

Alban Academies Trust

Annual Report and Consolidated Financial Statements

For the year ended 31 August 2022

Company Limited by Guarantee
Registration Number
07523557 (England and Wales)

Contents

Reports

Reference and administrative details	1
Trustees' report	7
Governance statement	27
Statement of regularity, propriety and compliance	32
Statement of Trustees' responsibilities	33
Independent auditor's report	34
Independent reporting accountant's report	39

Financial statements

Consolidated Statement of financial activities	41
Consolidated Balance sheet	42
Academy Balance sheet	43
Consolidated Statement of cash flows	44
Principal accounting policies	46
Notes to the financial statements	52

Reference and administrative information

Members	F Letanka D Gibbons J Wright G Copland G Clarke
Trustees	L Keen (Chair) A Gray G Comminos J Loukes N Daymond (resigned 30.04.2022) N Leinster R Kennedy (resigned 22.02.2022) R Springall (resigned 30.11.2021) D Strazza J Rodea J Sweet C Borel-Saladin S Lascelles (appointed 21.04.2022 terminated 18.07.2022) T Brighton (appointed 21.04.2022) D Gibbons (appointed 20 September 2022) F Manning (appointed 20 September 2022)
Company Secretary	J Shaw
Registered address	Alban Academies Trust The Ridgeway, St Albans, Hertfordshire, AL4 9NX
Company registration number	07523557 (England and Wales)
Auditor	Buzzacott LLP 130 Wood Street, London, EC2V 6DL
Bankers	Lloyds Bank Plc, 1 Bancroft, Hitchin, Hertfordshire, SG5 1JG
Solicitors	Browne Jacobson LLP, 6th floor, 77 Gracechurch Street, London, EC3V OAS

Reference and administrative information

Executive Leadership Team

CEO	Alan Gray
COO	Julia Shaw
Dir. of School Improvement (secondary)	Claire Oakes
Dir. School Improvement (primary)	Penny Laskar-Brown

Ridgeway Academy (31/08/2022)

Senior Leadership Team

Headteacher	Sarah Mitcherson
Deputy Headteacher	Jackie Smith
Deputy Headteacher	Dave Bullock (appointed 01.01.22)
Assistant Headteacher	Lucy Hyde
Assistant Headteacher	Louise Jesson
Assistant Headteacher	Helen Jenner (appointed 01.09.21)
Assistant Headteacher	Caroline Maddock (resigned 30.06.22)
Business Manager	Marianna Ring

Sandringham School (31/08/2022)

Senior Leadership Team

Headteacher	Alan Gray
Deputy Headteacher	Caroline Creaby
Deputy Headteacher	Danielle Finlay (resigned 31.12.21)
Deputy Headteacher	Mark Nicholls
Assistant Headteacher	Mark Allday
Assistant Headteacher	Joanna Cavanagh
Assistant Headteacher	Andrew Cracknell (appointed 04.04.22)
Assistant Headteacher	Stuart Kemp
Assistant Headteacher	Thom Leat (appointed 01.09.22)
Assistant Headteacher	Kate Mouncey
Assistant Headteacher	Claire Oakes
Assistant Headteacher	Karen Paul
Assistant Headteacher	Athena Pitsillis
Business Manager	Lindsay Miller (resigned 31.08.22)

Reference and administrative information

Verulam School (31/08/2022)

Senior Leadership Team

Headteacher	Julie Richardson (appointed 01.09.21)
Deputy Headteacher	Mark Freakley
Deputy Headteacher	Anthony Flack
Assistant Headteacher	Phyllis Avery
Assistant Headteacher	Martin Elmsley (resigned 31.08.22)
Assistant Headteacher	Charles MacKenzie (appointed 01.01.22)
Assistant Headteacher	Gemma Perry (appointed 01.09.21)
Assistant Headteacher	Dan Tansley (resigned 31.08.22)
Assistant Headteacher	John Tromans (resigned 31.08.22)
Assistant Headteacher	Rofiquz Zaman (appointed 01.09.22)
Business Manager	Kate Locke (resigned 31.07.22)

Wheatfields Infants' and Nursery School (31/08/2022)

Senior Leadership Team

Headteacher	Clare Cockburn
Assistant Headteacher	Jayne Nicholl
Assistant Headteacher	Sarah Fitzgerald (resigned 31.08.22)
Business Manager	Caroline Churchill

Wheatfields Junior Mixed School (31/08/2022)

Senior Leadership Team

Headteacher	Janice Tearle
Assistant Headteacher	Laura Jablowski
Assistant Headteacher	Penny Laskar-Brown
Business Manager	Liz Kinghorn

Garden Fields JMI School (31/08/2022)

Senior Leadership Team

Headteacher	Andrew Farrugia
Deputy Headteacher	Ruth Palmer

Skyswood Infant & Nursery School (31/08/2022)

Senior Leadership Team

Headteacher	Robert Bridle
Assistant Headteacher	Lisa Spiller
Assistant Headteacher	Caroline Rich
Business Manager	Lisa Foster

Reference and administrative information

RIDGEWAY ACADEMY LOCAL GOVERNING BOARD	As at 31 August 2022
Chair	Anne Garland
Headteacher (ex officio)	Sarah Mitcherson
Governor	Ian Burt (resigned 24.08.2022)
Governor	Elizabeth Tillett
Governor	David Clarke
Governor	Anne Lyons
Governor	Paul McNally
Governor	Charlie Smith
Governor	Sally Parrett
Governor	Catherine Woodwark (resigned 22.04.2022)
Governor	David McNally (resigned 23.07.2022)
Governor	Rowena Grace (resigned 23.07.2022)
Governor	Julie Williams
Governor	Becky Sharp (appointed 21.09.2021)
Governor	Nicola Picariello
Governor	Paul Seymour
Governor	Janette Atkins (appointed 18.08.2022)
Governor	Daniel Townson (appointed 18.08.2022)
Governor	Karen Richardson (appointed 18.08.2022)
SANDRINGHAM SCHOOL LOCAL GOVERNING BOARD	As at 31 August 2022
Chair	Anna Cox
Headteacher (ex officio)	Alan Gray
Vice-Chair	Judith Head (resigned 20.07.2022)
Governor	Duncan Gibbons (resigned 27.06.2022)
Governor	Ann Irwin (resigned 31.08.2022)
Governor	Anne Garland
Governor	Clotilde Chohan
Governor	Michael Anfield
Governor	Debbie Carlin
Governor	Emma Walker
Governor	Eileen Kincaid
Governor	Elizabeth Kelly
Governor	Luke Sieger
Governor	Rebecca Veitch
Governor	Stuart Miller (resigned 31.08.2022)
Governor	Christabel Tan
Governor	Isobel Griffiths
Governor	Judith Wickes

Reference and administrative information

VERULAM SCHOOL LOCAL GOVERNING BOARD	As at 31 August 2022
Chair	John Acton
Headteacher ex-officio	Julie Richardson (appointed 01.09.2021)
Governor	Omar Kareem
Governor	Mark Kennedy
Governor	Sarah Brandt
Governor	Simon Threadkell
Governor	Brent Leyshon
Governor	Karen Mills
Governor	Priya Lakhani (resigned 31.07.2022)
Governor	Nigel Gibbins (end of term 31.07.2022)
Governor	Tracey Brodrick
Governor	Ian Caminsky
Governor	David Tansley (resigned 03.10.2021)
Governor	Steve Hiscock (resigned 11.01.2022)
Governor	Syed Hussain
Governor	Vicky O'Kelly (resigned 22.07.2022)
Governor	Emma Drury (resigned 09.11.2021)
Governor	Bola Macarthy (appointed 28.06.2022)
Governor	Jack Pettitt (appointed 15.12.2021)
Governor	Ben Potts (appointed 09.05.2022)
Governor	Jackie Waller (appointed 30.09.2021)
WHEATFIELDS INFANTS' AND NURSERY SCHOOL LOCAL GOVERNING BOARD	As at 31 August 2022
Chair	Ruth Maisey
Headteacher ex-officio	Clare Cockburn
Governor	Rosalind Bushi (term of office expired 01.09.2022)
Governor	Heather Molsom (term of office expired 20.05.2022)
Governor	Dorothy Murray
Governor	Natasha O'Sullivan
Governor	Dhaud Sardar (term of office expired 29.03.2022)
Governor	Jo Swindells
Governor	Karen Watson
Governor	Fleur Baikie (appointed 21.09.2021)
Governor	Diana Bordeianu (appointed 31.01.2022)
Governor	Alejandro Guarin (appointed 21.02.2022)
Governor	Sandra Thompson (appointed 31.01.2022)
Governor	Liz Pratt (appointed 17.10.2022)

Reference and administrative information

WHEATFIELDS JUNIOR MIXED SCHOOL LOCAL GOVERNING BOARD	As at 31 August 2022
Chair	Suzanne Bigmore
Headteacher ex-officio	Janice Tearle
Governor	Suman Ziaullah
Governor	Penny Laskar-Brown
Governor	Laura Jablowski (appointed 16.03.2021)
Governor	Mark Bradford (resigned 23.11.2021)
Governor	Sue Burnett
Governor	Helen Trenchard (term expired 26.06.2022)
Governor	Jacqueline Martin
Governor	Timothy Moore (resigned 19.10.2021)
Governor	Lola Idris (resigned 23.09.2021)
Governor	John Roberts
Governor	Kathryn Jones
Governor	Kristen Geach
Governor	Carima Atkins (appointed 01.11.2021)
Governor	Hiran Rana (appointed 17.03.2022)

GARDEN FIELDS JMI SCHOOL LOCAL GOVERNING BOARD	As at 31 August 2022
Chair	Nicola Dale
Headteacher ex-officio	Andrew Farrugia
Governor	Tolu Airede
Governor	Amardeep Grewal
Governor	Dominic Jones
Governor	Joanna Lockwood
Governor	Sean Moran
Governor	Sally Welton
Governor	Vicki Wolfe

SKYSWOOD INFANT & NURSERY SCHOOL LOCAL GOVERNING BOARD	As at 31 August 2022
Chair	James Mansell
Headteacher ex-officio	Robert Bridle
Governor	David Eady
Governor	Jo Easter
Governor	Lisa Foster
Governor	Lakshmanan Ganesan
Governor	Jenny Kerr
Governor	Michael Rodrigues
Governor	Lisa Shipley
Governor	Claire Wallis
Governor	Sarah White

INTRODUCTION

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their annual report together with the audited financial statements and Auditor's report of Alban Academies Trust for the year ended 31 August 2022. The annual report serves the purposes of both a Trustees' report, and a Directors' report under company law. The Trustees have adopted the provisions of 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) and the Academies Accounts Direction issued by the Education and Skills Funding Agency.

The Trust operates three secondary and four primary academies in Hertfordshire for pupils aged 4 - 18. Its academies have a combined pupil capacity of 5,162.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Alban Academies Trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Multi Academy Trust. The Trustees of Alban Academies Trust are also the directors of the charitable company for the purpose of company law.

The charitable company is known as Alban Academies Trust (formerly Sandringham School Academy Trust) and consists of seven academies, Ridgeway Academy, Sandringham School, Verulam School, Wheatfields Junior Mixed School, Wheatfields Infants' and Nursery School, Garden Field JMI School and Skyswood Primary & Nursery School

Details of the Trustees who served during the year on the Trust and the details of the Local Governing Boards of Ridgeway Academy, Sandringham School, Verulam School, Wheatfields Junior Mixed School, Wheatfields Infants' and Nursery School, Garden Field JMI School and Skyswood Primary & Nursery School are included in the Reference and administrative details on pages 1 to 6.

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

In accordance with normal practice the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions whilst on Academy Trust business.

Method of recruitment and appointment or election of Trustees

The management of Alban Academies Trust and Local Governing Boards is the responsibility of the Trustees and Governors who are elected and co-opted under the terms of the Articles of Association.

The members may appoint by ordinary resolution up to 10 Trustees.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Method of recruitment and appointment or election of Trustees (continued)

The total number of Trustees including the Chief Executive Officer if they so choose to act as Trustee under Article 57 who are employees of the Academy Trust shall not exceed one third of the total number of Trustees.

The Trustees may appoint Co-opted Trustees. A 'Co-opted Trustee' means a person who is appointed to be a Trustee by being Co-opted by Trustees who have themselves been not been appointed by Co-opted Trustees. The Trustees may not co-opt an employee of the Academy Trust as a Co-opted Trustee if thereby the number of Trustees who are employees of the Academy Trust would exceed one third of the total number of Trustees including the Chief Executive Officer to the extent he or she is a Trustee.

At the accounting date the Board of Trustees consisted of five members and ten additional Trustees, including the Chief Executive Officer which is ex-officio Trustee role.

The Board of Trustees is selected to ensure that an appropriate skill set for the Trust, providing a wide breadth of talent and expertise which enables the Trust to enhance the opportunities for its staff and pupils.

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

New Trustees and Governors are supported by the Chairs as part of their induction. It is expected that all Trustees/Governors undertake training as appropriate to their role on the Trust Board or Local Governing Board. New Trustees/Governors are recommended to undertake the Hertfordshire County Council induction training for Trustees/Governors and this is supplemented by a governor training programme organised by the Trust which offers sessions by external and "in house" providers throughout the school year.

Each Local Governing Board is responsible for overseeing its Academy's overall management and control with a particular focus on Teaching and Learning. The Trustees meet as the Trust Board at least six times a year; with a MAT committee for Resources and Audit meeting termly.

The work of reviewing and monitoring the Academy Trust's policies is shared across the Trust with senior leaders and local governors within each school passing comments/recommendations to the Trust Board for final consideration and approval. The terms of reference for the Trust committees and local governing bodies are agreed annually at the first committee meeting of the year. The clerks to the local governing boards are responsible for coordinating the work of their governors and their committees, preparation of agendas, supporting papers and the review of any matters arising. One clerk is also responsible for coordinating the work of the Trust Board and its committees, preparation of agendas, supporting papers and the review of any matters arising. The COO oversees the preparation of the Accounts. The Accounting Officer is responsible for the accounts.

All Trustees/Governors give of their time freely and no remuneration or expenses relating to their activities as Trustees/Governors were paid in the period. Details of the remuneration to the staff Trustee is set out in note 8.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisational structure

The Trustees of the Alban Academies Trust constitute the Trust Board, which determines the shared policies across the multi Academy Trust. Trust Board members are appointed on the basis of their skills and experience. Trustees conduct a periodic skills audit to assess whether the Board has the necessary skills to oversee the activities of the Trust. Trust Board committee members are drawn from the Trust Board and the central team. Each constituent Academy is governed by a local governing board (effectively the board of governors). The local governing boards determine the policy of their academies, within the overarching policy structure set out by the Trust Board.

The executive team provides experienced and able leadership across the Trust; meeting with the Headteachers, on at least a fortnightly basis.

The day to day running and key drivers of educational achievement in each Academy are delegated by the local governing boards to the Headteachers, who are each supported by a senior leadership team. The Headteachers undertake the key leadership roles within their own academies of overseeing educational, pastoral, human resources and administrative functions in consultation with senior staff. The day to day administration of each Academy is undertaken within the Trust policies and procedures, approved by the local governing board which provide for significant expenditure decisions to be referred to the Trust Board for prior approval.

The Headteachers oversee their school's/academy's recruitment of all staff. The Headteachers are members of their local governing board. The Academy Trust chief executive officer attends all Trust board meetings and Trust committee meetings.

Responsibilities delegated to senior staff are published annually and distributed to Trustees and members of local governing boards. All members of the senior leadership teams are invited to their own Academy's local governing board meetings as and when appropriate.

Subsidiary

The trust established a trading subsidiary, Alban Academies Trust Trading Limited, on 27th February 2021 which remained dormant until 1st September 2021 (company number 13232620). The subsidiary is wholly owned by the Trust and its primary function is to operate the trading activities of the Trust schools, in particular the hirings of facilities and provision of training.

Pay policy for key management personnel

The Trustees Pay Committee considers and sets the pay grade and salary for the Chief Executive Officer for the Trust, reporting the outcomes to the Trust Board. The CEO oversees the performance management of the executive team. The CEO's performance management is overseen by the Chair of the Trust Board. The Chair/Pay Committee of Sandringham's governing board reviews his performance as a Headteacher.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Connected organisations, including related party transactions

The CEO, Alan Gray, is a member of a number of professional organisations. He is recognised as a National Leader by the College of School Leadership (NLE) and has re-joined the ranks of Ofsted as an Inspector. He is also Chair of Hertfordshire's Schools Forum and a Trustee of Saracens High School. This work enables him to keep abreast of current educational matters and to network with other outstanding schools locally, regionally and nationally to share expertise, knowledge and experience.

Sandringham School and Verulam School have a formal partnership with Beaumont School to provide high quality post 16 education to their joint sixth forms. Ridgeway Academy is part of the Welwyn and Hatfield consortium for 6th form.

Sandringham School leads one of the National Teaching School Hubs which serves nurseries and schools of all phases across St. Albans, Harpenden, Hertsmere, Watford, Three Rivers, Welwyn and Hatfield. The Alban Teaching School Hub is one of the 87 Teaching School Hubs which are school-led centres of excellence in professional development run by the country's best schools and trusts. The Hub ensures every school has easy access to supporting and bridging the gap between local need and national policy. Teaching school hubs provide high-quality professional development to teachers at all stages of their careers and play a significant role in delivering:

- ◆ school-based initial teacher training (ITT);
- ◆ the Early Career Framework (ECF);
- ◆ the new specialist and leadership National Professional Qualifications (NPQs);
- ◆ appropriate body services for early career teachers (AB); and
- ◆ other high-quality evidence-based professional development to school leaders and teachers (CPD).

Sandringham School also works in a federation (The Alban Federation) with local schools as an accredited Initial Teacher Training provider offering both School Direct Salaried and School Direct Tuition Fee places in local secondary schools. Since 2016, a primary training course has been running alongside the secondary programme.

Alban Teaching School Hub and Sandringham School were one of the first schools in England to be awarded official Computing Hub status by the National Centre for Computing Education (NCCE), in order to provide support for primary and secondary teachers in schools in an area that spans from Central Bedfordshire, through Hertfordshire across seven London boroughs down to Westminster.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Connected organisations, including related party transactions (continued)

Sandringham School is also one of 39 in the Research Schools Network, led by the Education Endowment Foundation (EEF) and aim to lead the way in the use of evidence-based practice.

Ridgeway Academy is the hub-site for the Welwyn Hatfield School Sports Partnership which is a collaboration of 33 primary, 8 secondary and 3 special schools. The partnership has School Sports Co-ordinators based in all 4 secondary schools to help increase the opportunities for young people to access high quality PE and school sport across the Welwyn and Hatfield districts.

The following services are provided by Herts for Learning Ltd, a company of which a Trustee is a director, and for which each of the Trust schools are shareholders:

- ◆ HR advisory services;
- ◆ Connectivity and IT support;
- ◆ Governor support;
- ◆ School improvement services

OBJECTIVES AND ACTIVITIES

Objects and aims

Alban Academies Trust object is to provide education for the public benefit in the United Kingdom.

Our aim is to build a learning community of schools to share '**Educational Excellence for Everyone**' in order to be deemed truly 'World Class'.

The Trust is keen for member schools to work together to shape the values, ethos and operation of the MAT. The Trust board and local governing bodies will be jointly responsible for promoting a culture of respect and high expectations, and ensuring that these values are reflected in the way we operate and the policies we support.

Key principles to define our ethos and culture include;

- ◆ Core purpose on achieving the best outcomes for all children served by the Trust;
- ◆ Shared knowledge and Trust to empower everyone built on mutual respect;
- ◆ All academies in the Trust hold the highest expectations of young people and what they can achieve;
- ◆ We actively promote equality at all levels in the Trust;
- ◆ Local governing bodies are in best position to make decisions about their schools - majority of decision making and autonomy rests with individual schools*; and

OBJECTIVES AND ACTIVITIES (continued)

Objects and aims (continued)

- ◆ Stakeholder voice is a key ingredient in how we will operate

* Those schools that are in challenging circumstances and join the AAT under a sponsored agreement would have a different balance between centralised control and delegated decision making

To define the values of the Trust, we have adopted the mission statement '**Educational Excellence for Everyone**'.

Objectives, strategies and activities

The vision and strategy for each individual school will be overseen by the local governing board for that school. Alban Academies Trust will also promote a strategic plan that will provide a common goal for all schools in the MAT to adopt. This will be prepared with input from all partners.

Our objectives for the first 5 years have been:

- ◆ To achieve significantly positive outcomes for all young people in our care. The Trust aims to secure consistency across the Trust so that all families can be confident in receiving a high-quality education irrespective of which school in the Trust they attend.
- ◆ To develop as a small to medium sized MAT, with a membership of between 3 – 10 schools. We will manage any growth in a sustainable fashion so that ethos and culture are kept at the forefront of our principles, and that quality and standards come before size.
- ◆ To serve any type of school, and provide a rich environment for progress whether primary or secondary in nature.
- ◆ To serve a geographical area close to St. Albans to facilitate effective collaboration.
- ◆ To provide a powerful organisation that everyone is proud to be part of and is seen as a model of good practice for others.
- ◆ To enjoy working in partnership and learn constantly from each other.

The above will be achieved through delivering a carefully planned strategy for improvement built on knowledge of where we are starting from and understanding of how to move to where we want to get to. This will involve outstanding leadership at all levels and a relentless focus on doing the right things and doing them well. The Academy Trust's main strategies for Ridgeway Academy, Sandringham School, Verulam School, Wheatfields Infants' and Nursery School, Wheatfields Junior School, Garden Fields JMI School and Skyswood Primary & Nursery School are outlined in the annual strategic improvement plan.

OBJECTIVES AND ACTIVITIES (continued)

Public Benefit

In setting our objectives and planning our activities, the Trustees have given careful consideration to the Charity Commissioner's general guidance on public benefit. With this in mind, the Members and Trustees have invested a significant amount of time developing the Alban Academies Trust (AAT).

This is a Multi Academy Trust set up to serve primary and secondary schools with the aim to build a learning community to share educational excellence for everyone. The cross-phase nature of the Trust is critical to supporting a holistic approach to education, enabling professionals from all phases to share ideas and work together to raise standards. A key aspect of the vision of the Trust is for each school to maintain its own distinctive character and to cherish heritage whilst at the same time seek opportunities to further strengthen culture and ethos across the AAT. This is an exciting opportunity to show how collaborative working can shape and define improvement and provide amazing opportunities for the young people in our care.

STRATEGIC REPORT

Achievements and performance

The data tables provide high level outcomes for each school in the Trust. It should be noted that schools have different challenges and the individual context should be taken into account when interpreting the data. The staff in each school have worked hard under challenging circumstances (recovery from Covid) and done their very best to support all pupils.

Performance headline	Ridgeway	Sandringham	Verulam
KS4			
%9-4 English and maths	40.3 (51.5)	92.4 (96.7)	82.6 (87.3)
%9-5 English and maths	12.2 (27.8)	76.7 (85.6)	60.3 (69.9)
Attainment 8	2.2 (4.1)	6.44 (6.8)	5.28 (5.9)
Progress 8	-1.05 (0.29)	0.82 (0.89)	0.05 (1.1)
% entered for Ebacc	3.6 (4.3)	55.1 (49.3)	71.2 (82)
KS5			
APS per entry	30.24 (32.8)	46.1 (45.7)	36.49 (41.9)
Grade per entry	C= (C+)	A- (A-)	B- (B+)
Value added	-0.47 (0.35)	0.22 (0.49)	0.15 (0.78)
ALPS T score	5 (2)	2 (1)	3 (2)

STRATEGIC REPORT

Achievements and performance (continued)

The table below shows key performance data for the AAT primary schools 2022 (figures in brackets are 2021 outcomes – no SATS), KS1 are based on teacher assessment.

Key Stage 1:

Performance headline	Garden Fields JMI (KS1)		Skyswood (KS1)		Wheatfields Infants' and Nursery (KS1)	
	ARE+	GD	ARE+	GD	ARE+	GD
Reading %	73.3(55.3)	25.6(29.4)	87(80)	33(33.3)	82.2 (81.1)	61.1 (52.2)
Writing %	53.3(55.3)	4.4(1.2)	76.7(70)	23.3(23.3)	80 (71.1)	24.4(15.6)
Maths %	74.4(67.1)	22.5(10.6)	80(83.3)	26.7(23.3)	86.7(77.8)	31.1 (27.8)

Key Stage 2:

Performance headline	Garden Fields JMI (KS2)		Skyswood (KS2)		Wheatfields Junior (KS2)	
	ARE+	GD	ARE+	GD	ARE+	GD
Reading %	80.9(82)	40.4(45)	83.3(93.5)	46.7(58.1)	90 (90)	50 (69)
Writing %	74.2(80)	11.2(25)	86.7(93.5)	36.7(32.3)	80 (88)	24.4 (45)
Maths %	84.3(87)	34.8(40)	80(93.5)	33.3(32.3)	87.8 (92)	47.8 (58)

(ARE+ - working at expected age related standard or above) (GD – working at greater depth within expected standard).

Going concern

After making appropriate enquires, the Board of Trustees has a reasonable expectation that the Alban Academies Trust has adequate resources to continue in operational existence for the foreseeable future. As a result of the COVID-19 virus the Trust has faced uncertainties around the level of income but this has not affected its financial sustainability. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Engagement with Employees Including disabled persons

The Trust has taken the following actions:

- ◆ provided employees with information on matters of concern to them
- ◆ consulted employees regularly so that their views can be considered, both informally and formally by the conducting of an annual staff survey
- ◆ encouraged the involvement of employees
- ◆ sought to improve the well-being of staff through on-going consideration of work-life balance in all decision making

STRATEGIC REPORT (continued)

Engagement with Employees Including disabled persons (continued)

- ◆ involved senior leaders in the planning of Continuing Professional Development for all staff to enhance employee development

The Trust equality policy states that we observe good practices in staff recruitment, retention, and development by ensuring that policies and procedures benefit all employees and potential employees:

- ◆ whether or not they are disabled
- ◆ whatever their ethnicity, culture, religious affiliation, national origin or national status.
- ◆ whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

Engagement with suppliers, customers and others in a business relationship

The Trust has fostered business relationship with suppliers, customers and others by:

- ◆ conducting regular meetings with suppliers to review contracts/services provided
- ◆ acting according to the PPN notices and giving due consideration of supplier's positions during the Covid-19 pandemic
- ◆ regularly communicating with the school's customers to ensure that they are well informed as to the availability of the school's resources for their usage
- ◆ regularly communicating with students to ensure that they are well informed regarding all school matters
- ◆ regular communications with parents, including daily/weekly updates during summer lockdown.

Promoting the success of the company

The Board of Trustees are aware of their duty under s.172 of the Companies Act 2006 to act in the way which they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole and, in doing so, to have regard (amongst other matters) to:

- ◆ the likely consequences of any decision in the long term;
- ◆ the interests of the Company's employees;
- ◆ the need to foster the Company's business relationships with suppliers, customers and others;
- ◆ the impact of the Company's operations on the community and the environment;

STRATEGIC REPORT (continued)

Promoting the success of the company (continued)

- ◆ the desirability of the Company maintaining a reputation for high standards of teaching & learning and business conduct;
- ◆ the need to act fairly between members of the Company.

Trade union facility time

During 2021/22 there were six employees who were relevant trade union officials for the purposes of facility time reporting.

Relevant union officials

Number of employees who were relevant union officials during the period	Full-time equivalent employee number
6	4.8

◆ **Percentage of time spent on facility time**

Percentage of time	Number of employees
1% - 50%	6

◆ **Percentage of pay bill spent on facility time**

Total cost of facility time	£3,156
Total pay bill	£21,205,000
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.015%

◆ **Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	100%
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FINANCIAL REVIEW

The Trust has separate supplemental funding agreements with the ESFA, one for each school, and income is obtained in the form of recurrent grants, the use of which is restricted to particular purposes. All funds received by the Trust are received into the bank account of the Trust and then are distributed to schools. Total net assets, including the pension scheme liability at the end of this reporting period are £80,651,000 (2021 - £60,527,000) and of this net current assets are £5,383,000 (2021 - £3,957,000). The Trust has pension liabilities in relation to staff who are part of the Local Government Pension Scheme of £1,280,000 (2021 - £8,505,000). Further details are included in Note 20.

Financial risk management objectives and policies

The Trustees have developed a risk management policy for the Trust and this is continually reviewed and updated termly by the Resources and Audit Committee. The Trust has assessed the risks under the main categories of strategic and reputational, physical, financial, students, staffing, governance and infrastructure. The Resources & Audit Committee review the effectiveness of risk management, monitor the risk profile against the board's desired risk tolerance, the effectiveness and output of the risk management process and ensure that risk management is appropriately embedded and monitored within line management.

COVID-19 has continued to present a unique risk and has had an operational and financial impact on all schools. From an operational perspective the schools have dealt with the return to the classroom for all students and the challenges that this brings in terms of the effect on mental health and the enormous task of getting students to where they need to be. Financially there continues to be additional spend required and uncertainty around the income that will be provided to support this. All schools have dealt with these challenges effectively and managed the impact on staff and pupils whilst following the DfE advice to ensure that the required risk assessments are in place to manage to all potential scenarios.

A summary of the key negative impacts are as follows:

- ◆ Impact on students returning to the physical classroom and the challenges that they face with their mental health
- ◆ Impact on students who have been absent from school through illness and the challenge that they face 'catching up'
- ◆ Impact on student attendance with some failing to return to good standards of attendance
- ◆ Impact of staff recruitment as both teaching and support staff re-evaluate their career choices post the pandemic

They have been some positives from COVID, such as the improvements in remote technology for learning and communication, which have continued to benefit students when they have returned to the classroom. Parents have also been positive with regard to virtual parents evenings and this is a model that schools will look to continue in some capacity going forward.

FINANCIAL REVIEW (continued)

Financial risk management objectives and policies (continued)

Schools have received the following funds with regard to Covid-19, which have been disclosed in the notes to the financial statements. These have been utilised as follows:

- ◆ Recovery premium funding- part of the government's package of funding to support education recovery at primary and secondary schools following the impact of the pandemic
- ◆ National Tuition Programme – subsidised tutoring to help primary and secondary school pupils catch up on missed learning due to the pandemic
- ◆ COVID-19 mass testing funding – Funding to support secondary schools with the costs incurred conducting on-site testing.
- ◆ Summer schools programme fund - Funding for secondary schools to deliver face-to-face summer schools during the 2021 school summer holidays.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the Trust is exposed, in particular to those related to the operations and the finances of the Trust and are satisfied that systems and procedures are in place to mitigate our exposure to major risks. The Trust's Resources Committee is charged with the responsibility to consider, and take appropriate action against major risks which could impact the Trust. The Trust also operates systems to assess risks and there are measures in place to minimise these risks. Where the remaining risk is deemed to be significant, the Trust has adequate insurance cover.

The principal risks faced by the Trust include the following:

- ◆ Strategic and reputational - risk associated with under performance of an Academy or a natural disaster;
- ◆ Financial - risk associated with inadequate funding or over spend on capital build;
- ◆ Governance- risk associated with the failure to recruit/retain Trustees/Governors;
- ◆ Operational - risk associated with the loss of assets or with the recruitment and retention of staff;
- ◆ Compliance - risks associated with failure to comply with legislation; and
- ◆ Students - risk associated with the safety and wellbeing of students.

Any of the above could affect the performance, future prospects or reputation of the Trust, and therefore controls are in place to mitigate and monitor these risks.

FINANCIAL REVIEW (continued)

Reserves policy

The Trustees have developed a reserve policy for the Trust. This policy states the Trust aims to operate with at least a level of free reserves of around 5% of ESFA funding, which is the approximate amount to cover one month's salaries. The Trust will therefore:

- ◆ Regularly review the nature of income and expenditure streams and the need to match income with commitments.
- ◆ Use excess in year funding to meet the needs of existing students.
- ◆ Separately identify funds for significant projects that cannot be met by future income alone.
- ◆ Consider the Medium Term Financial Strategy and plan for use of reserves to meet expenditure commitments in the short and medium term.
- ◆ Provide short term funding to mitigate future funding turbulence as a result of national funding changes.
- ◆ Provide short term funding to meet expenditure commitments following the removal of funding protection to enable longer term decisions to be made.

The Trust's current level of free reserves is £4,012,000 (2021 - £2,545,000) which excludes restricted and designated funds, fixed asset reserves and the deficit on pension schemes.

There has been a limited impact on the Trust reserves from the COVID-19 virus although schools continue to monitor this impact closely.

Investment Policy

The Trust will ensure that investment risk is properly managed. When considering whether to make an investment, Trustees will:

- ◆ Act within their powers to invest, as set out in our Articles of Association;
- ◆ Exercise caution in all investments, reducing risk and ensuring that the Trust acts with the utmost integrity;
- ◆ Take investment advice from a professional adviser, as appropriate;
- ◆ Ensure that exposure to investment products is tightly controlled so that security of funds takes precedence over revenue maximisation; and
- ◆ Ensure that all investment decisions are in the best interests of the Trust and command broad public support.

The Trust will only invest in with banking institutions regulated by the Financial Conduct Authority with a rating of at least A.

FINANCIAL REVIEW (continued)

Principal funding

The majority of the Trust's funding was provided by the Education and Skills Funding Agency (ESFA). The Trust's total income for the year ended 31 August 2022 amounted to £46,281,000, including £13,169 related to the transfer of the net assets of Garden Fields JMI School and Skyswood Infant and Nursery School into the Trust (2021 – total income of £38,238,000). The Trust received £24,624,000 (2021 - £19,681,000) in the General Annual Grant from the ESFA and £1,151,000 (2021 - £1,907,000) in capital grants.

The Trust held fund balances of £80,651,000 (2021 - £60,527,000) at 31 August 2022 which includes unrestricted funds of £4,133,000 (2021 - £2,666,000) of which £121,000 (2021 - £121,000) is designated.

FUNDRAISING

The Trust does not currently have any central fundraising activities. It does not use the services of professional fundraisers. The practice that is in place is that schools will individually develop fundraising activities, typically with the assistance of their parent bodies through form PTA events. In the circumstances when fundraising is undertaken, systems and controls are in place to separate and protect funds. The Trust is mindful of its responsibilities under the Charities (Protection and Social Investment) Act 2016 and legal rules, and ensures all activities are agreed and monitored in compliance with relevant legal rules. Recognised standards are applied to ensure that fundraising is open, honest and respectful, protecting the public from undue pressure to donate.

STREAMLINED ENERGY AND CARBON REPORTING

UK energy use and associated greenhouse gas emissions

Annual energy usage and associated annual greenhouse gas ("GHG") emissions are reported pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

Organisational boundary

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those assets owned or operated within the UK only as defined by the operational control boundary. This includes all 7 schools controlled during the reporting period and minibuses along with the mandatory inclusion of scope 3 business travel in employee-owned or hire vehicles (grey fleet).

Reporting period

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

Quantification and reporting methodology

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2022 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. The report has been reviewed independently by Briar Consulting Engineers Limited.

STREAMLINED ENERGY AND CARBON REPORTING (continued)

Quantification and reporting methodology (continued)

The electricity and gas consumption were compiled from invoice records. Minibus diesel consumption was calculated from odometer mileage readings. Mileage claims were used to calculate energy use and emissions associated with grey fleet. On site renewable solar photovoltaic electricity is included within scope 1 and excludes exported energy. Exported energy is not measured but estimated to be 50%. Generally gross calorific values were used except for grey fleet mileage energy calculations as per Government GHG Conversion Factors.

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the direct combustion of fuels and the operation of facilities (scope 1), indirect emissions from purchased electricity (scope 2) and further indirect emissions that occur as a consequence of Trust activities but occur from sources not owned or controlled by the organisation (scope 3).

STREAMLINED ENERGY AND CARBON REPORTING (continued)**Quantification and reporting methodology** (continued)**Breakdown of energy consumption used to calculate emissions (kWh):**

Energy type	2020/21	2021/22
Mandatory requirements:		
Gas	4,786,881	4,992,123
Purchased electricity from the grid	1,749,822	1,801,975
Transport fuel	22,374	41,716
Total energy (mandatory)	6,559,077	6,835,814
Voluntary requirements:		
Consumed electricity from on-site renewable sources	N/A	1,022
Total energy (voluntary)	0	1,022
Total energy (mandatory & voluntary)	6,559,077	6,836,836

Breakdown of emissions associated with the reported energy use (tCO₂e):

Emission source	2020/21	2021/22
Mandatory requirements:		
<u>Scope 1</u>		
Natural gas	876.8	911.3
Company owned vehicles (minibuses)	5.4	10.3
<u>Scope 2</u>		
Purchased electricity (location-based)	371.5	348.5
<u>Scope 3</u>		
Category 6: Business travel (grey fleet)	0.1	0.1
Total gross emissions (mandatory)	1,253.8	1,270.1
<u>Intensity ratios (mandatory emissions only)</u>		
Tonnes of CO ₂ e per pupil	0.307	0.248
Tonnes of CO ₂ e per square meter floor area	0.035	0.031
Voluntary requirements:		
<u>Scope 1</u>		
Consumed electricity from on-site renewable sources	N/A	0.0
Total gross emissions (voluntary)	0.0	0.0
Total gross emissions (mandatory & voluntary)	1,253.8	1,270.1

STREAMLINED ENERGY AND CARBON REPORTING (continued)

Intensity ratio

Two intensity ratios are reported showing emissions (tCO₂e) per pupil and per square meter floor area.

Emissions per pupil is the recommended ratio for the sector for consistency and comparability and pupil numbers are based on the Autumn 2021 Census. Emissions per square meter floor area is reported to reflect the energy efficiency of the buildings, which are the source of the majority of emissions.

Energy efficiency action during current financial year

The Trust is committed to reducing emissions and this year has seen the implementation of the following energy efficiency measures:

Skyswood School:

- ◆ Pupils have been nominated as Energy monitors and tasked with turning off lights and other equipment throughout the day which are not being used.
- ◆ LED lighting have been fitted to 3 classrooms, storage cupboards, hall toilets, staff room and female staff toilets.
- ◆ There have been new water heaters and mixer taps fitted in classrooms.

Garden Fields School:

- ◆ Heating systems have been turned off where possible and turned on for limited periods of time in evenings for lettings when necessary.
- ◆ Majority of teaching / office staff now have remote access to encourage home working instead of staying later in school, reducing Scope 1 and 2 emissions. Whilst this will increase the Trust's Scope 3 emissions, this is not quantified in this report.

Ridgeway Academy:

- ◆ The site team regularly monitor and report water readings to Castle Water and can monitor any variances.
- ◆ The use of bamboo cutlery is being implemented rather than plastics in school canteen. The school are also working towards a solution to reduce the plastic bottles sold by our catering provider as they are looking at installing a 'sustainability' drinks machine.
- ◆ There has been a reduction in use of disposables as no longer individual packaging for COVID.

STREAMLINED ENERGY AND CARBON REPORTING (continued)

Energy efficiency action during current financial year (continued)

Sandringham School:

- ◆ There has been an upgrade of swimming pool boilers to new more efficient systems.
- ◆ The school has removed a direct fire water heater and replaced with a hot water cylinder for higher efficiency.
- ◆ The swimming pool area has had the lights upgraded to LED lighting.
- ◆ Use of bamboo cutlery rather than plastics in school canteen. Reduction in plastic bottles by catering provider who have moved to drinks within PET1 plastic, recycled cans or cartons.
- ◆ Sandwiches have also been put into packaging that is compostable, PET1 plastic or contain no plastic.
- ◆ There has also been a reduction in deliveries from daily to twice a week.
- ◆ A waste oil company now uses waste oil for renewable energy.

Verulam School:

- ◆ There have been upgrades to student and staff toilets increasing water efficiency.
- ◆ LED lighting is continuing to be installed across the school.

Wheatfields Infants & Nursery School:

- ◆ The school is regularly checking the smart meter to check that no energy is being used outside of school hours.
- ◆ The school is continuing with Sustainable Ambassadors who act as monitors to turn off lights & computers when not in use.
- ◆ LED lights are being installed as replacements for previous lighting.

Wheatfields Junior School:

- ◆ Majority of teaching / office staff now have remote access to encourage home working instead of staying later in school.
- ◆ The school has planted vegetables and plants in their environmental area with gardening donations from parents.

PLANS FOR FUTURE PERIODS

Future developments

Strategic plans are in place to ensure capacity and sustainability are maintained. The objectives for the coming year are:

- ◆ Consolidate adjustments to Governance/Trust work plans to ensure they are more effective allow for the most effective timing of tasks and activities
- ◆ Develop and implement sustainable and measurable school improvement for all schools according to their need
- ◆ Continue to strengthen core services to support school operations
- ◆ Ensure that safeguarding practices across the Alban Academies Trust are of exemplary standard and are implemented accordingly within a culture of ongoing review and development.

Centres of Excellence

- ◆ Ensure that all schools have a challenging and innovative curriculum relevant for all
- ◆ Continue to improve the progress made by all students so that the standards reached are outstanding across the Alban Academies Trust
- ◆ Ensure that safeguarding practices across the Alban Academies Trust are of exemplary standard and are implemented accordingly within a culture of ongoing review and development.
- ◆ To embed a programme of peer support and verification to ensure that all schools within the Alban Academies Trust have systems and practices in place to ensure that they become centres of excellence
- ◆ Develop and deliver a Trust model that meets the professional development needs of all staff within the Trust

Collaboration

- ◆ Continue engaging with stakeholders to ensure that they are aware of the benefits of the Trust
- ◆ Ensure our culture is inclusive and representative of our local communities
- ◆ Continue to improve the wellbeing of all staff across the Trust.
- ◆ Continue to develop opportunities for school to school support allowing staff to share expertise and skills across the Alban Academies Trust

PLANS FOR FUTURE PERIODS (continued)

Resources

- ◆ Compliance with the Master Funding Agreement and the Academy Trust Handbook.
- ◆ Consolidate the seven schools within the Trust
- ◆ Develop central functions of HR, Finance and IT to ensure schools are well supported
- ◆ Facilitate central procurement in order to obtain best value

Leadership & Governance

- ◆ Ensure a robust, effective and efficient Governance structure underpinned by excellent communication is established across the AAT
- ◆ Ensure Trustees know all AAT schools well and are fully informed of context, successes and areas for development

Growth

- ◆ Seek opportunity for sustainable growth underpinned by a robust Trust structure

FUNDS HELD AS CUSTODIAN

As a Teaching School Hub and Schools Direct provider Sandringham School is in receipt of funding on behalf of other schools in the local area as well as trainee teachers. The school is responsible for ensuring that these funds are distributed appropriately and within the agreed timescales. All schools in the Trust are also in receipt of funds from parents/carers for school trips and activities and similarly ensures that these funds are passed over to external providers as necessary.

AUDITOR

In so far as the Trustees are aware:

- ◆ there is no relevant audit information of which the charitable company's auditor is unaware; and
- ◆ that Trustees have taken all steps that they ought to have taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

The Trustees' report was approved by order of the Board of Trustees, as the company directors, on 7 December 2022 and signed on its behalf by:



L Keen
Chair of Trustees

Scope of responsibility

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

The Trust Board has delegated the day-to-day responsibility to the CEO of Alban Academies Trust, 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 Alban Academies Trust and the Secretary of State for Education. They are also responsible for reporting to the Trust Board any material weaknesses or breakdowns in internal control.

Governance

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

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The Trust Board has formally met four times during the year. Attendance during the year at meetings of the Trust Board was as follows:

	Meetings attended	Out of a possible
A Gray (CEO)	4	4
L Keen (Chair)	4	4
P Thei (resigned)	0	0
J Wright (resigned)	0	0
G Comminos	3	4
J Loukes	4	4
N Daymond (resigned)	2	2
N Leinster	1	4
D Strazza	2	4
R Kennedy (resigned)	1	1
R Springall (resigned)	0	0
J Rodea	4	4
J Sweet	1	4
Catherine Borel-Saladin	3	4
Tom Brighton	2	2
Simon Lascelles	0	2

The Board of Trustees is selected to ensure an appropriate skill set for the Trust, providing a wide breadth of talent and expertise which enables the Trust to enhance the opportunities for staff and pupils. During the year two Trustees resigned and two new Trustees were appointed.

The Resources and Audit Committee is a sub-committee of the main Board of Trustees. Its purpose is to ensure sound management of the Academy Trust's finance and resources, including proper planning, monitoring and probity.

Governance (continued)

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
G Comminos (Chair)	2	3
L Keen	2	3
R Kennedy (resigned)	1	1
A Gray	3	3
J Rodea	2	3
Jonathan Sweet	2	3
Tom Brighton (appointed 21.04.2022)	1	1

Conflicts of interest

All school Local Governing Bodies are required to maintain a complete register of interests which must be updated annually. School Business /Operations Managers are aware of this register and use it as a reference to ensure that any conflicts of interest are avoided. If any conflicts are identified then steps are taken to ensure that these conflicts are managed appropriately. The Trust actively avoid conflicts of interest in subsidiaries only has involvement in wholly owned subsidiaries.

Review of Value for Money

As accounting officer, the CEO has responsibility for ensuring that the Trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received. The accounting officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the board of Trustees where value for money can be improved, including the use of benchmarking data where available.

The accounting officer for the Academy Trust has delivered improved value for money during the year by:

- ◆ The size and reputation of the Trust - this has enabled the Trust to negotiate improved service standards from a number providers.
- ◆ Economies of scale – these have been achieved in contract negotiations by agreeing contracts and arrangements common to all schools. An example is the procurement of insurance and MIS.
- ◆ Cost effective purchasing – the schools regularly benchmark financial performance against one another. Tender exercises are regularly undertaken to ensure that high value contracts are assessed against the marketplace on a regular basis to ensure that long term contracts remain competitive. Government frameworks are used by all schools to ensure that the best prices are obtained.
- ◆ Maximising income generation – the schools explore every opportunity to generate income through hire of school's facilities. Referrals are made within the Trust which has increased hiring income at schools with spare capacity.

Review of Value for Money (continued)

- ◆ Reviewing controls and managing risks - monthly budget monitoring reports are produced and reviewed by the Business Managers and the Heads and any necessary remedial action is taken to address any significant variances that may have an impact on the budget out-turn. Forecasts are compiled using a commonly agreed set of assumptions and principles to ensure consistency. We also continually monitor processes with the intention of achieving greater efficiencies that also lead to cost reductions. Trustees have agreed a risk register which details all potential financial and business risks, considers their impact and details mitigating measures to reduce risk exposure.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness: The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy 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 Alban Academies Trust for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

In September 2022 the Trust was the victim of a fraud related to the payment of one invoice to a bank account purporting to be that of a supplier. In fact, the account belonged to a fraudulent third party. The loss to the academy trust is £20,000 but steps are being taken to determine whether any of the funds are recoverable. A full review was carried out and the incident was found to be isolated and not a result of weaknesses in our financial controls. Recommendations arising from the review were agreed by the Audit Committee and have been fully implemented.

Capacity to handle risk

The Trust Board has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Trust Board is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Trust Board.

The risk and control framework

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

- ◆ comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Trust Board;

The risk and control framework (continued)

- ◆ regular reviews by Trustees of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- ◆ setting targets to measure financial and other performance;
- ◆ clearly defined purchasing (asset purchase or capital investment) guidelines;
- ◆ delegation of authority and segregation of duties; and
- ◆ identification and management of risks.

The Trust Board has considered the need for a specific internal audit function and has decided to appoint a local accounting firm as internal auditors, who in term will report to the Resources Committee and Chair of Trustees. The Trusts arrangements for internal scrutiny are unaffected by the newly revised FRC ethical standard. The Trust's current auditors are engaged for external audit services only.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academies financial systems. On an annual basis, the auditor reports to the Trust Board through the resources committee on the operation of the systems of control and on the discharge of the Trust Board's financial responsibilities.

The internal auditor checks were carried out as planned over the year and findings from these visits resulted in some minor recommendations being made, none of which were deemed to be significant.

Review of effectiveness

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

- ◆ the work of the internal auditor;
- ◆ the work of the external auditor;
- ◆ the financial management and governance self-assessment process;
- ◆ the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

New Academies in the period

Garden Fields JMI School and Skyswood Infant & Nursery joined the Trust during this accounting period. In addition, the Trust set up a new trading company, Alban Academy Trust Trading Limited.

Two reviews of internal controls took place during the financial year. The first visit in March focussed on the set up of the Trust trading company and the budgeting and month end processes for all schools, The second visit in July reviewed purchases and income procedures for the three secondary schools.

New Academies in the period (continued)

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

Approved by order of the Trust Board on 7 December 2022 and signed on their behalf by:



L Keen

(Chair of Trustees)

Statement of regularity, propriety and compliance 31 August 2022

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

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

With the exception of the immaterial loss of funds totalling £20,000 in September 2022, as reported in the Governance Statement, 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.



Alan Gray
Accounting Officer

Date: 7 December 2022

Statement of trustees' responsibilities 31 August 2022

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 Annual Accounts Direction issued by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities' SORP and the Academies Accounts Direction 2021 to 2022;
- ◆ make judgments and accounting estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 Trust Board on 7 December 2022 and signed on its behalf by:



L Keen
Chair of Trustees

Independent auditor's report to the members of Alban Academies Trust

Opinion

We have audited the financial statements of Alban Academies Trust (the 'charitable parent company') and its subsidiary (the 'group') for the year ended 31 August 2022 which comprise the group statement of financial activities, the group and charitable parent company balance sheets, the group statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), 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) (the Charities SORP FRS 102) and the Academies Accounts Direction 2021 to 2022.

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the group's and of the charitable parent company's affairs as at 31 August 2022, and of the group's income and expenditure for the period then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006; and
- ◆ have been prepared in accordance with the Charities SORP FRS 102 and Academies Accounts Direction 2021 to 2022.

Basis for opinion

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

Conclusions relating to going concern

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

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

Conclusions relating to going concern (continued)

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

Other information

The 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 auditor's report thereon. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- ◆ the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the charitable parent company 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 by the charitable parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- ◆ the charitable parent company financial statements are not in agreement with the accounting records and returns; or

Matters on which we are required to report by exception (continued)

- ◆ certain disclosures of trustees' remuneration specified by law are not made; or
- ◆ we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we identified the laws and regulations applicable to the group through discussions with management, and from our knowledge of the academy trust sector;
- ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;

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

- ◆ we considered the legal and regulatory frameworks that are applicable to the group and determined that the most significant are the Companies Act 2006, the Charities SORP FRS 102, the Academies Accounts Direction 2021 to 2022, the Academy Trust Handbook 2021, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the group is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of trustees' meetings and the subsidiary company directors' meetings and papers provided to the trustees and directors.
- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

We assessed the susceptibility of the group's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management and those charged with governance as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reviewing the minutes of trustees' meetings and subsidiary company directors' meetings;

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

- ◆ enquiring of management and those charged with governance as to actual and potential litigation and claims;
- ◆ reviewing any available correspondence with Ofsted, the ESFA and HMRC; and
- ◆ the work undertaken in relation to the limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

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

Use of our report

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

Buzzacott LLP

19 December 2022

Hugh Swainson (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London, EC2V 6DL

Independent reporting accountant assurance report on regularity to Alban Academies Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 9 August 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Alban Academies Trust during the year 1 September 2021 to 31 August 2022 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 Alban Academies Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Alban Academies Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Alban Academies Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Alban Academies accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Alban Academies Trust's funding agreement with the Secretary of State for Education dated 31 March 2011, and the Academy Trust Handbook extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

Approach (continued)

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

We were made aware by the Trust of a fraud perpetrated by an external source during September 2022.

The work undertaken to draw to our conclusion includes:

- ◆ An assessment of the risk of material misstatement and irregularity across the Academy Trust's activities. Testing and review of areas identified through risk assessment including enquiry, observation, inspection and review of supporting evidence;
- ◆ Review of system controls, policies and procedures in place to ensure compliance with the regularity regime;
- ◆ Consideration of evidence obtained through the work performed as part of our financial statements audit in order to support the regularity conclusion; and
- ◆ A review of the circumstances and controls breach which led to the fraud being successful together with the subsequent recovery of funds resulting in a potential loss of £20,000 to the Trust in September 2022.

Conclusion

With the exception of the externally perpetrated fraud resulting in a potential immaterial loss to the Trust, as noted above and also within the Governance Statement, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Buzacott LLP

19 December 2022

Reporting Accountant
Buzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Consolidated Statement of financial activities (including income and expenditure account)
Year to 31 August 2022

	Notes	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed asset funds £'000	2022 Total funds £'000	2021 Total funds £'000
Income from:						
. Donations and capital grants	1	145	—	1,151	1,296	2,085
. Transfer on conversion		451	(1,456)	14,174	13,169	11,374
Charitable activities:	2					
. Funding for the academy trust's educational operations		539	27,808	—	28,347	23,558
. Teaching school hub		—	1,347	—	1,347	—
. Other trading activities	3	2,122	—	—	2,122	1,190
Investments	4	—	—	—	—	1
Total income		3,257	27,699	15,325	46,281	38,238
Expenditure on:						
. Raising funds		212	—	—	212	111
Charitable activities:						
. Academy trust educational operations		1,503	29,185	4,530	35,218	28,174
. Teaching school hub		—	1,347	—	1,347	—
Total expenditure	5	1,715	30,532	4,530	36,777	28,285
Net income/(expenditure) before transfers						
		1,542	(2,833)	10,795	9,504	9,953
Transfers between funds	16	(75)	(720)	795	—	—
Net income/(expenditure) before other recognised gains and losses						
		1,467	(3,553)	11,590	9,504	9,953
Actuarial gains (losses) on defined benefit pension scheme		—	10,620	—	10,620	(1,873)
Net movement in funds	20	1,467	7,067	11,590	20,124	8,080
Reconciliation of funds						
Total fund balances brought forward at 1 September 2021		2,666	(8,217)	66,078	60,527	52,447
Total fund balances carried forward at 31 August 2022		4,133	(1,150)	77,668	80,651	60,527

All of the Trust's activities derived from continuing operations during the above two financial periods. The results of Alban Academies Trust Trading Limited have been consolidated within the financial statements of Alban Academies Trust.

All recognised gains and losses are included in the Statement of Financial Activities.

Consolidated Balance sheet 31 August 2022

	Notes	2022		2021	
		£'000	£'000	£'000	£'000
Fixed assets					
Tangible assets	12		76,922		65,371
			76,922		65,371
Current assets					
Debtors	13	1,859		1,707	
Cash at bank and in hand		8,028		5,664	
		9,887		7,371	
Liabilities					
Creditors: amounts falling due within one year	14	(4,504)		(3,414)	
Net current assets			5,383		3,957
Total assets less current liabilities			82,305		69,328
Creditors: amounts falling due after one year	15		(374)		(296)
Defined benefit pension scheme liability	20		(1,280)		(8,505)
Net assets including pension scheme liabilities			80,651		60,527
Funds of the Academy					
Restricted income funds					
. Fixed asset fund		77,668		66,078	
. Restricted income fund		130		288	
. Pension reserve		(1,280)		(8,505)	
			76,518		57,861
Unrestricted income funds					
. Designated funds	16	121		121	
. General funds		4,012		2,545	
			4,133		2,666
Total funds			80,651		60,527

The financial statements on page 41 to 71 were approved by the Trustees, authorised for issue and are signed on their behalf by:



L Keen
Chair of Trustees
Alban Academies Trust

Approved on: 7 December 2022

Company Limited by Guarantee
Registration Number: 07523557 (England and Wales)

Academy Balance sheet 31 August 2022

	Notes	2022		2021	
		£'000	£'000	£'000	£'000
Fixed assets					
Tangible assets	12		76,922		65,371
			76,922		65,371
Current assets					
Debtors	13	1,984		1,707	
Cash at bank and in hand		7,903		5,664	
		9,887		7,371	
Liabilities					
Creditors: amounts falling due within one year	14	(4,504)		(3,414)	
Net current assets			5,383		3,957
Total assets less current liabilities			82,305		69,328
Creditors: amounts falling due after one year	15		(374)		(296)
Defined benefit pension scheme liability	20		(1,280)		(8,505)
Net assets including pension scheme liabilities			80,651		60,527
Funds of the Academy					
Restricted income funds					
. Fixed asset fund		77,668		66,078	
. Restricted income fund		130		288	
. Pension reserve		(1,280)		(8,505)	
			76,518		57,861
Unrestricted income funds					
. Designated funds	16	121		121	
. General funds		4,012		2,545	
			4,133		2,666
Total funds			80,651		60,527

The financial statements on page 41 to 71 were approved by the Trustees, authorised for issue and are signed on their behalf by:



L Keen
Chair of Trustees
Alban Academies Trust

Approved on: 7 December 2022

Company Limited by Guarantee
Registration Number: 07523557 (England and Wales)

Consolidated Statement of cash flows Year to 31 August 2022

	Notes	2022 £'000	2021 £'000
Cash flows from operating activities			
Net cash provided by operating activities	A	3,037	2,684
Net cash used in investing activities			
	C	(756)	(538)
Net cash used provided by financing activities			
	B	83	—
Change in cash and cash equivalents in the year			
Cash and cash equivalents brought forward		5,664	3,518
Cash and cash equivalents carried forward	D	8,028	5,664

A. Reconciliation of net income to net cash flow provided by operating activities

	2022 £'000	2021 £'000
Net income for the year (as per statement of financial activities)	9,504	9,953
Adjustment for:		
Depreciation charges (note 12)	4,530	3,817
Inherited pension deficit	1,456	1,045
Inherited fixed assets	(14,174)	(11,872)
Dividends, interest and rents from investments	—	(1)
Capital grants from DfE and other capital income	(1,151)	(1,907)
Defined benefit pension scheme cost less contributions payable (note 20)	1,760	833
Defined benefit pension scheme finance cost (note 20)	179	104
Increase in debtors	(152)	(792)
Increase in creditors	1,085	1,504
Net cash provided by operating activities	3,037	2,684

B. Cash flows from financing activities

	2022 £'000	2021 £'000
Repayment of borrowing	(38)	—
Cash inflows from new borrowing	121	—
Net cash provided by financing activities	83	—

C. Cash flows from investing activities

	2022 £'000	2021 £'000
Dividends, interest and rents from investments	—	1
Purchase of tangible fixed assets	(1,907)	(2,446)
Capital grants from DfE/ESFA	1,151	1,907
Net cash used in Investing Activities	(756)	(538)

Consolidated Statement of cash flows Year to 31 August 2022

D. Analysis of cash and cash equivalents

	2022	2021
	£'000	£'000
Cash in hand	8,028	5,664
Total	8,028	5,664

E. Analysis of changes in net debt

	At 1 September 2021 £'000	Cash flows £'000	At 31 August 2022 £'000
Cash	5,664	2,364	8,028
Loans falling due within one year	(64)	(43)	(107)
Loans falling due after more than one year	(296)	(78)	(374)
Total	5,304	2,243	7,547

Statement of accounting policies

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.

Basis of preparation of financial statements

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

The financial statements are presented in sterling and rounded to the nearest thousand.

Basis of consolidation

The consolidated statement of financial activities and Academy Trust balance sheet consolidate the financial statements of the academy trust and those of its subsidiary company, Alban Academies Trust Trading Limited, made up at the balance sheet date.

No separate statement of financial activities has been presented for Alban Academies Trust alone, as permitted by section 408 of the Companies Act 2006 and the Charities SORP.

Company status

The Academy Trust is a company limited by guarantee. The members of the company are those listed in page 1. In the event of the Academy Trust being wound up, the liability in respect of the guarantee is limited to £10 per member of the Academy Trust.

Going concern

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements. In making their assessment, the Trustees have considered the impact of Covid-19.

Income

All income is recognised once each Academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income (continued)

Grants are included in the Statement of financial activities incorporating income and expenditure account 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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

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

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

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 includes all expenditure incurred by the Academy Trust to raise funds for its charitable purposes and includes costs of all fund raising activities events and non-charitable trading.

Expenditure on charitable activities are costs incurred on the Academy Trust's educational operations, including support costs and those costs relating to the governance of the Academy Trust appointed to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

Tangible fixed assets

All assets costing more than £2,000 are capitalised and are carried at cost, net of depreciation and any provision for impairment.

Tangible fixed assets (continued)

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 incorporating income and expenditure account 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 incorporating income and expenditure account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

◆ Leasehold property	4% straight line
◆ Leasehold improvements	10% straight line
◆ Computer equipment	33% straight line
◆ Motor vehicles	10% straight line

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 incorporating income and expenditure account.

Investments

Investments are stated at market value at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

Operating leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

Stocks

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

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.

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.

Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in note 14. 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 instruments.

Taxation

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

Pensions

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

Pensions (continued)

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 Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 20, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the Academy Trust in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance sheet date. The amounts charged to 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 incorporating income and expenditure account 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.

Agency arrangements

The Academy Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the Trust does not have control over the charitable application of the funds. The Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities.

The Academy Trust also acts as an agent in distributing the NCTL's training and salary grant to cover training costs for salaried trainees to achieve qualified teacher status. Grant monies received and the subsequent disbursement to lead school are excluded from the statement of financial activities as the Trust does not have control over the charitable application of the funds. The element of grant monies received in relation to staff based at the Academy Trust has been recognised in the statement of financial activities.

Fund accounting

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

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

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

Designated funds represent those funds set aside for the future replacement of the surfaces of 39 pitches at Sandringham School and Ridgeway Academy.

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The Trustees have reviewed the asset lives and residual values of all fixed assets classes, and have concluded that asset lives and residual values are appropriate.

Notes to the financial statements Year to 31 August 2022

1 Income from donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed assets funds £'000	2022 Total funds £'000	2021 Total funds £'000
Other donations	—	—	1,151	1,151	178
Capital grants	145	—	—	145	1,907
	145	—	1,151	1,296	2,085

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed assets funds £'000	2021 Total funds £'000
Other donations	178	—	—	178
Capital grants	—	—	1,907	1,907
	178	—	1,907	2,085

2 Funding for Academy's educational operations

	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000	2021 Total funds £'000
DfE/ESFA grants				
General Annual Grant (GAG)	—	24,624	24,624	19,681
Other DfE / ESFA grants				
· UIFSM	—	204	204	110
· Pupil Premium	—	643	643	658
· Start up	—	25	25	—
Other DfE Group grants	—	955	955	1,332
	—	26,451	26,451	21,781
Other government grants				
Local Authority grants	—	998	998	621
Sport England	—	66	66	37
SSCO	—	—	—	23
Others	—	49	49	176
	—	1,113	1,113	857
Teaching school hub				
DfE/EFSA grants	—	592	592	—
Other income	—	755	755	—
	—	1,347	1,347	—
COVID-19 additional funding (DfE/ESFA)				
Catch-up premium	—	90	90	271
Other DfE/ESFA COVID-19 funding	—	154	154	281
COVID-19 additional funding (non-DfE /ESFA)				
Coronavirus Job Retention Scheme grant	—	—	—	3
Other funding				
Other income	539	—	539	395
	539	29,155	29,694	23,588

2 Funding for Academy's educational operations (continued)

	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	2021 Total funds £'000
DfE/ESFA grants			
General Annual Grant (GAG)	—	19,681	19,681
Pupil premium	—	658	658
Other DfE/ESFA grants			
. UIFSM	—	110	110
Other DfE Group grants	—	1,332	1,332
	—	21,781	21,781
Other government grants			
Local Authority grants	—	621	621
NCTL grant	—	—	—
Sport England	—	37	37
SSCO	—	23	23
Bursary funding	—	—	—
Others	—	176	176
	—	857	857
COVID-19 additional funding (DfE/ESFA)			
Catch-up premium	—	271	271
Other DfE/ESFA COVID-19 funding	—	281	281
COVID-19 additional funding (non-DfE /ESFA)			
Coronavirus Job Retention Scheme grant	—	3	3
Other funding			
Other income	395	—	395
	395	23,193	23,588

Notes to the financial statements Year to 31 August 2022

3 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000	2021 Total funds £'000
Hire of facilities	640	—	640	265
Miscellaneous income	1,482	—	1,482	925
	2,122	—	2,122	1,190

	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	<i>2020 Total funds £'000</i>
<i>Hire of facilities</i>	265	—	265
<i>Miscellaneous income</i>	925	—	925
	1,190	—	1,190

4 Investment income

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000	2021 Total funds £'000
Investment income	—	—	—	1

	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	<i>2021 Total funds £'000</i>
<i>Investment income</i>	1	—	1

5 Expenditure

	Staff costs £'000	Premises £'000	Other costs £'000	2022 Total funds £'000	2021 Total funds £'000
Expenditure on raising funds					
. Direct costs	—	—	141	141	79
. Allocated support costs	38	17	16	71	32
Academy's educational operations					
. Direct costs	18,131	4,530	410	23,071	20,166
. Allocated support costs	6,470	2,906	2,771	12,147	8,008
Teaching school hub					
. Direct costs	408	—	781	1,189	—
. Allocated support costs	158	—	—	158	—
	25,205	7,453	4,119	36,777	28,285

Notes to the financial statements Year to 31 August 2022

5 Expenditure (continued)

	Staff costs £'000	Premises £'000	Other costs £'000	2021 Total funds £'000
<i>Expenditure on raising funds</i>				
. Direct costs	—	—	79	79
. Allocated support costs	16	10	6	32
<i>Academy's educational operations</i>				
. Direct costs	16,168	2,867	1,131	20,166
. Allocated support costs	4,051	2,378	1,579	8,008
	<u>20,235</u>	<u>5,255</u>	<u>2,795</u>	<u>28,285</u>

This is stated after charging:

	2022 £'000	2021 £'000
Operating lease rentals	58	45
Depreciation	4,530	3,817
Auditor's remuneration – audit	22	18
Auditor's remuneration – other services	15	13

6 Charitable activities - Academy's educational operations

	2022 Total funds £'000	2021 Total funds £'000
Direct costs	23,071	20,166
Direct costs - teaching school hub	1,189	—
Support costs	12,147	8,008
Support costs - teaching school hub	158	—
	<u>36,565</u>	<u>28,174</u>

	2022 Total funds £'000	2021 Total funds £'000
Analysis of support costs		
Support staff costs	6,470	4,051
Depreciation	1,126	951
Technology costs	324	260
Premises costs	1,780	1,427
Legal costs - conversion	26	—
Legal costs – other	42	13
Other support costs	2,341	1,270
Governance costs	38	36
Total support costs	<u>12,147</u>	<u>8,008</u>

7 Staff

(a) Staff costs

Staff costs during the year were:

	2022 Total funds £'000	2021 Total funds £'000
Wages and salaries	17,394	14,581
Social security costs	1,659	1,442
Pension costs	5,658	4,117
Apprenticeship levy	89	—
	24,800	20,140
Supply teacher costs	405	95
	25,205	20,235

(b) Staff numbers

The average numbers of persons (including senior management team) employed by the Academy Trust during the year was as follows:

Charitable activities	2022 No.	2021 No.
Teachers	304	255
Administration and support	498	315
Management	40	33
	842	603

(c) Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) fell within the following bands was:

	2022 No.	2021 No.
£60,001 - £70,000	10	7
£70,001 - £80,000	7	5
£80,001 - £90,000	1	1
£90,001 - £100,000	2	—
£100,001 - £110,000	—	1
£130,001 - £140,000	1	1

Of the above employees, 21 (2022: 14) participated in the Teachers' Pension Scheme and the remainder in the LGPS. During the year ended 31 August 2022, pension contribution for these staff amounted to £319,707 (2021: 195,313).

(d) Key management personnel

The key management personnel of the Academy Trust comprise the Trustees, the senior management team as listed on page 2 and the headteacher of each of the seven schools within the Trust. The total amount of employee benefits (including employers pension and national insurance contributions) received by key management personnel for their services to the Academy Trust was £2,024,264 (2021: £1,441,878).

7 Staff (continued)

(e) **Severance payments**

There were no severance payments in the current or prior year.

8 **Trustees' remuneration and expenses**

One Trustee was paid remuneration or has received other benefits from an employment with the Academy Trust. The CEO only receives remuneration in respect of services he provides undertaking the role of CEO under his contract of employment, and not in respect of his role as Trustee. The value of Trustees' remuneration and other benefits was as follows:

	2022 £	2021 £
A Gray		
. Remuneration	£135,000 - 140,000	130,000 – 135,000
. Pension contributions paid	—	—

During the year ended 31 August 2022, no Trustee received any reimbursement of expenses (2021: none).

9 **Trustees' and officers' insurance**

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

10 Comparative statement of financial activities

Analysis of income and expenditure in the year ended 31 August 2021 between restricted and unrestricted funds:

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed asset funds £'000	2021 Total funds £'000
<i>Income from:</i>				
<i>Donations and capital grants</i>	178	—	1,907	2,085
<i>Transfer on conversion</i>	547	(1,045)	11,872	11,374
<i>Charitable activities</i>	395	23,193	—	23,558
<i>Other trading activities</i>	1,190	—	—	1,190
<i>Investments</i>	1	—	—	1
<i>Total income</i>	<u>2,311</u>	<u>22,148</u>	<u>13,779</u>	<u>38,238</u>
<i>Expenditure on:</i>				
<i>Raising funds</i>	111	—	—	111
<i>Charitable activities</i>	—	24,357	3,817	28,174
<i>Total expenditure</i>	<u>111</u>	<u>24,357</u>	<u>3,817</u>	<u>28,285</u>
<i>Net (expenditure) income before transfers</i>	2,200	(2,209)	9,962	9,953
<i>Transfers between funds</i>	<u>(1,661)</u>	<u>415</u>	<u>1,246</u>	<u>—</u>
<i>Net (expenditure) income before other recognised gains and losses</i>	539	(1,794)	11,208	9,953
<i>Actuarial gains (losses) on defined benefit pension scheme</i>	—	<u>(1,873)</u>	—	<u>(1,873)</u>
<i>Net movement in funds</i>	<u>539</u>	<u>(3,667)</u>	<u>11,208</u>	<u>8,080</u>
<i>Reconciliation of funds</i>				
<i>Total fund balances brought forward at 1 September 2020</i>	<u>2,127</u>	<u>(4,550)</u>	<u>54,870</u>	<u>52,447</u>
<i>Total fund balances carried forward at 31 August 2021</i>	<u>2,666</u>	<u>(8,217)</u>	<u>66,078</u>	<u>60,527</u>

11 Central services

The Company has provided the following central services to its academies during the period.

- ◆ Leadership and management;
- ◆ Financial services;
- ◆ HR services;
- ◆ IT services; and
- ◆ School improvement services.

All other services are split equally between the seven academies.

11 Central services (continued)

The actual amounts charged during the year were as follows:

	2022 Total £'000	2021 Total £'000
Verulam Trust	93	88
Ridgeway School	91	85
Sandringham School	100	94
Wheatfields Juniors	20	15
Wheatfields Infants	14	13
Gaden Fields	27	—
Skyswood	6	—
	351	295

12 Tangible fixed assets – Group and Academy

	Freehold property £'000	Leasehold property £'000	Assets under construction £'000	Furniture and equipment £'000	Computer equipment £'000	Motor Vehicles £'000	Total £'000
Cost							
At 1 September 2021	3,616	77,367	—	1,302	1,444	52	83,781
Reclassification	16,328	(16,328)	—	—	—	—	—
Donated assets on conversion	—	14,174	—	—	—	—	14,174
Additions	—	1,412	121	133	241	—	1,907
At 31 August 2022	19,944	76,625	121	1,435	1,685	52	99,862
Depreciation							
At 1 September 2021	1,866	14,549	—	857	1,110	28	18,410
Reclassification	527	(527)	—	—	—	—	—
Charge for the year	798	3,301	—	187	238	6	4,530
At 31 August 2022	3,191	17,323	—	1,044	1,348	34	22,940
Net book value							
At 31 August 2022	16,753	59,302	121	391	337	18	76,922
At 31 August 2021	1,750	62,818	—	445	334	24	65,371

Buildings transferred upon conversion

During 2021/22 two academies joined the Trust and were transferred from the local authorities (2020/21 – two). The value of the buildings transferred on conversion is included within tangible fixed assets. Further details of this transfer are included in note 25.

Reclassification

During a review of fixed assets it was noted that the Ridgeway School building is freehold and all others are leasehold. A reclassification has been made above to reflect this allocation.

13 Debtors

	2022 Group £'000	2022 Academy £'000	2021 Academy £'000
Trade debtors	106	31	286
Tax recoverable	632	663	248
Amount due from subsidiary	—	169	—
Other debtors	321	321	420
Prepayments and accrued income	800	800	753
	1,859	1,984	1,707

14 Creditors: amounts falling due within one year

	2022 Group £'000	2022 Academy £'000	2021 Academy £'000
Trade creditors	1,000	1,000	1,034
Other taxation and social security	401	401	348
Loan	107	107	64
Other creditors	584	584	576
Accruals and deferred income	2,412	2,412	1,392
	4,504	4,504	3,414

	2022 £'000	2021 £'000
Deferred income		
Deferred income at 1 September 2021	1,122	723
Resources deferred during the year	1,469	1,122
Amounts released from previous years	(1,122)	(723)
Deferred income at 31 August 2022	1,469	1,122

At the balance sheet date the Academy Trust was holding grants received in advance for the following academic year. The Trust was also holding funds received in advance for trips and clubs booked for the following academic year.

15 Creditors: amounts falling after one year – Group and Academy

	2022 £'000	2021 £'000
Loans:		
Within 1-5 years	374	296
	374	296

Creditors due after one year relate to £55,000 of CIF loans and £319,000 of Salix loans.

16 Funds

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
Restricted general funds					
General Annual Grant (GAG)	—	24,624	(23,904)	(720)	—
Other DfE/ESFA grants					
· UIFSM	—	204	(204)	—	—
· Pupil Premium	150	643	(668)	—	125
· Teaching School Hub	—	1,347	(1,347)	—	—
· Start up	—	25	(25)	—	—
· Covid-19 catch up funding	112	90	(200)	—	2
· Other DfE/ESFA Coronavirus	26	154	(180)	—	—
Other grants	—	977	(977)	—	—
Bursary	—	27	(24)	—	3
Sport England	—	66	(66)	—	—
LA Grants	—	998	(998)	—	—
Pension reserve	(8,505)	(1,456)	(1,939)	10,620	(1,280)
Total restricted funds	(8,217)	27,699	(30,532)	9,900	(1,150)
Restricted fixed asset funds					
Transfer on conversion	62,587	14,174	(4,099)	—	72,662
DfE/ESFA capital grants	1,995	1,151	(98)	795	3,843
Assets funded by revenue funds	1,496	—	(333)	—	1,163
	66,078	15,325	(4,530)	795	77,668
Total restricted funds	57,861	43,024	(35,062)	10,695	76,518
Unrestricted funds					
General funds	2,545	2,629	(1,087)	(75)	4,012
Designated funds	121	23	(23)	—	121
Subsidiary	—	605	(605)	—	—
Total unrestricted funds	2,666	3,257	(1,715)	(75)	4,133
Total funds	60,527	46,281	(36,777)	10,620	80,651

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

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the Academy Trust via the Education & Skills Funding Agency by the Department for Education. The General Annual Grant Fund has been set up because the GAG must be used for the normal running costs of the Academy Trust.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2022.

16 Funds (continued)

The other material restricted general funds represent incoming resources for the following specific purposes:

- ◆ Other government grants received for the flexible provision of services for secondary aged pupils.
- ◆ Pupil premium grant allocated to schools with pupils that are known to be eligible for free school meals to raise attainment for pupils from low incomes.

The pension reserve represents the net deficit on the Local Government Pension Scheme (LGPS) defined benefit pension scheme. The deficit arose because of the pension scheme deficit inherited on conversion and future GAG funding agreed by the Education & Skills Funding Agency is expected to be sufficient to take the fund back into surplus

Fixed asset fund

The restricted fixed asset fund includes the freehold land and buildings and all material items of fixtures, fittings and equipment. Depreciation charged on the assets is allocated to the fund.

Designated funds

During the year the Trustees took the decision to set aside an additional amount of £23,000 (2021: £43,000) for future replacement of the surfaces of the 3G pitches at Sandringham School and Ridgeway Academy; £23,000 was also utilised from this fund in the year (2021: £nil)

16 Funds (continued)

Comparative information

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

	<i>Balance at 1 September 2020 £'000</i>	<i>Income £'000</i>	<i>Expenditure £'000</i>	<i>Gains, losses and transfers £'000</i>	<i>Balance at 31 August 2021 £'000</i>
<i>Restricted general funds</i>					
<i>General Annual Grant (GAG)</i>	—	19,681	(20,096)	415	—
<i>Pupil Premium</i>	59	658	(567)	—	150
<i>Covid-19 catch up funding</i>	—	271	(159)	—	112
<i>UIFSM</i>	—	110	(110)	—	—
<i>Other DfE/ESFA COVID-19 funding</i>	—	281	(255)	—	26
<i>Coronavirus Job Retention Scheme grant</i>	—	3	(3)	—	—
<i>Other grants</i>	14	1,531	(1,545)	—	—
<i>Bursary</i>	13	—	(13)	—	—
<i>Sport England</i>	14	37	(51)	—	—
<i>Local authority grants</i>	—	621	(621)	—	—
<i>Pension reserve</i>	(4,650)	(1,045)	(937)	(1,873)	(8,505)
	<u>(4,550)</u>	<u>22,148</u>	<u>(24,357)</u>	<u>(1,458)</u>	<u>(8,217)</u>
<i>Restricted fixed asset funds</i>					
<i>Transfer on conversion</i>	54,158	11,872	(3,443)	—	62,587
<i>DfE/ESFA capital grants</i>	186	1,907	(98)	—	1,995
<i>Assets funded by revenue funds</i>	526	—	(276)	1,246	1,496
	<u>54,870</u>	<u>13,779</u>	<u>(3,817)</u>	<u>1,246</u>	<u>66,078</u>
<i>Total restricted funds</i>	<u>50,320</u>	<u>35,927</u>	<u>(28,174)</u>	<u>(212)</u>	<u>57,861</u>
<i>General funds</i>	2,049	2,311	(111)	(1,704)	2,545
<i>Designated funds</i>	78	—	—	43	121
<i>Total unrestricted funds</i>	<u>2,127</u>	<u>2,311</u>	<u>(111)</u>	<u>(1,661)</u>	<u>2,666</u>
<i>Total funds</i>	<u>52,447</u>	<u>38,238</u>	<u>(28,285)</u>	<u>(1,873)</u>	<u>60,527</u>

16 Funds (continued)

Analysis of fund balance by Academy

	2022 £'000	2021 £'000
Fund balances at 31 August 2022 were allocated as follows:		
Ridgeway Academy	467	277
Sandringham School	961	683
Verulam School	899	767
Wheatfields Juniors	427	349
Wheatfields Infants	364	314
Garden Fields	309	—
Skyswood	144	—
Teaching Hub	—	—
Alban Academies Trust	562	564
Total before fixed assets and pension reserve	4,133	2,954
Restricted fixed asset fund	77,668	66,078
Other restricted funds	130	—
Pension reserve	(1,280)	(8,505)
Total	80,651	60,527

Analysis of academies by cost

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	2022 Total £'000	2021 Total £'000
Ridgeway Academy	3,269	1,221	510	786	5,786	5,006
Sandringham School	6,458	1,933	410	1,263	10,064	9,722
Verulam School	3,832	1,232	385	963	6,412	6,019
Wheatfields Juniors	1,004	467	32	326	1,829	1,672
Wheatfields Infants	891	674	51	254	1,870	1,747
Garden Fields	1,661	1,078	98	618	3,455	—
Skyswood	384	165	47	144	740	—
Teaching school Hub	406	159	—	782	1,347	—
Alban Academies Trust	220	129	3	392	744	302
	18,125	7,058	1,536	5,544	32,247	24,468

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	2021 Total £'000
Alban Academies Trust	85	155	—	62	302
Sandringham School	6,498	1,739	335	1,150	9,722
Verulam School	3,983	996	363	677	6,019
Ridgeway Academy	3,249	709	381	667	5,006
Wheatfields Infants	1,132	337	29	249	1,747
Wheatfields Juniors	1,129	224	29	290	1,672
	16,076	4,160	1,137	3,095	24,468

17 Analysis of net assets between funds – Group and Academy

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed assets funds £'000	2022 Total funds £'000	2021 Total funds £'000
Tangible fixed assets	—	—	76,922	76,922	65,371
Current assets	4,133	5,008	746	9,887	7,371
Creditors due within one year	—	(4,504)	—	(4,504)	(3,414)
Creditors due after one year	—	(374)	—	(374)	(296)
Provisions for liabilities and charges	—	(1,280)	—	(1,280)	(8,505)
	4,133	(1,150)	77,668	80,651	60,527

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed assets funds £'000	2021 Total funds £'000
Tangible fixed assets	—	—	65,371	65,371
Current assets	2,666	3,998	707	7,371
Creditors due within one year	—	(3,414)	—	(3,414)
Creditors due after one year	—	(296)	—	(296)
Provisions for liabilities and charges	—	(8,505)	—	(8,505)
	2,666	(8,217)	66,078	60,527

18 Capital commitments – Group and Academy

At 31 August 2022 the Academy Trust had capital commitments as follows:

	2022 £'000	2021 £'000
Contracted for but not provided in these financial statements	332	207

19 Commitments under operating leases – Group and Academy

Operating leases

At 31 August 2022, the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was as follows:

	2022 £'000	2021 £'000
Amounts due within one year	51	40
Amounts due between two and five years inclusive	121	62
	172	102

20 Pension commitments

The Academy Trust's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Hertfordshire Country Council. Both are Multi- employer defined benefit pension schemes.

20 Pension commitments (continued)

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

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

- ◆ employer contribution rates set at 23.68% of pensionable pay (including 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; and
- ◆ the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the period amounted to £2,794,091 (2021: £2,447,369).

A copy of the valuation report and supporting documentation is on the [Teachers' Pension Scheme website](#). Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Trust has set out above the information available on the scheme.

20 Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £1,376,000 (2021: £1,009,000), of which employer's contributions totalled £1,091,000 (2021: £795,000) and employees' contributions totalled £285,000 (2021: £214,000). The agreed contribution rates for future years are 25.3% for employers and 5.5% - 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an Academy Trust 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	2022 %	2021 %
Rate of increase of salaries	3.45	3.3
Rate of increase for pensions in payment/inflation	3.05	2.9
Discount rate for scheme liabilities	4.25	1.7
Inflation assumption (CPI)	3.05	2.9

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

	2022	2021
<i>Retiring today</i>		
Males	21.9	22.1
Females	24.4	24.5
<i>Retiring in 20 years</i>		
Males	22.9	23.2
Females	26.0	26.2

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

	Fair value at 31 August 2022 £'000	Fair value at 31 August 2021 £'000
Equities	7,099	6,688
Corporate bonds	3,266	3,659
Property	2,130	1,388
Cash and other liquid assets	1,704	883
Total market value of assets	14,199	12,618
Present value of scheme liabilities:		
Funded	(15,479)	(21,123)
Deficit in the scheme	(1,280)	(8,505)

20 Pension commitments (continued)

Local Government Pension Scheme (continued)

Sensitivity analysis	2022 £'000	2021 £'000
Discount rate +0.1%	(357)	(476)
Discount rate -0.1%	357	476
Mortality assumption - 1 year increase	(619)	—
Mortality assumption - 1 year decrease	619	—
CPI rate +0.1%	338	441
CPI rate -0.1%	(338)	(441)

Amounts recognised in statement of financial activities	2022 £'000	2021 £'000
Current service cost (net of employee contributions)	1,760	1,628
Net interest cost	179	104
Total operating charge	1,939	1,732

Analysis of pension finance income/(costs)

Interest on pension liabilities	416	287
Pension finance income/(costs)	416	287

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

	2022 £'000	2021 £'000
At 1 September 2021	21,123	(13,877)
Conversion of Academy Trusts	2,749	(2,158)
Current service cost	2,851	(1,628)
Interest cost	416	(287)
Employee contributions	285	(214)
Actuarial gain	(11,770)	(3,106)
Benefits paid	(175)	147
At 31 August 2022	15,479	(21,123)

Changes in the fair value of the Academy Trust's share of scheme assets:

	2022 £'000	2021 £'000
At 1 September 2021	12,618	9,227
upon conversion	1,293	1,113
Inherited assets	—	183
Interest income	237	—
Actuarial (loss)/gain	(1,150)	1,233
Employer contributions	1,091	795
Employee contributions	285	214
Benefits paid	(175)	(147)
At 31 August 2022	14,199	12,618

21 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.

22 Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

Other than certain Trustees' remuneration and expenses already disclosed in note 8, the only related party transactions that took place in the year were as follows:

During the year ended 31 August 2022, incoming resources totalling £nil (2021: £189,494) were recognised from Alban Teaching School Alliance Limited for services rendered and expenditure of £nil (2021: £6,406) was paid to Alban Teaching School Alliance Limited. Alban Teaching School Alliance Limited is related by virtue of A Gray, a governor, being a director of Alban Teaching School Alliance Limited. At the year end, there was £nil (2021: £116,678) included in trade debtors.

The Academy Trust conducted the above related party transactions in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with their financial regulations and procurement procedures.

On 27 February 2021, the Academy Trust incorporated Alban Academies Trust Trading Limited, a wholly owned subsidiary of Alban Academies Trust; this company commenced trading on 1 September 2021. During the year the Academy Trust received distributions of £605,000 (2021: £nil) from Alban Academies Trust Trading Limited; and at 31 August 2021 £168,000 (2021: £nil) was due from Alban Academies Trust Trading Limited.

23 Investments – Alban Academies Trust Trading Limited

The share capital of Alban Academies Trust Trading Limited, a company registered in England and Wales (company number 13232520), was issued to the company on 21 February 2021. The company was established for the provision of lettings of facilities of the Alban Academies Trust.

	2022 £'000	2021 £'000
Turnover	621	—
Cost of sales	—	—
Gross profit	621	—
Administrative expenses	(16)	—
Retained profit before taxation	605	—
Taxation	—	—
Profit on ordinary activities after taxation	605	—
Retained profits brought forward at 1 September 2021	—	—
Distribution to parent	(603)	—
Profit for the year	605	—
Retained profits carried forward at 31 August 2022	—	—

The assets and liabilities of the subsidiary were:

	2022 £'000	2021 £'000
Current assets	200	—
Creditors: amounts falling due within one year	(200)	—
	—	—

24 Agency agreements

The Academy Trust distributes 16-19 bursary funds to the students as an agent for the ESFA. During the year ended 31 August 2022, the Trust received £24,976 (2021: £26,136) and disbursed £29,993 (2021: £31,494) from the fund.

The Academy Trust distributed training grants to local schools and bursaries to qualifying ITT teachers as an agent for the NCTL. During the year ended 31 August 2022, the Trust received £nil (2021: £915,292) on behalf of third parties and disbursed £nil (2021: £914,092). There were no outstanding undistributed bursaries and salary payments as at the year end or at the prior year end.

During the year ended 31 August 2022 £1,347,000 (2021: £nil) of income was received in relation to the Teaching Hub; this income was fully utilised during the year.

25 Transfer from Local Authority on conversion

During the year ended 31 August 2021, two local authority schools joined the MAT. At the date of conversion to Academy status under the Academies Act 2010, the operations and assets and liabilities were transferred to the group for £nil consideration.

The transfers have been accounted for using the acquisition method. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as net incoming resources in the Statement of Financial Activities as voluntary income.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the statement of financial activities.

	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset funds £'000	Total £'000
Tangible fixed assets				
. Leasehold land and buildings	—	—	14,174	14,174
Budget surplus on LA funds	451	—	—	451
FRS 102 pension deficit	—	(1,456)	—	(1,456)
Net assets (liabilities)	451	(1,456)	14,174	13,169

Garden Fields JMI School

On 1 September 2021, Garden Fields JMI School converted to Academy status:

	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset funds £'000	Total £'000
Tangible fixed assets				
. Leasehold land and buildings	—	—	9,663	9,663
Budget surplus on LA funds	307	—	—	—
FRS 102 pension deficit	—	(1,212)	—	(1,212)
Net assets (liabilities)	307	—	9,663	9,663

Skyswood Infant and Nursery School

On 1 September 2021, Skyswood Infant and Nursery School converted to Academy status:

	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset funds £'000	Total £'000
Tangible fixed assets				
. Leasehold land and buildings	—	—	4,511	4,511
Budget surplus on LA funds	144	—	—	144
FRS 102 pension deficit	—	(244)	—	(244)
Net assets (liabilities)	144	(244)	4,511	4,411