@LEADAcadTrust

Registered number: 08296921

Trustees' Report and Financial Statements

For the year ended 31st August 2024

L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

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REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mr P Berry (resigned 22nd October 2023)
Mr T Salt (appointed 21st October 2023)
Mrs D Harvey
Ms A Frost

Trustees

Mr A Buck, Chair
Mr P Graham, Vice Chair
Ms M Farrar, Vice Chair
Ms D Owen, Chief Executive and Accounting Officer
Mr M Blois
Mr N Ydlibi
Mr D Williams
Mrs H McNamara
Mr C Spicer (appointed 12th March 2024)

Company registered number

08296921

Company name

L.E.A.D. Academy Trust

Principal and registered office

5a The Ropewalk, Nottingham, NG1 5DU.

Company secretary

Mrs L Bird

Executive management team

Ms D Owen, Chief Executive and Accounting Officer
Mr B Thandi, Deputy Chief Executive and Chief Finance Officer
Mr N Spencelayh, Deputy Chief Executive

Independent auditor

Mazars LLP, Park View House, 58 The Ropewalk, Nottingham, NG1 5DW.

Bankers

Lloyds Bank PLC, 1 City Road East, Manchester, M15 4PU.

Solicitors

Eversheds-Sutherland LLP, Water Court, 116-118 Canal Street, Nottingham, NG1 7HF.

TRUSTEES' REPORT

L.E.A.D. Academy Trust comprises 27 academies and one Teaching School Hub across Nottingham, Leicester, Derby, Lincoln and Sheffield. Our philosophy is to lead, empower, achieve and drive. Our academies have a pupil capacity of 12,770 and had a roll of 11,397 in the October 2023 school census.

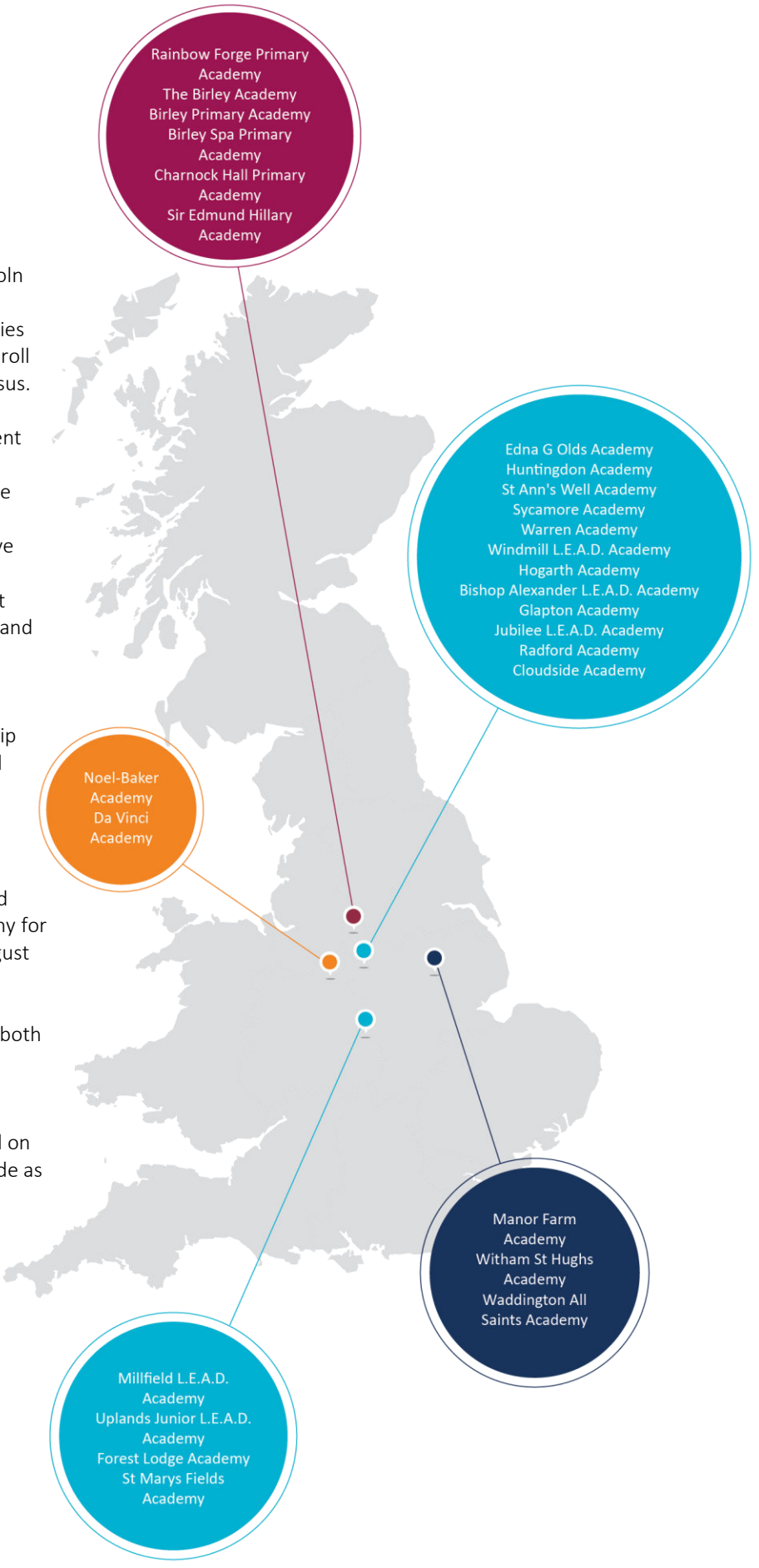
At the heart of our Trust is the development of outstanding leaders. We empower individuals in our academies to provide the highest quality education, enabling every pupil to realise their full potential. We have also been recognised by Ofsted as an organisation which ensures children are at the heart of the Trust's principles, visions and values.

The combination of autonomy and collaboration across key areas of leadership and management, underpinned by shared vision, values and best practice, positions L.E.A.D. as a unique Trust.

The Trustees present their annual report together with the financial statements and auditor's reports of the charitable company for the period 1st September 2023 to 31st August 2024.

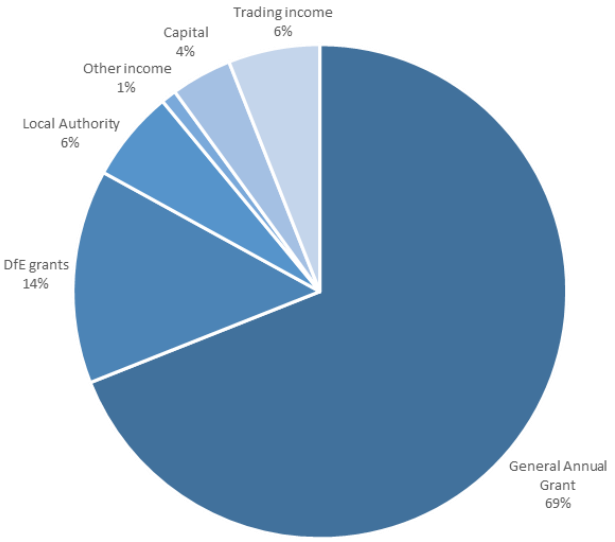
The annual report serves the purposes of both a Trustees' report, and a directors' report under company law.

The charitable company was incorporated on 16th November 2012 and commenced trade as an Academy Trust on 1st January 2013.

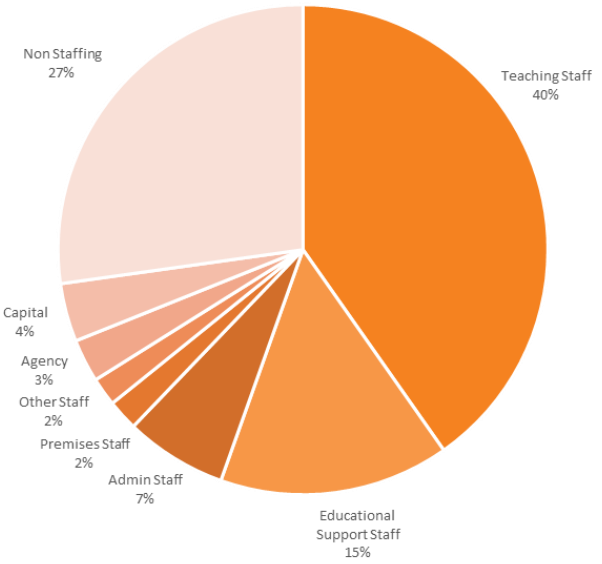


Finances

Annual Income
(excluding conversion balances)



Annual Operating Costs



Reserves

£4.1m held as at 31st August 2024 which equates to 4.8% of income.

£0.5m reduction in reserves.

Capital Investment

1% investment in IT infrastructure.

4% investment in buildings.

Commercial Activity

Commercial activity equates to 6% of total income.

People

560 FTE teaching staff.

629 FTE support staff.

40 FTE central staff.

63 FTE subsidiary staff.

21 primary teacher pupil ratio.

16 secondary teacher pupil ratio.

13 support staff pupil ratio.

87% teacher retention level.

Structure, governance and management

a. Constitution

The L.E.A.D. Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of the L.E.A.D. Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company was formerly known as the L.E.A.D. Multi-Academy Trust.

The company is referred to as the L.E.A.D. Academy Trust in terms of its public profile.

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

b. 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.

c. Trustees' indemnities

A Trustee may benefit from any indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which, by virtue of any rule of law, would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust.

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

d. Method of recruitment and appointment or election of Trustees

The total number of Management Team Trustees who are employees of the company shall not exceed one third of the total number of Trustees.

Subject to Articles 45-49 and 63, the Academy Trust shall have the following Trustees:

a) Up to ten Trustees appointed under Article 50 by Members.
b) Management Team Trustee appointed under Article 57.
c) Additional Co-opted Trustees, if appointed under Article 58.
d) Parent Trustees, if appointed under Clauses 53 to 56.

The Secretary of State may appoint additional Trustees if the Trustees fail to comply with a Secretary of State warning notice.

Any vacancies or additions to the Board of Trustees are completed through a recruitment process which also involves sourcing a potential shortlist of candidates from the Academy Ambassadors programme and recruitment campaigns. The candidates are assessed jointly by the Chair of Trustees and Chief Executive, prior to being approved by the Members.

e. Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for each new Trustee will depend on their existing experience and where necessary the induction programme will provide training on charity, educational, legal and financial matters. All Trustees of the Academy Trust are provided with access to copies of strategic plans, procedures, minutes, accounts, budgets and other documents that they will need to understand in their role as Trustees. The Academy Trust will also perform an annual skills audit of Trustees which forms part of the self-review process. Should any gaps be identified, training courses are offered to address these issues.

f. Organisational structure

The L.E.A.D. Academy Trust is the parent company for the trading subsidiary L.E.A.D. Services Ltd and the L.E.A.D. Teaching School Hub Ltd. Huntingdon Academy was the founding member and sponsor for the Trust, prior to the restructure of the company in September 2013. The Trust currently consists of the following academies.



The management structure consists of seven levels: the Members, the Board of Trustees, the Executive Management Team, the Directors, the Head Teachers of each academy, the Academy Governing Body of each academy and the Senior Leadership Team within each academy. The aim of the management structure is to devolve responsibility and encourage decision making at the appropriate level.

The Trustees are responsible for setting general policy, adopting an annual strategic plan and budget, monitoring each academy's performance and appointment of the Head Teachers and Chairs of Academy Governing Bodies.

The Executive Management Team is the Chief Executive and two Deputy Chief Executives supported by Directors, Executive Headteachers and Headteachers of each academy. These managers control the academies at an executive level, implementing policies laid down by the Trustees and reporting back to them. As a group, these managers are responsible for the authorisation of spending within agreed budgets and appointment of staff.

Each Academy Governing Body receives delegated authority from the Academy Trust Board to support the Board in fulfilling its obligations.

g. Arrangement for setting pay and review of key management personnel

The pay and remuneration of the Executive Management Team and the Directors is set by the Board of Trustees. Headteachers' pay is set in line with Teachers' pay and conditions.

The Pay Committee commission external independent reports, which benchmark the most senior roles across the public sector. Each role is benchmarked taking into consideration the following:

- Internal job size and internal pay relativities.
- Relevant external market positioning and benchmarking data.
- Individual experience, performance and contribution.

The Pay Committee, through performance management, review the pay and remuneration of the Executive Management Team.

h. Trade union facility time

The following is a summary of the trade union facility time information for the one employee (0.5FTE) with relevant trade union official duties.

Number of employees	1
Percentage of time spent on facility time	1% to 50%
Total cost of facility time	£23,000
Total pay bill	£64,091,000
Percentage of the total pay bill spent on facility time	0.04%
Time spent on paid trade union activities as a percentage of total paid facility time hours	20%

i. Connected organisations, including related party relationships

The L.E.A.D. Academy Trust is the parent company of its subsidiaries L.E.A.D. Services Limited (company no 08423697) and the L.E.A.D. Teaching School Hub Ltd (company no 13395409).

Directors of L.E.A.D. Services Limited receive no remuneration and any surpluses generated by L.E.A.D. Services Limited are gifted to the L.E.A.D. Academy Trust for reinvestment as grants within the Trust.

L.E.A.D. Services provided the following range of services valued at £275,000 as a donations in kind during 2023/24:

- £17,000 portable appliance testing.
- £23,000 for transportation, delivery and travel costs.
- £35,000 set up and installation costs.
- £42,000 donated laptops.
- £28,000 office accommodation costs.
- £64,000 marketing costs.

- £28,000 helpdesk and software costs.
- £38,000 to support innovation.

Related party transactions

L.E.A.D. Services Ltd as a subsidiary of the L.E.A.D. Academy Trust entered into a transaction resulting in the following related party transaction during this financial year:

- £4,550 for share point development.
- £36,869 for Marketing and Communications support.

L.E.A.D. Teaching School Hub Ltd as a subsidiary of the L.E.A.D. Academy Trust entered into a transaction resulting in the following related part transaction during this financial year:

- £20,320 recharges for CPD and appropriate body charges.

j. Engagement with employees

Trustees ensure engagement with employees through the following:

- Staff Voice consisting of representation from each academy.
- Both teaching and support staff representation on all Academy Governing Bodies.
- Engagement with trades unions through an established Joint Negotiation and Consultation Committee.
- Headteachers regularly briefing all of their staff.
- Staff surveys.
- The Trust's social media presence.

In addition to the Trust's equality objectives, there is a suite of policies covering all aspects of personnel management to support employee engagement.

k. Engagement with suppliers, customers and others in a business relationship with the Trust (Section 172)

The Trust's engagement with suppliers is centred on the following core principles to ensure the relationship goes beyond being purely transactional.

- Collaboration in the form of working in partnership to develop the service provided.
- Recognition in the form of celebrating achievements and milestones.
- Accountability in the form of response times, setting of expectations and clear communication channels.
- Transparency of the supply chain and a deeper understanding of potential delays or problems.

Engagement and promoting our success with customers (parents and carers) are focused around ensuring the following communications are utilised effectively as part of the Trust communications strategy.

- Social media platforms which include X and Facebook.
- Academy websites.
- Academy newsletters.

The following are examples of media campaigns during this financial year.

Uplands Junior

This week is Children's Mental Health Week. We discussed the importance of sharing our voices and views to make a difference. Our voices matter and we have the right to be heard and taken seriously!



Charnock Hall

Well what a fantastic event the KS2 Sports Day was this morning. The round robin activities followed by the race finals at the end were hotly contested, with only 40 points separating the 4 Teams at the end. #LOVECHPA



Windmill Academy

Year 4 pupils treated us to an incredible violin performance at the Summer Fair! They played so well, and with such confidence, in front of a huge crowd - well done, Year 4! Thank you, @nottsmusichub, for your violin tuition!



The Birley Academy

Our Anti-Bullying Team is making a difference by fostering kindness and respect school-wide. From prevention education to celebrating diversity, we're creating a safe space where every student can thrive. Together, we build a community of empathy and support. #AntiBullying



Bishop Alexander Academy

Well Done to these amazing children who were presented with their Gold Pen Award for their fantastic work this term.



Cloudside Academy

£63.25 to the fundraising pot. These children were awarded with an Optimism GROWTH badge and today were presented with a giant cheque to say thank you from Treetops. They were blown away by the wonderful efforts of the whole school in fundraising £535.25.



Manor Farm Academy

Congratulations to all of the pupils who shared out of school achievemnets with us this week. Today we celebrated achievements in: Swimming, Dance, Football, Karate, Cycling, Gymnastics, Music, Rainbows and Drama. Well done to them all.



Forest Lodge Academy

🎓 Congratulations to our students on your GCSE results today. It's a day to recognise your efforts and accomplishments. We're excited to see where your journey takes you next. 🎉👏



Birley Primary Academy

Throughout October, pupils across the academy celebrated Black History Month by completing a wide variety of activities that allowed them to explore black history, heritage, culture & achievements. Check out these fantastic pieces of art completed by Y6 as part of their learning.



Noel-Baker Academy

Former pupils return as teachers to @noelbakerlead. Sophie Oxtoby and Alex Baines are making a big impact in their roles. Featured on @BBC, their journey back to inspire is truly inspiring. Read more:



Da Vinci Academy

Well done to Harry, Latae, Kieran, Nikodem, Jack and Meah for all being successfully appointed to roles within our Student Leadership team.



Jubilee Academy

We all had a great day celebrating #WorldBookDay



Objectives and Activities

a. Objectives and aims

The principal objective and activity of the charitable company is to advance, for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.

In addition, to promote for the benefit of individuals living in the regional hubs and surrounding area who have need by reason of their age, infirmity or disability, financial hardship or social and economic circumstances or for the public at large, the provision of facilities for recreation or other leisure time activities in the interests of social welfare and with the object of improving the condition of life of the said individuals.

In accordance with the articles of association, the charitable company has entered into relevant funding agreements with the Secretary of State. The funding agreements specify, among other things, the basis for admitting pupils to the academy, the catchment area from which the pupils are drawn, and that the curriculum should be broad and balanced.

The main objectives of the Trust for the period ending 31st August 2024 are as follows:

- Become a pioneering, confident, high-performing Trust with national and international influence.
- Provide the highest quality education through outstanding leadership to enable every pupil to realise their full potential.
- Embrace a combination of autonomy and collaboration across key areas of leadership and management.
- Ensure value for money for the funds expended.

b. Objectives, strategies and activities

In every aspect of life, the ability to lead is essential. Strong leadership is the key to the success of our schools. We will develop leadership skills in everyone, ensuring the development of pupils as leaders of their own learning.

At the Trust academies, pupils are empowered to have high aspirations for their futures. We nurture and challenge pupils to take responsibility, make decisions and work together so they grow into confident and resilient young people.

We believe in achievement in its broadest sense and that enjoyment of learning is crucial to success. We continually look for and reward achievement in every individual in our schools. We also know that a strong command of English and Maths is vital as a foundation for the whole curriculum and prioritise learning in these core subjects.

We will provide the very best education and training for every individual in our schools and will ensure that this is delivered. We value excellent teaching, underpinned by high quality professional development and will constantly move forwards, using and instigating the best ideas and practice.

We also understand that pupils need to be motivated if they are to succeed in life and we will provide a stimulating curriculum and environment which will prepare them for their futures with confidence and determination.

c. Public benefit

The Trustees have complied with the duty in Section 4 of the Charities Act 2006, to have due regard to public benefit guidance published by the Charity Commission in exercising their powers or duties. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. The Academy Trust has provided a fully comprehensive education to all pupils in its care. It fully complies with all statutory guidance and seeks to support its wider educational objectives via a strong community role.

The Trust now provides education for approximately 11,400 children across the East Midlands and South Yorkshire fulfilling its primary objective in some of the most deprived areas in England. To add further context, 46% of the pupils served by the Trust live in the 20% of wards with the highest level of deprivation.

The following is a summary of our stated priorities for 2023/24:

Quality of Education	1. Ensure that the quality of provision is at least 'good' in all Trust academies. 2. Improve attendance and reduce persistent and severe absence in academies adrift of national figures 3. Ensure the Trust has an effective workforce which impacts positively on school improvement
Growth	4. Ensure the Trust has potential to impact on a greater number of pupils and to ensure organisational sustainability
Governance	5. Develop the effectiveness of governance across the Trust.
Finance and Operations	6. Ensure financial resources and systems support the Trust in implementing its strategic intent.
People	7. Ensure that our people are looked after, feel valued and treated with fairness and respect which is shown in our culture, policies and processes.

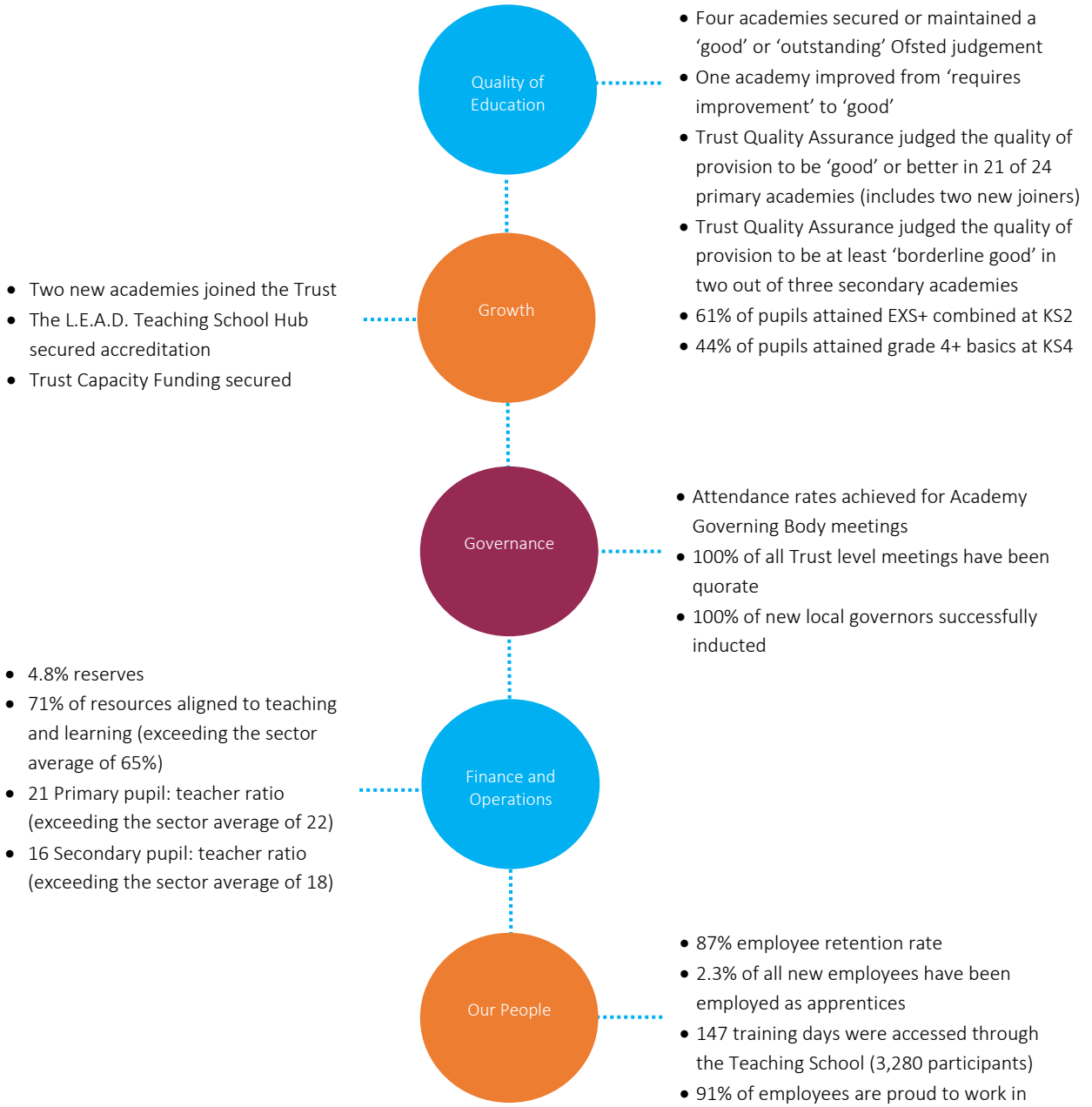
Pupil Attendance

Pupil attendance remains a national challenge at the present time. The attendance figures below show the overall attendance of pupils for the 2023/24 academic year, with comparative national data included in brackets.

	Actual Attendance
Primary	94.6% (94.0%)
Secondary	88.7% (90.9%)

a. Key performance indicators

A summary analysis of key performance indicators is given below:



Context

34% (primary) and 42% (secondary) disadvantaged backgrounds	33% (primary) and 9% (secondary) English as an additional language	17% (primary) and 21% (secondary) SEND	1% looked after

The Trust provides education for almost 3,000 secondary-aged pupils living in Derby and Sheffield. The demographic of the secondary estate shows that the Trust serves communities with higher-than-average levels of social deprivation.

b. Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the L.E.A.D. Academy Trust and its subsidiary companies have adequate resources to continue in operational existence for the foreseeable future.

The going concern status for the parent company has been assessed considering the following:

- The company has Supplementary Funding Agreements with the Department for Education for all of our academies which provide legal certainty of the availability of public funds for at least seven years.
- There is a revised sustainable three-year plan which takes into consideration the impact of unfunded pay awards, inflationary pressure and increasing utility costs. Further contingency options are being considered to ensure continued long-term financial stability.
- The pension deficit is consistent with the rest of the sector and is highly unlikely to result in any fundamental cashflow issues as it is not repayable immediately.
- Although there are slight concerns with pupil numbers where there is a level of unpredictability, the majority of academies' pupil numbers remain stable and in line with projections.
- The ability to generate additional income through its trading subsidiary companies and site development plans.
- The L.E.A.D. Academy Trust has sufficient reserves and cash balance. These have been tested over a three-year period for additional inflationary pressures

The going concern status for the two subsidiary companies has been assessed considering the following:

- The status of the Teaching School Hub is secure in Lincoln for at least four financial years, securing grant-funded contracts for the foreseeable future.
- Clients are secured for a period of three to seven years.
- Three-year financial plans are in place.
- Almost all of the client base are public sector funded organisations minimising the exposure of risk.

For these reasons, the parent company and its subsidiary companies will continue to adopt the going concern basis in preparing the financial statements and the Directors have no material uncertainties in their assessment.

Success of the company

Trustees have promoted the success of the company under Section 172(1) of the Companies Act 2006 through its published key performance indicators on page 11, internal communications channels connected to our local governance structure and external communication channels with local parents and communities.

Financial review 2024

The vast majority of the Trust's income is obtained from the Department for Education (DfE) via the Education and Skills Funding Agency (ESFA) in the form of recurrent grants to the Trust's academies (Revenue and Capital), the use of which is restricted to particular educational purposes. The grants received from the DfE during the period ended 31st August 2024 and the associated expenditure are shown within Restricted Funds in the Statement of Financial Activities.

At 31st August 2024 the net book value of tangible fixed assets was £114,207k and the net book value of intangible fixed assets was £1k; the movements in tangible and intangible fixed assets are shown in Notes 14 and 15 to the financial statements. The assets were used exclusively for providing education and associated support services for pupils of the academies.

During the year capital expenditure of £2,889k was utilised for investment in the Trust's fixed assets.

Key financial policies adopted or reviewed during the period cover Assets and Depreciation, Finance Procedures and Regulations which are set out within the Trust's Finance Procedures. In addition, the Trust has approved policies on Fraud,

Whistleblowing, Tendering, and Expenses and Charges. The Trust's procedures set out the framework for financial management, including the financial responsibilities of Trustees, the Executive Management Team, Headteachers and Finance staff centrally and in academies. Delegated financial responsibilities are set out within the Trust's scheme of delegation and the financial procedures.

Central support services have been developed covering Educational Support, Finance, Governance, IT, Risk Management, Marketing, Legal and Human Resources. These services will continue to evolve further over the next 12 months as new schools join the Trust.

a. Reserves policy

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

The Trust is mindful of the level of cash required to ensure the ongoing liquidity and success of the Trust and will continue to invest surplus reserves in capital projects across its academies.

The Board of Trustees have agreed that the minimum level of reserves held for revenue purposes should be maintained at 5% of income which equates to £4.3m, with current reserves held at £4.1m.

At the year end, the total unrestricted funds were £4,073k (2023: £3,848k) and the total restricted general funds were £nil (2023: £699k).

b. Material investments policy

Trustees have adopted a revised Investment Policy. It allows for surplus funds to be invested in a range of interest-bearing accounts both on a short term and a medium term.

c. Principal risks and uncertainties

The major risks to which the Trust is exposed, as identified by the Trustees, have been reviewed, and systems and procedures have been established to mitigate those risks. The schedule of risks is tabled and reviewed at all Board Meetings and mitigating actions are agreed as required.

Operational Risk

Safeguarding oversight as a key risk is overseen through a link trustee role, safeguarding reports as standard agenda items for all governance meetings, and through an annual safeguarding development plan. Oversight is maintained by both the Audit and Risk Committee and the Performance and Standards Committee.

The quality of education is closely monitored and reviewed at all Board Meetings and is overseen by the Performance and Standards Committee. The Trust strategic plan has a strong focus on the quality of education, which is overseen by the Trust Board.

The uncertainties relating to the delayed implementation of the National Funding Formula have been addressed by the implementation of the Trust Funding Formula. However, the potential financial impact of future pay awards, inflationary pressure and pension costs could contribute towards cost pressure in future periods, which increases the importance of maintaining a robust level of revenue reserves.

The risk associated with ensuring estates are safe, well maintained and compliant with relevant legislation has been addressed by a full cost infrastructure plan and an annual health and safety inspection of each site. Oversight is maintained by both the Finance and Resources Committee and the Audit and Risk Committee.

Credit Risk

The Trust recognises exposure to credit risk, being the risk that revenues (self-generated or government funding) cannot be collected, and the exposure to banks where the Trust's own cash is deposited. The credit risk is low for the Trust due to all cash and performance fee balances being with banks assigned high credit ratings.

The Trust does not hold client cash balances or assets, so is not exposed to client credit risk.

Liquidity Risk

Prudent liquidity risk management includes maintaining sufficient cash and interest-bearing deposits. To minimise this risk a high percentage of asset funds are held within flexible accounts. The Trust recognises that the defined benefit scheme deficits (Local Government Pension Schemes), set out in Note 29 to the financial statements, represent a significant potential liability. However, as the Trustees consider that the Trust is able to meet its known annual deficit contribution commitments for the foreseeable future, the risk from this liability is minimised and manageable.

Cash Flow

Forward financial planning and the strategy to maintain reserves at 6% has mitigated the risk of any potential cash flow issues across the Trust.

Energy and Carbon Reporting

The UK greenhouse gas emissions and energy use data for the period 1 September 2023 to 31 August 2024 and methodology applied is summarised in the following table. The total energy consumption used to calculate emissions KWH 11,157,225 for comparison purposes this was 10,238,867 in 2022/23.

		2020/21	2021/22	2022/23	2023/24
Scope	Energy Source	Emissions calculation tonnes (CO^2e)	Emissions calculation tonnes (CO^2e)	Emissions calculation tonnes (CO^2e)	Emissions calculation tonnes (CO^2e)
1	Gas	1,349.08	1,224.82	1,139.91	1,293.43
	Vehicles	28.45	39,69	35.40	36.98
2	Electricity Standard	789.67	718.80	754.06	770.35
3	Staff mileage	25.81	34.94	49.30	50.38
	Intensity ratio	0.21	0.19	0.19	0.19

Note 1 - total KWH used for the year taken from gas bills for each academy
Note 2 - total KWH used for the year taken from oil bills for each academy
Note 3 - miles in the year for Trust vehicles
Note 4 - total KWH used for the year taken from electricity bills for each academy
Note 5 – total mileage for fuel reimbursed from staff claims
Note 6 – based on total pupil numbers

The Trust have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2024 UK Government's Conversion Factors for Company Reporting.

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO^2 per pupil (the recommended ratio for the sector).

Measures taken during this academic year to improve energy efficiency include the following:

- Further installation of LED lighting.
- Further upgrades to heating systems.
- Further upgrade to windows across a number of academies.

Fundraising

The Trust has no commercial fundraising arrangements in place with any internal or external partners. Academies within the Trust secure a relatively small amount of funding through voluntary contributions.

Plans for future periods

a. Future developments

The Trust will continue to work towards delivering the following core characteristics in all of its schools:

- the highest standards of behaviour and conduct;
- outstanding teaching and learning;
- a fully inclusive approach where all children are equally important;
- a climate of mutual respect between the children, staff and community;
- positive relationships;
- high aspirations for all involved with the schools – a 'can do' attitude;
- a wide range of enrichment opportunities for all to get involved;
- a celebration of all the cultures and faiths represented in the schools;
- an organisation where there are no excuses for underachievement.

The Trust has plans in place for further growth during the 2024/25 financial year.

The next phase of growth is currently being carefully planned and measured and will be reviewed on an annual basis by the Trustees.

Funds held as custodian

None.

Employee involvement and employment of disabled people

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The Trust aims to carry out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

The Trust has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal Opportunities Policy

- Health and Safety Policy

In accordance with the Trust's Equal Opportunities Policy, the Trust has long established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Trust and individual academy websites.

Disclosure of information to auditor

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on the 12th December 2024 and signed on its behalf by:



Mr A Buck
Chair of Trustees

18th December 2024

GOVERNANCE STATEMENT

Scope of Responsibility

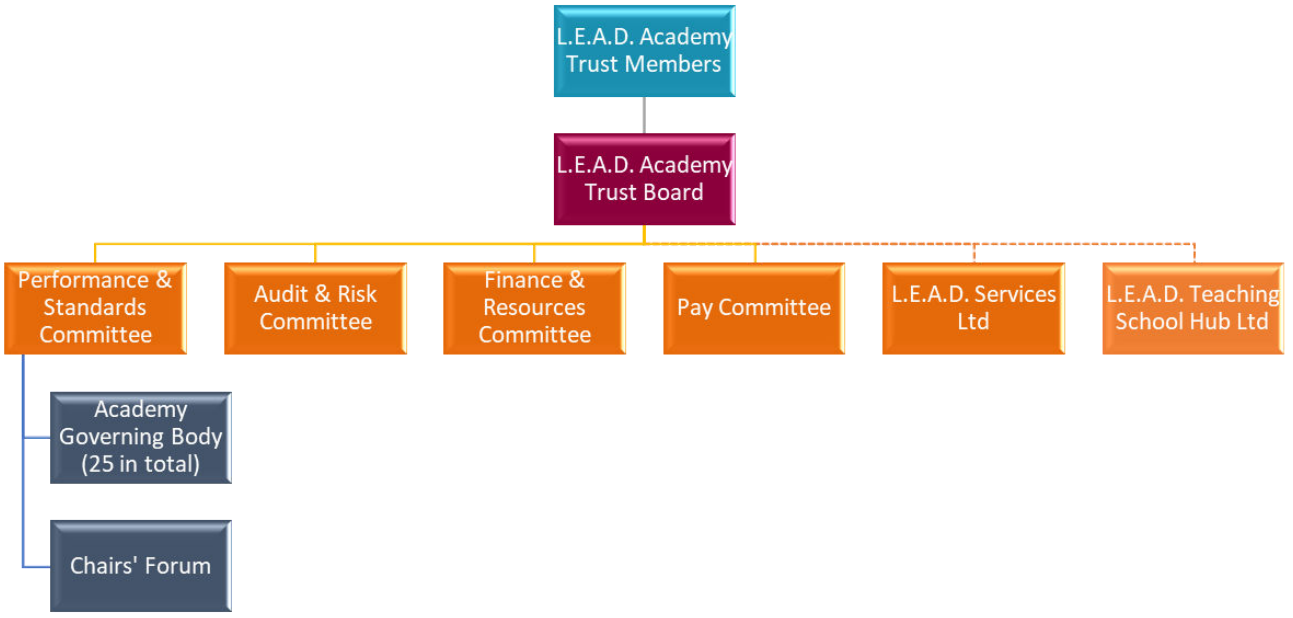
As Trustees, we acknowledge we have overall responsibility for ensuring that L.E.A.D. Academy Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can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

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

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive, 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 L.E.A.D. Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The governance structure is as follows:



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 five times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr A Buck, Chair	5	5
Mr M Blois, Vice Chair	5	5
Ms D Owen, Chief Executive and Accounting Officer	5	5
Mr D Williams	5	5
Mr N Ydlibi	5	5
Mr P Graham	4	5
Mrs H McNamara	5	5
Ms M Farrar	5	5
Mr C Spicer (appointed 12th March 2024)	2	2

The Board of Trustees meets five times a year which complements the governance model and the committee cycle. The Trustees do not feel that they need to meet more frequently in order to discharge their obligations due to the governance structure providing an effective framework of robust challenge and interrogation through the subcommittees and Academy Governing Bodies. In addition, monthly finance reports are sent to the chair and vice chair and shared on an electronic folder accessible by all Trustees.

Trustees regularly discuss strategic matters and organisational development as a group and with their respective Executive Management Team. Some of the key pieces of work throughout the year included:

- Approval of a revised scheme of delegation.
- Approval of 2024-25 budget.
- Approval of the strategic plan.
- Approval and oversight of the growth strategy.
- Approval of the revised Executive Management pay policy.
- Undertook a successful review of governance which has led to a collaborative review of the important role played by the local tier of governance.
- Further development of the risk appetite framework and risk register.

The Pay Committee is a subcommittee of the main Board of Trustees. Its purpose is to review remuneration of the Executive Management Team.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mrs H McNamara	2	2
Mr A Buck	2	2
Mr D Williams	2	2

The work of the Pay subcommittee this year has included:

- Independent benchmarking and review of executive pay.
- Review of the Executive Pay Policy and Pay Committee Terms of Reference.

The Audit and Risk Committee is also a subcommittee of the main Board of Trustees. The core purpose of the committee is to ensure the quality and integrity of the organisation's risk management framework; accounting and reporting practices, controls and financial statements; legal and regulatory compliance; the auditor's qualifications and independence; and the performance of the company's internal audit function and independent auditors.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr D Williams	3	3
Mr M Blois	3	3
Mr N Ydlibi	3	3
Mr C Spicer	1	1

The work of the Audit and Risk subcommittee this year has included:

- Oversight of the 2023-2024 Mazars external audit.
- Oversight of the 2022-2023 Audit Management actions.
- Recommendation of the statutory accounts.
- Strategic oversight and scrutiny of the Internal Audit Plan.
- An updated risk register and review of action points.
- Receipt and scrutiny of internal audit and Cyber Security audit reports.
- Scrutiny of Health and Safety.

- Scrutiny of Cyber Security and GDPR compliance.

The Finance and Resources Committee is also a subcommittee of the main Board of Trustees. Its purpose is to review the financial performance of the Trust.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr P Graham	3	3
Mr N Ydlibi	3	3
Mrs H McNamara	1	3

The work of the Finance and Resources subcommittee this year has included:

- Review of the management accounts.
- Independent benchmarking of central services provided to academies.
- 2024-25 budget approval and recommendation to the Board.
- Principles for financial planning.
- Benchmarking of functions to similar sized Trusts.
- Oversight of the People Plan.
- Oversight of the Capital Plan.
- Treasury management.
- Strategic oversight of staff vacancies, sickness and retention.

The Performance and Standards Committee is also a subcommittee of the main Board of Trustees. Its purpose is to review the education performance of the Trust.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr A Buck	1	1
Ms M Farrar	3	3
Mr D Williams	3	3

The work of the Performance and Standards subcommittee this year has included:

- Regular review of the performance of academies.
- Review of exam results and projections.
- Regular oversight of Safeguarding.

The L.E.A.D. Services Board also acts as subcommittee of the main Board of Trustees. Its purpose is to have oversight and assurance of the subsidiary company.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr B Thandi	3	3
Mr P Graham	3	3
Mr M Brunner	3	3
Mr K Housley	3	3

The work of the L.E.A.D. Services Board this year has included:

- Regular review of the performance of the company.

The L.E.A.D. Teaching School Hub Board also acts as a subcommittee of the main Board of Trustees. Its purpose is to have oversight and assurance of the subsidiary company.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr M Blois	2	3
Mr P Graham	3	3
Mr D Williams	3	3

The work of the L.E.A.D. Teaching School Hub Board this year has included:

- Regular review of the performance of the company.

Conflicts of Interest

Conflicts of interest are managed through the following controls:

- All Trustees, members and governors complete an annual declaration of interests.
- Any related party transaction with Trustees is reported, tracked and submitted to the ESFA by the Chief Financial Officer. Trustees with a declared conflict of interest are not involved in any procurement or decision-making process.
- Any related party transaction between the parent company and the two subsidiary companies is also declared and submitted to the ESFA. In order to maintain a separation of duties the Head of Operations oversees the procurement and decision-making process.

Review of Value for Money

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

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

- Independent benchmarking has been completed for the elements of the finance admin costs across the Trust with the following results:
    - The cost of the finance function across the Trust is £241,000 below the benchmark for the sector.
    - The cost of the HR function across the Trust is £81,000 below the benchmark for the sector.
    - The cost of the estates function across the Trust is £207,000 below the benchmark for the sector.
- A revised treasury management approach has increased returns on investment by a multiple of five to £169,000.
- Lettings income has increased by 47% in comparison to the previous year.
- Grounds maintenance costs have reduced by 17% in comparison to the previous year.

The Trust also delivered value for money by ensuring Supplementary Capital Allocation (SCA) and devolved capital funding was aligned with each academy's buildings and IT infrastructure plans, supplemented by connecting classroom funding during the financial year. Each fully costed buildings and IT infrastructure plan ensures each site is safe, well maintained and compliant with regulations, and enhances the teaching and learning environments.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in L.E.A.D. Academy Trust for the year 1st September 2023 to 31st August 2024 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks, which have been in place during for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

The Academy'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 Board 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;
- the review and monitoring of the main risks being reflected in the risk register which includes the following:

    - Safeguarding.
    - Maintaining academic standards.
    - Managing growth.
    - Cyber Security and GDPR.
    - Political change.
    - Financial management.
    - Governance.
    - Effective leadership.
    - L.E.A.D. Services Ltd subsidiary.
    - Health and Safety.
    - Teaching School Hub Ltd subsidiary.

The Board of Trustees has considered the need for a specific internal audit function and has decided to re-appoint Wbg Services LLP as internal auditors, who have supported meeting the requirements of the Audit and Risk Committee.

Wbg Services LLP is a company providing a broad range of accountancy and assurance services, including internal audit, counter fraud, risk management and information governance.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. On a quarterly basis, the internal auditor reports to the Audit and Risk Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. Wbg Services LLP completed the planned schedule of work which included the following:

- Policies.
- Purchasing cards.

- Budget management.
- Pupil recruitment and retention.
- Creditors.

In addition, independent cyber security network testing has also been completed alongside assurances from Ofsted inspections and HMRC reviews.

No material control issues were identified by the internal auditors.

Review of Effectiveness

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

- the work of the internal auditor;
- the work of the external auditor;
- the work of an independent benchmarking company:
- the work of an independent cyber security company;
- the school resource management self-assessment;
- correspondence from the ESFA;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.

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

Conclusion

Based on the advice of the audit and risk committee and the accounting officer, the Board of Trustees is of the opinion that the Academy Trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the members of the Board of Trustees on 12th December 2024 and signed on their behalf by:



Mr A Buck
Chair of Trustees

Date: 18/12/2024



Ms D Owen
Accounting Officer

Date: 18/12/2024

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of L.E.A.D Academy 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, including for estates safety and management, under the funding agreement 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 Academy Trust Handbook 2023, including responsibilities for estates safety and management.

I confirm that I and the Academy Trust board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academy Trust Handbook 2023.

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



.....

Ms D Owen
Accounting Officer

Date: 18th December 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2024

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and 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 their conduct and operation the Group and the charitable company apply financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

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

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

.....

Mr A Buck
Chair of Trustees

Date: 18th December 2024

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF L.E.A.D. ACADEMY TRUST

Opinion

We have audited the financial statements of L.E.A.D. Academy Trust (the 'Academy Trust') and its subsidiaries (the 'Group') for the year ended 31 August 2024 which comprise Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Academy Trust Balance Sheet, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice), Accounting and Reporting by Charities; Statement of Recommended Practice applicable to Charities (Charities SORP 2019) and the Academies Accounts Direction 2023 to 2024 issued by the Education & Skills Funding Agency.

In our opinion, the financial statements:

- give a true and fair view of the state of the Group and the Academy Trust's affairs at 31 August 2024 and of the Group incoming resources and application of resources, including the Group 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 Academies Accounts Direction 2023 to 2024.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF L.E.A.D. ACADEMY TRUST

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report including the incorporated Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; 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 light of the knowledge and understanding of the Group and 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 financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF L.E.A.D. ACADEMY TRUST

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 24, the Trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Based on our understanding of the Group and the Academy Trust and its activities, we considered that non-compliance with the following laws and regulations might have a material effect on the financial statements: employment regulation, health and safety regulation and anti-money laundering regulation.

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the Group and the Academy Trust is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the Group and Academy Trust which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as the funding agreement with the Department of Education, tax legislation, pension legislation, the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024.

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF L.E.A.D. ACADEMY TRUST

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

In addition, we evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of management override of controls, and determined that the principal risks related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to revenue recognition (which we pinpointed to the cut off assertion) and significant one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

Use of the audit report

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

Michael Speight
Michael Speight (Dec 18, 2024 16:12 GMT)

Michael Speight (Senior Statutory Auditor)

for and on behalf of

Forvis Mazars LLP
Chartered Accountants and Statutory Auditor
Park View House
58 The Ropewalk
Nottingham
NG1 5DW

Date: Dec 18, 2024

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO L.E.A.D. ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 6 September 2024 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by L.E.A.D. Academy Trust during the year 1 September 2023 to 31 August 2024 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 L.E.A.D. Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to L.E.A.D. Academy Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than L.E.A.D. Academy Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of L.E.A.D. Academy Trust's Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of L.E.A.D. Academy Trust's funding agreement with the Secretary of State for Education dated 30 August 2013 and the Academy Trust Handbook, extant from 1 September 2023, 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 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Planning our assurance procedures including identifying key risks;
- Carrying out sample testing on controls;
- Carrying out substantive testing including analytical review; and
- Concluding on procedures carried out.

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO L.E.A.D. ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Forvis Mazars LLP
Forvis Mazars LLP (Dec 18, 2024 16:13 GMT)

Forvis Mazars LLP
Chartered Accountants
Statutory Auditor

Park View House
58 The Ropewalk
Nottingham
NG1 5DW

Date: Dec 18, 2024

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
Income from:						
Donations and capital grants:	**3**					
Transfer on conversion from Local Authority		246	(614)	12,564	12,196	-
Other donations and capital grants		43	-	3,021	3,064	3,092
Other trading activities	**5**	5,284	-	-	5,284	4,431
Investments	**6**	169	-	-	169	25
Charitable activities:	**8**					
Academy Trust educational operations		1,332	77,279	-	78,611	70,516
Teaching school hub		-	1,562	-	1,562	1,268
Total income		7,074	78,227	15,585	100,886	79,332
Expenditure on:						
Raising funds	**7**	4,428	-	-	4,428	3,887
Charitable activities: Academy trust educational operations	**8**	1,083	77,761	3,259	82,103	74,898
Teaching schools	**7**	-	1,632	-	1,632	1,688
Total expenditure carried forward		5,511	79,393	3,259	88,163	80,473

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
Total expenditure brought forward		5,511	79,393	3,259	88,163	80,473
Net income/ (expenditure)		1,563	(1,166)	12,326	12,723	(1,141)
Transfers between funds	**19**	(1,338)	1,015	323	-	-
Net movement in funds before other recognised gains/(losses)		225	(151)	12,649	12,723	(1,141)
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	**26**	-	1,041	-	1,041	9,672
Net movement in funds		225	890	12,649	13,764	8,531
Reconciliation of funds:						
Total funds brought forward		3,848	(3,524)	102,228	102,552	94,021
Net movement in funds		225	890	12,649	13,764	8,531
Total funds carried forward		4,073	(2,634)	114,877	116,316	102,552

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2024

	Note		2024 £000		2023 £000
Fixed assets					
Intangible assets	**14**		1		2
Tangible assets	**15**		114,206		102,024
			114,207		102,026
Current assets					
Stocks	**16**	197		189	
Debtors	**17**	6,314		5,575	
Cash at bank and in hand	**23**	7,708		7,779	
		14,219		13,543	
Creditors: Amounts falling due within one year	**18**	(9,476)		(8,794)	
Net current assets			4,743		4,749
Total assets less current liabilities			118,950		106,775
Net assets excluding pension liability			118,950		106,775
Defined benefit pension scheme liability	**26**		(2,634)		(4,223)
Total net assets			116,316		102,552
Funds of the Academy Trust					
Restricted funds:					
Fixed asset funds	**19**	114,877		102,228	
Restricted income funds	**19**	-		699	
Pension reserve	**19**	(2,634)		(4,223)	
Total restricted funds	**19**		112,243		98,704
Unrestricted income funds	**19**		4,073		3,848
Total funds			116,316		102,552

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2024

The financial statements on pages 31 to 73 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....
Mr A Buck
Chair of Trustees

Date: 18th December 2024

The notes on pages 38 to 73 form part of these financial statements.

ACADEMY TRUST BALANCE SHEET
AS AT 31 AUGUST 2024

	Note		2024 £000		2023 £000
Fixed assets					
Intangible assets	**14**		1		2
Tangible assets	**15**		114,095		101,959
			114,096		101,961
Current assets					
Stocks	**16**	11		14	
Debtors	**17**	4,160		4,279	
Cash at bank and in hand		7,414		7,323	
Liabilities		11,585		11,616	
Creditors: Amounts falling due within one year	**18**	(7,794)		(7,418)	
Net current assets			3,791		4,198
Total assets less current liabilities			117,887		106,159
Net assets excluding pension liability			117,887		106,159
Defined benefit pension scheme liability	**26**		(2,634)		(4,223)
Total net assets			115,253		101,936
Funds of the Academy Trust					
Restricted funds:					
Fixed asset funds	**19**	114,766		102,163	
Restricted income funds	**19**	-		699	
Restricted funds excluding pension liability	**19**	114,766		102,862	
Pension reserve	**19**	(2,634)		(4,223)	
Total restricted funds	**19**		112,132		98,639
Unrestricted funds	**19**		3,121		3,297
Total funds			115,253		101,936

The Academy Trust only surplus in the year was £13,317k (2023 - £8,294k).

ACADEMY TRUST BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2024

The financial statements on pages 31 to 73 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....
Mr A Buck
Chair of Trustees

Date: 18th December 2024

The notes on pages 38 to 73 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £000	2023 £000
Cash flows from operating activities			
Net cash used in operating activities	**21**	(641)	(319)
Cash flows used in investing activities	**22**	570	(956)
Change in cash and cash equivalents in the year		(71)	(1,275)
Cash and cash equivalents at the beginning of the year		7,779	9,054
Cash and cash equivalents at the end of the year	**23, 24**	7,708	7,779

The notes on pages 38 to 73 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic 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 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Academy Trust and its subsidiary undertakings. The results of the subsidiaries, L.E.A.D. Services Limited and L.E.A.D. Teaching School Hub Ltd, are consolidated on a line by line basis.

The Academy Trust has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

1.2 Going concern

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

1. Accounting policies (continued)

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 Consolidated 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 Consolidated Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year 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 year it is receivable and to the extent the Academy Trust has provided the goods or services.

- **Transfer on conversion**

  Where assets and liabilities are received by the Academy Trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance Sheet at the point when the risks and rewards of ownership pass to the Academy Trust. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

1. Accounting policies (continued)

1.4 Expenditure

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

- **Expenditure on raising funds**
  This includes all expenditure incurred by the Group 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 Group's educational operations, including support costs and costs relating to the governance of the Group apportioned to charitable activities.

  All resources expended are inclusive of irrecoverable VAT.

1.5 Intangible assets

Intangible assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Computer software	-	5 years

1. Accounting policies (continued)

1.6 Tangible fixed assets

Assets costing £1,000 (ICT), £2,000 (Fixtures & Fittings), £5,000 (Long Leasehold) and £5,000 (Motor Vehicles) or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Freehold buildings	-	50	years
Leasehold buildings	-	50	years
Furniture, fittings and equipment	-	5	years
Motor vehicles	-	5	years
Computer hardware	-	4	years

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 Consolidated Statement of Financial Activities.

1.7 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 Group 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.

1.8 Provisions

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

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

1. Accounting policies (continued)

1.9 Leased assets

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

1.10 Financial instruments

The Group only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Group and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 17. Prepayments are not financial instruments. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

1.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.12 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1. Accounting policies (continued)

1.13 Pensions

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

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

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Group in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Consolidated 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.

1.14 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the 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 Department for Education Group.

Investment income, gains and losses are allocated to the appropriate fund.

2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

The 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 Trust occupies certain land and buildings under a Private Finance Initiative (PFI) agreement until a certain future date at which point the lease transfers to the Trust. As the Trust benefits from the risks and rewards of the asset already, the land and buildings have been included on the balance sheet as a fixed asset.

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 26, 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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. 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.

For certain schools in the Trust, the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date. Therefore for these schools the plan has a notional surplus. As management do not consider that the Trust will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102.

3. Income from donations and capital grants

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
Donations	43	-	-	43	36
Capital grants	-	-	3,021	3,021	3,056
Transfer on conversion - local authority	246	(614)	12,564	12,196	-
Total 2024	289	(614)	15,585	15,260	3,092
Total 2023	36	-	3,056	3,092	

4. Funding for the Academy Trust's charitable activities

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
DfE/ESFA grants				
General Annual Grant (GAG)	-	59,478	59,478	53,914
Other DfE/ESFA grants				
Pupil Premium	-	5,510	5,510	5,130
Universal Infant Free School Meals	-	836	836	773
Teachers' Pay/Pension Grant	-	1,537	1,537	48
Mainstream Schools Additional Grant	-	1,972	1,972	816
Supplementary grant	-	-	-	1,461
Other DfE Grants	-	2,165	2,165	2,177
	-	71,498	71,498	64,319
Other Government grants				
Local authority grants	-	5,208	5,208	4,396
	-	5,208	5,208	4,396
Other income from the academy trust's educational operations	1,332	573	1,905	1,801
	1,332	77,279	78,611	70,516
Teaching school hub				
DfE/ESFA grants	-	1,562	1,562	1,268
Total 2024	1,332	78,841	80,173	71,784
Total 2023	1,291	70,493	71,784	

5. Income from other trading activities

	Unrestricted funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
Hire of facilities	237	237	161
Income from other activities	5,047	5,047	4,270
Total 2024	5,284	5,284	4,431
Total 2023	4,431	4,431	

6. Investment income

	Unrestricted funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
Interest income	169	169	25
Total 2023	25	25	

7. Expenditure

	Staff Costs 2024 £000	Premises 2024 £000	Other 2024 £000	Total 2024 £000	Total 2023 £000
Expenditure on fundraising trading	1,462	-	2,966	4,428	3,887
Academy's educational operations:					
Direct costs	48,951	2,128	4,358	55,437	49,463
Allocated support costs	12,977	6,935	6,754	26,666	25,435
Teaching school hub	701	-	931	1,632	1,688
Total 2024	64,091	9,063	15,009	88,163	80,473
Total 2023	58,702	7,800	13,971	80,473	

8. Charitable activities

	2024 £000	2023 £000
Direct costs - educational operations	55,437	49,463
Support costs - educational operations	26,666	25,435
Direct costs - teaching school hub	538	1,353
Support costs - teaching school hub	1,094	335
	83,735	76,586

	Teaching school hub 2024 £000	Educational operations 2024 £000	Total 2024 £000	Total 2023 £000
Analysis of support costs				
Support staff costs	163	12,976	13,139	13,958
Depreciation	-	1,131	1,131	1,257
Technology costs	-	807	807	585
Premises costs	-	6,935	6,935	5,837
Legal costs - conversion	-	15	15	-
Legal costs - other	-	94	94	83
Other support costs	931	4,612	5,543	3,968
Governance costs	-	94	94	82
	1,094	26,664	27,758	25,770

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2024 £000	2023 £000
Operating lease rentals	1,859	1,615
Depreciation of tangible fixed assets	3,248	3,229
Amortisation of intangible assets	1	1
Fees paid to auditor for:		
- audit	53	44
- other services	42	40

10. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	Group 2024 £000	Group 2023 £000
Wages and salaries	46,287	41,982
Social security costs	4,705	4,274
Pension costs	9,878	10,145
	60,870	56,401
Agency staff costs	3,103	2,282
Staff restructuring costs	118	19
	64,091	58,702

Staff restructuring costs comprise:

	Group 2024 £000	Group 2023 £000
Severance payments	118	19
	118	19

Included in the above are figures for the Academy Trust:

- Wages and salaries - £44,719k (2023 - £40,817k)
- Social security costs - £4,557k (2023 - £4,164k)
- Pension costs - £9,695k (2023 - £10,021k)
- Agency staff costs - £3,103k (2023 - £2,282k)
- Severance payments - £118k (2023 - £19k)

b. Severance payments

The Group and Academy Trust paid 7 (2023 - 2) severance payments in the year, disclosed in the following bands:

	2024 No.
£0 - £25,000	6
£25,001 - £50,000	1

c. Special staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £29k (2023 - £Nil). Individually, the single payment was £18k and £11k.

10. Staff (continued)

d. Staff numbers

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

	Group 2024 No.	Group 2023 No.	Academy Trust 2024 No.	Academy Trust 2023 No.
Teachers	503	508	503	508
Administration and support	992	1,023	948	983
Management	109	95	109	95
	1,604	1,626	1,560	1,586

e. Higher paid staff

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

	Group 2024 No.	Group 2023 No.
In the band £60,001 - £70,000	35	17
In the band £70,001 - £80,000	12	12
In the band £80,001 - £90,000	6	7
In the band £90,001 - £100,000	2	5
In the band £100,001 - £110,000	8	4
In the band £110,001 - £120,000	4	2
In the band £150,001 - £160,000	-	2
In the band £160,001 - £170,000	1	-
In the band £170,001 - £180,000	1	-
In the band £230,001 - £240,000	-	1
In the band £240,001 - £250,000	1	-

f. Key management personnel

The key management personnel of the Group comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Group was £695k (2023 - £668k).

11. Central services

As the Trust now implements a trust wide GAG and reserves pooling policy, central service charges are no longer levied.

12. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2024 £000	2023 £000
Ms D Owen, Chief Executive and Accounting Officer*	Remuneration	240 - 245	230 - 235

* Pay in lieu of pension.

During the year ended 31 August 2024, travel expenses totalling £518 were reimbursed or paid directly to 5 Trustees (2023 - £1,318 to 5 Trustees).

13. Trustees' and Officers' insurance

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

14. Intangible assets

Group and Academy Trust

	Computer software £000
Cost	
At 1 September 2023	138
At 31 August 2024	138
Amortisation	
At 1 September 2023	136
Charge for the year	1
At 31 August 2024	137
Net book value	
At 31 August 2024	1
At 31 August 2023	2

15. Tangible fixed assets

Group

	Freehold land and buildings £000	Leasehold land and buildings £000	Assets under construction £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost or valuation							
At 1 September 2023	58,743	53,191	421	5,858	5,027	11	123,251
Additions	583	809	98	573	843	10	2,916
Acquired on conversion	-	12,514	-	-	-	-	12,514
Transfers between classes	116	100	(313)	111	(14)	-	-
At 31 August 2024	59,442	66,614	206	6,542	5,856	21	138,681
Depreciation							
At 1 September 2023	9,550	3,328	-	4,458	3,881	10	21,227
Charge for the year	1,069	1,058	-	653	467	1	3,248
At 31 August 2024	10,619	4,386	-	5,111	4,348	11	24,475
Net book value							
At 31 August 2024	48,823	62,228	206	1,431	1,508	10	114,206
At 31 August 2023	49,193	49,863	421	1,400	1,146	1	102,024

15. Tangible fixed assets (continued)

Academy Trust

	Freehold land and buildings £000	Leasehold land and buildings £000	Assets under construction £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost or valuation							
At 1 September 2023	58,743	53,191	421	5,839	4,903	11	123,108
Additions	583	809	98	549	805	-	2,844
Acquired on conversion	-	12,514	-	-	-	-	12,514
Transfers between classes	116	100	(313)	111	(14)	-	-
At 31 August 2024	59,442	66,614	206	6,499	5,694	11	138,466
Depreciation							
At 1 September 2023	9,550	3,328	-	4,454	3,807	10	21,149
Charge for the year	1,069	1,058	-	649	446	-	3,222
At 31 August 2024	10,619	4,386	-	5,103	4,253	10	24,371
Net book value							
At 31 August 2024	48,823	62,228	206	1,396	1,441	1	114,095
At 31 August 2023	49,193	49,863	421	1,385	1,096	1	101,959

16. Stocks

	Group 2024 £000	Group 2023 £000	Academy Trust 2024 £000	Academy Trust 2023 £000
Finished goods and goods for resale	197	189	11	14

17. Debtors

	Group 2024 £000	Group 2023 £000	Academy Trust 2024 £000	Academy Trust 2023 £000
Due within one year				
Trade debtors	1,605	1,108	92	53
VAT recoverable	940	886	909	868
Amounts owed by group undertakings	-	-	-	228
Other debtors	221	165	221	165
Prepayments and accrued income	3,548	3,416	2,938	2,965
	6,314	5,575	4,160	4,279

18. Creditors: Amounts falling due within one year

	Group 2024 £000	Group 2023 £000	Academy Trust 2024 £000	Academy Trust 2023 £000
Trade creditors	4,004	3,643	2,614	2,821
Amounts owed to group undertakings	-	-	430	-
Other taxation and social security	1,051	1,011	1,028	992
Other creditors	1,334	1,120	1,326	1,103
Accruals and deferred income	3,087	3,020	2,396	2,502
	9,476	8,794	7,794	7,418

	Group 2024 £000	Group 2023 £000	Academy Trust 2024 £000	Academy Trust 2023 £000
Deferred income at 1 September	1,776	1,628	1,365	1,271
Resources deferred during the year	2,237	1,776	1,636	1,365
Amounts released from previous periods	(1,776)	(1,628)	(1,365)	(1,271)
Deferred income at 31 August	2,237	1,776	1,636	1,365

Deferred income includes the following income received in advance:

Universal Infant Free School Meal Income of £527k (2023 - £445k)
SEN of £582k (2023 - £480k)
Early Years of £279k (2023 - £240k)
Trip income of £209k (2023 - £122k)
Miscellaneous items of £640k (2023 - £489k)

19. Statement of funds

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
Unrestricted funds						
General Funds	3,848	7,074	(5,511)	(1,338)	-	4,073
Restricted general funds						
General Annual Grant (GAG)	699	59,478	(61,192)	1,015	-	-
Pupil Premium	-	5,510	(5,510)	-	-	-
Mainstream additional schools grant	-	1,972	(1,972)	-	-	-
Other grants and income	-	11,881	(11,881)	-	-	-
Pension reserve	(4,223)	(614)	1,162	-	1,041	(2,634)
	(3,524)	78,227	(79,393)	1,015	1,041	(2,634)
Restricted fixed asset funds						
Capital Donations	83,221	12,564	(2,650)	-	-	93,135
DfE Group capital grants	15,202	3,021	(504)	-	-	17,719
Capital expenditure from GAG	3,805	-	(105)	323	-	4,023
	102,228	15,585	(3,259)	323	-	114,877
Total Restricted funds	98,704	93,812	(82,652)	1,338	1,041	112,243
Total funds	102,552	100,886	(88,163)	-	1,041	116,316

19. Statement of funds (continued)

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

- Unrestricted funds represent those resources which may be used towards meeting any of the charitable objects of the academy at the discretion of the Trustees;
- Restricted funds (excluding pension and other restricted reserves) represent funds received from the Department for Education and is specifically spent on the running of the academy;
- Pension reserve represents the Local Government Pension Scheme liability;
- Other restricted reserve represents funds which are restricted by the donor including school trip income;
- Restricted fixed asset funds represent resources which are applied to specific capital purposes imposed by the Department for Education where the asset acquired or created is held for a specific purpose.

Transfers relate to unrestricted funds used for capital expenditure and also unrestricted funds transferred to the restricted general funds to cover a deficit in that fund.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2024.

19. Statement of funds (continued)

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

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
Unrestricted funds						
General Funds	2,742	5,783	(4,677)	-	-	3,848
Restricted general funds						
General Annual Grant (GAG)	2,788	53,915	(55,298)	(706)	-	699
Pupil Premium	-	5,130	(5,130)	-	-	-
Supplementary grants	-	1,461	(1,461)	-	-	-
Other grants and income	-	9,987	(9,987)	-	-	-
Pension reserve	(13,195)	-	(700)	-	9,672	(4,223)
	(10,407)	70,493	(72,576)	(706)	9,672	(3,524)
Restricted fixed asset funds						
Capital Donations	85,861	-	(2,640)	-	-	83,221
DfE Group capital grants	12,628	3,056	(482)	-	-	15,202
Capital expenditure from GAG	3,197	-	(98)	706	-	3,805
	101,686	3,056	(3,220)	706	-	102,228
Total Restricted funds	91,279	73,549	(75,796)	-	9,672	98,704
Total funds	94,021	79,332	(80,473)	-	9,672	102,552

19. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2024 were allocated as follows:

	2024 £000	2023 £000
Trust	4,073	4,547
Restricted fixed asset fund	114,877	102,228
Pension reserve	(2,634)	(4,223)
Total	116,316	102,552

19. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2024 £000	Total 2023 £000
Birley Academy	5,001	1,742	431	1,045	8,219	7,770
Birley Primary	2,127	601	194	317	3,239	2,953
Birley Spa	1,579	276	135	411	2,401	2,308
Bishop Alexander	1,069	266	94	236	1,665	1,643
Charnock Hall	1,360	257	95	375	2,087	1,903
Cloudside	908	223	110	350	1,591	1,477
Da Vinci	3,283	1,203	422	1,235	6,143	5,787
Edna G Olds	958	260	116	222	1,556	1,459
Forest Lodge	2,528	678	140	436	3,782	3,461
Glapton	1,435	170	107	384	2,096	2,047
Hogarth	839	234	65	184	1,322	1,237
Huntingdon	2,037	438	149	390	3,014	2,956
Jubilee	1,294	493	89	438	2,314	2,143
Manor Farm	839	93	107	178	1,217	1,057
Millfield	1,509	439	68	352	2,368	2,262
Noel Baker	5,169	1,474	622	1,940	9,205	8,428
Radford	836	293	73	240	1,442	1,361
Rainbow Forge	1,535	302	112	294	2,243	1,958
St Ann's Well	1,013	280	72	208	1,573	1,454
Sir Edmund Hillary Academy	1,285	236	56	272	1,849	-
St Mary's Fields Academy	799	133	62	135	1,129	-
Sycamore	2,130	467	233	440	3,270	2,867
Uplands Junior	1,653	307	171	328	2,459	2,213
Waddington All Saint	1,618	164	130	301	2,213	2,063
Warren	910	224	63	219	1,416	1,453
Windmill	1,833	473	96	345	2,747	2,759
Witham St Hughes	1,613	171	145	289	2,218	2,219
Central and trading subsidiaries	2,331	2,703	1,136	3,956	10,126	10,005
Academy Trust	49,491	14,600	5,293	15,520	84,904	77,243

20. Analysis of net assets between funds

Fund balances at 31 August 2024 are represented by:

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	-	-	114,206	114,206
Intangible fixed assets	-	-	1	1
Current assets	4,073	9,476	670	14,219
Creditors due within one year	-	(9,476)	-	(9,476)
Pension scheme liability	-	(2,634)	-	(2,634)
Total	4,073	(2,634)	114,877	116,316

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

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Tangible fixed assets	-	-	102,024	102,024
Intangible fixed assets	-	-	2	2
Current assets	3,848	9,493	202	13,543
Creditors due within one year	-	(8,794)	-	(8,794)
Pension scheme liability	-	(4,223)	-	(4,223)
Total	3,848	(3,524)	102,228	102,552

21. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2024 £000	2023 £000
Net income/(expenditure) for the period (as per Statement of Financial Activities)	12,723	(1,141)
Adjustments for:		
Amortisation	1	1
Depreciation	3,248	3,229
Capital grants from DfE and other capital income	(3,021)	(3,056)
Interest receivable	(169)	(25)
Defined benefit pension scheme obligation inherited	614	-
Defined benefit pension scheme cost less contributions payable	(1,278)	181
Defined benefit pension scheme finance cost	116	519
(Increase)/decrease in stocks	(8)	55
Increase in debtors	(739)	(30)
Increase/(decrease) in creditors	682	(52)
Donated fixed assets	(12,514)	-
Transfer on conversion from local authority	(296)	-
Net cash used in operating activities	(641)	(319)

22. Cash flows from investing activities

	Group 2024 £000	Group 2023 £000
Interest received	169	25
Purchase of tangible fixed assets	(2,916)	(4,037)
Capital grants from DfE Group	3,021	3,056
Transfer on conversion from local authority	296	-
Net cash provided by/(used in) investing activities	570	(956)

23. Analysis of cash and cash equivalents

	Group 2024 £000	Group 2023 £000
Cash in hand and at bank	1,236	5,781
Notice deposits (less than 3 months)	6,472	1,998
Total cash and cash equivalents	7,708	7,779

24. Analysis of changes in net debt

	At 1 September 2023 £000	Cash flows £000	At 31 August 2024 £000
Cash at bank and in hand	7,779	(71)	7,708

25. Capital commitments

	Group 2024 £000	Group 2023 £000	Academy Trust 2024 £000	Academy Trust 2023 £000
Contracted for but not provided in these financial statements	500	117	500	117

26. Pension commitments

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Nottinghamshire County Council, Derbyshire County Council, Leicestershire County Council, Lincolnshire County Council and South Yorkshire Pension Fund. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £1,313k were payable to the schemes at 31 August 2024 (2023 - £1,081k) and are included within creditors.

26. Pension commitments (continued)

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies 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 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024.The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £6,771k (2023 - £5,632k).

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 is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and 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.

26. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £5,304k (2023 - £4,775k), of which employer's contributions totalled £4,269k (2023 - £3,821k) and employees' contributions totalled £1,035k (2023 - £954k). The agreed contribution rates for future years are 12.2% - 24.3% per cent for employers and 5.5% - 12.5% per cent for employees.

As described in note 31 the LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

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 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

In June 2023 the High Court ruled in the case of Virgin Media Limited v NTL Pension Trustees. The ruling was that certain pension scheme rule amendments were invalid if they were not accompanied by the correct actuarial confirmation.

This High Court ruling was appealed. In a judgment delivered on 25 July 2024, the Court of Appeal unanimously upheld the decision of the High Court.

At the date of approval of these financial statements, while it is known there is potential for additional pension liabilities to be recognised as a result of this ruling, the impact in monetary terms is not known and it is reasonable to form the view that it cannot be reasonably estimated. Accordingly, no adjustments to reflect the impact of the ruling have been made in these financial statements.

The Trustees will continue to monitor the developments and consider the impact on the LGPS liabilities recognised by the Trust.

Principal actuarial assumptions

	2024 %	2023 %
Rate of increase in salaries	3.15 - 3.85	3.50 - 4.00
Rate of increase for pensions in payment/inflation	2.65 - 2.85	2.85 - 3.00
Discount rate for scheme liabilities	5.00 - 5.15	5.20 - 5.35

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

26. Pension commitments (continued)

	2024 Years	2023 Years
Retiring today		
Males	19.5 - 21.0	19.5 - 21.1
Females	22.7 - 24.2	22.6 - 24.2
Retiring in 20 years		
Males	20.4 - 22.1	20.5 - 21.7
Females	24.1 - 25.3	24.0 - 25.3

Sensitivity analysis on defined benefit obligations

	2024 £000	2023 £000
Discount rate -0.1%	1,301	1,100
Mortality assumption - 1 year increase	1,933	1,654
CPI rate +0.1%	1,256	1,024
Salary rate +0.1%	74	100

Share of scheme assets

The Group's share of the assets in the scheme was:

	2024 £000	2023 £000
Equities	34,429	28,147
Gilts	574	374
Corporate bonds	9,359	7,318
Property	5,126	4,336
Cash and other liquid assets	7,233	5,104
Total market value of assets	56,721	45,279

26. Pension commitments (continued)

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

	2024 £000	2023 £000
Current service cost	(2,979)	(3,989)
Interest income	2,562	1,814
Interest cost	(2,678)	(2,333)
Administrative expenses	(12)	(13)
Total amount recognised in the Consolidated Statement of Financial Activities	(3,107)	(4,521)

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

	2024 £000	2023 £000
At 1 September	48,570	53,939
Conversion of academy trusts	3,021	-
Current service cost	2,979	3,989
Interest cost	2,678	2,333
Employee contributions	1,035	954
Actuarial losses/(gains)	339	(11,861)
Benefits paid	(1,123)	(784)
At 31 August	57,499	48,570

Changes in the fair value of the Group's share of scheme assets were as follows:

	2024 £000	2023 £000
At 1 September	44,347	40,744
Conversion of academy trusts	2,407	-
Interest income	2,562	1,814
Actuarial gains/(losses)	1,380	(2,189)
Employer contributions	4,269	3,821
Employee contributions	1,035	954
Benefits paid	(1,123)	(784)
Administration expenses	(12)	(13)
At 31 August	54,865	44,347

26. Pension commitments (continued)

As at 31 August 2024, there was a notional surplus of £1,856k which has not been recognised. Included in the current year actuarial gains/(losses) within the scheme assets table above is £924k (2023 - £932k) of notional surplus not recognised.

27. Operating lease commitments

At 31 August 2024 the Group and the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £000	Group 2023 £000	Academy Trust 2024 £000	Academy Trust 2023 £000
Not later than 1 year	1,877	1,622	1,795	1,577
Later than 1 year and not later than 5 years	6,972	6,134	6,804	6,124
Later than 5 years	9,235	10,685	9,235	10,685
	18,084	18,441	17,834	18,386

On conversion, the Private Finance Initiative ("PFI") property used by the Trust was transferred from Derby City Council to the trust via a donation. No liability has arisen as a result of this transaction as Derby City Council retained ultimate responsibility for the outstanding capital finance. However a financial commitment exists for the Trust in the form of PFI charges to cover the service charge element of the unitary charge payable. The commitment currently amounts to approximately £1,656k (2023 - £1,518k) per annum plus PFI benchmarking charges. These charges are subject to an increase which is linked to the retail price index. The PFI contributions are recognised in the Statement of Financial Activities.

28. Members' liability

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

29. Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. The following related party transactions took place in the financial period.

Expenditure Related Party Transactions

L.E.A.D Services Limited - a subsidriary Company:

- The Academy Trust purchased hardware and licenses from L.E.A.D Services Limited totalling £ 2,418k (2023 - £1,678) during the year.
- Payroll recharges of £123k (2023 - £50k) were received from L.E.A.D Services Limited during the year.
- Payroll recharges of £528k (2023 - £443k) were received from L.E.A.D Teaching School Hub Limited during the year.
- At the year end there is a creditor balance of £479k (2023 - £103k debtor) due to L.E.A.D Services Limited.
- At the year end there is a debtor balance of £40k (2023 - £125k) due from L.E.A.D Teaching School Hub Limited.

LM Education Limited - a Company in which Mr A Buck (a Member) is a Director:

- The Academy Trust purchased subscription services from LM Education Limited totalling £Nil (2023 - £708) during the year. There were no amounts outstanding at 31 August 2024 (2023 - £Nil).
- The Academy Trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which Mr A Buck neither participated in, nor influenced.
- In entering into the transaction, the Academy Trust has complied with the requirements of the Academies Trust Handbook.

Mr A Buck (a Member):

- Mr A Buck provided leadership services to the Academy Trust totalling £Nil (2023 - £174) during the year. There were no amounts outstanding at 31 August 2024 (2023 - £Nil).
- The Academy Trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which Mr A Buck neither participated in, nor influenced.
- In entering into the transaction, the Academy Trust has complied with the requirements of the Academies Trust Handbook.

29. Related party transactions (continued)

Browne Jacobson LLP - an LLP in which Mr M Blois (a Trustee) is a Partner:

- The Academy Trust purchased legal services from Browne Jacobson LLP totalling £Nil (2023 - £954) during the year. There were no amounts outstanding at 31 August 2024 (2023 - £Nil).
- The Academy Trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which Mr Mr M Blois neither participated in, nor influenced.
- In entering into the transaction, the Academy Trust has complied with the requirements of the Academies Trust Handbook.

All transactions involving such organisations are conducted in accordance with the requirements of the Academies Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

Nicola Spencelayh, spouse of Neil Spencelayh, a member of the key management personnel, is employed by the Academy Trust. Nicola Spencelayh's appointment was made in open competition and Neil Spencelayh was not involved in the decision-making process regarding the appointment. Nicola Spencelayh is paid within the normal pay scale for their role and receives no special treatment as a result of their relationship to a member of the senior management team.

30. Principal subsidiaries

L.E.A.D. Services Limited

Subsidiary name	L.E.A.D. Services Limited
Company registration number	08423697
Basis of control	100% owned subsidiary
Total assets as at 31 August 2024	£3,261,000
Total liabilities as at 31 August 2024	£(2,283,000)
Total equity as at 31 August 2024	£978,000
Turnover for the year ended 31 August 2024	£4,575,000
Expenditure for the year ended 31 August 2024	£(3,806,000)
Profit for the year ended 31 August 2024	£767,000

L.E.A.D. Teaching School Hub Ltd

Subsidiary name	L.E.A.D. Teaching School Hub Ltd
Company registration number	13395409
Basis of control	100% owned subsidiary
Total assets as at 31 August 2024	£338,000
Total liabilities as at 31 August 2024	£(256,000)
Total equity as at 31 August 2024	£82,000
Turnover for the period ended 31 August 2024	£1,980,000
Expenditure for the period ended 31 August 2024	£(1,908,000)
Profit for the period ended 31 August 2024	£72,000

31. Conversion to an academy trust

On 1 December 2023 the Sir Edmund Hillary Academy converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to L.E.A.D. Academy Trust from the Sir Edmund Hillary Academy for £Nil consideration.

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

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

	Unrestricted funds £000	Restricted funds £000	Restricted fixed asset funds £000	Total funds £000
Tangible fixed assets				
Leasehold land and buildings	-	-	5,222	5,222
Current assets				
Cash - representing budget surplus on LA funds	246	-	50	296
Non-current liabilities				
LGPS pension deficit	-	(173)	-	(173)
Net assets/(liabilities)	246	(173)	5,272	5,345

31. Conversion to an academy trust (continued)

On 1 April 2024 the St Marys Fields Primary School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to L.E.A.D. Academy Trust from the St Marys Fields Primary School for £Nil consideration.

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

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

	Restricted funds £000	Restricted fixed asset funds £000	Total funds £000
Tangible fixed assets			
Leasehold land and buildings	-	7,292	7,292
Non-current liabilities			
LGPS pension surplus	(441)	-	(441)
Net (liabilities)/assets	(441)	7,292	6,851