

**Company Registration Number: 10654345 (England & Wales)**

**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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**Members**

J Moore  
A Bathan  
T Lillie

**Trustees**

P Best<sup>2,3</sup>  
F Carroll<sup>1,3</sup>  
Councillor G Miller<sup>2,3</sup>  
Dr A.M. Taylor, Chief Executive Officer<sup>1,2,3</sup>  
Reverend J Wing, Vice Chair<sup>2,3</sup>  
T Lillie, Chair<sup>1</sup>  
R Skeoch (appointed 16 October 2019)<sup>2</sup>  
M Dixon (appointed 16 October 2019)<sup>2</sup>  
D Fenton (appointed 16 October 2019)<sup>1</sup>

<sup>1</sup> Finance, Estates and Audit

<sup>2</sup> Standards and Wellbeing Committee

<sup>3</sup> Personnel Committee

**Company registered number**

10654345

**Company name**

Oak Learning Trust

**Principal and registered office**

George Washington Primary School  
Well Bank Road  
Washington  
Tyne and Wear  
NE37 1NL

**Chief executive officer**

Dr A M Taylor

**Senior management team**

Dr A.M. Taylor, CEO  
Mrs L. McArdle, Head of School  
Miss V. Mellor, Head of School  
Mrs J. Hayden, Trust Business Manager

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Independent auditors**

Ryecroft Glenton  
32 Portland Terrace  
Newcastle upon Tyne  
NE2 1QP

**Bankers**

Lloyds Bank plc  
54 Fawcett Street  
Sunderland  
SR1 1SF

**Solicitors**

Watson Burton LLP  
1 St James' Gate  
Newcastle upon Tyne  
NE99 1UQ

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Trust operates two primary academies for pupils aged 4 to 11 serving catchment areas in Washington: George Washington Primary School and John F Kennedy Primary School. Its academies have a combined pupil capacity of 870 in the school census in October 2020, with 828 on roll.

**Structure, governance and management**

● **Constitution**

The academy is a charitable company limited by guarantee and an exempt charity.

The charitable company's Trust deed is the primary governing document of the academy.

The Trustees of Oak Learning Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as Oak Learning Trust.

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

● **Members' liability**

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

● **Trustees' indemnities**

Every trustee of the Trust shall be indemnified out of the assets of the Trust against liability incurred by him in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which he is acquitted or in connection with any application in which relief is granted by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Trust

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

The management of the academy is the responsibility of the Trustees who are elected and co opted under the terms of the Trust deed.

Membership is determined in accordance with the composition set out in Article 12 onwards. This states that the Trust Board is comprised as follows:

9 trustees (1 of whom is the Chair of directors and one of whom shall be the CEO of the Trust).

The term of office of any director shall be 4 years. The limit shall not apply to the CEO. Notwithstanding this, any director may be reappointed or re elected.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Structure, governance and management (continued)**

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

New Trustees have a meeting with the CEO and training and induction is then provided dependent on existing experience. Where required induction will provide training on charity, educational, legal and financial matters. All directors are provided with copies of policies, accounts, budgets, articles of association, scheme of delegation and other documents they need to carry out their role

● **Organisational structure**

The company is a multi-academy model. The Board of Trustees have overall responsibility and are ultimately accountable for all of the academies within the trust. The Board of Trustees meet at least 4 times per year to discuss strategic objectives and to hold to account the CEO who is the Accounting Officer of the Trust.

The CEO is responsible for developing and leading the strategic vision of the Trust and all of the schools within it. Each school has a Head of School who is responsible for the day to day leadership and management of the school. They are supported by the individual schools' senior leadership team.

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

The remuneration of the key management personnel is reviewed annually by the pay review subcommittee of the Board of Directors from which the CEO is excluded in relation to discussion of their own remuneration.

A range of criteria are used in setting remuneration levels: nature of the role and corresponding responsibilities, national pay awards and guidance and the sector average for comparable positions. Robust performance management policies and procedures are in place and are reviewed regularly. These form the basis of continuously improving performance and of performance related pay awards.

The committee is guided by a formal report from an external HR partner who supports the Trust to ensure that legislative obligations as well as internal differentials, proposed costs and the ability to pay are considered and by an independent, suitable qualified education advisor in regards to the CEO pay review.

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

Directors have declared any business interests and these are displayed on the academy website. The Trust has adopted a policy that if there are any interests declared, the directors would remove themselves from the decision making process.

The Trust is committed to partnership working and uses this commitment to ensure excellent opportunities for its pupils and to share good practice within and without the Trust. We have a range of strategic partners including Local Authority, feeder secondary academies, other schools, local universities and a range of cultural partners.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Objectives and activities**

● **Objects and aims**

The principle aim and objective of the Trust is to provide the highest possible quality of education to the pupils in its schools. The Trust is committed to delivering this by ensuring that its schools providing a broad, balanced and enriched curriculum focusing not only on academic success but in developing resilience and a sense of moral purpose. The Trust aims for children to leave its schools able to make their way successfully in the world, achieving their full potential and contributing to the society in which they live.

● **Objectives, strategies and activities**

In the current period the Trusts main objectives have been:

- To maintain and improve on the standard of educational achievement for all children
- To ensure both schools continue to achieve above floor targets and above national average attainment a and progress by the end of KS2
- To ensure that all children within Trust schools have access to an enjoyable curriculum which is balanced and reflects and meets the differing needs of children, allowing everyone to achieve
- To ensure that staff development is of high quality, building capacity within the Trust
- To develop a strong and effective Trust leadership team to promote further development of the Trust and the schools within it
- To improve and develop school sites across the trust
- To embed financial systems and procedures to comply with the AFH requirements
- To provide value for money
- To comply with all statutory and curriculum requirements
- To develop external collaborative working with other schools

● **Public benefit**

In setting our objectives and planning our activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. Charitable activities are undertaken to improve the standard of education offered to all children within the Trust.

Within the current period these have included improvements to the fabric and internal environment at John F Kennedy school site to maintain the building and improve the learning environments for pupils and staff. This has included joint work with Sunderland Council to develop part of the building at JFK to create a space for additionally resourced provision to support children with ASD. This provision will open to children in the academic year 2020-2021 but the building work was begun and largely completed in this academic year.

The trust has supported another school during this academic year by providing consultant executive leadership and seconding a senior member of staff into the school to act as headteacher for the full academic year.

The trust continues to work with other schools in the region and with the local council and Together for Children to support education beyond itself.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Objectives and activities (continued)**

**Strategic report**

**Achievements and performance**

• **Key performance indicators**

The Trust KPI's are:

1. All schools have a good or better Ofsted judgement.
2. Academic achievement across Trust schools is in line with or better than national averages by the end of KS2.
3. Those pupils entitled to pupil premium are supported to achieve their potential in all areas and their academic performance by the end of KS2 is in line with national and approaching national other performance.
4. Pupil attendance is above 95% and approaching 96%.
5. All schools have a balanced in year budget with no end of year deficits.
6. Trust reserves are invested to produce additional income to further the Trust's charitable purposes.

Our analysis shows;

1. Both schools are currently rated as good by Ofsted. George Washington Primary school was inspected by Ofsted in February 2020 and remained good with extremely positive feedback from the inspector.
2. Academic achievement in both schools was predicted to be above national averages by the end of KS2 again this year however the Covid pandemic meant that no statutory assessment took place so no data is available.
3. In line with Trust policy, children entitled to pupil premium are included in all trips and residentials regardless of ability to pay. They are actively included in sporting events, clubs and music tuition and their involvement is tracked in schools and where it is found to be low this is addressed by staff. Sadly, due to the Covid pandemic all school residential trips (which take place in the second half of the school year) were cancelled however prior to the lockdown all pupil premium pupils had equal access to all opportunities regardless of ability to pay or make financial contributions.
4. Due to the Covid 19 pandemic we do not have a figure for annual attendance for the academic year. Attendance figures to 20th March were: GWPS – 94.2% and JFK 93.9%. Both schools were hit by a winter virus that was very severe and led to GWPS being closed for 2 days. This illness had a big negative impact on attendance exacerbated by the subsequent early closure of both schools.
5. The accounts show that Trust finances are healthy and that both schools had balanced in year budgets with no deficits.
6. Trust reserves have generated additional income for the Trust over the financial year as detailed in the accounts. This is despite the uncertainty in the financial markets and the low interest rates paid by most deposit accounts. Our income from reserves outperformed simple savings deposit accounts.

• **Going concern**

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the academy has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies. The directors have considered the coronavirus pandemic and it has no impact on the going concern basis of accounting.



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Strategic report (continued)****Achievements and performance (continued)****• Promoting the success of the company - Achievements and performance**

This was a challenging academic year for all schools and Oak Learning Trust schools were no different. Development work that started in the first half of the year was brought to a rapid halt by the national lockdown on 20th March 2020. Efforts in both schools and the schools we were supporting in turned to remote learning, providing free school meals to eligible families and providing additional support for the most vulnerable families in our communities. This was in addition to supporting our own staff who were nervous and in some cases vulnerable to Covid 19.

Both schools focussed on curriculum development as their primary area for development during the year although with differing priorities.

During February 2020 GWPS was inspected by Ofsted in a section 8 inspection. The feedback was extremely positive particularly regarding the curriculum and its development, the inspector did not apply transition arrangements to the curriculum judgements as it was felt to be excellent and not in need of transition arrangements. The school remained good with feedback identifying much that was better than good. Sadly attendance data held the school back from a revisit.

During lockdown the schools remained open from March 20th to July 17th 2020 for the children of key worker families. Staff supported holiday opening and the children were offered a broad and balanced educational experience including academic work alongside play and wellbeing work to support them. The response of staff was exceptional during the national lockdown and the subsequent wider opening of schools. As well as attending school on a rota'd basis staff support academic learning through an online offer which developed as it became apparent the period of lockdown was going to be prolonged. Pupils' wellbeing was also at the forefront of what was done with teachers making regular telephone contact with all pupils and increasing this where families felt this was necessary. Pupils with SEND were supported to come into school and where this was not taken up bespoke learning plans backed up with practical resources as required were offered to support pupils learning and development. The schools opened to years R, 1 and 6 from 1st June offering a 5 day attendance pattern based on half day attendance in bubbles. The trust felt this 5 day attendance was crucial to restoring routine and regularity to the lives of our pupils who had been out of school for so long. The take up of the wider re-opening offer was good and the return to school with bubble specific entry points was extremely smooth.

The CEO and trust business team spent considerable time, effort and money in risk assessing and preparing all trust premises for safe re-opening. Robust cleaning protocols were implemented in March and further developed in readiness for re-opening the trust schools in September. Risk assessments of the premises and school based activities, including use of the pool and swimming lessons, were carried out in consultation with staff and other partners prior to every stage of wider and full reopening to ensure our communities returned to school in as safe a manner as possible. Detailed timetables and rotas were prepared in a family friendly manner to avoid families having different drop-off and pick up time for their children while still maintaining a strong curricula offer. All of this work resulted in a calm and we organised return to work for our pupils and staff within the trust.

In preparation for full re-opening in September senior leaders across the Trust and schools it is supporting met to agree the approach to the curriculum for the academic year 20-21. Having agreed an approach based on gaining a comprehensive understanding of each year group and child's gaps caused by lockdown it was agreed that the curriculum would be adapted to the emerging needs with a focus on covering objectives and learning in maths and English in the autumn term with a transition to current year objectives as each class and year group was ready. This personalised approach to catch up rather than using a provided programme matches the trust philosophy on personalised teaching and learning which pervades everything that we do.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Strategic report (continued)**

**Achievements and performance (continued)**

During the year, significant refurbishment of the Edwardian building at John F Kennedy primary school have taken place. This has seen the redecoration programme continued, upgrading of KS2 toilet, the installation of outdoor play and learning facilities in Reception and the creation of new KS 1 toilets. This significant investment in the environment at John F Kennedy primary reflects the trust belief in the importance of a positive learning environment for pupils and staff alike.

In year, the trust was successful in its application to open an additionally resourced provision to support pupils of primary age with a diagnosis of autism. The trust secured funding from Sunderland council to carry out significant refurbishment works to part of the buildings at John F Kennedy primary school and this work was begun towards the end of the financial period. Staff were recruited to work within the provision and following consultation the provision was named as The Treehouse at JFK. Everyone involved in this project looks forward to opening the Treehouse to pupils in the new academic year.

**Financial review**

The Academy incurred a net surplus of £161,987 before accounting for actuarial losses on pension schemes. This figure comprises net income of £217,941 within the Academy's unrestricted and restricted income funds and a net deficit of £55,954 within its fixed asset funds.

At the year end, the Academy's free reserves totalled £2,010,190 (last year £1,605,248). Reserves are defined as the Academy's restricted income funds excluding pension reserve, plus unrestricted funds. This level of reserves is discussed further within the Reserves Policy section below.

Many of the Academy's non teaching staff are members of a local government pension scheme. Accounting regulations require the Academy to record its share of that pension scheme liability within its balance sheet. This year, the Academy's share of that liability increased from £1,768,000 to £2,389,000 from the previous year. If this liability were to be included within the reserves figure, then reserves would fall to a deficit of £378,810..

Cash resources held by the Academy total £1,557,457 a net increase of £477,382 over the previous year.

The Academy's financial management policies are set out in sections below relating to its level of reserves and its investment of surplus funds.

Most of the Trust's income is received from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period 1 September 2019 to 31st August 2020 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities on page 25 and 26. Details of all grants and income received can be found in the notes to the financial statements three to six.

During the period 1 September 2019 to 31 August 2020 expenditure amounting to £4,152,745 was incurred or accrued, including depreciation. This was offset by grants receivable from the ESFA, the Local Authority and income from lettings, parents and fundraising.

At 31 August 2020 the net book value of fixed assets was £9,620,541. The assets were used exclusively to provide education and associated services to the pupils of the Academies and other Schools and organisations who hired our facilities. Investments held at the year-end amounted to £662,536.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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● **Reserves policy**

The value of free reserves held by the Academy, including the GAG and excluding the pension reserve, amount to £2,010,190 and details of how this figure is derived are provided within the financial review section.

The Trustees have a reserves policy and are responsible for determining the level of financial reserves to be carried forward at the end of any financial period. They have delegated the monitoring of potential period end reserves to the finance & general purposes committee as part of its terms of reference.

The Trustees will ensure that the level of reserves carried forward is in line with the guidance received from the DfE and ESFA on the treatment of General Annual Grant income and other grants.

The Trustees will always try to match income with expenditure in the current period and will only carry forward a reserve that it considers necessary for future expenditure as identified in the school improvement plan for capital developments. They may accumulate reserve funds raised from private sources to meet expenditure for the benefit of the Trust in future years.

The Trust recognises that it holds significant reserves. The Trustees have agreed that a minimum of the equivalent of 1 month's GAG is available at all times to ensure continuity of financial performance in case of unforeseen circumstances. For funds in excess of this the Trustees intend to seek investments to maximise the benefit to the Trust.

During 2018 the trustees completed a strategic review of reserves and having built up a significant cash balance it was decided to draft a new Investment Policy, a summary of which was as follows: to retain £200,000 in cash to be readily available at all time; to invest £200,000 in short term (up to 1 year) deposit accounts; to invest £600,000 from cash into a long term investment portfolio to be managed on a discretionary basis by Rathbone Investment Management.

These sums have been invested in line with the Trust investment policy and have earned additional income for the Trust during the year (see accounts). These short term deposits and long term investments will continue during the coming year.

● **Investment policy**

The Trust construct budgets and cash flow forecasts as required by legislation to ensure viability and sustainability of its activities. Reserves are currently held within the main school bank account and in two fixed term deposit accounts.

When substantial cash balances at the bank are evident over a sustained period, the Trust business manager and financial consultant will identify the situation and an investment will be made in accordance with the academy's financial handbook. Prior to recommending an investment to the Board of Trustees, the CEO and Finance and Estates committee must be satisfied that the amount and time period of the investment will not compromise the viability and sustainability of the activities of the school.

As detailed within the reserves policy above £200,000 has been invested in short term deposit accounts and £600,000 was transferred to Rathbone Investment Management for investment into a long term investment portfolio.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The primary objective of the investment portfolio is to preserve and grow the real value of the asset ahead of inflation in order to protect its long term purchasing power. It is anticipated that the trustees' will not need to draw from the investment portfolio for several years but the position will be reviewed annually with a formal review of strategy at least every 5 years. As the time horizon for investment is long it was agreed that a higher level of risk is appropriate, particularly as the remaining balance of reserves will remain in cash. In addition, the trustees conducted a review of ethical policy and the following restrictions apply: no investment in companies associated with the production of armaments, alcohol, pornography or tobacco.

Investment performance will be monitored against the following benchmarks: MSCI WMA Growth Total Return Index as a short term market linked measure; Inflation (CPI) +4% as a long term measure.

● **Principal risks and uncertainties**

The Trust maintains a financial risk management plan which is reviewed by the finance committee, to ensure satisfactory arrangements are in place to manage risk. There is an ongoing review in response to situations, new legislation or information.

The Trust aims to manage its cash balances to provide for the day to day working capital requirements of its operations, whilst protecting the value of any surplus balances. Surplus balances are currently held in the main school bank account, two deposit accounts and in an investment account.

In view of the nature of the Trust's business, its regular income from ESFA and considerable reserves, it is considered that the financial risks are not of a material nature. However, Trustees are aware of the need to maintain a good reputation locally to ensure that pupils numbers, and associated funding, remain buoyant.

The Trustees work within the Guidance of the Academies Financial handbook and have adopted the following policies relating to finance and governance and these are reviewed on a regular basis:

Finance Policy  
 Scheme of Delegation  
 Treasury Management Policy  
 Reserves Policy  
 Anti-Fraud, Corruption and Bribery Policy  
 Risk Management Assessment  
 Risk Management Policy  
 Business Continuity Plan  
 Assets Policy  
 Whistleblowing Policy  
 Investment Policy

The charity Trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established systems and procedures to manage those risks. The key identified risks for the coming year are ameliorated by:

Systems of internal financial control monitored by senior staff and independent auditors who report to Finance, Audit and Estates committee.

Working with local community to maintain good standing of schools to maintain pupil numbers.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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Strategies to continue to develop leadership and support succession planning. This year this has borne fruit as a senior member of staff has been seconded to another school and the capacity that has been developed previously has allowed internal temporary promotion of staff younger in their career into middle leadership roles and a middle leader into a senior leader role for the year 19/20. These strategies ensure that outcomes for pupils remain outstanding and the school's capacity to support improvement in other schools has been utilised and continues to be built.

The uncertain future funding of schools remains a risk for the Trust and prudent financial planning allied with careful management of school funds has allowed the Trust to build reserves to support schools through this uncertain financial landscape.

**● Investment returns**

The financial year started on a relatively optimistic footing amid hopes for a further easing of tensions between US and China but any positivity was wiped out as the COVID-19 pandemic swept across the globe during the first quarter of 2020. March saw one of the sharpest falls in global equities in history as lockdowns took hold however it was followed by an equally sharp recovery as markets reacted positively to the sheer size and scale of monetary and fiscal support programmes put into place across the World. Such was the scale of the recovery that at 31st August 2020, the portfolio had recovered all losses sustained during the March collapse and it posted an annual gain of 5.6% for the financial year, comfortably ahead of the main peer group benchmark, MSCI PIMFA Growth (total return) which fell -1.8%. The reason for this outperformance is primarily due to a preference for international equities over the UK and in good quality companies with strong balance sheets and low levels of debt. The outlook for the next year remains highly uncertain and while hopes build for additional stimuli from Central Banks as the hunt for a COVID vaccine continues, investors await for the outcomes of ongoing Brexit negotiations and the November 2020 US election. The Oak Learning Trust investment portfolio has weathered recent storms relatively well and it remains well-diversified for the long-term.

**Fundraising**

The majority of fundraising within the Trust has been from in school events. These have included sponsored events, "non uniform" days and Christmas and summer Fairs.

The trust was also successful this year in raising funds through two successful CIF bids. These awards were won within this financial year and a small amount was received into the accounts however the majority of the funds and all of the work will happen in the year 20-21

**Plans for future periods**

The Trust intends to continue to provide a very high standard of education to all pupils.

Over the coming year the trust will design and implement a personalised catch up curriculum relevant to all children to allow them to start to fill the academic gaps but also to help them address the negative impact on their physical, emotional and mental wellbeing. We will utilise our forest school programme to ensure all children have time in nature to simply be, alone and with their friends and peers, we will use mental health support staff and wellbeing activities to give pupils the opportunities to reflect on and recover from their lockdown experience in an individually appropriate manner.

Schools across the Trust will continue to share good practice and staff CPD will be focussed on ensuring all schools are performing academically at the same consistently high level.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Plans for future periods (continued)**

The Trust will continue to work to improve attendance to at least 96% and to decrease the proportion of persistent absence. During this time of pandemic this work will have a large focus on winning the hearts and minds of parents who are reluctant or nervous about their children returning to school and will therefore be led by the heads of school support by their leadership and business teams.

The trust will continue its buildings and site improvements across its schools in the coming year. There are plans to upgrade staff toilets at JFK and to replace outdoor play equipment for KS1 and KS2 at GWPS.

To work collaboratively with Sunderland Council and Together for Children to open an additionally resourced provision within JFK to meet the needs of pupils with autistic spectrum disorder. In the coming year this will focus on completing the significant capital works to school buildings, resourcing the classrooms and learning spaces and opening the doors to our first pupils.

To continue to support a partner school with senior leadership resource and school improvement opportunities.

The Trust will continue to develop leadership at all levels, particularly in the foundation subjects. This will build capacity in the Trust leading to improved curricula, improved outcomes for pupils and will also motivate staff to remain with the Trust to develop their careers.


**Disclosure of information to auditors**

Insofar as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 9 December 2020 and signed on its behalf by:

DocuSigned by:  
  
 .....74FAF0260A7E4C3.....  
**T Lillie**

DocuSigned by:  
  
 .....C14D348EB29045D.....  
**Dr A.M. Taylor**

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**OAK LEARNING TRUST**  
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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

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

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

The board of Trustees has delegated the day-to-day responsibility to the CEO, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Oak Learning Trust and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 4 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
P Best	3	4
F Carroll	3	4
Councillor G Miller	2	4
Dr A M Taylor, Executive Head Teacher	4	4
Reverend J Wing, Vice Chair	3	4
T Lillie, Chair	4	4
R Skeoch	3	3
M Dixon	2	3
D Fenton	3	3

The trust board has undergone further change this year with the recruitment of new trustees. This process was carried out based on a skills survey to identify skills needed and then recruit to fill skills gaps. The Chair and the CEO supported by Academy Ambassadors were successful in recruiting three highly skilled professionals to the board. These new trustees have used their areas of expertise to benefit the trust in decision making since they took up post.

The local governing bodies of both schools are now well established and monitoring of school performance and holding the school leadership to account is embedded. Both bodies consist of staff, parent and community governors and have grown in skill and expertise over the year.

Reporting between the board and the LGB remains a strength of the trust and was commented on very positively during the George Washington Ofsted inspection.

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(A company limited by guarantee)

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

**The Standards and Wellbeing Committee** is a sub committee of the main Board of Trustees. Its purpose is to monitor academic and holistic performance in individual schools across the Trust. Trustees from this committee visit the schools on a termly basis to meet with children, school councils and staff so they gain an independent picture of the schools as well as receiving information from the Trust senior leadership team. The Standards and Wellbeing Committee holds the CEO to account by closely scrutinising statutory data at the year end and internal termly assessment data looking for trends, underperformance and also good practice. This allows this Trustees to satisfy themselves that underperformance is recognised and addressed and good practice is disseminated.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Dr A. M Taylor	3	3
P Best	1	3
Reverend J Wing, Vice Chair	3	3
Councillor G Miller	0	3
R Skeoch	2	3
M Dixon	2	3

**The Finance, Estates and Audit Committee** is a subcommittee of the main Board of Trustees. Its purpose is to monitor budgets and the Trust's financial spending and wellbeing, act as an audit committee to receive and scrutinise reports from external auditors and act as an authoriser of payments within the financial scheme of spending delegation. This committee is also responsible for investigating and recommending to the full Trust Board opportunities for financial investment of the Trust's surplus balances. During the current year the committee received and scrutinised audit reports and reports from the trust's investment bankers to ensure that the highest financial standards were being maintained. The committee were also involved in overseeing larger expenditures this year associated with building refurbishment works.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Dr A M Taylor	3	3
F Carroll	3	3
T Lillie	3	3
D Fenton	3	3

**The personnel committee** is a subcommittee of the main board of Trustees. Its purpose is to deal with all issues relating to staffing and human resources. The personnel committee reviews annual performance related pay recommendations and approves them where it thinks this is appropriate (except for CEO pay which is reviewed by the CEO performance review Trustees). The committee reviews all policies related to HR before these are considered by the Trust board. The committee will review any restructure plans and will meet to consider any requests made from staff for flexible working or other decisions delegated to it in the scheme of delegation.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Dr A M Taylor	1	1
F Carroll	1	1
P Best	1	1

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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)****Review of value for money**

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

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

- utilising financial resources effectively to fund excellence in academic achievement.
- obtaining payment of and compensation for a long standing insurance claim
- successfully applying for CIF funding to improve trust premises
- review of contracts to ensure competitive quotes across the Trust schools and best value principles
- sharing of staffing resources across the Trust has reduced costs while improving performance
- improving income to the trust for CEO external work
- ensured high academic performance in schools within the Trust developing consistency between schools.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy 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 Oak Learning Trust for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

This year the finance, estates and audit committee have reviewed their internal audit arrangements. In order to ensure appropriate ethical standards (in line with the FRC Ethical standard) the finance, estates audit committee agreed to move its internal audit functions to a new provider from 20-21. The finance, estates audit committee (without the CEO and CFO) undertook a procurement exercise and appointed Azets as their internal auditors.

**Capacity to handle risk**

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

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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**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
- monthly meeting between the CEO and the chair of the Trust to review financial performance
- monthly management accounts and financial updates on performance provided to all Trustees
- regular reviews by the Governors of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The Board of Trustees decided to employ Ryecroft Glenton as internal auditor.

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

Controls around payroll processes  
 Controls around self generated income  
 Cash and treasury management  
 Control and recording of fixed asset controls  
 Control around payment and payment to suppliers  
 Effective management of resources  
 Correct application of financial considerations to the decisions of the trust board

On a termly basis, the internal auditor reports to the board of Trustees through the Finance, Estates and Audit committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

**Review of effectiveness**

As accounting officer, the CEO has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- on discharge of the Board of Trustees financial decisions to help the committee consider actions and assess year on year progress
- the work of the internal auditor;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the school resource management self-assessment tool;
- the work of the executive managers within the academy 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 Finance, Estates and Audit committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

Approved by order of the members of the Board of Trustees on 9 December 2020 and signed on their behalf by:

DocuSigned by:  
  
74EAF0260A7E4C3.....  
**T Lillie**  
Chair of Trustees

DocuSigned by:  
  
C14D348EB29045D.....  
**Dr A M Taylor**  
Accounting Officer

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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Oak Learning Trust I have considered my responsibility to notify the academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

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

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

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**Dr A M Taylor, Executive Head Teacher**  
Accounting Officer  
Date:

**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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

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

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

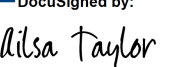
The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements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

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

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

Approved by order of the members of the Board of Trustees on 9 December 2020 and signed on its behalf by:

DocuSigned by:  
  
 74EAF0260A7E4C3...  
**T Lillie**

DocuSigned by:  
  
 C14D348EB29045D...  
**Dr A.M. Taylor**

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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF OAK LEARNING TRUST**

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**Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF OAK LEARNING TRUST (CONTINUED)**

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**Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Other information includes the Reference and administrative details, the Trustees' report including the Strategic report, and the Governance statement. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

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

- the information given in the Trustees' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

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

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

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

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

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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF OAK LEARNING TRUST (CONTINUED)**

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**Responsibilities of trustees**

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

In preparing the financial statements, the Trustees are responsible for assessing the academy'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 academy or to cease operations, or have no realistic alternative but to do so.

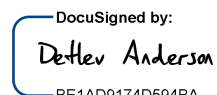
**Auditors' responsibilities for the audit of the financial statements**

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

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 Auditors' report.

**Use of our report**

This report is made solely to the academy'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's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:  
  
BE1AD9174D594BA...  
**Detlev Anderson (Senior statutory auditor)**  
for and on behalf of  
**Ryecroft Glenton**  
32 Portland Terrace

Newcastle upon Tyne  
NE2 1QP

9 December 2020



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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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

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In accordance with the terms of our engagement letter dated 3 October 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Oak Learning Trust during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Oak Learning Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Oak Learning Trust's funding agreement with the Secretary of State for Education dated 3 October 2019 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

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

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

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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO OAK LEARNING TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**


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The work undertaken to draw to our conclusion includes:

- Enquiry with the Accounting Officer of her work done to support her statement on regularity, proprietary and compliance;
- Review of finance policies in place;
- Review of minutes for any significant items that may affect our conclusion;
- Enquiry into whether there have been any payments or write offs incurred under delegated authority which should be disclosed to the ESFA;
- Inspection of the register of pecuniary interests of the Trustees and a review of transactions to disclose any related or connected party transactions;
- Review of connected and related party transactions to ensure that correct procedures had been followed and that these were appropriate transactions for the Academy to enter into;
- Review of income streams for any activities which may be outside the Academy's charitable objectives;
- Inspection of BACS payment reports to ensure that correct procedures and authorisations had been observed;
- Review of cashbook transactions for significant or unusual transactions in the year and confirmed that these related to applicable charitable purposes;
- Review of credit card expenditure for indicators of purchases being made for personal use;
- Inspection of a number of purchase invoices during the year to ensure that the correct purchasing and procurement procedures had been followed;
- Review of expenditure to confirm that this has been applied in line with the grant terms;
- Enquiry with finance staff as to whether any borrowing has been entered into and whether this breaches the borrowing limits imposed by the funding agreement;
- Inspection of payroll reports for the year and confirmed that these have been suitably authorised;
- Review of a sample of employees from the monthly payroll reports to confirm existence and agree remuneration to supporting documentation; and
- Inspection of a sample of journals in the year to ensure that the correct authorisation procedures have been followed and that the adjustments relate to applicable charitable activities.

**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 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

DocuSigned by:  
  
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Reporting Accountant  
**Ryecroft Glenton**

Date: 17-Dec-2020 | 11:28 GMT

**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

		<b>Unrestricted funds 2020 £</b>	<b>Restricted funds 2020 £</b>	<b>Restricted fixed asset funds 2020 £</b>	<b>Total funds 2020 £</b>	<i>Total funds 2019 £</i>
	<b>Note</b>					
<b>Income from:</b>						
Donations and capital grants	3	-	-	-	-	3,000
Charitable activities		-	3,944,112	36,045	3,980,157	3,836,748
Investments	5	15,595	-	-	15,595	13,412
Other income	6	216,034	72,240	-	288,274	263,706
<b>Total income</b>		<b>231,629</b>	<b>4,016,352</b>	<b>36,045</b>	<b>4,284,026</b>	<b>4,116,866</b>
<b>Expenditure on:</b>						
Raising funds		5,559	-	-	5,559	4,066
Charitable activities		210,868	3,754,271	182,047	4,147,186	4,025,985
<b>Total expenditure</b>		<b>216,427</b>	<b>3,754,271</b>	<b>182,047</b>	<b>4,152,745</b>	<b>4,030,051</b>
Net gains on investments		30,706	-	-	30,706	22,095
<b>Net income/ (expenditure)</b>		<b>45,908</b>	<b>262,081</b>	<b>(146,002)</b>	<b>161,987</b>	<b>108,910</b>
Transfers between funds	19	-	(90,048)	90,048	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>45,908</b>	<b>172,033</b>	<b>(55,954)</b>	<b>161,987</b>	<b>108,910</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	25	-	(434,000)	-	(434,000)	(671,000)
<b>Net movement in funds</b>		<b>45,908</b>	<b>(261,967)</b>	<b>(55,954)</b>	<b>(272,013)</b>	<b>(562,090)</b>

**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**(CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

	<b>Unrestricted funds 2020 £</b>	<b>Restricted funds 2020 £</b>	<b>Restricted fixed asset funds 2020 £</b>	<b>Total funds 2020 £</b>	<i>Total funds 2019 £</i>
<b>Note</b>					
Total funds brought forward	<b>1,053,910</b>	<b>(1,216,662)</b>	<b>9,709,414</b>	<b>9,546,662</b>	<i>10,108,752</i>
Net movement in funds	<b>45,908</b>	<b>(261,967)</b>	<b>(55,954)</b>	<b>(272,013)</b>	<i>(562,090)</i>
<b>Total funds carried forward</b>	<b>1,099,818</b>	<b>(1,478,629)</b>	<b>9,653,460</b>	<b>9,274,649</b>	<i>9,546,662</i>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 30 to 57 form part of these financial statements.

**OAK LEARNING TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 10654345**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2020**

	<b>Note</b>	<b>2020 £</b>	<b>2019 £</b>
<b>Fixed assets</b>			
Tangible assets	14	<b>9,620,541</b>	9,696,950
Investments	15	<b>662,536</b>	625,805
		<b>10,283,077</b>	<b>10,322,755</b>
<b>Current assets</b>			
Debtors	16	<b>116,013</b>	117,691
Cash at bank and in hand		<b>1,557,457</b>	1,080,075
		<b>1,673,470</b>	<b>1,197,766</b>
Creditors: amounts falling due within one year	17	<b>(292,897)</b>	(205,859)
<b>Net current assets</b>		<b>1,380,573</b>	<b>991,907</b>
<b>Total assets less current liabilities</b>		<b>11,663,650</b>	<b>11,314,662</b>
<b>Net assets excluding pension liability</b>		<b>11,663,650</b>	<b>11,314,662</b>
Defined benefit pension scheme liability	25	<b>(2,389,000)</b>	(1,768,000)
<b>Total net assets</b>		<b>9,274,650</b>	<b>9,546,662</b>

**OAK LEARNING TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 10654345**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Funds of the academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	<b>9,653,460</b>	9,709,414
Restricted income funds	19	<b>910,371</b>	551,338
Restricted funds excluding pension asset	19	<b>10,563,831</b>	10,260,752
Pension reserve	19	<b>(2,389,000)</b>	(1,768,000)
<b>Total restricted funds</b>	19	<b>8,174,831</b>	8,492,752
<b>Unrestricted income funds</b>	19	<b>1,099,819</b>	1,053,910
<b>Total funds</b>		<b>9,274,650</b>	9,546,662

The financial statements on pages 25 to 57 were approved by the Trustees, and authorised for issue on 09 December 2020 and are signed on their behalf, by:

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**T Lillie**

DocuSigned by:  
  
 C14D348EB29045D...  
**Dr A.M. Taylor**

The notes on pages 30 to 57 form part of these financial statements.

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**OAK LEARNING TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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	<b>Note</b>	<b>2020 £</b>	<b>2019 £</b>
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	21	<b>531,378</b>	233,386
<b>Cash flows from investing activities</b>	22	<b>(53,996)</b>	(607,246)
<b>Change in cash and cash equivalents in the year</b>		<b>477,382</b>	(373,860)
Cash and cash equivalents at the beginning of the year		<b>1,080,075</b>	1,453,935
<b>Cash and cash equivalents at the end of the year</b>	23, 24	<b><u>1,557,457</u></b>	<b><u>1,080,075</u></b>

The notes on pages 30 to 57 form part of these financial statements

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**1. Accounting policies**

**General information**

Oak Learning Trust is a charitable company incorporated in England and Wales (company number 10654345). The address of its registered office and principal place of business is George Washington Primary School, Well Bank Road, Washington, Tyne and Wear, NE37 1NL.

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

**1.1 Basis of preparation of financial statements**

The financial statements of the academy, 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy 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 has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees have considered the coronavirus pandemic and this has no effect on the going concern basis of accounting.

**1.3 Income**

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

- **Grants**

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

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



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**NOTES TO THE FINANCIAL STATEMENTS  
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**1. Accounting policies (continued)**

**1.3 Income (continued)**

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 has provided the goods or services.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

**1.4 Expenditure**

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the academy; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**1. Accounting policies (continued)**

**1.6 Tangible fixed assets**

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land 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:

Depreciation is provided on the following bases:

Long-term leasehold property	- Straight line over 15 / 50 years
Furniture and fixtures	- Straight line over 7 years
Computer equipment	- Straight line over 3 years

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

**1.7 Investments**

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

Investments held as fixed assets are shown at cost less provision for impairment.

**1.8 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.9 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**1. Accounting policies (continued)**

**1.10 Liabilities**

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

**1.11 Financial instruments**

The academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy 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 16. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

**1.12 Pensions**

Retirement benefits to employees of the academy 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 academy 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.

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

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**1. Accounting policies (continued)**

**1.12 Pensions (continued)**

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

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

**1.13 Fund accounting**

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

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

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

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

**2. Critical accounting estimates and areas of judgment**

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at

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**2. Critical accounting estimates and areas of judgment (continued)**

31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**3. Income from donations**

	<b>Restricted funds 2020 £</b>	<b>Total funds 2020 £</b>
Donations	-	-
	<u>          </u>	<u>          </u>
	<i>Restricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Donations	3,000	3,000
	<u>          </u>	<u>          </u>

**4. Funding for the academy's direct costs**

	<b>Restricted funds 2020 £</b>	<b>Total funds 2020 £</b>
<b>DfE/ESFA grants</b>		
General annual grant (GAG)	3,057,679	<b>3,057,679</b>
Other DfE / ESFA grants	612,679	<b>612,679</b>
Capital grants	36,045	<b>36,045</b>
	<u>3,706,403</u>	<u><b>3,706,403</b></u>
<b>Other government grants</b>		
SEN funding	63,885	<b>63,885</b>
Early years funding	198,508	<b>198,508</b>
Other government grants	11,361	<b>11,361</b>
	<u>3,980,157</u>	<u><b>3,980,157</b></u>

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**4. Funding for the academy's direct costs (continued)**

	<i>Restricted funds 2019 £</i>	<i>Total funds 2019 £</i>
<b>DfE/ESFA grants</b>		
General annual grant (GAG)	3,068,172	3,068,172
Other DfE / ESFA grants	505,122	505,122
Capital grants	49,944	49,944
	<u>3,623,238</u>	<u>3,623,238</u>
<b>Other government grants</b>		
SEN funding	53,634	53,634
Early years funding	146,591	146,591
Other government grants	13,285	13,285
	<u>3,836,748</u>	<u>3,836,748</u>

**5. Investment income**

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Investment income - local cash	4,121	<b>4,121</b>
Investment income - other investments	11,474	<b>11,474</b>
	<u>15,595</u>	<u><b>15,595</b></u>
	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Investment income - local cash	5,891	5,891
Investment income - other investments	7,521	7,521
	<u>13,412</u>	<u>13,412</u>

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**6. Other incoming resources**

	<b>Unrestricted funds 2020 £</b>	<b>Restricted funds 2020 £</b>	<b>Total funds 2020 £</b>
Other self generated income	19,173	72,240	<b>91,413</b>
Lettings and out of school club	83,648	-	<b>83,648</b>
Trips and music lessons income	23,624	-	<b>23,624</b>
Lunch income	27,023	-	<b>27,023</b>
Supply teacher insurance income	62,566	-	<b>62,566</b>
	<b>216,034</b>	<b>72,240</b>	<b>288,274</b>
		<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Other self generated income		24,320	24,320
Lettings and out of school club		101,921	101,921
Trips and music lesson income		62,547	62,547
Lunch income		52,618	52,618
Supply teacher insurance income		22,300	22,300
		<b>263,706</b>	<b>263,706</b>

**7. Expenditure**

	<b>Staff Costs 2020 £</b>	<b>Premises 2020 £</b>	<b>Other 2020 £</b>	<b>Total 2020 £</b>
Expenditure on investment management	-	-	5,559	<b>5,559</b>
Direct costs - Educational Operations				
Direct costs	2,424,146	157,724	453,019	<b>3,034,889</b>
Allocated support costs	700,798	274,733	136,766	<b>1,112,297</b>
	<b>3,124,944</b>	<b>432,457</b>	<b>595,344</b>	<b>4,152,745</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**7. Expenditure (continued)**

	<i>Staff Costs</i> <i>2019</i> £	<i>Premises</i> <i>2019</i> £	<i>Other</i> <i>2019</i> £	<i>Total</i> <i>2019</i> £
Expenditure on investment management:	-	-	4,066	4,066
Direct costs - Educational Operations				
Direct costs	2,253,636	154,883	557,977	2,966,496
Allocated support costs	637,977	274,810	146,702	1,059,489
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

**8. Analysis of expenditure by activities**

	<i>Activities</i> <i>undertaken</i> <i>directly</i> <i>2020</i> £	<i>Support</i> <i>costs</i> <i>2020</i> £	<i>Total</i> <i>funds</i> <i>2020</i> £
Educational Operations	3,034,889	1,112,297	<b>4,147,186</b>
	<u>          </u>	<u>          </u>	<u>          </u>

	<i>Activities</i> <i>undertaken</i> <i>directly</i> <i>2019</i> £	<i>Support</i> <i>costs</i> <i>2019</i> £	<i>Total</i> <i>funds</i> <i>2019</i> £
Educational Operations	2,966,496	1,059,489	4,025,985
	<u>          </u>	<u>          </u>	<u>          </u>



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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**8. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

	<b>Activities 2020 £</b>	<b>Total funds 2020 £</b>
Pension interest	32,000	<b>32,000</b>
Staff costs	2,424,146	<b>2,424,146</b>
Depreciation	182,047	<b>182,047</b>
Educational Operations	135,181	<b>135,181</b>
Technology costs	337	<b>337</b>
Professional services	14,886	<b>14,886</b>
Other staff costs	9,241	<b>9,241</b>
Other direct costs	4,619	<b>4,619</b>
Transport costs	10,304	<b>10,304</b>
Catering	222,128	<b>222,128</b>
	<u>3,034,889</u>	<u><b>3,034,889</b></u>

	<i>Activities 2019 £</i>	<i>Total funds 2019 £</i>
Pension finance costs	23,000	23,000
Staff costs	2,253,637	2,253,637
Depreciation	166,948	166,948
Educational Operations	195,679	195,679
Technology costs	789	789
Professional services	12,354	12,354
Other staff costs	21,589	21,589
Other direct costs	11,744	11,744
Transport costs	15,006	15,006
Catering	265,750	265,750
	<u>2,966,496</u>	<u>2,966,496</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Activities 2020 £</b>	<b>Total funds 2020 £</b>
Staff costs	700,797	<b>700,797</b>
Technology costs	30,476	<b>30,476</b>
Premises costs	277,523	<b>277,523</b>
Other support costs	88,336	<b>88,336</b>
Support costs - Governance	15,165	<b>15,165</b>
	<u>1,112,297</u>	<u><b>1,112,297</b></u>

	<i>Activities 2019 £</i>	<i>Total funds 2019 £</i>
Staff costs	637,977	637,977
Technology costs	28,352	28,352
Premises costs	274,809	274,809
Other support costs	101,866	101,866
Support costs - Governance	16,485	16,485
	<u>1,059,489</u>	<u>1,059,489</u>

**Governance costs (Support) consist of:**

	<b>2020 £</b>	<b>2019 £</b>
Auditors' remuneration	<b>7,635</b>	7,380
Accountancy and other services	<b>4,143</b>	5,325
Internal audit services	<b>3,387</b>	3,780
	<u><b>15,165</b></u>	<u>16,485</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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

Net income/(expenditure) for the year includes:

	2020 £	2019 £
Operating lease rentals	13,196	13,196
Depreciation of tangible fixed assets	182,045	166,947
Governance internal audit costs	3,387	3,780
Fees paid to auditors for:		
- audit	7,365	7,380
- other services	5,730	5,325
	<u>7,365</u>	<u>5,325</u>

**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	2,188,429	2,080,260
Social security costs	201,362	190,252
Pension costs	663,588	542,526
	<u>3,053,379</u>	<u>2,813,038</u>
Agency staff costs	69,766	70,880
Staff restructuring costs	1,799	7,695
	<u>3,124,944</u>	<u>2,891,613</u>

Staff restructuring costs comprise:

	2020 £	2019 £
Severance payments	1,799	7,695
	<u>1,799</u>	<u>7,695</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**10. Staff (continued)**

**b. Staff numbers**

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

	<b>2020</b> <b>No.</b>	<i>2019</i> <i>No.</i>
Management	<b>17</b>	<i>13</i>
Teaching	<b>24</b>	<i>32</i>
Administration and support	<b>56</b>	<i>50</i>
	<b>97</b>	<i>95</i>

The average headcount expressed as full-time equivalents was:

	<b>2020</b> <b>No.</b>	<i>2019</i> <i>No.</i>
Management	<b>16</b>	<i>13</i>
Teaching	<b>22</b>	<i>28</i>
Administration and support	<b>39</b>	<i>32</i>
	<b>77</b>	<i>73</i>

**c. Higher paid staff**

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

	<b>2020</b>	<i>2019</i>
In the band £60,001 - £70,000	<b>2</b>	<i>1</i>
In the band £110,001 - £120,000	<b>1</b>	<i>1</i>

The above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2020 employer's pension contributions for these staff amounted to £49,358 (2019: £29,146).

**d. Key management personnel**

The key management personnel of the academy 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 was £374,959 (2019 £319,202).

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**11. Central services**

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

- Human resources
- Professional services
- Audit and accountancy
- Investment management services
- Staffing including finance, management and CEO services

The academy charges for these services on the following basis:

The charge is 6% of GAG and nursery income.

The actual amounts charged during the year were as follows:

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
George Washington Primary School	<b>96,432</b>	93,869
John F Kennedy Primary School	<b>98,465</b>	97,899
<b>Total</b>	<b>194,897</b>	<b>191,768</b>

**12. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the academy. 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>2020</b>	<b>2019</b>
		<b>£</b>	<b>£</b>
Dr A M Taylor	Remuneration	<b>115,000 -</b>	110,000 -
		<b>120,000</b>	115,000
	Pension contributions paid	<b>25,000 -</b>	15,000 -
		<b>30,000</b>	20,000

During the year, retirement benefits were accruing to 1 Trustee (2019 - 1) in respect of defined benefit pension schemes.

During the year ended 31 August 2020, no Trustee expenses have been incurred (2019 - £NIL).

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**13. Trustees' and Officers' insurance**

The academy 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 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.

**14. Tangible fixed assets**

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 September 2019	9,950,401	120,343	18,336	10,089,080
Additions	53,776	48,824	3,036	105,636
At 31 August 2020	10,004,177	169,167	21,372	10,194,716
<b>Depreciation</b>				
At 1 September 2019	372,419	19,273	438	392,130
Charge for the year	157,274	17,900	6,871	182,045
At 31 August 2020	529,693	37,173	7,309	574,175
<b>Net book value</b>				
At 31 August 2020	9,474,484	131,994	14,063	9,620,541
At 31 August 2019	9,577,982	101,070	17,898	9,696,950

The land and buildings were valued by the Estate and Valuation Manager (MRICS) for Sunderland City Council.

George Washington Primary School was valued on 1 April 2013 at £4,851,0000 which included land of £1,469,730.

John F Kennedy Primary School was valued on 31 March 2017 at £5,051,000 which included land of £849,400.

Included within the figures above is land of £2,139,130 which is not depreciated.

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**15. Fixed asset investments**

	<b>Listed investments £</b>	<b>Cash held for re- investment £</b>	<b>Total £</b>
<b>Cost or valuation</b>			
At 1 September 2019	<b>590,092</b>	<b>35,713</b>	<b>625,805</b>
Additions	<b>189,541</b>	<b>-</b>	<b>189,541</b>
Disposals	<b>(177,240)</b>	<b>(6,276)</b>	<b>(183,516)</b>
Revaluations	<b>30,706</b>	<b>-</b>	<b>30,706</b>
<b>At 31 August 2020</b>	<b>633,099</b>	<b>29,437</b>	<b>662,536</b>
<b>Net book value</b>			
<b>At 31 August 2020</b>	<b>633,099</b>	<b>29,437</b>	<b>662,536</b>
<i>At 31 August 2019</i>	<i>590,092</i>	<i>35,713</i>	<i>625,805</i>

**16. Debtors**

	<b>2020 £</b>	<b>2019 £</b>
<b>Due within one year</b>		
Trade debtors	<b>8,178</b>	<b>372</b>
Other debtors	<b>64,411</b>	<b>81,032</b>
Prepayments and accrued income	<b>43,424</b>	<b>36,287</b>
	<b>116,013</b>	<b>117,691</b>

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

	2020 £	2019 £
Trade creditors	182,261	130,866
Other creditors	86,064	61,946
Accruals	24,572	13,047
	<u>292,897</u>	<u>205,859</u>

Other creditors include deferred income as detailed per the note below. At the balance sheet date the academy trust was holding funds received in advance in relation to universal infant free school meals, capital and rates relief grants for the period to April 2021.

**Deferred income**

	2020 £	2019 £
Deferred income at 1 September 2019	61,946	60,798
Resources deferred during the period	81,207	61,946
Amounts released from previous years	(60,798)	(60,798)
<b>Deferred income at 31 August 2020</b>	<u><b>82,355</b></u>	<u><b>61,946</b></u>

**18. Financial instruments**

	2020 £	2019 £
<b>Financial assets</b>		
Financial assets measured at fair value through income and expenditure	<u>662,535</u>	<u>625,805</u>
	2020 £	2019 £
<b>Financial liabilities</b>		
Financial liabilities measured at amortised cost comprise trade creditors, other creditors and accruals	<u>(208,400)</u>	<u>(173,357)</u>

Financial assets measured at fair value through income and expenditure comprise listed investments.

Financial liabilities measured at amortised cost comprise trade creditors, other creditors and accruals.



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**19. Statement of funds**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
General Funds	<b>1,053,910</b>	<b>231,630</b>	<b>(216,427)</b>	<b>-</b>	<b>30,706</b>	<b>1,099,819</b>
<b>Restricted general funds</b>						
General Annual Grant (GAG)	<b>549,038</b>	<b>3,057,680</b>	<b>(2,434,119)</b>	<b>(263,048)</b>	<b>-</b>	<b>909,551</b>
Other DfE / ESFA grants	<b>-</b>	<b>612,681</b>	<b>(612,681)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Other government grants	<b>-</b>	<b>273,751</b>	<b>(273,751)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Staff secondment charges	<b>-</b>	<b>72,240</b>	<b>(72,240)</b>	<b>-</b>	<b>-</b>	<b>-</b>
Hardship fund	<b>2,300</b>	<b>-</b>	<b>(1,480)</b>	<b>-</b>	<b>-</b>	<b>820</b>
Pension reserve	<b>(1,768,000)</b>	<b>-</b>	<b>(360,000)</b>	<b>173,000</b>	<b>(434,000)</b>	<b>(2,389,000)</b>
	<b>(1,216,662)</b>	<b>4,016,352</b>	<b>(3,754,271)</b>	<b>(90,048)</b>	<b>(434,000)</b>	<b>(1,478,629)</b>
<b>Restricted fixed asset funds</b>						
Restricted fixed asset funds	<b>9,709,414</b>	<b>36,045</b>	<b>(182,047)</b>	<b>90,048</b>	<b>-</b>	<b>9,653,460</b>
<b>Total Restricted funds</b>	<b>8,492,752</b>	<b>4,052,397</b>	<b>(3,936,318)</b>	<b>-</b>	<b>(434,000)</b>	<b>8,174,831</b>
<b>Total funds</b>	<b>9,546,662</b>	<b>4,284,027</b>	<b>(4,152,745)</b>	<b>-</b>	<b>(403,294)</b>	<b>9,274,650</b>

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

General Annual Grant General Annual Grant must be used for the normal running of the Academy.

Other DfE/ ESFA grants include Pupil premium, PE and sports grant, Teachers pay and pension grant and Universal infant free school meals funding.

Other government grants include SEN and Early Years funding and miscellaneous grants.

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

The Hardship fund comprises money received from Holy Trinity Church High Usworth to help families in need

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

**Total funds analysis by academy**

Fund balances at 31 August 2020 were allocated as follows:

	<b>2020</b> £	2019 £
George Washington Primary School	<b>992,323</b>	837,281
John F Kennedy Primary School	<b>903,044</b>	728,778
Oak Learning Trust - Central Services	<b>114,823</b>	39,189
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	<b>2,010,190</b>	1,605,248
Restricted fixed asset fund	<b>9,653,460</b>	9,709,414
Pension reserve	<b>(2,389,000)</b>	(1,768,000)
	<hr/>	<hr/>
<b>Total</b>	<b>9,274,650</b>	9,546,662
	<hr/> <hr/>	<hr/> <hr/>

**Total cost analysis by academy**

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

	<b>Teaching and educational support staff costs</b> £	<b>Other support staff costs</b> £	<b>Educational supplies</b> £	<b>Other costs excluding depreciation</b> £	<b>Total 2020</b> £
George Washington Primary School	1,267,875	320,858	82,491	345,576	<b>2,016,800</b>
John F Kennedy Primary School	1,161,245	223,410	79,001	288,917	<b>1,752,573</b>
Oak Learning Trust - Central Services	72,045	79,511	2,400	47,369	<b>201,325</b>
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Academy</b>	<b>2,501,165</b>	<b>623,779</b>	<b>163,892</b>	<b>681,862</b>	<b>3,970,698</b>
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**19. Statement of funds (continued)**

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

	<i>Teaching and educational support staff costs £</i>	<i>Other support staff costs £</i>	<i>Educational supplies £</i>	<i>Other costs excluding depreciation £</i>	<i>Total 2019 £</i>
George Washington Primary School	1,182,608	238,345	116,373	357,280	1,894,606
John F Kennedy Primary School	1,144,246	176,772	116,652	326,228	1,763,898
Oak Learning Trust - Central Services	73,006	78,036	1,200	52,357	204,599
<b>Academy</b>	<b>2,399,860</b>	<b>493,153</b>	<b>234,225</b>	<b>735,865</b>	<b>3,863,103</b>

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

	<i>Balance at 1 September 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2019 £</i>
<b>Unrestricted funds</b>						
General Funds	983,337	277,117	(228,639)	-	22,095	1,053,910
<b>Restricted general funds</b>						
General Annual Grant (GAG)	249,121	3,068,172	(2,567,132)	(201,123)	-	549,038
Other DfE / ESFA grants	-	505,122	(505,122)	-	-	-
Other government grants	-	213,509	(213,509)	-	-	-
Hardship fund	-	3,000	(700)	-	-	2,300
Pension reserve	(917,000)	-	(348,000)	168,000	(671,000)	(1,768,000)
	<b>(667,879)</b>	<b>3,789,803</b>	<b>(3,634,463)</b>	<b>(33,123)</b>	<b>(671,000)</b>	<b>(1,216,662)</b>

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

	<i>Balance at 1 September 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2019 £</i>
<b>Restricted fixed asset funds</b>						
Restricted fixed asset funds	9,793,294	49,945	(166,948)	33,123	-	9,709,414
<b>Total Restricted funds</b>	9,125,415	3,839,748	(3,801,411)	-	(671,000)	8,492,752
<b>Total funds</b>	10,108,752	4,116,865	(4,030,050)	-	(648,905)	9,546,662

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

**Analysis of net assets between funds - current period**

	<b>Unrestricted funds 2020 £</b>	<b>Restricted funds 2020 £</b>	<b>Restricted fixed asset funds 2020 £</b>	<b>Total funds 2020 £</b>
Tangible fixed assets	-	-	9,620,541	<b>9,620,541</b>
Fixed asset investments	662,535	-	-	<b>662,535</b>
Current assets	730,181	910,371	32,919	<b>1,673,471</b>
Creditors due within one year	(292,897)	-	-	<b>(292,897)</b>
Provisions for liabilities and charges	-	(2,389,000)	-	<b>(2,389,000)</b>
<b>Total</b>	<b>1,099,819</b>	<b>(1,478,629)</b>	<b>9,653,460</b>	<b>9,274,650</b>

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**20. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior period**

	<i>Unrestricted funds 2019 £</i>	<i>Restricted funds 2019 £</i>	<i>Restricted fixed asset funds 2019 £</i>	<i>Total funds 2019 £</i>
Tangible fixed assets	-	-	9,696,950	9,696,950
Fixed asset investments	625,805	-	-	625,805
Current assets	633,964	551,338	12,464	1,197,766
Creditors due within one year	(205,859)	-	-	(205,859)
Provisions for liabilities and charges	-	(1,768,000)	-	(1,768,000)
<b>Total</b>	<b>1,053,910</b>	<b>(1,216,662)</b>	<b>9,709,414</b>	<b>9,546,662</b>

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

	<b>2020 £</b>	<b>2019 £</b>
Net income for the period (as per Statement of financial activities)	<b>161,987</b>	<b>108,910</b>
<b>Adjustments for:</b>		
Depreciation	<b>182,045</b>	<b>166,947</b>
Capital grants from DfE and other capital income	<b>(36,045)</b>	<b>(49,945)</b>
Interest receivable	<b>(15,595)</b>	<b>(13,412)</b>
Defined benefit pension scheme cost less contributions payable	<b>155,000</b>	<b>157,000</b>
Defined benefit pension scheme finance cost	<b>32,000</b>	<b>23,000</b>
Decrease in debtors	<b>1,677</b>	<b>71,680</b>
Increase/(decrease) in creditors	<b>87,038</b>	<b>(204,842)</b>
Income retained within investments	<b>(11,622)</b>	<b>(7,923)</b>
Expenditure within investments	<b>5,599</b>	<b>4,066</b>
Gain on investments	<b>(30,706)</b>	<b>(22,095)</b>
<b>Net cash provided by operating activities</b>	<b>531,378</b>	<b>233,386</b>

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**22. Cash flows from investing activities**

	2020 £	2019 £
Dividends, interest and rents from investments	15,595	13,412
Purchase of tangible assets	(105,636)	(70,603)
Transfer to investment advisors	-	(600,000)
Capital grants from DfE Group	36,045	49,945
<b>Net cash used in investing activities</b>	<b>(53,996)</b>	<b>(607,246)</b>

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

	2020 £	2019 £
Cash in hand	1,557,457	1,080,075
<b>Total cash and cash equivalents</b>	<b>1,557,457</b>	<b>1,080,075</b>

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

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	1,080,075	477,382	1,557,457
	<b>1,080,075</b>	<b>477,382</b>	<b>1,557,457</b>

**25. Pension commitments**

The academy'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 Sunderland City Council.. 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 2016.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

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

**Teachers' Pension Scheme**

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

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

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was 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 2023.

The employer's pension costs paid to TPS in the year amounted to £336,804 (2019 - £216,816).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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

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**25. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £216,000 (2019 - £207,000), of which employer's contributions totalled £173,000 (2019 - £168,000) and employees' contributions totalled £ 43,000 (2019 - £39,000). The agreed contribution rates for future years are 25.2 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, 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 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.

**Principal actuarial assumptions**

	<b>2020</b>	<b>2019</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>3.8</b>	3.6
Rate of increase for pensions in payment/inflation	<b>2.3</b>	2.1
Discount rate for scheme liabilities	<b>1.7</b>	1.9
Inflation assumption (CPI)	<b>2.3</b>	2.1

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

	<b>2020</b>	<b>2019</b>
	<b>Years</b>	<b>Years</b>
<i>Retiring today</i>		
Males	<b>21.8</b>	21.9
Females	<b>25</b>	25.1
<i>Retiring in 20 years</i>		
Males	<b>23.5</b>	23.6
Females	<b>26.8</b>	26.9



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

**Sensitivity analysis**

	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Discount rate +0.1%	<b>5,149</b>	4,353
Discount rate -0.1%	<b>5,418</b>	4,560
Mortality assumption - 1 year increase	<b>5,091</b>	4,606
Mortality assumption - 1 year decrease	<b>5,471</b>	4,306
Rate of general increase in salaries +0.1%	<b>5,313</b>	4,502
Rate of general increase in salaries -0.1%	<b>5,249</b>	4,408

**Share of scheme assets**

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

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Equities	<b>1,548,000</b>	1,761,000
Corporate bonds	<b>662,000</b>	306,000
Property	<b>266,000</b>	231,000
Cash and other liquid assets	<b>55,000</b>	56,000
Government bonds	<b>69,000</b>	110,000
Other	<b>292,000</b>	223,000
<b>Total market value of assets</b>	<b>2,892,000</b>	2,687,000

The actual return on scheme assets was £16,000 (2019 - £137,000).

The amounts recognised in the Statement of financial activities are as follows:

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Current service cost	<b>394,000</b>	225,000
Past service cost	-	100,000
Interest cost	<b>39,000</b>	23,000
<b>Total amount recognised in the Statement of financial activities</b>	<b>433,000</b>	348,000

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**25. Pension commitments (continued)**

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

	2020 £	2019 £
<b>At 1 September</b>	<b>4,455,000</b>	<b>3,276,000</b>
Current service charge	<b>328,000</b>	<b>225,000</b>
Interest cost	<b>85,000</b>	<b>92,000</b>
Employee contributions	<b>43,000</b>	<b>39,000</b>
Actuarial losses	<b>397,000</b>	<b>739,000</b>
Benefits paid	<b>(27,000)</b>	<b>(16,000)</b>
Past service costs	<b>-</b>	<b>100,000</b>
<b>At 31 August</b>	<b>5,281,000</b>	<b>4,455,000</b>

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

	2020 £	2019 £
<b>At 1 September</b>	<b>2,687,000</b>	<b>2,359,000</b>
Interest income	<b>53,000</b>	<b>69,000</b>
Actuarial (losses)/gains	<b>(37,000)</b>	<b>68,000</b>
Employer contributions	<b>173,000</b>	<b>168,000</b>
Employee contributions	<b>43,000</b>	<b>39,000</b>
Benefits paid	<b>(27,000)</b>	<b>(16,000)</b>
<b>At 31 August</b>	<b>2,892,000</b>	<b>2,687,000</b>

**26. Operating lease commitments**

At 31 August 2020 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	<b>3,299</b>	<b>-</b>
Later than 1 year and not later than 5 years	<b>-</b>	<b>13,196</b>
	<b>3,299</b>	<b>13,196</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**27. 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.

**28. Related party transactions**

Owing to the nature of the academy 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. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial 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's financial regulations and normal procurement procedures relating to connected and related party transactions.

In the year to 31 August 2020, school improvement services to the individual schools have been purchased from Mrs Moira Fitzpatrick, the mother of the Executive Head amounting to £3,200 (2019: £4,800) at cost.