts is not automatic and will be related to the individual's performance. Subject to performance the board of trustees will then consider whether to award one or two pay progression points. The circumstances in which two points may be awarded are outlined within the pay policy.

#### Trade union facility time

##### Relevant union officials

<u>Number of employees who were relevant union officials during the relevant period</u>	<u>Full-time equivalent employee number</u>
4.00 FTE	3.6FTE

##### Percentage of time spent on facility time

<u>Percentage of time</u>	<u>Number of employees</u>
0%	
1% - 50%	4.00
51%-99%	
100%	

##### Percentage of pay bill spent on facility time

<u>Provide the total cost of facility time</u>	£10.3k
<u>Provide the total pay bill</u>	£9,210,924
<u>Provide the percentage of the total pay bill spent on facility time</u>	0.1%

##### Paid trade union activities

<u>Time spent on paid trade union activities as a percentage of total paid facility time hours.</u>	100%
---	------

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

---

#### Related parties and other connected charities and organisations

The academy trust is not part of a wider network such as a soft federation. GMLT is not connected to, or related to, any other organisations as defined by the relevant Charities SORP. The members, trustees, senior staff and their families are regarded as related parties in accordance with the definition in the Charities SORP.

#### **Objectives and activities**

##### Objects and aims

GMLT's objects as set out in the governing document are:

- To advance for the public benefit education by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.
- To promote the provision of facilities for recreation or other leisure time for the local community.

#### **GMLT Mission and Values Statement**

Our mission is to transform the lives of all those who study and work in our schools, through relationships which inspire confidence and aspiration; through experiences and opportunities which lead to future happiness and success.

The Greater Manchester Learning Trust is built around the core values of:

**Community:** "We value one another"

**Creativity:** "We embrace change"

**Achievement:** "We expect excellence"

Those who work in our schools will embrace these values to improve academic and social outcomes for all students. GMLT schools have a duty to educate, develop and safeguard the students in their care as they would their own children, securing the highest quality educational experience for all. We will support and develop our staff to deliver this.

GMLT schools will provide a learning experience to inspire a passion for knowledge and leadership. They will enable students of all backgrounds to acquire a belief that they have the potential to make a positive difference to their lives and to the lives of others. To this end our students will develop resilience, independence and the ability to work collaboratively with tolerance and respect, celebrating the diversity within our society.

Staff and governors within GMLT schools will ensure that educational outcomes and social development are strong and that there is an absolute commitment that no student will experience barriers to learning, nor a limit to their potential.

GMLT will develop educational, community and business partnerships to enrich the curriculum, provide opportunity and personal development and enhance students' learning experiences.

The environment of our schools will ensure that all students are safe, happy and successful. Our children will feel challenged, valued and supported so that they achieve their academic and social aspirations and secure their future in education, training and in their working lives.

#### Objectives, strategies and activities for the year ended 31 August 2020

GMLT objectives:

- To raise attainment further for all cohorts, improving on strong outcomes.
- To ensure that schools remain financially viable and establish a foundation upon which to build and enhance success.
- To develop support, networks, and collaboration through excellence in professional development and wellbeing.
- To ensure GMLT's vision and core values are seen, heard, and felt in all aspects of what we do.
- To ensure an outstanding curriculum maximises opportunities for success for all our children against the parameters of continuing change.

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

#### Objectives, strategies, and activities for the year ahead to 31 August 2021

- To raise attainment further for all cohorts, improving on strong outcomes.
- Review all strategic financial approaches to areas of growth, capacity, future funding, and sustainability in order to facilitate effective partnerships and further growth.
- To broaden capacity, networks, and collaboration to deliver and sustain high quality support, development, and quality assurance.
- To ensure GMLT's vision and core values are seen, heard, and felt in all aspects of what we do.
- To ensure an outstanding curriculum maximises opportunities for success for all our children against the parameters of continuing change.

#### School (Parrs Wood High School) objectives:

The Academic year 2019/20 was severely disrupted by the COVID-19 pandemic and this affected the school's progress towards its targets. Many of the targets were not fully met due to the nationwide lockdown in March.

The School Improvement Plan (SIP) incorporated targets from the most recent (May 2019) Ofsted Inspection Report. These are:

What does the school need to do to improve further?

- teachers identify and address the gaps in pupils' knowledge and skills in history and geography
- they reduce further students' absence in the sixth form, particularly in Year 12
- teachers have consistently high expectations of what students in the sixth form can achieve

Review of 2019/20	Strategic priorities 2019-20	Review
<b>Outcomes for Students</b>	<p>A1 Close the gap in attainment and progress between PP and NPP pupils whilst maintaining outcomes above the national expectations by ensuring that all students study an inclusive, enjoyable, and challenging curriculum which meets their needs.</p> <ul style="list-style-type: none"> <li>▪ At least 70% of students achieve a minimum of a Grade 4 'a standard pass' in English and Math's</li> <li>▪ At least 50% of students achieve a minimum of a Grade 5 'a good pass' in English and Math's</li> </ul>	<p>Results based on CAGs show that the Gap closed in all subject area.</p> <p>Both attainment measures were met</p> <p>The Core subjects continue to be a strength and there were improvements in English, partly due to the new team</p>
	<p>A2 Ensure our Progress 8 is positive (0.20 or higher), with particular focus on the following areas:</p> <ul style="list-style-type: none"> <li>▪ Humanities</li> <li>▪ WBRI PP boys</li> <li>▪ SEN students</li> </ul>	<p>All Progress indicators Improved with the school having a Progress 8 over 0.20</p> <p>The progress of Humanities and white British PP improved. However, there was only a small improvement in the performance of SEN students</p> <p>Specific subject plans were developed and although the terminal examinations were not sat by students there had already been improvements noted in year. These plans will be reviewed and taken forward.</p>
	<p>A3 Ensure our Level 3 Value Added (VA) is positive by raising expectations of students' independent study and attendance</p>	<p>Our L3 VA score has continued to improve and was positive this year, showing a 3 year upward trend.</p>



# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

<b>Personal Development, Behaviour &amp; Welfare</b>	B1	Develop robust systems and procedures that always challenge and support all students towards impeccable behaviour	<p>New Deputy headteacher employed to oversee this area and associated structure changed</p> <p>In class incidents reduced in the same time frame before lockdown</p> <p>Whole school training delivered on INSET on managing behaviour.</p> <p>New Rewards, Support mechanisms, practices established, and Synergy re-launched. However, these were not fully embedded.</p>
	B2	Ensure our attendance is at 95% or above	Before COVID-19 attendance was slightly below the target of 95%. This continues to be a priority, although, during the COVID-19 Pandemic this target of 95 % will be unrealistic.
	B4	Develop our mental health strategy to include proactive and preventative approaches for students, engage parents and support the resilience and wellbeing of staff	<p>School was part of Wave 3 in the GM project in 2019/20</p> <p>Leadership team established with MD and ER as leads</p> <p>42<sup>nd</sup> Street counselors employed</p> <p>Triage system for identifying MH issues</p> <p>Staff had additional training on MH led by MD&amp;ER</p>
	B5	Ensure that bullying, peer-on-peer abuse, or discrimination are not tolerated.	<p>New anti- bullying support programme launched.</p> <p>PSMs trained along with HoL to review victim support</p> <p>Procedures and Policies changed and shared with parents at the parental forum.</p> <p>It was difficult to compare year on year performance due to Pandemic</p> <p>1 student left the school (PRU) due to new measures</p>
<b>Effectiveness of Leadership &amp; Management</b>	L1	Develop our leadership succession planning (including middle leadership development) to ensure we have the leadership capacity to collaborate and support externally in line with the outward-focused development of the school	<p>SLEs trained and working in variety of schools, including Middle Leaders in French and English.</p> <p>Deputy Headteachers continue to work with Advantage Teaching Alliance</p>
	L2	Demonstrate values of Community, Creativity and Achievement across the school and our external marketing. Ensure this ethos flows through every aspect of school	<p>Marketing Audit completed</p> <p>New Website developed along with marketing documentation</p> <p>New uniform and signage across school</p>
<b>Quality of Teaching, Learning &amp; Assessment</b>	T1	Develop students' resilience, recall of knowledge and application to the new linear qualifications by improving their ability to work independently and improving the quality of work at home	<p>Due to COVID-19 pandemic this aspect of independent learning was accelerated.</p> <p>Staff fully trained in uploading documents on Google classroom, delivering live and pre-recorded lessons. Students and staff audited for technology access which was a barrier and many students (over 60) supplied with Technology</p>

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

	<p>T2 Embed oracy and the use of academic vocabulary as a vehicle to enhance the quality of students' extended writing</p> <p>T3 Ensure that teachers have consistently high expectations of what students in the sixth form can achieve.</p>	<p>Need to QA this work going forward. The percentage of student using remote learning increased significantly</p> <p>Keywords identified and used in planner System introduced into PDC time Class displays established indicating Key words A measure is required to record progress in this area</p> <p>See priorities in KS5 review</p>
<b>Overall Effectiveness</b>	<p>O1 Achieve 'Outstanding' at the next inspection</p> <p>O2 Support the growth of the Trust in a sustainable fashion whilst ensuring financial stability for Parrs Wood High school</p>	<p>Application submitted for Free school bid</p> <p>Continuing to actively pursue partnership opportunities and continuing to work with current identified partners.</p>

### Public benefit

The trustees have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

### **Strategic report: Achievements and performance**

#### Parrs Wood performance 2020: Key Stage 4

Parrs Wood's overall academic performance at Key Stage 4 improved from 2019. However, it has to be remembered that when predicting student outcomes staff erred on the slightly positive side despite the moderation process.

#### 2020 PW GCSE Headlines:

80% of students with 'standard' passes of 4+ in English and Maths (+16)  
62% at the new 'gold standard' / 'strong passes' of 5+ passes in English and Maths (+16)  
33% of our entries were awarded with an A\* / A grade (+9)

#### **Headline measures:**

	2020 All 322 pupils
English 4+	<b>89% (+11)</b>
Maths 4+	<b>81% (+9)</b>
E&M 4+	<b>80% (+12)</b>
Prog 8	<b>+0.33 (+0.36)</b>
Att 8	<b>5.3 (+0.46)</b>
Avg Grade	<b>6-</b>

On average grades increased by 0.3 of a GCSE

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

### Bucket 1:

#### English and Maths:

Centre Assessed Grades (CAGs) meant that results rose. We were very careful to ensure that what we recommended to the exam boards was both fair and backed up by evidence. The rises are pleasing, but do not reflect the national adjustments that usually occur with exam results.

4+ Grades	PW	Manchester	National
English	89% (+11)	78% (+11)	71 (+18) Eng. Lang
Maths	82% (+9)	69% (+13)	66% (+16)

### Bucket 2: Science, Languages, and Humanities

Subject and Cohort Number	4+ (2019)	5+ (2019)	VA
Sciences (313)	80% (+10.2)	60% (+7.6)	+0.6
MFL (193)	85% (+8.2)	67% (+0.8)	+0.9
Humanities (273)	73% (+16.5)	56% (+10)	+0.27

59% of PW students took a GCSE Language. 84% of PW students took a GCSE Humanities subject. Both are significantly higher than other Manchester schools. A large increase was shown in humanities and in particular geography.

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

### Attainment GAPS:

	9-4 All (322 pupils)	Female (133 pupils)	Male (189 pupils)	SEN (24 pupils)	PP (103 pupils)	EAL (145 pupils)
English	89%	94%	85%	45%	77%	90%
Maths	81%	83%	79%	33%	68%	82%
E&M	80%	82%	78%	29%	67%	81%
Prog 8	+0.33	+0.62	+0.12	-1.07	-0.14	+0.78
Att 8	5.3	5.6	5.1	3.02	4.3	5.3
Avg Grade	6-	6	5+	3	4	5
Comment:	All +ve rises	Girls outperforming boys again	+ve but still the gender gap	+ve but not enough	+ve but should be doing better	All +ve rises

The gap did close in both the attainment and progress measures. Gaps data provides two significant positives: English and Maths at 4+ are strong for PP and EAL pupils. Secondly, positive progress for EAL cohorts.

The gaps data shows three significant issues: boys are still below girls in attainment and especially progress. Secondly, SEN students need different levels of support to access the new exam expectations that shape curriculum, even though a small cohort. Finally, Pupil Premium students (whilst not a homogenous group) need to be making expected progress through higher expectations and ensuring that they are supported to effectively revise the large amounts of information needed.

### Overall Key Stage 4

Many subjects demonstrated improvements from last year and when compared to targets:

- Overall English and Maths attained strong results in attainment, although progress and match up of students are areas for development.
- BTECs have been very successful and provided open bucket contribution for the vast majority of pupils who took them.
- Humanities and Business made significant improvements this year, but their subject improvement plans will continue until there is clear sustained improvement.

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2019**

---

Equally, there are many areas to focus upon to improve in areas where results did not reach our expectations:

- Progress has to be the key action area. A greater focus is needed in pushing all pupils especially those identified in key cohorts to meet and exceed their targets.
- All subjects require a review of schemes of work, assessment procedures, and moderation of student work.
- Accuracy of screenings in many areas.
- PP and SEN students access to the curriculum and building of resilience.
- White PP boys are a key group for improvement.

### Looking Forward:

Challenges:

- Recovery curriculum after lockdown whilst being mindful of mental health and pressures for students and staff.
- Tougher assessments (which are Quality assured) that transpose A level skills and knowledge down to the GCSE syllabus.
- Writing Stamina where students have to produce significant extended writing in timed conditions as the 100% method of assessment.

Areas to develop:

- Develop remote learning provision to place more independence onus upon students.
- Knowledge organisers: systems to help students to retain, recall, and apply knowledge alongside skills. Recall and Application being more pronounced in lessons and assessments.
- Getting things right at KS3: a review has taken place into what skills and knowledge we need students to have in KS4 and ensure that such skills are being taught, cultivated, sharpened, and tested early. Now we look at the intent, implementation, and impact for focus groups of students.
- Raising Achievement of PP, SEN, and White British boys.
- Action activities prior to assessments.
- Each Faculty building in more rigorous internal and external standardisation procedures.

### Key Stage 5: A-Level

A Level only	% for Year (difference to previous year) National data in red		
	2020	2019	2018
A*	14 (+5) 14.3	9 (+1) 7.8	8 (+2)
A*-A	33 (+10) 38.1	23 (+4) 25.5	19 (-1)
A*-B	56 (+7) 65.4	49 (+13) 51.6	36 (-7)
A*-C	80 (+6) 87.5	74 (+12) 75.8	62 (=)
A*-E	100 (+2) 99.7	98 (+2) 97.6	96 (+1)

### Attainment:

- National data above is based on the revised grading using the Centre Assessed Grades (CAGs). The grades originally assigned using the algorithm were not consistent with the grade percentages achieved in previous years nor the value added (it placed us as being significantly negative, which we have never been). Over half of our CAGs were downgraded. Being a college that knows their students well and prides itself on fairness, we rightly contested these. The CAGs we assigned show an increase in grade percentages, which is to be naturally expected when students who were borderline were given the upper end of the grade, they showed evidence for working at.
- Following the success last year of moving some students to AS examinations in a failing subject rather than gaining a U for the A level, we again adopted this strategy for one student and extended their learning to a 3-year programme (covered as a case study at the end).

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

- The 'story' behind unconditional offers is less clear this year, and so whereas last year we could see a decline in students accepting their unconditional offers it is difficult to see whether this is a continuing trend. Many universities changed their offers to unconditional offers when the changes to the summer examinations was announced despite Government requests for this not to happen.

Performance indicator	2020 predicted	2019	2018
Academic Value Added	0.23	-0.03	-0.30
Applied General Value Added	-0.27	-0.1	N/A
GCSE English resit point score difference	0.77	0.91	0.67
GCSE Maths resit point score difference	0.91	0.74	0.81

- Our GCSE Maths and English Language resit results again are strong, with 23/25 students improving their Maths grade to 4 and 12/14 students improving to the 4 in English.

#### Value added:

- Our value added improved from 2019. It is slightly negative – overall it is in line with expected progress. Due to our small size our value added can fluctuate if even a relatively small number of students over perform or underperform. The vast majority of students fulfilled their potential at year 13.

#### Retention

- Our retention is increasing, as expected as we removed the AS level examinations. We still have rigorous conversations supported with thorough IAG for those students where it appears the Level 3 pathway would not provide them with adequate or fair options for their future. For these students, they are directed to apprenticeships or alternative courses, mainly with Manchester College. Going into 2020-21 the retention is 98%, with no resit students being accepted and only two students leaving to seek alternative pathways. Two students have been accepted in return to complete their Year 13 from outside of the UK.

Last year was the first year of the students having access to the city scheme 'Our Pass'. The affect has been increased attendance as well as perhaps having a contribution to our 0 gap between students in receipt of the bursary and those who are not.

#### Destinations

- Our destinations remain strong with many universities honouring places following the results day difficulties. As some courses have had to ask students to defer their entry until 2021, we have 23 students who have not been placed this year.
- Our Competitive and Challenging Courses group have again performed well with 5 students securing places at Oxford, 2 students securing a place to study Medicine and 2 for Dentistry. 7 students received straight A\* grades (2 gained 4). 18 students secured straight As and A\*s (13% of the A level cohort) and 2 BTEC students secured straight Distinctions and Distinction\*s (7%).

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

#### Comment on the key priorities for 2019-20

Target	Intended outcome	Update 2020
Focus on targets outlined by OFSTED (Increase attendance further- particularly Yr12 and increase consistency in expectations of students to increase progress made).	Improved attendance by earlier interventions and strategies implemented. Increased number of home visits and parental meetings. OFSTED targets met, visible through IQTL and data. Subsequently, improved outcomes (VA).	Until lockdown we were seeing an increase in attendance. Those students who had poor attendance had complex backstories and were being supported in college and by external agencies.
A continued focus on differentiation in lessons	Improved value added for this cohort as seen through predictions and VA. Positively reflected in IQTL.	This was commented upon positively on IQTL conducted before lockdown showing we were moving in the right direction.
Further improve the number of students on a successful pathway from the beginning of Yr12.	Improved retention and value added.	The retention this year from Yr12 to 13 is a pleasing 98%.
Further increase parental engagement to increase support throughout their child's time in sixth form.	Improve attendance, improve retention, and improve value added.	Positive comments on the communication within the sixth form until and during lockdown. Still some work to be done with some families and the engagement with the gateway app at sixth form.

#### Key priorities for 2020-21

Target	Overview of strategies	Intended outcome
Ensure teaching and learning includes 'catch up' of core concepts missed at the end of Yr11/Yr12.	Temporary position for an additional member of staff 'KS5 IQTL Lead' to ensure this is being covered sufficiently and successfully within sixth form. Student voice as a baseline. Use screening data to provide subjects and individual students' individual support. Use of catch up funding alongside other data to implement intervention to key students.	Staff and students are confident about the future exam seasons. Positive comments on student and staff voice. Positive subject and student screenings. Those students targeted for the use of the catch-up funding make expected gains by the end of the year.
Ensure positive mental health and wellbeing within the student body.	PDC programme to include self-monitoring and self-care tips for this. Use of self-help for students before the need for a referral. Programme of activities for students to focus on aside their academic learning, such as fundraising projects.	Student voice reports an improving picture for mental health. Fewer safeguarding referrals for mental health and wellbeing. Fewer referrals for KS5 Learning Mentor for mental health and wellbeing.

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Target	Overview of strategies	Intended outcome
Further increase parental engagement to increase support throughout their child's time in sixth form.	Increased correspondence with parents, including a welcome letter introducing the team and key dates and a second letter after right choices week with the final subjects confirmed and a copy of their child's timetable.  Year 12 information evening reintroduced with select one-to-one meetings also using early behaviour and effort screening data.  Year 13 information evening to support parents through the Applications processes.	Improve attendance, improve retention, and improve value added.

In respect of the National Free School Meals Voucher Scheme the academy trust engaged with this, providing information to the administrator of the scheme to ensure those students who were entitled to free school meals continued to receive vouchers during the lockdown period.

### Going concern

In respect of COVID-19, additional costs have arisen in areas such as staff cover costs which have particularly increased with the additional cost of providing cover for employees who are either sick, self-isolating or are clinically extremely vulnerable. This has resulted in the employment of two additional cover supervisors and cover costs continue to escalate due to the pandemic. Other costs that have significantly increased are those in relation to the cleaning contract wage bill, cleaning materials, hygiene services and the capital costs relating to the installation of new washing facilities for students. Costs have therefore increased beyond comparable years' budget allocations. In respect of income, in particular self-generated income has been affected significantly in relation to sports lettings and catering income. Trustees will be continuing to monitor this and took action to achieve other savings during the reporting period to offset such losses. The risk registers and COVID-19 risk assessment details trustees' actions in relation to this matter, currently monitoring income and expenditure monthly through the management accounts process and monitoring attributable COVID-19 costs. Due to the current level of reserves available, there is currently minimal threat to the academy trust as a going concern, however, increased costs in relation to COVID-19 could not be sustained in the current funding model if they were to continue long term beyond this academic year.

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, the board of trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

### **Financial review**

GMLT anticipated a revenue surplus of £556k at the start of the year ended 31 August 2020. There were regular financial reviews of income and expenditure versus planned budgets at Finance Committee meetings. GMLT's financial statements for the year ended 31 August 2020 showed a £1,159k surplus on the unrestricted funds.

GMLT continues to take the necessary steps to ensure it operates a balanced budget and responds where necessary to the changing educational landscape. Budget forecasting also projects a balanced overall budget for the year ended 31 August 2021 with the use of a small amount of reserves, however, recognises challenges in future years.

A Scheme of Delegation and Financial Handbook outline key roles and responsibilities around financial matters at the trust. The Finance Committee regularly scrutinises budget reports and provides challenges to ensure that an overall balanced budget can be achieved and identifies any future savings necessary.

The majority of GMLT's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2020 and the associated expenditure are shown as restricted funds in the statement of financial activities.

GMLT also receives grants for fixed assets from the ESFA, and from other government bodies. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2015) such grants are shown in the statement of financial activities as restricted income in the fixed asset fund.



# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

---

The academy trust has recognised its share of the Local Government Pension Scheme (LGPS), assets and liabilities in accordance with FRS102. A deficit of £3,907k has been recognised as at 31 August 2020. Future contribution rates are adjusted so as to reduce this deficit.

In respect of virus-related control measures a full COVID-19 risk assessment is in place for prevention and control. The academy trust operations have been significantly affected during the pandemic in terms of putting in the appropriate health and safety measures and operational procedures for the return of students and staff. The COVID-19 risk assessment details the actions necessary to reduce any risk to the trust, with the following underlying principles:

- **CREATIVITY** - Maximise control measures through consultation and new ways of working.
- **COMMUNITY** - Minimise risk to students, staff, visitors & contractors and keep our school "Community" safe.
- **ACHIEVEMENT** - Provide students with a full educational experience and enable their achievement.

In respect of the operations of the academy, all operational aspects have been affected and working practices have had to be reviewed in line with the guidance produced by the DfE. An outline of areas of concerns have been detailed in the risk assessment and operations have been modified and operations amended as shown below:

- Establishing a systematic process of partial opening, including social distancing
- Investing in safety equipment and health and safety arrangements to limit the spread of COVID-19
- Maximising social distancing measures
- Enhanced protection for children and staff with underlying health conditions
- Enhancing mental health support for pupils and staff
- Maintaining pupil safety and wellbeing

#### Reserves policy

The trustees believe that the minimum level of free reserves sufficient to carry forward is one month's payroll equivalent to £750k to £800k. The actual level of free reserves as at 31 August 2020 was £1,910k. The academy has previously used some of its reserves for capital expenditure to facilitate building refurbishment, helping to secure the growth of its Sixth Form numbers and preserve its financial viability. It has also invested in buildings and facilities improvements to ensure appropriate health and safety. Whilst the school is maintaining a 3-year balanced budget with reserves, the maintaining of reserves will help to further protect its activities by providing a financial comfort zone against an unpredictable environment and to make sufficient provision for capital procurement. They will also support the framework for future strategic planning and decision-making.

The academy trust is operating in a small deficit position for 2020/2021 having to access reserves of approx. £80k presuming all budgets are spent. Funding for the 2020/21 academic year has been approved and there has been no Financial Notice to Improve received from the ESFA as at the date of the approval of the financial statements. The trustees consider the use of the going concern basis on which to prepare the accounts as appropriate.

The impact of COVID-19 will undoubtedly impact the level of reserves the academy trust holds. The level of reserves has increased at the end of 2019/20, mainly due to closure and savings made because of this. However, there has been a loss of income streams that will be unrecoverable therefore the savings made have also negated this loss and are reflected in an overall balance. The reserves figure will be affected where continuation of increased costs due to COVID-19 occur and this will be modelled in future financial plans until the pre COVID19 operations can be resumed that generated a substantial income for the trust. The impact of this being that reserves will be utilised and drawn upon throughout this period of business interruption whilst the pandemic is still ongoing.

The academy trust's reserves policy allows for a 1%-3% in year reserve and expects a small surplus balance to be generated at the end of each year, due to closure and COVID-19 this percentage has increased slightly and will be utilised moving forward in addressing the additional cost burdens of dealing with the control measures in respect of the virus. The additional costs of COVID-19 will become unsustainable in the longer term if the measures currently in place are to continue long term. Reserves can be used for a period to reduce the financial burden temporarily until such control measures are reduced or no longer needed.

#### Investment policy

The academy will look to invest any significant surplus funds it has in short term deposits which, whilst not generating substantial returns, do ensure that the academy can gain easy access to its funds and minimise its exposure to any losses.

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2019**

---

### Principal risks and uncertainties

GMLT has a designated Finance and Audit Committee who regularly reviews risks to the organisation. A risk register is embedded at the trust and school and independent internal auditors have been appointed who carry out an annual programme of internal audit work to provide assurance to the Finance and Audit Committee and ultimately the trust board that appropriate controls are in place to minimise risks

The financial and operational effects of the virus have required the trust to complete an ongoing review of levels of staffing within school taking into consideration costs, supply positions and the feasibility of opening the school safely on a daily basis against the obvious challenges of increased staff absence. Additional cost pressures present a risk with increased cost factors having been identified in areas such as supply staff costs, sickness cover, cleaning, and hygiene costs alongside a significantly reduced income through the closure of our facilities. The principal risks facing the trust are closure due to unacceptable staffing levels and the transmission of the virus both with control measures detailed throughout the risk assessment. Financial risk has increased due to COVID-19 and may become unsustainable in the future and this forms a principal risk within the risk register. The trust continues to face uncertainty in respect of these principal risks due to the unknown factors relating to the pandemic, such as duration, government restrictions and national lockdown control measures.

The key risk to the organisation is seen to be operational and financial risk due to real term reductions in funding and a new funding formula coupled with pay and other expenditure pressures that continue to affect the education sector and the current threat to operations due to COVID-19. In addition, the school estate is significant and includes a Grade 2\* listed building. There is also increased competition in the local area which could impact on pupil numbers and future funding going forward.

The strategies in place to address this risk include a clear financial plan to reduce expenditure and increase income to maximise available funds where possible whilst ensuring that teaching and learning at the school are not compromised. Other funding streams are and will continue to be utilised (Condition Improvement Fund, Salix) to support investment in the school estate. An effective marketing strategy will be further developed to ensure that pupils/parents continue to see GMLT/Parrs Wood High School as their 1<sup>st</sup> preference school.

### **Fundraising**

In respect of any academy fundraising activities, the trustees will apply the following:

- Application of our trust's values of Community, Creativity, Achievement.
- Our fundraising aims and achievements will be clearly communicated to the public and to donors and supporters.
- The resources we use and the costs we incur in our fundraising will be reflected accordingly in an open and transparent manner.
- The key financial and reputation risk we may face will be discussed through the Finance and Audit Committee.
- Appropriate due diligence will be undertaken prior to engagement in any fundraising activities.
- Where fundraising takes place, staff will have key roles of responsibility and will be directed accordingly.
- Effective financial controls are in place and are followed.

Due to COVID-19 the academy trust has had limited capacity to fundraise, mainly due to staff not having the capacity to engage with outside organisations and events not taking place that would regularly take place within the usual calendared activities. We have not engaged volunteers during the period of the pandemic.

### **Plans for future periods**

GMLT has a strategy for partnership and initial growth. This includes:

- A strong secondary partner.
- One or more strong primary partners.
- A strong partner trust with which the trust could potentially merge to create a larger trust.
- In support of its growth, the Greater Manchester Learning Trust will seek status as a Teaching School Alliance.

# GREATER MANCHESTER LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2019**

---

### Auditor

In so far as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 16/12/2020 and signed on its behalf by:



**Suzannah Reeves**  
Chair of trustees

# GREATER MANCHESTER LEARNING TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

### Scope of responsibility

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

As trustees, we have reviewed and taken account of the guidance in the DfE's Governance Handbook and competency framework for governance.

For the year ended 31 August 2020, the board of trustees delegated the day-to-day responsibility to the principal, 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 Greater Manchester Learning Trust and the Secretary of State for Education. They were also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

### Governance

The trust board takes a proactive approach to its review of effectiveness of the board of trustees. With the skills audit completed yearly, this informs the overall skill set of the board and highlights any action for review in respect of skill set. A full review of membership and committees is undertaken at the start of each academic year to ensure the necessary skills set for each board/committee meeting. All meetings are effectively clerked by an external provider. Minutes clearly document actions and priorities clearly. On completion of the skills audit any gaps are highlighted and trustees are proactively recruited. This has resulted in strengthening the skills set of the trust board and its overall effectiveness. Governance is considered as part of the biannual Greater Manchester Learning Trust Self Evaluation Framework; this considers the Trusts' Governance Framework, and this is fully embedded. The MAT board is a strength and has been developed into a stronger unit that reflects the scale and development of the trust. The delegated authority is clear, and governors understand their responsibilities. The governance framework is considered robust. The last full review took place in January 2019. The trust board has completed the annual skills audit and intends to complete its next full review of governance by December 2020.

The information on governance included here supplements that described in the trustees' report and in the statement of trustees' responsibilities. The board of trustees has formally met 6 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trust board	Meetings attended	Out of possible
Suzannah Reeves	5	5
Emma Caulfield	5	5
Carol Culley	4	5
Simon Ferris	5	5
Rob Ford	1	1
Elizabeth Franey	5	5
Bushra Jamil	5	5
Simon Keogh	3	5
Tom McDonald	4	5
Damian Owen	5	5
Mark Welsby	2	5

# GREATER MANCHESTER LEARNING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

### Finance and Audit Committee

The Finance and Audit Committee of the Greater Manchester Learning Trust has been established to complete the following and met five times during the academic year. In carrying out its role, the Committee will adhere to the principles set out in the Academies' Financial Handbook.

- To determine the overall scheme of financial delegation across the trust and receive regular management accounts and variance analysis and budget updates.
- To determine the annual trust budget.
- To monitor and review the trust's income streams.
- To monitor and review expenditure on a regular basis and ensure compliance with the trust's overall strategic plan and the DfE's/ESFA's financial regulations.
- To prepare the annual financial report to the trust board in accordance with the requirements of the Companies' Act, and the Academies' Financial Handbook.
- To determine the use of the academies' premises with regard to lettings and charging policies.
- To maintain an oversight of the academy trust's financial, governance, risk management and internal control systems.
- To report its findings termly and annually to the trust board and the accounting officer as a critical element of the academy trust's reporting requirements.
- To achieve internal scrutiny and monitor internal audit reports presented.
- To agree an annual programme of internal scrutiny with the trust's internal auditors for checking financial systems, controls, transactions, and risks.
- To monitor and manage risk
- To deliver objective and independent assurance for the trust
- To ensure the trust remains compliant with the Academies Financial Handbook.

### Finance and Audit Committee

	Meetings attended	Out of possible
Bushra Jamil	0	1
Carol Culley	5	5
Simon Ferris	4	5
Simon Keogh	2	5
Tom McDonald	5	5
Damian Owen	5	5
Suzannah Reeves	5	5

### Review of value for money

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

The accounting officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

### Improving educational outcomes for students:

The academy trust uses the Academy School Improvement Plan (SIP) to direct activity with a particular focus on outcomes in relation to student development, attainment and achievement. Each year, as part of the planning process, the staffing structure is reviewed to support this agenda, ensuring that staff are appropriately deployed and that the academy performs effectively. Leadership and management structures are annually designed to support key identified areas for improvement. Resources are targeted to ensure that students requiring additional support or challenge receive this. Every effort is made to ensure that initiatives and good practice throughout the academy drive standards. Where possible, this is a collaborative process so that costs are kept to a minimum.

# GREATER MANCHESTER LEARNING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

### Financial governance and oversight:

As a result of a risk review process the academy operates an internal audit service, as prescribed in the Academies Financial Handbook. The internal audit service, provided by RSM UK, undertakes a risk-based approach and considers the risk management, control and governance arrangements in place. This service provides the academy with a detailed process of review and evaluation in ensuring that arrangements for overseeing governance are in place and appropriate. The academy has assurance that the controls upon which the organisation relies are suitably designed, consistently applied and effective. The internal audit report is also received, reviewed and considered by the Finance and Audit Committee.

### Demonstrating value for money and effective use of resources:

The academy's financial scheme of delegation is reviewed annually to ensure that limits set are appropriate with quotes/tenders sought to ensure value for money in all procurement.

As standard practice, for better purchasing, contracts entered into are continually reviewed to ensure that goods and services procured represent value for money. Every effort is made in negotiating contract terms and prices to ensure this. The academy also works closely with a network of other Manchester schools and academies to achieve better purchasing power and the academy benchmarks financial performance against other academy trusts, where meaningful data is available.

### Income generation:

The academy provides an offer to the community through the hire of its facilities. These community facilities are available evenings and weekends to maximise potential income, however, have been adversely affected by the pandemic. These community facilities will also continue to raise income in 2020/2021 however may not be to the level of previous years and any losses will need to be backfilled from reserves.

### Reviewing controls and managing risk to maximise use of resources and assets:

A system of monitoring monthly management accounts is in place, with detailed reports being received by the Finance and Audit Committee and the full board of trustees termly. The monthly accounts are scrutinised by the business manager to ensure that the necessary action is taken to address any variances arising which may affect the overall budget out-turn position.

### **The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Greater Manchester Learning Trust for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and accounts.

### **Capacity to handle risk**

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of trustees.

### **The risk and control framework**

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

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

# GREATER MANCHESTER LEARNING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

The board of trustees has considered the need for a specific internal audit function and has decided, with members' approval: Following the newly revised FRC Ethical Standard for auditors, the academy trust has appointed RSM Internal Auditors to carry out the academy trust's internal scrutiny checks from 1 September 2020.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's governance and financial systems. In particular, the checks carried out in the current period included:

- Risk Management Framework
- General Data Protection Regulation and Governance Framework
- Key Financial Controls – Asset and Inventory
- Estates and Strategy Management Processes
- Follow up

Action plans have been developed to address the recommendations raised in these reports.

A new schedule of work has been developed for year ended 31 August 2020.

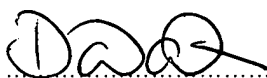
### **Review of effectiveness**

As accounting officer, the principal 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 leadership and management team within the academy trust who has responsibility for the development and maintenance of the internal control framework;
- the work of the Finance and Risk and Audit committees;
- the work of the internal auditor; and
- the work of the external auditor.

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

Approved by order of the board of trustees on 16 December 2020 and signed on its behalf by:



**Damian Owen**  
Accounting officer



**Suzannah Reeves**  
Chair of trustees

# **GREATER MANCHESTER LEARNING TRUST**

## **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

***FOR THE YEAR ENDED 31 AUGUST 2020***

---

As accounting officer of Greater Manchester Learning Trust, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of 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 2019.

I confirm that I and the academy trust's board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2019.

I confirm that the following instances of material irregularity, impropriety or funding non-compliance discovered to date have been notified to the board of trustees and ESFA. If any instances are identified after the date of this statement, these will be notified to the board of trustees and ESFA:

**Non-financial issues**

- The academy trust did not disclose its related party transactions to the ESFA as required by the Academies Financial Handbook.



**Damian Owen**  
**Accounting officer**

Date 16.12.20



# GREATER MANCHESTER LEARNING TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

The trustees (who are also the directors of Greater Manchester Learning Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2019 to 2020 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

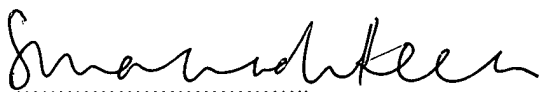
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the board of trustees on 16.12.20 and signed on its behalf by:



**Suzannah Reeves**  
Chair of trustees

# **GREATER MANCHESTER LEARNING TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GREATER MANCHESTER LEARNING TRUST**

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

### **Opinion**

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

In our opinion the accounts:

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

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

### **Other information**

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

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

We have nothing to report in this regard.

# **GREATER MANCHESTER LEARNING TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GREATER MANCHESTER LEARNING TRUST (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

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

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

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

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

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

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

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

### **Responsibilities of trustees**

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

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

### **Auditor's responsibilities for the audit of the accounts**

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

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

# GREATER MANCHESTER LEARNING TRUST

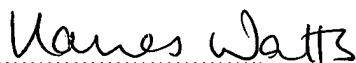
## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GREATER MANCHESTER LEARNING TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

### Use of our report

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



**Candice Beynon FCCA (Senior Statutory Auditor)**  
**for and on behalf of Haines Watts**  
**Chartered Accountants**  
**Statutory Auditor**

Bridge House  
Ashley Road  
Hale  
Altrincham  
WA14 2UT

Date 16/12/2020

# **GREATER MANCHESTER LEARNING TRUST**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GREATER MANCHESTER LEARNING TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

***FOR THE YEAR ENDED 31 AUGUST 2020***

---

In accordance with the terms of our engagement letter dated 25 October 2016 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Greater Manchester Learning Trust during the period 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Respective responsibilities of Greater Manchester Learning Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Greater Manchester Learning Trust's funding agreement with the Secretary of State for Education dated 30 August 2016 and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

# GREATER MANCHESTER LEARNING TRUST

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

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

The work undertaken to draw to our conclusion includes:

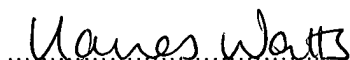
- We have confirmed that the activities conform to the academy trust's framework of authorities. As identified by review of minutes, management accounts, discussion with the accounting officer and other key management personnel.
- We have carried out an analytical review as part of the consideration of whether general activities of the academy trust are within the academy trust's framework of authorities.
- We have considered the evidence supporting the accounting officer's statement on regularity, propriety and compliance and have evaluated the general control environment of the academy trust and extended the procedures required for financial statements to include regularity.
- We have assessed and tested a sample of the specific control activities over regularity of a particular activity. In performing sample testing of expenditure, we have considered whether the activity is permissible within the academy trust's framework of authorities. We confirm that each item tested has been appropriately authorised in accordance with the academy trust's delegated authorities and that the internal delegations have been approved by the board of trustees, and conform to the limits set by the Department for Education.
- Formal representations have been obtained from the board of trustees and the accounting officer acknowledging their responsibilities including disclosing all non-compliance with laws and regulations specific to the authorising framework, access to accounting records, provision of information and explanations, and other matters where direct evidence is not available.
- In performing sample testing of expenditure, we have reviewed against specific terms of grant funding within the funding agreement. We have reviewed the list of suppliers and have considered whether supplies are from related parties and have reviewed minutes for evidence of declaration of interest, and whether or not there was involvement in the decision to order from this supplier.
- We have performed sample testing of other income and tested whether activities are permitted within the academy trust's charitable objects.

### Conclusion

In the course of our work, except for the matters listed below, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

### Non-financial issues

- The academy trust did not disclose its related party transactions to the ESFA as required by the Academies Financial Handbook.



**Haines Watts**  
**Reporting Accountant**

Date 16/12/2020

# GREATER MANCHESTER LEARNING TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT AND STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted funds £000	Restricted funds: General £000	Fixed asset £000	Total 2020 £000	Total 2019 £000
<b>Income and endowments from:</b>						
Donations and capital grants	3	-	-	40	40	163
Charitable activities:						
- Funding for educational operations	4	-	11,983	-	11,983	11,258
Other trading activities	5	467	68	-	535	1,212
Investments	6	1	-	-	1	1
<b>Total</b>		<u>468</u>	<u>12,051</u>	<u>40</u>	<u>12,559</u>	<u>12,634</u>
<b>Expenditure on:</b>						
Raising funds	7	12	-	-	12	8
Charitable activities:						
- Educational operations	8	141	11,953	828	12,922	12,582
<b>Total</b>	7	<u>153</u>	<u>11,953</u>	<u>828</u>	<u>12,934</u>	<u>12,590</u>
<b>Net income/(expenditure)</b>		315	98	(788)	(375)	44
Transfers between funds	17	-	(312)	312	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial losses on defined benefit pension schemes	19	-	(24)	-	(24)	(1,353)
<b>Net movement in funds</b>		315	(238)	(476)	(399)	(1,309)
<b>Reconciliation of funds</b>						
Total funds brought forward		<u>844</u>	<u>(2,918)</u>	<u>39,938</u>	<u>37,864</u>	<u>39,173</u>
Total funds carried forward		<u>1,159</u>	<u>(3,156)</u>	<u>39,462</u>	<u>37,465</u>	<u>37,864</u>

# GREATER MANCHESTER LEARNING TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT AND STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

Comparative year information Year ended 31 August 2019	Notes	Unrestricted funds £000	Restricted funds: General £000	Fixed asset £000	Total 2019 £000
<b>Income and endowments from:</b>					
Donations and capital grants	3	-	-	163	163
Charitable activities:					
- Funding for educational operations	4	-	11,258	-	11,258
Other trading activities	5	1,102	110	-	1,212
Investments	6	1	-	-	1
<b>Total</b>		<u>1,103</u>	<u>11,368</u>	<u>163</u>	<u>12,634</u>
<b>Expenditure on:</b>					
Raising funds	7	8	-	-	8
Charitable activities:					
- Educational operations	8	402	11,391	789	12,582
<b>Total</b>	7	<u>410</u>	<u>11,391</u>	<u>789</u>	<u>12,590</u>
<b>Net income/(expenditure)</b>		693	(23)	(626)	44
Transfers between funds	17	-	62	(62)	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	19	-	(1,353)	-	(1,353)
<b>Net movement in funds</b>		693	(1,314)	(688)	(1,309)
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>151</u>	<u>(1,604)</u>	<u>40,626</u>	<u>39,173</u>
Total funds carried forward		<u>844</u>	<u>(2,918)</u>	<u>39,938</u>	<u>37,864</u>



# GREATER MANCHESTER LEARNING TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2020

		2020	2019
	Notes	£000	£000
<b>Fixed assets</b>			
Tangible assets	12	39,462	39,938
<b>Current assets</b>			
Debtors	13	497	362
Cash at bank and in hand		1,676	1,308
		2,173	1,670
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	14	(263)	(245)
<b>Net current assets</b>		1,910	1,425
<b>Total assets less current liabilities</b>		41,372	41,363
Creditors: amounts falling due after more than one year	15	-	(71)
<b>Net assets before defined benefit pension scheme liability</b>		41,372	41,292
Defined benefit pension scheme liability	19	(3,907)	(3,428)
<b>Total net assets</b>		37,465	37,864
<b>Funds of the academy trust:</b>			
<b>Restricted funds</b>	17		
- Fixed asset funds		39,462	39,938
- Restricted income funds		751	510
- Pension reserve		(3,907)	(3,428)
<b>Total restricted funds</b>		36,306	37,020
<b>Unrestricted income funds</b>	17	1,159	844
<b>Total funds</b>		37,465	37,864

The accounts were approved by the trustees and authorised for issue on 16/12/2020 and are signed on their behalf by:



**Suzannah Reeves**  
Chair of trustees

Company Number 10257544

# GREATER MANCHESTER LEARNING TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

		2020		2019	
	Notes	£000	£000	£000	£000
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	20		764		786
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		1		1	
Capital grants from DfE Group		40		142	
Capital funding received from sponsors and others		-		21	
Purchase of tangible fixed assets		(352)		(101)	
<b>Net cash (used in)/provided by investing activities</b>			(311)		63
<b>Cash flows from financing activities</b>					
Repayment of long term bank loan		(85)		-	
<b>Net cash used in financing activities</b>			(85)		-
<b>Net increase in cash and cash equivalents in the reporting period</b>			368		849
Cash and cash equivalents at beginning of the year			1,308		459
<b>Cash and cash equivalents at end of the year</b>			1,676		1,308

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

### **1 Accounting policies**

Greater Manchester Learning Trust is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the trustees' report.

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

#### **1.1 Basis of preparation**

The accounts of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

#### **1.2 Going concern**

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

#### **1.3 Income**

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

##### Grants

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

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

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

##### Donations

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

##### Other income

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

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

---

#### 1 Accounting policies

##### Donated goods, facilities and services

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

##### Donated fixed assets

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

#### 1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

##### Expenditure on raising funds

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

##### Charitable activities

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

#### 1.5 Tangible fixed assets and depreciation

Assets costing £1,000 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 that require 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.

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

---

#### 1 Accounting policies

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

Long leasehold property	50 years straight line
Leasehold improvements	10 - 50 years straight line
Computer equipment	3 years straight line
Fixtures, fittings & equipment	5 years straight line

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

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

#### 1.6 Liabilities

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

#### 1.7 Leased assets

Rentals payable under operating leases are charged on a straight line basis over the period of the lease.

#### 1.8 Financial instruments

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

##### Financial assets

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

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

##### Financial liabilities

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

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

#### 1.9 Taxation

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

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

### **1 Accounting policies**

#### **1.10 Pensions benefits**

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

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

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

#### **1.11 Fund accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy trust at the discretion of the trustees.

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

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

#### **1.12 Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the academy trust does not have control over the charitable application of the funds. The funds received are paid and disclosed in note 25.

### **2 Critical accounting estimates and areas of judgement**

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

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 2 Critical accounting estimates and areas of judgement

##### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### 3 Donations and capital grants

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
Capital grants	-	40	40	142
Other donations	-	-	-	21
	-	40	40	163
	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	10,433	10,433	10,373
Other DfE group grants	-	1,256	1,256	635
	-	11,689	11,689	11,008
<b>Other government grants</b>				
Local authority grants	-	246	246	250
Coronavirus related income	-	48	48	-
	-	294	294	250
<b>Total funding</b>	-	11,983	11,983	11,258

The academy trust received £246,000 from the local authority in the year, being £203,000 High Needs funding, £23,000 Music Services Grant, £13,000 pupil premium income and £7,000 of other income.

The academy trust is due to receive £48,000 coronavirus related income post year end.

There were no unfulfilled conditions or other contingencies relating to grants in the year.

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 4 Funding for the academy trust's educational operations

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	10,433	10,433	10,373
Other DfE group grants	-	1,256	1,256	635
	-	11,689	11,689	11,008
<b>Other government grants</b>				
Local authority grants	-	246	246	250
Coronavirus related income	-	48	48	-
	-	294	294	250
<b>Total funding</b>	-	11,983	11,983	11,258

The academy trust received £246,000 from the local authority in the year, being £203,000 high needs funding, £23,000 music services grant, £13,000 pupil premium income and £7,000 of other income.

The academy trust is due to receive £48,000 coronavirus related income post year end.

There were no unfulfilled conditions or other contingencies relating to grants in the year.

### 5 Other trading activities

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
Hire of facilities	169	-	169	271
Catering income	199	-	199	298
School trips income	-	68	68	110
Other income	99	-	99	533
	467	68	535	1,212

### 6 Investment income

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
Short term deposits	1	-	1	1



**GREATER MANCHESTER LEARNING TRUST**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**7 Expenditure**

	Staff costs £000	Non-pay expenditure Premises £000	Other £000	Total 2020 £000	Total 2019 £000
Expenditure on raising funds					
- Direct costs	-	-	12	12	8
Academy's educational operations					
- Direct costs	7,131	745	763	8,639	8,232
- Allocated support costs	2,676	930	677	4,283	4,350
	<u>9,807</u>	<u>1,675</u>	<u>1,452</u>	<u>12,934</u>	<u>12,590</u>

<b>Net income/(expenditure) for the year includes:</b>	<b>2020 £000</b>	<b>2019 £000</b>
--	----------------------	----------------------

Fees payable to auditor for:		
- Audit	6	7
- Other services	1	2
Operating lease rentals	41	55
Depreciation of tangible fixed assets	828	789
Net interest on defined benefit pension liability	69	51
	<u>7</u>	<u>1</u>

**8 Charitable activities**

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
Direct costs - educational operations	-	8,639	8,639	8,232
Support costs - educational operations	141	4,142	4,283	4,350
	<u>141</u>	<u>12,781</u>	<u>12,922</u>	<u>12,582</u>

<b>Analysis of costs</b>	<b>2020 £000</b>	<b>2019 £000</b>
--------------------------	----------------------	----------------------

**Direct costs**

Teaching and educational support staff costs	7,151	6,840
Staff development	26	27
Depreciation and amortisation	745	709
Technology costs	121	102
Educational supplies and services	343	226
Examination fees	188	220
Other direct costs	65	108
	<u>8,639</u>	<u>8,232</u>

**GREATER MANCHESTER LEARNING TRUST**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**8 Charitable activities**

<b>Support costs</b>	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Support staff costs	2,676	2,735
Depreciation and amortisation	83	80
Maintenance of premises and equipment	252	224
Cleaning	285	266
Energy costs	146	171
Rent and rates	72	91
Insurance	44	46
Security and transport	54	66
Catering	141	207
Interest on defined benefit pension liability	69	51
Other support costs	440	377
Governance costs	21	36
	<u>4,283</u>	<u>4,350</u>

**9 Staff**

**Staff costs**

Staff costs during the year were:

	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Wages and salaries	7,066	7,076
Social security costs	701	706
Pension costs	1,865	1,435
Amounts paid to employees	9,632	9,217
Agency staff costs	174	260
Staff restructuring costs	1	78
Amounts paid to staff	9,807	9,555
Staff development and other staff costs	46	47
Total staff expenditure	<u>9,853</u>	<u>9,602</u>

Staff restructuring costs comprise:

Redundancy payments	1	62
Severance payments	-	16
	<u>1</u>	<u>78</u>

**Non statutory/non-contractual staff severance payments**

Included in staff restructuring costs are non-statutory severance payments totalling £nil (2019: £16,000).

**GREATER MANCHESTER LEARNING TRUST**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**9 Staff**

**Staff numbers**

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

	<b>2020</b>	<b>2019</b>
	<b>Number</b>	<b>Number</b>
Teachers	120	116
Administration and support	89	93
Management	12	13
	<u>221</u>	<u>222</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	<b>2020</b>	<b>2019</b>
	<b>Number</b>	<b>Number</b>
Teachers	110	109
Administration and support	71	74
Management	12	13
	<u>193</u>	<u>196</u>

**Higher paid staff**

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

	<b>2020</b>	<b>2019</b>
	<b>Number</b>	<b>Number</b>
£60,001 - £70,000	1	-
£70,001 - £80,000	3	3
£90,001 - £100,000	1	2
£100,001 - £110,000	1	-
£130,001 - £140,000	1	1
	<u>7</u>	<u>6</u>

**Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £1,170,971 (2019: £1,150,000).

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 10 Trustees' remuneration and expenses

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

The value of trustees' remuneration and other benefits was as follows:

D Owen (Executive Principal)

Remuneration: £135,001 - £140,000 (2019: £130,000 - £135,000)

Employer's pension contributions: £30,001 - £35,000 (2019: £20,001 - £25,000)

During the year ended 31 August 2020, no travel and subsistence payments were reimbursed or paid directly to trustees (2019: £nil).

### 11 Insurance for trustees and officers

From 1 September 2019 the academy trust has opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides unlimited cover. It is not possible to quantify the trustees and officers' indemnity element from the overall cost of the RPA scheme.

### 12 Tangible fixed assets

	Long leasehold property	Leasehold improvements	Computer equipment	Fixtures, fittings & equipment	Total
	£000	£000	£000	£000	£000
<b>Cost</b>					
At 1 September 2019	41,290	568	182	202	42,242
Additions	-	194	153	5	352
At 31 August 2020	41,290	762	335	207	42,594
<b>Depreciation</b>					
At 1 September 2019	2,082	21	95	106	2,304
Charge for the year	694	15	78	41	828
At 31 August 2020	2,776	36	173	147	3,132
<b>Net book value</b>					
At 31 August 2020	38,514	726	162	60	39,462
At 31 August 2019	39,208	547	87	96	39,938

The net book value of land and buildings comprises:

	2020 £000	2019 £000
Long leaseholds (over 50 years)	38,514	39,208

**GREATER MANCHESTER LEARNING TRUST**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

<b>13 Debtors</b>	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Trade debtors	35	86
VAT recoverable	47	51
Prepayments and accrued income	415	225
	<u>497</u>	<u>362</u>
<b>14 Creditors: amounts falling due within one year</b>	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Government loans	-	14
Trade creditors	138	117
Other creditors	24	19
Accruals and deferred income	101	95
	<u>263</u>	<u>245</u>
<b>15 Creditors: amounts falling due after more than one year</b>	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Government loans	-	71
	<u>-</u>	<u>71</u>
<b>Analysis of loans</b>	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Wholly repayable within five years	-	85
Less: included in current liabilities	-	(14)
	<u>-</u>	<u>(14)</u>
Amounts included above	-	71
	<u>-</u>	<u>71</u>
<b>Loan maturity</b>		
Debt due in one year or less	-	14
Due in more than one year but not more than two years	-	14
Due in more than two years but not more than five years	-	57
	<u>-</u>	<u>85</u>
	<u>-</u>	<u>85</u>

The loan is in relation to Salix loans taken out by the academy.

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 16 Deferred income

	2020 £000	2019 £000
Deferred income is included within:		
Creditors due within one year	51	42
Deferred income at 1 September 2019	42	31
Released from previous years	(42)	(31)
Resources deferred in the year	51	42
<b>Deferred income at 31 August 2020</b>	<b>51</b>	<b>42</b>

Deferred income as at 31st August 2020 is in relation to rates relief £33,000, school trips £13,000, cricket pitch maintenance grant £3,000 and PE faculty grant £2,000.

#### 17 Funds

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2020 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	510	10,433	(9,880)	(312)	751
Other DfE / ESFA grants	-	1,256	(1,256)	-	-
Other government grants	-	294	(294)	-	-
Other restricted funds	-	68	(68)	-	-
Pension reserve	(3,428)	-	(455)	(24)	(3,907)
	<u>(2,918)</u>	<u>12,051</u>	<u>(11,953)</u>	<u>(336)</u>	<u>(3,156)</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	39,422	-	(308)	-	39,114
DfE group capital grants	474	40	(514)	-	-
Capital expenditure from GAG	22	-	(5)	312	329
Private sector capital sponsorship	20	-	(1)	-	19
	<u>39,938</u>	<u>40</u>	<u>(828)</u>	<u>312</u>	<u>39,462</u>
<b>Total restricted funds</b>	<u>37,020</u>	<u>12,091</u>	<u>(12,781)</u>	<u>(24)</u>	<u>36,306</u>
<b>Unrestricted funds</b>					
General funds	844	468	(153)	-	1,159
<b>Total funds</b>	<u>37,864</u>	<u>12,559</u>	<u>(12,934)</u>	<u>(24)</u>	<u>37,465</u>

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 17 Funds

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

Restricted general funds are those resources that have been designated restricted by the grant provider in meeting the objectives of the academy.

Restricted fixed asset funds are those funds relating to the long term assets of the academy used in delivering the objectives of the academy.

Unrestricted funds are those funds to which the board of trustees may use in the pursuance of the academy's objectives and are expendable at the discretion of the trustees.

The £312,000 transfer to restricted fixed asset funds from restricted general funds is to meet capital expenditure for which there was no specific capital funding in the year.

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 2020.

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

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2019 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	10,373	(9,925)	62	510
Other DfE / ESFA grants	112	635	(747)	-	-
Other government grants	-	250	(250)	-	-
Other restricted funds	-	110	(110)	-	-
Pension reserve	(1,716)	-	(359)	(1,353)	(3,428)
	<u>(1,604)</u>	<u>11,368</u>	<u>(11,391)</u>	<u>(1,291)</u>	<u>(2,918)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	40,116	-	(694)	-	39,422
DfE group capital grants	483	142	(89)	(62)	474
Capital expenditure from GAG	27	-	(5)	-	22
Private sector capital sponsorship	-	21	(1)	-	20
	<u>40,626</u>	<u>163</u>	<u>(789)</u>	<u>(62)</u>	<u>39,938</u>
<b>Total restricted funds</b>	<u>39,022</u>	<u>11,531</u>	<u>(12,180)</u>	<u>(1,353)</u>	<u>37,020</u>
<b>Unrestricted funds</b>					
General funds	<u>151</u>	<u>1,103</u>	<u>(410)</u>	<u>-</u>	<u>844</u>
<b>Total funds</b>	<u>39,173</u>	<u>12,634</u>	<u>(12,590)</u>	<u>(1,353)</u>	<u>37,864</u>

**GREATER MANCHESTER LEARNING TRUST**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**18 Analysis of net assets between funds**

	Unrestricted Funds £000	Restricted funds: General £000	Fixed asset £000	Total Funds £000
<b>Fund balances at 31 August 2020 are represented by:</b>				
Tangible fixed assets	-	-	39,462	39,462
Current assets	1,422	751	-	2,173
Creditors falling due within one year	(263)	-	-	(263)
Defined benefit pension liability	-	(3,907)	-	(3,907)
<b>Total net assets</b>	<b>1,159</b>	<b>(3,156)</b>	<b>39,462</b>	<b>37,465</b>
	Unrestricted Funds £000	Restricted funds: General £000	Fixed asset £000	Total Funds £000
<b>Fund balances at 31 August 2019 are represented by:</b>				
Tangible fixed assets	-	-	39,938	39,938
Current assets	1,160	510	-	1,670
Creditors falling due within one year	(245)	-	-	(245)
Creditors falling due after one year	(71)	-	-	(71)
Defined benefit pension liability	-	(3,428)	-	(3,428)
<b>Total net assets</b>	<b>844</b>	<b>(2,918)</b>	<b>39,938</b>	<b>37,864</b>

**19 Pension and similar obligations**

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

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

Contributions amounting to £1,000 (2019: £nil) were payable to the schemes at 31st August 2020 and are included within creditors.

**Teachers' Pension Scheme**

**Introduction**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' 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.



# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 19 Pension and similar obligations

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

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

The employer's pension costs paid to the TPS in the period amounted to £1,172,045 (2019: £813,000).

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 academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

#### Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 19.1% for employers and between 5.5% and 12.5% for employees. The estimated value of employer's contributions for the period to 31 August 2021 will be approximately £301,000.

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.

Total contributions made	2020 £000	2019 £000
Employer's contributions	306	347
Employees' contributions	101	99
Total contributions	407	446

**GREATER MANCHESTER LEARNING TRUST**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**19 Pension and similar obligations**

<b>Principal actuarial assumptions</b>	<b>2020</b>	<b>2019</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	3.0	3.1
Rate of increase for pensions in payment/inflation	2.2	2.3
Discount rate for scheme liabilities	1.7	1.9

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

	<b>2020</b>	<b>2019</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
- Males	20.5	20.6
- Females	23.1	23.1
Retiring in 20 years		
- Males	22.0	22.0
- Females	25.0	24.8

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are as set out below:

**Sensitivity Analysis**

<b>Changes in assumptions at 31 August 2020</b>	<b>Approximate % increase to employer liability</b>	<b>Approximate monetary amount (£000)</b>
0.5% decrease in Real Discount Rate	12%	1,236
0.5% increase in the Pension Increase Rate	10%	1,056
0.5% increase in the Salary Increase Rate	2%	156

<b>The academy trust's share of the assets in the scheme</b>	<b>2020</b>	<b>2019</b>
	<b>Fair value</b>	<b>Fair value</b>
	<b>£000</b>	<b>£000</b>
Bonds	1,005	932
Equities	4,269	4,225
Cash	565	558
Property	440	497
Total market value of assets	6,279	6,212

The actual return on scheme assets was £(258,000) (2019: £274,000).

**GREATER MANCHESTER LEARNING TRUST**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**19 Pension and similar obligations**

<b>Amount recognised in the Statement of Financial Activities</b>	<b>2020 £000</b>	<b>2019 £000</b>
Current service cost	692	550
Past service cost	-	105
Interest income	(121)	(160)
Interest cost	190	211
<b>Total operating charge</b>	<b>761</b>	<b>706</b>
<b>Changes in the present value of defined benefit obligations</b>	<b>2020 £000</b>	<b>2019 £000</b>
At 1 September 2019	9,640	7,208
Current service cost	692	550
Interest cost	190	211
Employee contributions	101	99
Actuarial (gain)/loss	(355)	1,467
Benefits paid	(82)	-
Past service cost	-	105
<b>At 31 August 2020</b>	<b>10,186</b>	<b>9,640</b>
<b>Changes in the fair value of the academy trust's share of scheme assets</b>	<b>2020 £000</b>	<b>2019 £000</b>
At 1 September 2019	6,212	5,492
Interest income	121	160
Actuarial loss/(gain)	(379)	114
Employer contributions	306	347
Employee contributions	101	99
Benefits paid	(82)	-
<b>At 31 August 2020</b>	<b>6,279</b>	<b>6,212</b>

# GREATER MANCHESTER LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 20 Reconciliation of net income/(expenditure) to net cash flows from operating activities

	2020 £000	2019 £000
Net income/(expenditure) for the reporting period	(375)	44
Adjusted for:		
Capital grants from DfE/ESFA and other capital income	(40)	(163)
Investment income receivable	(1)	(1)
Defined benefit pension costs less contributions payable	386	308
Defined benefit pension net finance	69	51
Depreciation of tangible fixed assets	828	789
(Increase) in debtors	(135)	(62)
Increase/(decrease) in creditors	32	(180)
<b>Net cash provided by operating activities</b>	<b>764</b>	<b>786</b>

### 21 Analysis of changes in net funds

	1 September 2019 £000	Cash flows £000	31 August 2020 £000
Cash	1,308	368	1,676
Loans falling due within one year	(14)	14	-
Loans falling due after more than one year	(71)	71	-
	<b>1,223</b>	<b>453</b>	<b>1,676</b>

### 22 Commitments under operating leases

At 31 August 2020 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2020 £000	2019 £000
Amounts due within one year	41	45

# **GREATER MANCHESTER LEARNING TRUST**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

### **23 Related party transactions**

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

During the year, the academy has purchased services from Manchester Schools Alliance totalling £4,800 (2019: £4,000). Member John McNerney is chair of governors at Manchester Schools Alliance. No amounts were owed by the academy trust at the year end. In entering into the transaction, the academy has not complied with the requirements of the Academies Financial Handbook 2019. These transactions are considered to be at cost and are considered to be value for money for the academy trust.

During the year, the academy has received income from Oldham Sixth Form College totalling £480 (2019: £1,734). Chair of trustees Suzannah Reeves and trustee Simon Ferris are both employed by the college. No amounts were due to the academy trust at the year end. In entering into the transaction, the academy has complied with the requirements of the Academies Financial Handbook 2019.

During the year, the academy has received income from The University of Manchester totalling £700 (2019: £4,000). Member Patrick Johnson is employed by the university. No amounts were due to the academy trust at the year end. In entering into the transaction, the academy has complied with the requirements of the Academies Financial Handbook 2019.

### **24 Members' liability**

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

### **25 Agency arrangements**

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2020 the trust received £58,411 (2019: £58,848) and disbursed £52,695 (2019: £58,848) from the fund in the period. The balance carried forward as at 31 August 2020 is £5,716.