

Registered number: 08296921

## Trustees' Report and Financial Statements

For the year ended 31st August 2023



**L.E.A.D. Academy Trust**  
Lead • Empower • Achieve • Drive



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## REFERENCE AND ADMINISTRATIVE DETAILS

### Members

Mr P Berry  
Mrs D Harvey  
Ms A Frost

### Trustees

Mr A Buck, Chair  
Mr M Blois, Vice Chair  
Ms D Owen, Chief Executive and Accounting Officer  
Mr N Ydlibi  
Mr D Williams  
Mr P Graham  
Mrs H McNamara  
Ms M Farrar

### Co-opted

Ms Angela Browne (resigned 12<sup>th</sup> March 2023)

### 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 25 academies and one Teaching School Hub across Nottingham, Leicester, Derby, Lincoln and Sheffield. Our philosophy is to lead, empower, achieve and drive. Its academies have a pupil capacity of 11,480 and had a roll of 10,671 in the October 2022 school census.

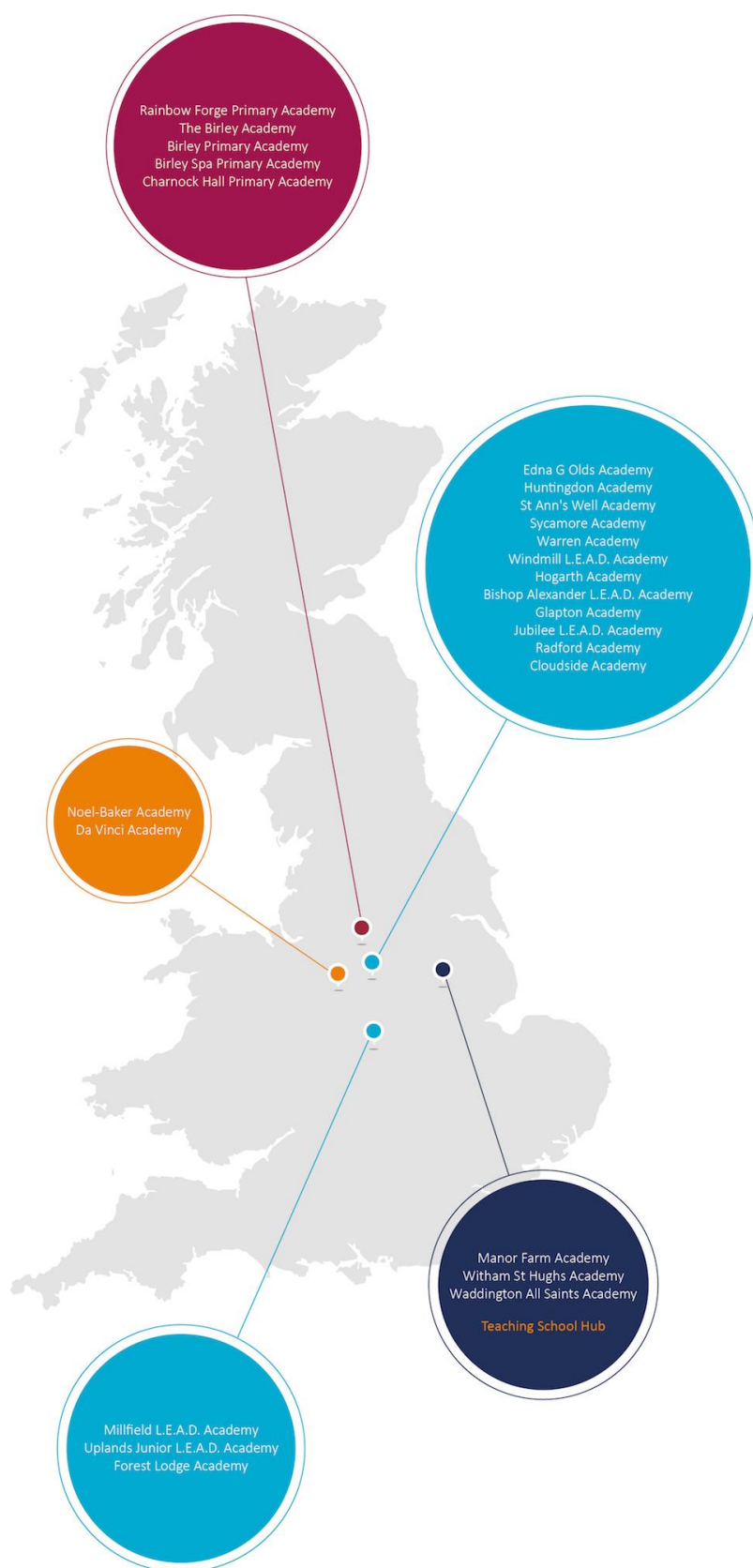
At the heart of our Trust is the development of outstanding leaders. We empower individuals in our academies to provide the highest quality education, enabling every pupil to realise their full potential. We have also been recognised by Ofsted as an organisation which ensures children are at the heart 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 1<sup>st</sup> September 2022 to 31<sup>st</sup> August 2023.

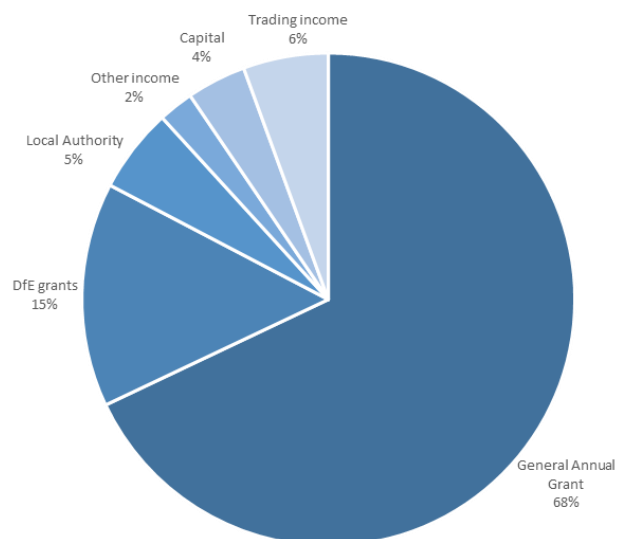
The annual report serves the purposes of both a Trustees' report, and a directors' report under company law.

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

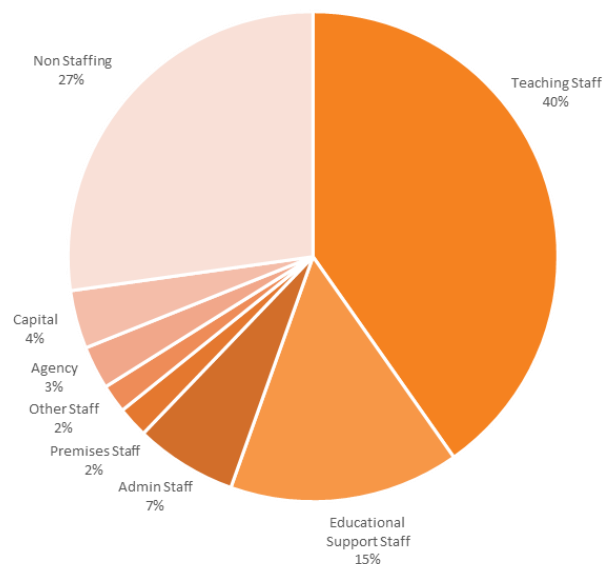


## Finances

### Annual Income



### Annual Operating Costs



### Reserves

£4.5m held as at 31<sup>st</sup> August 2023 which equates to 6% of income.

-£1m movement in reserves.

### Capital Investment

1% investment in IT infrastructure.

4% investment in buildings.

### Commercial Activity

Commercial activity equates to 6% of total income.

### People

544 FTE teaching staff.

572 FTE support staff.

36 FTE central staff.

55 FTE subsidiary staff

19 primary teacher pupil ratio.

16 secondary teacher pupil ratio.

12 support staff pupil ratio.

88% 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 Trustees including the 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 (0.6FTE) with relevant trade union official duties.

Number of employees	1
Percentage of time spent on facility time	51% to 99%
Total cost of facility time	£33,855
Total pay bill	£51,518,823
Percentage of the total pay bill spent on facility time	0.07%
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 £160,000 for no cost during 2022/23:

- £17,000 portable appliance testing.
- £14,000 for transportation, delivery and travel costs.
- £35,000 set up and installation costs.
- £18,000 office accommodation costs.
- £27,000 helpdesk and software costs.
- £11,000 marketing costs.
- £38,000 to support innovation.



## **Related party transactions**

The chair, Andy Buck, is a director of Andy Buck Leadership Services Ltd and the Trust entered into a transaction with this company resulting in the following related party transaction during this financial year:

- £524 CPD and training.

The vice chair, Mark Blois, is employed by Browne Jacobson LLP, and the Trust entered into a transaction with this company resulting in the following related party transaction during this financial year:

- £954 CPD and training.

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:

- £13,846 employee recharges as cover for a member of the team on maternity leave.
- £5,801 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:

- £8,372 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 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)**

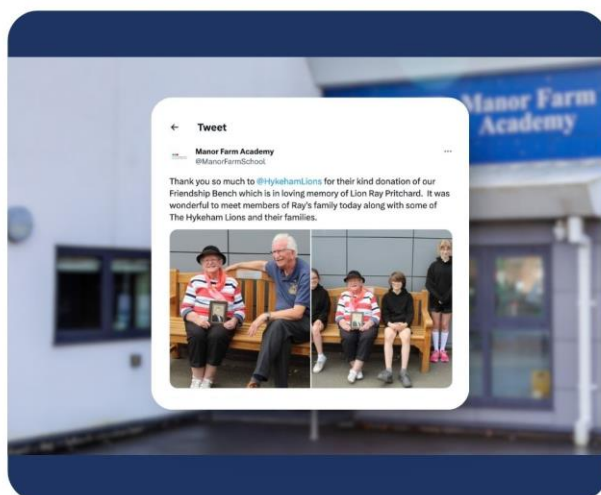
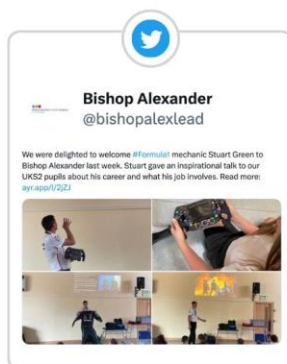
Engagement with suppliers engaged with the Trust are focused on the following core principles to ensure the relationship is not just purely a transactional one.

- Collaborative 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 Twitter and Facebook.
- Academy websites.
- Academy newsletters.

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



## **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, amongst 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 aims of the Trust during the period ended 31<sup>st</sup> August 2023 are summarised below:

- Through outstanding leadership we, at the L.E.A.D. Academy Trust, will provide the highest quality education to enable every pupil to realise their full potential.
- Utilising the power of partnership working as a catalyst for ensuring more children receive an exceptional education.
- Embracing a combination of autonomy and collaboration across key areas of leadership and management, underpinned by shared vision, values and best practice.
- Provide 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.

## Achievements and performance

### Strategic report

The Trust now provides education for approximately 11,000 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 2022/23:

Quality of Education	1. Ensure that the quality of provision is at least 'good' in all Trust academies.  2. Develop provision that enables pupils to positively contribute as global citizens and towards the workforces of the future.  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.  8. As a Trust we encourage and embrace diversity of thought, where equality of opportunity is embedded and where the Equality Diversity and Inclusion (EDI) values of equity and accessibility in our practises, behaviours and governance.

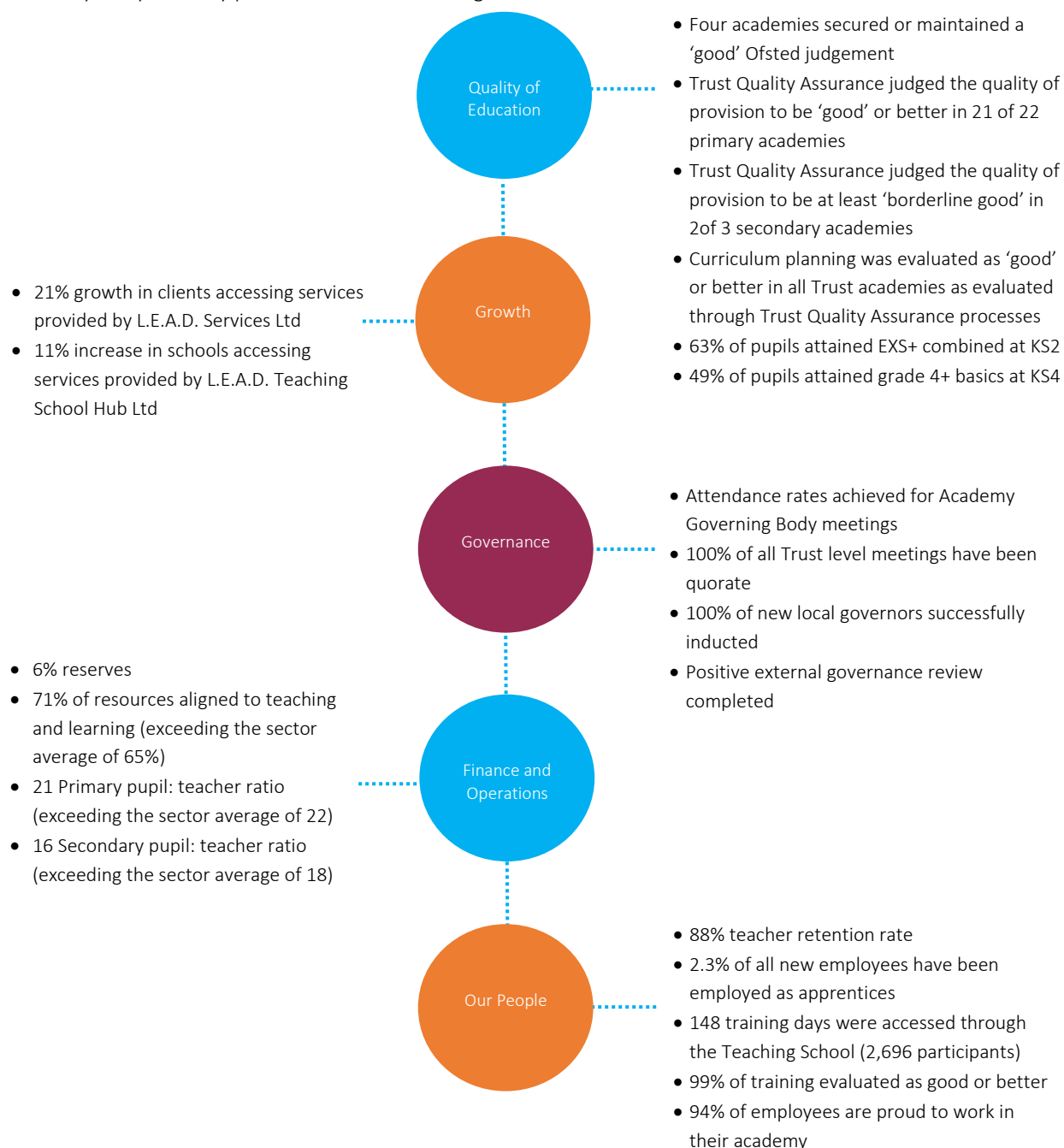
### Pupil Attendance

Pupil attendance remains a national challenge at the present time. The attendance figures below show the overall attendance of pupils for the 2022/23 academic year, with comparative national data included in brackets.

	Actual Attendance
Primary	94.0% (93.9%)
Secondary	89.0% (91.7%)

## a. Key performance indicators

A summary analysis of key performance indicators is given below:



## Context

35% (primary) and 44% (secondary) disadvantaged backgrounds

29% (primary) and 9% (secondary) English as an additional language

17% (primary) and 20% (secondary) SEN

1% looked after

The Trust also 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 has 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 where pay awards and inflationary costs continue to exceed current levels.

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 one further financial year with an opportunity to secure a further three years during the next financial year.
- 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 2023**

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 31<sup>st</sup> August 2023 and the associated expenditure are shown within Restricted Funds in the Statement of Financial Activities.

At 31<sup>st</sup> August 2023 the net book value of fixed assets was £102,026k and the net book value of intangible assets was £2k; 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 £4,037k 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, 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, Legal and Human Resources. These services will continue to develop 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 £3.8m, with current reserves held at £4.5m exceeding the target by £0.7m.

At the year end, the total unrestricted funds were £3,848k (2022: £2,742k) and the total restricted general funds were £699k (2022: £2,788k).

#### **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 Meeting 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 is 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 2022 to 31 August 2023 and methodology applied is summarised in the following table. The total energy consumption used to calculate emissions KWH 10,238,867 for comparison purposes this was 10,731,597 in 2021/22.

Scope	Energy Source	2020/21	2021/22	2022/23
		Emissions calculation tonnes (CO <sup>2</sup> e)	Emissions calculation tonnes (CO <sup>2</sup> e)	Emissions calculation tonnes (CO <sup>2</sup> e)
1	Gas	1349.08	1224,82	1139.91
	Vehicles	28.45	39,69	35.40
2	Electricity Standard	789.67	718.80	754.06
3	Staff mileage	25.81	34.94	49.30
Intensity ratio		0.21	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 2023 UK Government's Conversion Factors for Company Reporting.

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

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

- 95% of all lighting across academies is now LED.
- Voltage optimisation is now fully operational across all academies.
- Further upgrades to heating systems.
- Energy efficiency training has been delivered to key stakeholders.



## **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 plans in the short term to maintain the number of academies it runs. During the 2023/24 financial year at least two further schools will be joining the Trust by March 2024, increasing the number of pupils across the Trust to 11,500 across 27 academies.

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 Group'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 2023 and signed on its behalf by:

A handwritten signature in blue ink, appearing to be 'AB' with a flourish.

**Mr A Buck**  
Chair of Trustees

## GOVERNANCE STATEMENT

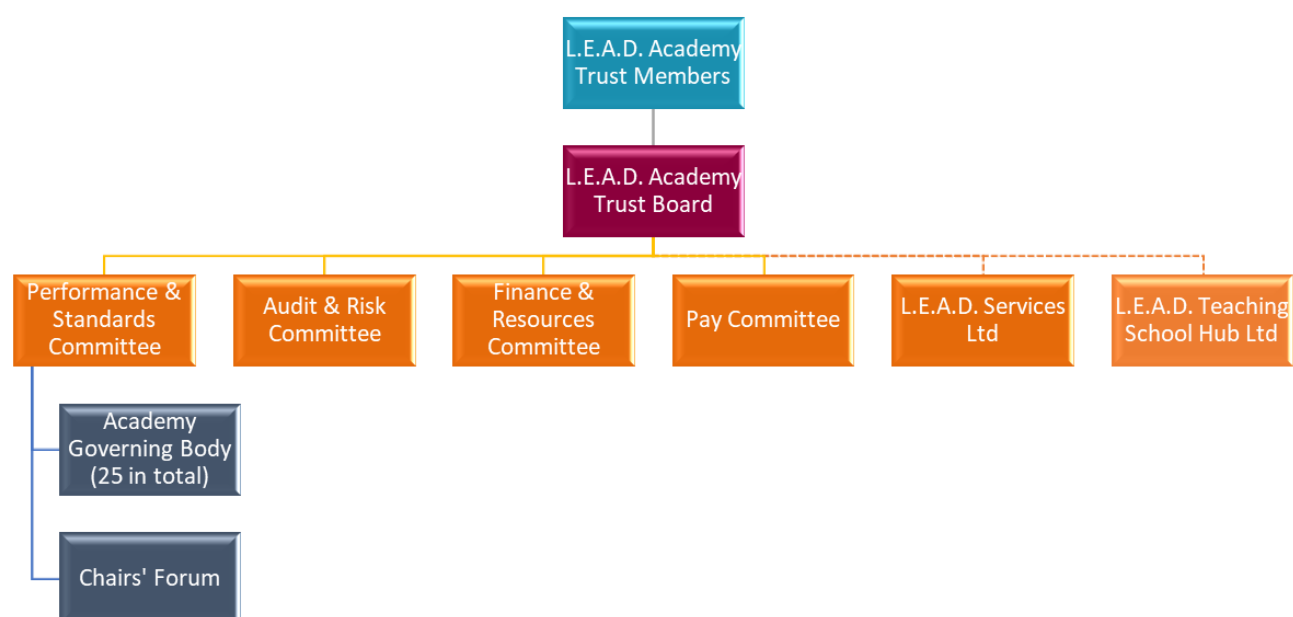
### Scope of Responsibility

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.

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
Ms A Browne	0	3

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 2023-24 budget.
- Approval of the strategic plan.
- Approval of the growth strategy.
- Approval of the revised Executive Management pay policy.
- Further development of the risk appetite framework and risk register.
- Oversight of an updated growth strategy.

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

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

- Oversight of the 2022-2023 Mazars audit.
- Closure of the 2021-22 Audit Management actions, all of which have been completed.
- Recommendation of the statutory accounts.
- Strategic oversight and scrutiny of Internal Audit Plan.
- An updated risk register and review of actions 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	2	3
Mr N Ydlibi	2	3
Mrs H McNamara	3	3

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

- Review of the management accounts.
- 2023-24 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
Ms A Browne	0	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 P Berry	3	3
Mr B Thandi	3	3
Mr P Graham	3	3
Mr M Brunner	3	3
Mr K Housley	2	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 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	3	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.

### Conflict of Interests

Conflict of interests 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.
- For any related party transaction the Trust will not enter into any transaction which exceeds £20,000.

### 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:

- 34% reduction in photocopying costs building upon the 14% secured in the previous year.
- 19% reduction in subscriptions costs building upon the 3% secured in the previous year.
- 12% reduction in IT licencing costs.
- Benchmarking has been completed for the central function against comparably sized trusts.
- An updated approach to treasury management has been implemented in 2022/23.

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 1<sup>st</sup> September 2022 to 31<sup>st</sup> August 2023 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 the financial year 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 are 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.
  - COVID-19.
  - Teaching School Hub.

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

Veritau is a shared service company providing a broad range of public sector 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. Veritau completed the planned schedule of work which included the following:

- Policies.
- Purchasing cards.
- Budget management.

- Financial controls and procurement.

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 on the National Leader of Governance (NLG) as part of an external review of governance;
- the work of the ESFA in the form of a Financial Management and Governance Review (FMGR);
- the school resource management self-assessment;
- 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.

Approved by order of the members of the Board of Trustees on 12th December 2023 and signed on their behalf by:



**Mr A Buck**  
Chair of Trustees



**Ms D Owen**  
Accounting Officer



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**L.E.A.D. ACADEMY TRUST**

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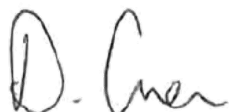
**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

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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 2022, 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 2022.

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: 12/12/2023

**STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2023**

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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 2022 to 2023;
- 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: 12/12/2023

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

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**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 2023 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 2022 to 2023 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 of the Academy Trust's affairs at 31 August 2023 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 2022 to 2023.

**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 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**

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**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. 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 have 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 of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the incorporated strategic report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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**

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**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 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 throughout our 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 2022 to 2023.

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

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**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 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 subject to your revenue recognition significant fraud risk) 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](http://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.



David Hoose (Dec 19, 2023 12:57 GMT)

David Hoose (Senior Statutory Auditor)

for and on behalf of

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

Date: Dec 19, 2023

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

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In accordance with the terms of our engagement letter dated 28 September 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, 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 2022 to 31 August 2023 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 2022, 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 2022 to 2023. 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 2022 to 31 August 2023 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 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.

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**L.E.A.D. ACADEMY TRUST**

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

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**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

  
Mazars LLP (Dec 19, 2023 12:58 GMT)

**Mazars LLP**  
Chartered Accountants  
Statutory Auditor

Park View House  
58 The Ropewalk  
Nottingham  
NG1 5DW

Date: Dec 19, 2023



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**L.E.A.D. ACADEMY TRUST****(A Company Limited by Guarantee)**

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**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2023**

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		Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
	Note					
<b>Income from:</b>						
Donations and capital grants	3	36	-	3,056	3,092	2,248
Other trading activities	5	4,431	-	-	4,431	3,816
Investments	6	25	-	-	25	1
Charitable activities:	4					
Funding for the academy trust's educational operations		1,291	69,225	-	70,516	64,930
Teaching school hub		-	1,268	-	1,268	1,237
<b>Total income</b>		<b>5,783</b>	<b>70,493</b>	<b>3,056</b>	<b>79,332</b>	<b>72,232</b>
<b>Expenditure on:</b>						
Raising funds	7	3,887	-	-	3,887	3,417
Charitable activities:						
Academy trust educational operations	8	790	70,888	3,220	74,898	73,396
Teaching schools	7	-	1,688	-	1,688	1,237
<b>Total expenditure</b>		<b>4,677</b>	<b>72,576</b>	<b>3,220</b>	<b>80,473</b>	<b>78,050</b>
<b>Net income/ (expenditure)</b>		<b>1,106</b>	<b>(2,083)</b>	<b>(164)</b>	<b>(1,141)</b>	<b>(5,818)</b>

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**L.E.A.D. ACADEMY TRUST**
**(A Company Limited by Guarantee)**


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**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**


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		Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
	Note					
<b>Net income/ (expenditure) brought forward</b>		1,106	(2,083)	(164)	(1,141)	(5,818)
Transfers between funds	19	-	(706)	706	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<u>1,106</u>	<u>(2,789)</u>	<u>542</u>	<u>(1,141)</u>	<u>(5,818)</u>
<b>Other recognised gains:</b>						
Actuarial gains/(losses) on defined benefit pension schemes	26	-	9,672	-	9,672	45,838
<b>Net movement in funds</b>		<u>1,106</u>	<u>6,883</u>	<u>542</u>	<u>8,531</u>	<u>40,020</u>
<b>Reconciliation of funds:</b>						
Total funds brought forward		2,742	(10,407)	101,686	94,021	54,001
Net movement in funds		1,106	6,883	542	8,531	40,020
<b>Total funds carried forward</b>		<u>3,848</u>	<u>(3,524)</u>	<u>102,228</u>	<u>102,552</u>	<u>94,021</u>

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**L.E.A.D. ACADEMY TRUST****(A Company Limited by Guarantee)****REGISTERED NUMBER: 08296921**

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**CONSOLIDATED BALANCE SHEET  
AS AT 31 AUGUST 2023**

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	Note	2023 £000	2022 £000
<b>Fixed assets</b>			
Intangible assets	14	2	3
Tangible assets	15	102,024	101,216
		<u>102,026</u>	<u>101,219</u>
<b>Current assets</b>			
Stocks	16	189	244
Debtors	17	5,575	5,545
Cash at bank and in hand	23	7,779	9,054
		<u>13,543</u>	<u>14,843</u>
Creditors: Amounts falling due within one year	18	(8,794)	(8,846)
<b>Net current assets</b>		<u>4,749</u>	<u>5,997</u>
<b>Total assets less current liabilities</b>		<u>106,775</u>	<u>107,216</u>
<b>Net assets excluding pension liability</b>		<u>106,775</u>	<u>107,216</u>
Defined benefit pension scheme liability	26	(4,223)	(13,195)
<b>Total net assets</b>		<u><u>102,552</u></u>	<u><u>94,021</u></u>
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	102,228	101,686
Restricted income funds	19	699	2,788
Pension reserve	19	(4,223)	(13,195)
<b>Total restricted funds</b>	19	<u>98,704</u>	<u>91,279</u>
<b>Unrestricted income funds</b>	19	<u>3,848</u>	<u>2,742</u>
<b>Total funds</b>		<u><u>102,552</u></u>	<u><u>94,021</u></u>

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**L.E.A.D. ACADEMY TRUST**

**(A Company Limited by Guarantee)**

**REGISTERED NUMBER: 08296921**

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**CONSOLIDATED BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2023**

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The financial statements on pages 31 to 70 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....  
**Mr A Buck**

Chair of Trustees

Date: 12/12/2023

The notes on pages 38 to 70 form part of these financial statements.

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**L.E.A.D. ACADEMY TRUST****(A Company Limited by Guarantee)****REGISTERED NUMBER: 08296921**

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**ACADEMY TRUST BALANCE SHEET  
AS AT 31 AUGUST 2023**

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	Note	2023 £000	2022 £000
<b>Fixed assets</b>			
Intangible assets	14	2	3
Tangible assets	15	101,959	101,163
		<u>101,961</u>	<u>101,166</u>
<b>Current assets</b>			
Stocks	16	14	16
Debtors	17	4,279	3,945
Cash at bank and in hand	23	7,323	8,894
		<u>11,616</u>	<u>12,855</u>
<b>Liabilities</b>			
Creditors: Amounts falling due within one year	18	(7,418)	(7,184)
		<u>4,198</u>	<u>5,671</u>
<b>Net current assets</b>		4,198	5,671
<b>Total assets less current liabilities</b>		<u>106,159</u>	<u>106,837</u>
<b>Net assets excluding pension liability</b>		106,159	106,837
Defined benefit pension scheme liability	26	(4,223)	(13,195)
<b>Total net assets</b>		<u><u>101,936</u></u>	<u><u>93,642</u></u>
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	102,163	101,686
Restricted income funds	19	699	2,788
		<u>102,862</u>	<u>104,474</u>
Restricted funds excluding pension liability	19	102,862	104,474
Pension reserve	19	(4,223)	(13,195)
		<u>98,639</u>	<u>91,279</u>
<b>Total restricted funds</b>	19	98,639	91,279
Unrestricted funds	19	3,297	2,363
<b>Total funds</b>		<u><u>101,936</u></u>	<u><u>93,642</u></u>

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**L.E.A.D. ACADEMY TRUST**

**(A Company Limited by Guarantee)**

**REGISTERED NUMBER: 08296921**

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**ACADEMY TRUST BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2023**

---

The financial statements on pages 31 to 70 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....  
**Mr A Buck**

Chair of Trustees

Date: 12/12/2023

The notes on pages 38 to 70 form part of these financial statements.

**CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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	<b>Note</b>	<b>2023 £000</b>	<b>2022 £000</b>
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	<b>21</b>	(319)	287
<b>Cash flows used in investing activities</b>	<b>22</b>	(956)	(958)
<b>Change in cash and cash equivalents in the year</b>		(1,275)	(671)
Cash and cash equivalents at the beginning of the year		9,054	9,725
<b>Cash and cash equivalents at the end of the year</b>	<b>23, 24</b>	<u>7,779</u>	<u>9,054</u>

The notes on pages 38 to 70 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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 2022 to 2023 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 Academy Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. 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.

The asset on 31 August 2023 was £44.3m. 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**

	<b>Unrestricted funds 2023 £000</b>	<b>Restricted fixed asset funds 2023 £000</b>	<b>Total funds 2023 £000</b>	<b>Total funds 2022 £000</b>
Donations	36	-	36	-
Capital grants	-	3,056	3,056	2,248
<b>Total 2023</b>	<b>36</b>	<b>3,056</b>	<b>3,092</b>	<b>2,248</b>
<b>Total 2022</b>	<b>-</b>	<b>2,248</b>	<b>2,248</b>	

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**


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**4. Funding for the Academy Trust's charitable activities**

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	53,914	53,914	52,097
Other DfE/ESFA grants				
Pupil Premium	-	5,130	5,130	4,717
UIFSM	-	773	773	759
Teachers' Pay/Pension Grant	-	48	48	90
Supplementary grant	-	1,461	1,461	661
Others	-	2,993	2,993	1,723
	-	64,319	64,319	60,047
<b>Other Government grants</b>				
Local authority grants	-	4,396	4,396	3,779
	-	4,396	4,396	3,779
<b>Other income from the academy trust's educational operations</b>	1,291	510	1,801	1,104
	1,291	69,225	70,516	64,930
<b>Teaching school hub</b>				
DfE/ESFA grants	-	1,268	1,268	1,237
<b>Total 2023</b>	1,291	70,493	71,784	66,167
<b>Total 2022</b>	672	65,495	66,167	

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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## 5. Income from other trading activities

	Unrestricted funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
Hire of facilities	161	161	157
Income from other activities	4,270	4,270	3,659
<b>Total 2023</b>	<b>4,431</b>	<b>4,431</b>	<b>3,816</b>
<b>Total 2022</b>	<b>3,816</b>	<b>3,816</b>	

## 6. Investment income

	Unrestricted funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
Short term deposits	25	25	1
<b>Total 2022</b>	<b>1</b>	<b>1</b>	

## 7. Expenditure

	Staff Costs 2023 £000	Premises 2023 £000	Other 2023 £000	Total 2023 £000	Total 2022 £000
Expenditure on fundraising trading	1,025	-	2,862	3,887	3,417
Academy's educational operations:					
Direct costs	43,260	1,963	4,240	49,463	45,388
Allocated support costs	13,811	5,837	5,787	25,435	28,008
Teaching school hub	606	-	1,082	1,688	1,237
<b>Total 2023</b>	<b>58,702</b>	<b>7,800</b>	<b>13,971</b>	<b>80,473</b>	<b>78,050</b>
<b>Total 2022</b>	<b>58,461</b>	<b>6,604</b>	<b>12,985</b>	<b>78,050</b>	



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**


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**8. Charitable activities**

	<b>2023 £000</b>	<b>2022 £000</b>
Direct costs - educational operations	49,463	45,388
Support costs - educational operations	25,435	28,008
Direct costs - teaching school hub	1,353	1,237
Support costs - teaching school hub	335	-
	<u>76,586</u>	<u>74,633</u>

	<b>Teaching school hub 2023 £000</b>	<b>Educational operations 2023 £000</b>	<b>Total 2023 £000</b>	<b>Total 2022 £000</b>
<b>Analysis of support costs</b>				
Support staff costs	147	13,811	13,958	17,548
Depreciation	-	1,257	1,257	1,381
Technology costs	-	585	585	729
Premises costs	-	5,837	5,837	4,700
Legal costs - other	-	83	83	50
Other support costs	188	3,780	3,968	3,512
Governance costs	-	82	82	88
	<u>335</u>	<u>25,435</u>	<u>25,770</u>	<u>28,008</u>

**9. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2023 £000</b>	<b>2022 £000</b>
Operating lease rentals	1,615	1,474
Depreciation of tangible fixed assets	3,229	3,283
Amortisation of intangible assets	1	10
Fees paid to auditor for:		
- audit	44	38
- other services	40	35
	<u>44</u>	<u>35</u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**


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**10. Staff**
**a. Staff costs**

Staff costs during the year were as follows:

	<b>Group 2023 £000</b>	<b>Group 2022 £000</b>	<b>Academy Trust 2023 £000</b>	<b>Academy Trust 2022 £000</b>
Wages and salaries	41,982	38,496	40,817	37,536
Social security costs	4,274	3,823	4,164	3,732
Pension costs	10,145	14,130	10,021	14,017
	<u>56,401</u>	<u>56,449</u>	<u>55,002</u>	<u>55,285</u>
Agency staff costs	2,282	1,954	2,282	1,954
Staff restructuring costs	19	58	19	58
	<u>58,702</u>	<u>58,461</u>	<u>57,303</u>	<u>57,297</u>

Staff restructuring costs comprise:

Severance payments	<u>19</u>	<u>58</u>	<u>19</u>	<u>58</u>
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**b. Severance payments**

The Group and Academy Trust paid 2 severance payments in the year, disclosed in the following bands:

	<b>2023 No.</b>
£0 - £25,000	<u>2</u>

**c. Special staff severance payments**

Included in staff restructuring costs are special severance payments totalling £Nil (2022 - £6k).

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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:

	<b>Group 2023 No.</b>	<b>Group 2022 No.</b>	<b>Academy Trust 2023 No.</b>	<b>Academy Trust 2022 No.</b>
Teachers	508	501	508	501
Administration and support	1,023	979	983	947
Management	95	96	95	96
	<u>1,626</u>	<u>1,576</u>	<u>1,586</u>	<u>1,544</u>

**e. Higher paid staff**

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

	<b>Group 2023 No.</b>	<b>Group 2022 No.</b>
In the band £60,001 - £70,000	17	12
In the band £70,001 - £80,000	12	10
In the band £80,001 - £90,000	7	2
In the band £90,001 - £100,000	5	5
In the band £100,001 - £110,000	4	2
In the band £110,001 - £120,000	2	2
In the band £140,001 - £150,000	-	2
In the band £150,001 - £160,000	2	-
In the band £220,001 - £230,000	-	1
In the band £230,001 - £240,000	1	-
	<u>1</u>	<u>-</u>

**f. Key management personnel**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £688k (2022 - £652k).

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Ms D Owen, Chief Executive and Accounting Officer     Remuneration	230 - 235	220 - 225

During the year ended 31 August 2023, travel expenses totalling £1,318 were reimbursed or paid directly to 5 Trustees (2022 - £165 to 3 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 indemnity cover. It is not possible to quantify the Trustees' and officers' indemnity element from the overall cost of the RPA scheme membership.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**14. Intangible assets****Group and Academy Trust**

	<b>Computer software £000</b>
<b>Cost</b>	
At 1 September 2022	138
At 31 August 2023	<u>138</u>
<b>Amortisation</b>	
At 1 September 2022	135
Charge for the year	1
At 31 August 2023	<u>136</u>
<b>Net book value</b>	
At 31 August 2023	<u><u>2</u></u>
At 31 August 2022	<u><u>3</u></u>

**L.E.A.D. ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS  
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**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
<b>Cost or valuation</b>							
At 1 September 2022	58,055	51,116	-	5,389	4,643	11	119,214
Additions	688	2,075	421	469	384	-	4,037
At 31 August 2023	58,743	53,191	421	5,858	5,027	11	123,251
<b>Depreciation</b>							
At 1 September 2022	8,494	2,421	-	3,714	3,359	10	17,998
Charge for the year	1,056	907	-	744	522	-	3,229
At 31 August 2023	9,550	3,328	-	4,458	3,881	10	21,227
<b>Net book value</b>							
At 31 August 2023	49,193	49,863	421	1,400	1,146	1	102,024
At 31 August 2022	49,561	48,695	-	1,675	1,284	1	101,216

**L.E.A.D. ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS  
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**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
<b>Cost or valuation</b>							
At 1 September 2022	58,055	51,116	-	5,375	4,546	11	119,103
Additions	688	2,075	421	464	357	-	4,005
At 31 August 2023	58,743	53,191	421	5,839	4,903	11	123,108
<b>Depreciation</b>							
At 1 September 2022	8,494	2,421	-	3,711	3,304	10	17,940
Charge for the year	1,056	907	-	743	503	-	3,209
At 31 August 2023	9,550	3,328	-	4,454	3,807	10	21,149
<b>Net book value</b>							
At 31 August 2023	49,193	49,863	421	1,385	1,096	1	101,959
At 31 August 2022	49,561	48,695	-	1,664	1,242	1	101,163

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**L.E.A.D. ACADEMY TRUST****(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**16. Stocks**

	<b>Group 2023 £000</b>	<b>Group 2022 £000</b>	<b>Academy Trust 2023 £000</b>	<b>Academy Trust 2022 £000</b>
Finished goods and goods for resale	189	244	14	16

**17. Debtors**

	<b>Group 2023 £000</b>	<b>Group 2022 £000</b>	<b>Academy Trust 2023 £000</b>	<b>Academy Trust 2022 £000</b>
<b>Due within one year</b>				
Trade debtors	1,108	1,213	53	74
VAT recoverable	886	906	868	887
Amounts owed by group undertakings	-	-	228	-
Other debtors	165	198	165	169
Prepayments and accrued income	3,416	3,228	2,965	2,815
	<u>5,575</u>	<u>5,545</u>	<u>4,279</u>	<u>3,945</u>



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**


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**18. Creditors: Amounts falling due within one year**

	<b>Group 2023 £000</b>	<b>Group 2022 £000</b>	<b>Academy Trust 2023 £000</b>	<b>Academy Trust 2022 £000</b>
Trade creditors	3,643	3,926	2,821	2,723
Amounts owed to group undertakings	-	-	-	104
Other taxation and social security	1,011	990	992	968
Other creditors	1,120	1,055	1,103	1,022
Accruals and deferred income	3,020	2,875	2,502	2,367
	<u>8,794</u>	<u>8,846</u>	<u>7,418</u>	<u>7,184</u>
	<b>Group 2023 £000</b>	<b>Group 2022 £000</b>	<b>Academy Trust 2023 £000</b>	<b>Academy Trust 2022 £000</b>
Deferred income at 1 September	1,628	1,317	1,271	1,317
Resources deferred during the year	1,776	1,628	1,365	1,271
Amounts released from previous periods	(1,628)	(1,317)	(1,271)	(1,317)
<b>Deferred income at 31 August</b>	<u>1,776</u>	<u>1,628</u>	<u>1,365</u>	<u>1,271</u>

Deferred income includes the following income received in advance:

Universal Infant Free School Meal Income of £445k (2022 - £487k)  
 SEN of £480k (2022 - £362k)  
 Early Years of £240k (2022 - £267k)  
 Trip income of £122k (2022 - £163k)  
 Miscellaneous items of £489k (2022 - £349k)

NOTES TO THE FINANCIAL STATEMENTS  
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19. Statement of funds

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
<b>Unrestricted funds</b>						
General Funds	2,742	5,783	(4,677)	-	-	3,848
<b>Restricted general funds</b>						
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)
	<u>(10,407)</u>	<u>70,493</u>	<u>(72,576)</u>	<u>(706)</u>	<u>9,672</u>	<u>(3,524)</u>
<b>Restricted fixed asset funds</b>						
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
	<u>101,686</u>	<u>3,056</u>	<u>(3,220)</u>	<u>706</u>	<u>-</u>	<u>102,228</u>
<b>Total Restricted funds</b>	<u>91,279</u>	<u>73,549</u>	<u>(75,796)</u>	<u>-</u>	<u>9,672</u>	<u>98,704</u>
<b>Total funds</b>	<u><u>94,021</u></u>	<u><u>79,332</u></u>	<u><u>(80,473)</u></u>	<u><u>-</u></u>	<u><u>9,672</u></u>	<u><u>102,552</u></u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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 GAG funds used for capital expenditure.

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 2023.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**19. Statement of funds (continued)**

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

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
<b>Unrestricted funds</b>						
General Funds	2,340	4,489	(4,087)	-	-	2,742
<b>Restricted general funds</b>						
General Annual Grant (GAG)	2,203	52,097	(50,904)	(608)	-	2,788
Pupil Premium	749	4,717	(5,466)	-	-	-
UIFSM	-	759	(759)	-	-	-
Other grants and income	-	7,922	(7,922)	-	-	-
Pension reserve	(53,517)	-	(5,516)	-	45,838	(13,195)
	(50,565)	65,495	(70,567)	(608)	45,838	(10,407)
<b>Restricted fixed asset funds</b>						
Capital Donations	88,118	-	(2,865)	608	-	85,861
DfE Group capital grants	10,804	2,248	(424)	-	-	12,628
Capital expenditure from GAG	3,304	-	(107)	-	-	3,197
	102,226	2,248	(3,396)	608	-	101,686
<b>Total Restricted funds</b>	51,661	67,743	(73,963)	-	45,838	91,279
<b>Total funds</b>	54,001	72,232	(78,050)	-	45,838	94,021

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**19. Statement of funds (continued)****Total funds analysis by academy**

Fund balances at 31 August 2023 were allocated as follows:

	<b>2023 £000</b>	<b>2022 £000</b>
Trust	4,547	5,530
Restricted fixed asset fund	102,228	101,686
Pension reserve	(4,223)	(13,195)
<b>Total</b>	<b>102,552</b>	<b>94,021</b>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**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 2023 £000	Total 2022 £000
Birley Academy	4,830	1,541	532	867	7,770	7,276
Birley Primary	1,950	582	186	235	2,953	2,880
Birley Spa	1,542	352	120	294	2,308	2,355
Bishop Alexander	1,054	305	90	194	1,643	1,805
Charnock Hall	1,252	254	101	296	1,903	1,766
Cloudside	822	233	124	298	1,477	1,388
Da Vinci	2,985	1,309	419	1,074	5,787	5,263
Edna G Olds	852	304	98	205	1,459	1,413
Forest Lodge	2,301	606	148	406	3,461	3,326
Glapton	1,427	206	112	302	2,047	2,044
Hogarth	766	244	77	150	1,237	1,263
Huntingdon	1,903	517	181	355	2,956	2,978
Jubilee	1,158	499	92	394	2,143	2,072
Manor Farm	730	86	82	159	1,057	924
Millfield	1,453	415	69	325	2,262	2,186
Noel Baker	4,606	1,473	443	1,906	8,428	8,057
Radford	829	282	80	170	1,361	1,405
Rainbow Forge	1,374	274	91	219	1,958	1,916
St Ann's Well	874	325	79	176	1,454	1,528
Sycamore	1,913	396	239	319	2,867	3,101
Uplands Junior	1,473	299	175	266	2,213	2,288
Waddington All Saint	1,545	157	131	230	2,063	1,922
Warren	871	286	85	211	1,453	1,326
Windmill	1,808	508	139	304	2,759	2,645
Witham St Hughes	1,545	204	173	297	2,219	2,064
Central and trading subsidiaries	1,855	3,327	1,067	3,756	10,005	9,576
<b>Academy Trust</b>	<b>43,718</b>	<b>14,984</b>	<b>5,133</b>	<b>13,408</b>	<b>77,243</b>	<b>74,767</b>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**20. Analysis of net assets between funds**

Fund balances at 31 August 2023 are represented by:

	<b>Unrestricted funds 2023 £000</b>	<b>Restricted funds 2023 £000</b>	<b>Restricted fixed asset funds 2023 £000</b>	<b>Total funds 2023 £000</b>
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)
<b>Total</b>	<b>3,848</b>	<b>(3,524)</b>	<b>102,228</b>	<b>102,552</b>

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

	<b>Unrestricted funds 2022 £000</b>	<b>Restricted funds 2022 £000</b>	<b>Restricted fixed asset funds 2022 £000</b>	<b>Total funds 2022 £000</b>
Tangible fixed assets	-	-	101,216	101,216
Intangible fixed assets	-	-	3	3
Current assets	2,691	11,685	467	14,843
Creditors due within one year	51	(8,897)	-	(8,846)
Pension scheme liability	-	(13,195)	-	(13,195)
<b>Total</b>	<b>2,742</b>	<b>(10,407)</b>	<b>101,686</b>	<b>94,021</b>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**


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**21. Reconciliation of net expenditure to net cash flow from operating activities**

	<b>2023 £000</b>	<b>2022 £000</b>
Net expenditure for the year (as per Statement of Financial Activities)	(1,141)	(5,818)
<b>Adjustments for:</b>		
Amortisation	1	10
Depreciation	3,229	3,283
Capital grants from DfE and other capital income	(3,056)	(2,248)
Interest receivable	(25)	(1)
Defined benefit pension scheme cost less contributions payable	181	4,618
Defined benefit pension scheme finance cost	519	898
Decrease/(increase) in stocks	55	(162)
Increase in debtors	(30)	(2,113)
(Decrease)/increase in creditors	(52)	1,820
<b>Net cash (used in)/provided by operating activities</b>	<b>(319)</b>	<b>287</b>

**22. Cash flows from investing activities**

	<b>Group 2023 £000</b>	<b>Group 2022 £000</b>
Interest received	25	1
Purchase of tangible fixed assets	(4,037)	(3,207)
Capital grants from DfE Group	3,056	2,248
<b>Net cash used in investing activities</b>	<b>(956)</b>	<b>(958)</b>

**23. Analysis of cash and cash equivalents**

	<b>Group 2023 £000</b>	<b>Group 2022 £000</b>
Cash in hand and at bank	5,781	9,054
Notice deposits (less than 3 months)	1,998	-
<b>Total cash and cash equivalents</b>	<b>7,779</b>	<b>9,054</b>



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**24. Analysis of changes in net debt**

	<b>At 1 September 2022 £000</b>	<b>Cash flows £000</b>	<b>At 31 August 2023 £000</b>
Cash at bank and in hand	9,054	(1,275)	7,779

**25. Capital commitments**

	<b>Group 2023 £000</b>	<b>Group 2022 £000</b>	<b>Academy Trust 2023 £000</b>	<b>Academy Trust 2022 £000</b>
Contracted for but not provided in these financial statements	117	48	117	48

**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 2016 and of the LGPS 31 March 2019.

Contributions amounting to £1,081k were payable to the schemes at 31 August 2023 (2022 - £1,001k) and are included within creditors.

**Teachers' Pension Scheme**

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

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

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**26. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £5,632k (2022 - £5,180k).

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £4,775k (2022 - £4,080k), of which employer's contributions totalled £3,821k (2022 - £3,265k) and employees' contributions totalled £954k (2022 - £815k). 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 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.

**NOTES TO THE FINANCIAL STATEMENTS  
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**26. Pension commitments (continued)****Principal actuarial assumptions**

	<b>2023</b> %	<b>2022</b> %
Rate of increase in salaries	3.50 - 4.00	3.20 - 4.20
Rate of increase for pensions in payment/inflation	2.85 - 3.00	2.90 - 3.20
Discount rate for scheme liabilities	5.20 - 5.35	4.20 - 4.25

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

	<b>2023</b> Years	<b>2022</b> Years
Retiring today		
Males	19.5 - 21.1	21.1 - 22.6
Females	22.6 - 24.2	23.8 - 25.4
Retiring in 20 years		
Males	20.5 - 21.7	22.2 - 24.1
Females	24.0 - 25.3	25.3 - 27.3

**Sensitivity analysis on defined benefit obligations**

	<b>2023</b> £000	<b>2022</b> £000
Discount rate -0.1%	1,100	1,362
Mortality assumption - 1 year increase	1,654	1,832
CPI rate +0.1%	1,024	1,208
Salary rate +0.1%	100	165

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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## 26. Pension commitments (continued)

## Share of scheme assets

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

	2023 £000	2022 £000
Equities	28,147	25,837
Gilts	374	418
Corporate bonds	7,318	6,197
Property	4,336	4,724
Cash and other liquid assets	5,104	3,568
<b>Total market value of assets</b>	<b>45,279</b>	<b>40,744</b>

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

	2023 £000	2022 £000
Current service cost	(3,989)	(7,872)
Interest income	1,814	658
Interest cost	(2,333)	(1,556)
Administrative expenses	(13)	(11)
<b>Total amount recognised in the Consolidated Statement of Financial Activities</b>	<b>(4,521)</b>	<b>(8,781)</b>

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

	2023 £000	2022 £000
<b>At 1 September</b>	<b>53,939</b>	<b>91,387</b>
Current service cost	3,989	7,872
Interest cost	2,333	1,556
Employee contributions	954	815
Actuarial gains	(11,861)	(47,088)
Benefits paid	(784)	(603)
<b>At 31 August</b>	<b>48,570</b>	<b>53,939</b>

**NOTES TO THE FINANCIAL STATEMENTS  
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**26. Pension commitments (continued)**

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

	<b>2023 £000</b>	<b>2022 £000</b>
<b>At 1 September</b>	40,744	37,870
Interest income	1,814	658
Actuarial losses	(2,189)	(1,250)
Employer contributions	3,821	3,265
Employee contributions	954	815
Benefits paid	(784)	(603)
Administration expenses	(13)	(11)
<b>At 31 August</b>	<b>44,347</b>	<b>40,744</b>

Included in the actuarial gains/(losses) within the scheme assets table above is £932k of notional surplus not recognised.

**27. Operating lease commitments**

At 31 August 2023 the Group and the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>Group 2023 £000</b>	<b>Group 2022 £000</b>	<b>Academy Trust 2023 £000</b>	<b>Academy Trust 2022 £000</b>
Not later than 1 year	1,622	1,424	1,577	1,394
Later than 1 year and not later than 5 years	6,134	5,482	6,124	5,447
Later than 5 years	10,685	10,647	10,685	10,647
	<b>18,441</b>	<b>17,553</b>	<b>18,386</b>	<b>17,488</b>

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 £1,518k (2022 - £1,336k) 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.

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**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

Queens Street Group - a Company in which Ms D Owen (a Trustee) was a Director in the prior year:

- The Academy Trust purchased subscription services from Queens Street Group totalling £Nil (2022 - £1,800) during the year. There were no amounts outstanding at 31 August 2023 (2022 - £Nil).
- The Academy Trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which Ms D Owen neither participated in, nor influenced.
- In entering into the transaction, the Academy Trust has complied with the requirements of the Academies Trust Handbook.

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 £708 (2022 - £649) during the year. There were no amounts outstanding at 31 August 2023 (2022 - £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 £174 (2022 - £939) during the year. There were no amounts outstanding at 31 August 2023 (2022 - £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.

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**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 £954 (2022 - £954) during the year. There were no amounts outstanding at 31 August 2023 (2022 - £Nil).
- The Academy Trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which 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.

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**L.E.A.D. ACADEMY TRUST****(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS  
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**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 2023	£2,054,000
Total liabilities as at 31 August 2023	£(1,495,000)
Total equity as at 31 August 2022	£559,000

Turnover for the year ended 31 August 2023	£3,746,000
Expenditure for the year ended 31 August 2023	£(3,393,000)
Profit for the year ended 31 August 2023	£354,000

**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 2023	£395,000
Total liabilities as at 31 August 2023	£(336,000)
Total equity as at 31 August 2023	£59,000

Turnover for the period ended 31 August 2023	£1,743,000
Expenditure for the period ended 31 August 2023	£(1,689,000)
Profit for the period ended 31 August 2023	£54,000