

# **Leodis Academies Trust**

*(a Company Limited by Guarantee)*

## **Annual Report and Financial Statements**

**Year ended 31 August 2021**

**Company Registration Number:  
07720181 (England and Wales)**

# **Leodis Academies Trust**

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# **Leodis Academies Trust**

## **Trustees' Report**

### **Reference and Administrative Details**

<b>Members</b>	<b>Appointed</b>	<b>Resigned</b>
S Alleston	27 July 2011	
R Charlston	3 February 2016	
A Grayson	21 March 2012	
S Rose	3 February 2016	
N Bilton	24 August 2018	13 May 2021
<b>Trustees</b>		
A Brodie-Browne	6 February 2020	
R Ganz	6 September 2018	
D Lester	3 February 2016	
N O'Donovan (Chair from 9 October 2020)	15 September 2016	
C Stribley	3 February 2016	
A Ward	1 April 2020	13 September 2021
I West	27 July 2011	
M Cook	13 September 2021	
<b>Leadership Team</b>		
J Barton – Woodkirk Academy Principal/Leodis Academies Trust CEO Principal and Accounting Officer to 31 August 2021, CEO Principal and Accounting Officer from 1 September 2021		
T Jones – Woodkirk Academy, Associate Principal to 31 August 2021, Principal from 1 September 2021		
J Coulson – Blackgates Primary Academy Principal		
S Talbot – East Ardsley Primary Academy Principal		
K Hyams – Hill Top Primary Academy Principal to 31 August 2021		
J Lancaster – Hill Top Primary Academy Principal from 1 September 2021		
S Makin – Westerton Primary Academy Principal		
W Beasley – Director of Finance		
K Stringer – Chief Operations Officer from 15 October 2020		
Company Secretary	W Beasley to 31 August 2021 K Stringer from 1 September 2021	
Company Name	Leodis Academies Trust	
Principal and Registered Office	Woodkirk Academy, Rein Road, Tingley, Wakefield WF3 1JQ	
Company Registration Number	07720181 (England and Wales)	

# **Leodis Academies Trust**

## **Trustees' Report (continued)** **Reference and Administrative Details**

### **Independent Auditor**

Saffery Champness LLP  
Chartered Accountants  
Mitre House  
North Park Road  
Harrogate  
HG1 5RX

### **Bankers**

Lloyds Bank  
Commercial Banking  
PO Box 1000  
BX1 1LT

National Westminster Bank plc  
89a Queen Street  
Morley  
Leeds  
LS27 8XR

### **Internal Auditor**

RSM Risk Assurance Services LLP  
Fifth Floor  
Central Square  
29 Wellington Street  
Leeds  
LS1 4DL

### **Solicitors**

Browne Jacobson LLP  
Mowbray House  
Castle Meadow Road  
Nottingham  
NG2 1BJ

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year to 31 August 2021. The annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

Leodis Academies Trust (the Trust) operates four primary schools (Blackgates Primary Academy, East Ardsley Primary Academy, Hill Top Primary Academy and Westerton Primary Academy) and one secondary school (Woodkirk Academy) serving the Tingley and Ardsley area of South Leeds. It had a roll of 3,581 in the school census on January 2021.

## **Structure, Governance and Management**

### **Constitution**

The 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 Trust. The Trustees of Leodis Academies Trust are also the Directors of the charitable company for the purposes of company law. The charitable company operates as Leodis Academies Trust.

Details of the Trustees who served during the year, and up to the date these accounts are approved are included in the Reference and Administrative Details on page 3.

In January 2012 the Trust set up a wholly owned subsidiary company called Leodis Academy Services Ltd (formerly Woodkirk Academy Services Ltd) (reg.7918414) with the objective of pursuing non-charitable activities. The subsidiary company is currently dormant and did not trade during the financial year ended 31 August 2021.

The Trust Board has established a number of committees to discharge its duties. This includes a Finance & Risk Committee (FRC), a Standards Committee, Local Governing Boards (LGBs) and a Local Advisory Board (LAB) for sponsored academies. The aim of this structure is to allow for devolved responsibility in line with the Scheme of Delegation to be fully implemented.

### **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. The Members of the company are listed in the Reference and Administrative Details on page 3.

### **Trustees' Indemnities**

In accordance with normal commercial practice the Trust reviewed insurance options available to protect Trustees and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The Trust has chosen to become a member of the DfE's Risk Protection Arrangement. This provides cover up to £10,000,000 (2020: £10,000,000) on any one claim.

### **Method of Recruitment and Appointment or Election of Trustees**

In line with the Articles of Association, Trustees have been appointed by the Members who may appoint by ordinary resolution up to twelve Trustees. There is no maximum number of Trustees, and Trustees can

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Method of Recruitment and Appointment or Election of Trustees (continued)**

choose to co-opt Trustees. 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 Trust shall not exceed one third of the total number of Trustees. Members and Trustees have agreed that to ensure segregation of duties between Governance and the executive operations of the Trust, the CEO is not appointed as Trustee. A Trustee's term of office is four years. Parent and Staff Trustees have not been appointed to the Board of Trustees as they are represented on the LGB/LABs. Parent and staff elections take place at LGB/LAB level to ensure posts are appropriately filled.

Recruitment processes are in place to ensure that vacancies are advertised both locally and nationally as appropriate, and that recruitment is based on the skills audit of the Trust Board. Safer Recruitment practices are followed during the recruitment and appointment processes.

### **Policies and Procedures Adopted for the Induction and Training of Trustees**

The training and induction provided for Trustees depends on their existing experience. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. Leodis Academies Trust complies with the School Standards and Framework Act 1998 and all Trustees and Governors are required to confirm their eligibility to act as a Trustee/Governor, whether they meet Local Authority Appointed Person (LAAP) definitions, and to declare any business interest of theirs or their close family, which may conflict with the interests of the Trust. All Trustees and Governors are asked to sign a Code of Conduct. All new Trustees are invited to visit each Academy during the school day and to meet with the CEO Principal to understand more about the day to day operation of the Trust. Please note that these may be virtual meetings in line with Covid-19 restrictions. All Trustees are required to complete a skills audit and safeguarding training, and where necessary, training is provided on charity, educational, legal and financial matters using a blend of face to face and online packages. At the start of each academic year, Trustees are informed of the changes to Keeping Children Safe in Education.

### **Organisational Structure**

The organisational structure comprises of: Members, the Trust Board and its Committees, LGBs and LAB, Executive Leadership Team, and the Senior Leadership Team of each Academy. The aim of this structure is to allow for devolved responsibility in line with the Scheme of Delegation to be fully implemented.

The Roles and Responsibilities for Members, Trustees, Committees, LGBs and LABs have been agreed in line with the Scheme of Delegation. The Members are responsible for ensuring that the Trust fulfils its obligations as described in its Funding Agreement and Articles of Association. The Board of Trustees are responsible for the strategic direction of the Trust, holding leaders to account for educational performance and overseeing financial performance.

The Scheme of Delegation demonstrates the decisions that are at Member, Trustee and LGB/LAB Level as well as those delegated to individual Academies within Leodis. The Accounting Officer has been approved by the Board of Trustees and is the CEO Principal of Leodis Academies Trust (and during 2020-21 was Principal of Woodkirk Academy).

Policies and procedures are developed at Trust level and these are applied across all Academies within the Trust.

Trustees meet at least six times per annum to discuss strategic matters, operational developments and financial and budget performance. Dedicated FRC and Standards Committees also meet frequently during the year. Each founding Academy also has a LGB meeting four times per year. A sponsored Academy has a LAB

# Leodis Academies Trust

## Trustees' Report (continued)

### Organisational Structure(continued)

which meets each half term. The responsibilities of LGB/LAB are set out in the Scheme of Delegation and in the Terms of Reference adopted annually by each.

Trustees appointed an external consultant to undertake a review of Governance during 2020-21. Following this review, a Governance Review Working Group has been established to consider the recommendations from the final report, including a move to segregation of roles at all levels of Governance and a revision of the of the Scheme of Delegation to ensure it is fit for purpose for a growing Multi Academy Trust.

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

Trustees receive no remuneration. Principals, including the CEO Principal, are not Trustees.

For all key personnel, the Pay Policy is set by the Board of Trustees in line with that used nationally to determine group ranges based on school size and benchmarking for executive pay. This is then implemented by each Academy. Performance Management for staff other than Principals and the CEO Principal is delegated to each individual Academy within the Trust with an overarching statement approved by Trustees.

Following the outcome of the Governance Review, Trustees have created a new Remuneration Committee to review and approve pay recommendations for key management personnel, made by each LGB/LAB during Autumn Term 2021. This is a change to the Scheme of Delegation.

Previously in Autumn 2020, each LGB had a pay committee responsible for the approval of pay progression for key management personnel based on individual performance management targets. Principals' PM was conducted at LGB/LAB level, with targets agreed with the CEO Principal. The LAB, along with the CEO, recommends to the Board of Trustees pay progression for key management personnel based on individual performance management targets. The change now means that the LGBs pay committee also make pay recommendations to the Remuneration Committee.

In the case of the CEO Principal, the Remuneration Committee is now responsible for pay decisions and performance management. Performance Management of the CEO Principal is conducted with an external advisor to ensure objectivity.

For central Leodis staff, pay progression and performance management is overseen by the CEO Principal and the Board of Trustees via the Remuneration Committee.

### Trade Union Facility Time

Table 1 – Relevant Union Officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
3	1.8

Table 2 - Percentage of time spent on facility time

Percentage of time	Number of employees
0%	1
1-50%	0
51-99%	0
100%	2

# Leodis Academies Trust

## Trustees' Report (continued)

### Trade Union Facility Time (continued)

Table 3 - Percentage of pay bill spent on facility time

	Figures
Provide the total cost of facility time	£46,768
Provide the total pay bill	£15,450,184
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.3%

Table 4 - 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	0%
Time spent on paid trade union duties as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union duties by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	100%

### Notes

During the 2020/21 reporting period, there was one member of staff who left our employment in April 2020 to continue their Trade Union duties with Leeds City Council. The other member of staff who is fully seconded to Union duties remains in our employment. These individuals are included in the reporting figures. The salaries of these staff are fully funded and at no cost to the Trust. The time spent by other staff on Trade Union activities is 0% combined.

### Related Parties and other Connected Charities and Organisations

During the financial year, there have been no transactions entered into with a related party and/or connected charity or organisation. See notes 10 and 26.

### Engagement with employees (including disabled persons)

Employee involvement in matters which affect their employment with the Trust are encouraged. Communication in the form of regular meetings and briefing sessions between staff and senior leaders is designed to be two way, ensuring that future developments can be communicated and current issues can be understood. Specific matters are widely communicated using email and senior leaders are happy to meet with staff to discuss any issues. The changes to the IT infrastructure of the Trust will allow for improved communication to staff using the Trust Portal. Sharing one message across the Trust ensures consistency and an ability to signpost to relevant communications at any time.

The Trust has a number of employment policies which cover a breadth of matters and follow best practice. These are reviewed to ensure that they remain relevant in terms of employment law developments and best practice. This also allows for changes to be made which may have been recommended as an outcome of a particular process e.g. disciplinary. In the past year, both the disciplinary and grievance policies have been



# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Engagement with employees (including disabled persons) (continued)**

reviewed and further policies are to be reviewed during the course of this year. The policies are available to staff and HR colleagues are able to discuss any queries in relation to these policies. Again, in relation to the IT infrastructure changes there will be a policy section on the Trust Portal which will hold all Trust employment policies and improve the ability for staff to access these as and when they want.

The Trust's positive outlook and excellent reputation enables us to attract and sustain high quality staff teams lead by exceptional leadership teams. The Trust is committed to equal opportunities for all employees, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. This applies in recruitment, career development and training.

The Trust recognises Trade Unions and works constructively with them.

### **Engagement with suppliers, customers and others in a business relationship with the Trust**

The Trust's ethos is to foster good working relationships with all stakeholders, including suppliers, customers and others. The Trust has a dedicated part-time Procurement Officer to ensure that the Trust follows best practice in relation to purchasing, using national and local frameworks and considering local suppliers where possible. The Trust has a positive relationship with all parents and pupils, and plays a large part in the local community with links with a number of local sports clubs including a partnership and community usage agreement with Woodkirk Valley Football Club.

Since the start the Covid-19 pandemic, the Trust has continued to ensure that suppliers have been paid promptly and supported.

Casual workers and exam invigilator contracts were honoured and no staff were furloughed.

## **Objectives and Activities**

### **Objects and Aims**

In line with the Articles of Association, the aims of the Trust are:

- To advance the education of our pupils by offering a broad and balanced curriculum within a safe and inspiring environment.
- To fulfil our moral purpose by engaging and collaborating with other schools to help improve the life-chances of all young people locally.

Our vision is 'Forging Young Futures'. This vision is driven by every day, every action and every decision being based upon meeting the needs of our students whilst at school and in preparing them for adult life. This applies to all aspects of the organisation and at every level.

### **Objectives, Strategies and Activities**

Leodis has a clear Strategic Plan in place to implement our vision.

Strategic Aim 1: All Academies within the Trust provide a good or outstanding quality of education

- Secure high quality teaching and learning in a rich and broad curriculum that values every aspect of education.
- Recruit high quality staff to deliver and support this curriculum.
- Improve standards at the end of each Key Stage to exceed national attainment year-on-year in all areas through high quality teaching and learning.

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Objectives, Strategies and Activities (continued)**

- Ensure groups at risk of underachieving make accelerated progress.
- Ensure IT systems are fit for purpose to support curriculum, remote learning and administrative requirements.

Strategic Aim 2: All Academies within the Trust share a self-sustaining, system-led, collaborative approach to improvement.

- Secure an accurate and robust self-evaluation process that can be used to effectively monitor the outcomes and progress of each Academy.
- Embed our model for working within and across the Academies to embed our shared vision.
- Embed a model for school-to-school support moving forward.

Strategic Aim 3: Leadership within and across the Trust is at least good and mainly outstanding

- Develop a strong Board of Trustees that has the requisite skills to challenge and vision to drive improvement across the Trust.
- Implement changes to governance structure and meetings schedule in 2020-21.
- Develop the role of the Standards Committee.
- Embed high quality local governance across the Trust to focus on the development of individual Academies within the Trust.
- Secure strong leadership and direction through the collaborative working of the Principals across the Trust.
- Empower leadership teams within each Academy to work strategically and collaboratively to share and develop good practice within their Academy and across the Trust.

Strategic Aim 4: The number of Academies within the Trust has grown steadily to secure its future sustainability.

- Manage systematic growth through a planned approach.
- Deliver high quality services within the Trust and offer them as services outside the Trust.
- Establish a clear structure across the Trust which works to effectively support the Academies within it.
- Deliver a robust and sustainable, long term financial plan.

The financial year 2020-2021 was a period of stability for the Trust. Main priorities were somewhat interrupted by the continuation of Covid-19. Despite this, strategic aims 1 to 3 were largely actioned. The sponsorship of Blackgates focussed on preparedness for Ofsted reinspection whilst founding Academies continued to offer quality education during the year including the second closure of schools due to the pandemic. The revised curriculum was embedded at all five Academies, each reflecting the needs and context of individual Academies. During the extended closure and for those students having to isolate as close contacts, a robust online learning package was offered and engagement levels were stronger than the first school closure period. As a result of this, the Trust has identified IT as a key part of estate development and considerable resource is now dedicated to this over this and future financial years. Whilst there were no national outcomes in primary Academies, the secondary Academy performed well with the grade profile being in line with previous years at both Key Stages 4 and 5.

Work on Aim 4 continued with exploration of collaboration with two other multi-academy trusts, a request to the Headteacher Board with reference to sponsoring a secondary provider, discussions with the Local Authority around Alternative Provision and being invited to become a Strategic Partner in the Leeds Teaching School Hub.

Collaborative approaches were at the heart of our work across the year. The introduction of INSIGHT as the Primary Academies assessment, data collection and analysis tool and joint approaches to educational

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Objectives, Strategies and Activities (continued)**

recovery are two examples of this. As during the first extended period of school closure, regular communication between the Academies and joint approaches to welfare, safeguarding and free schools meals ensured that the most vulnerable pupils and their families were supported throughout the year. This extended into summer holiday provision for pupils at Blackgates Primary Academy and students making the transition from primary to secondary provision at Woodkirk Academy.

Leadership continued to develop and the Central Team was strengthened with the appointment of a Chief Operating Officer and a re-organisation of the finance and school business manager teams across the Trust to create a new office management structure at three of the primary academies. A significant piece of work on the Strategic Direction for Leodis and on Executive Pay saw the appointment of a full time CEO Principal, requiring the appointment of a new Principal/Head of Academy for Woodkirk. The retirement of a primary Principal saw the appointment of a new Principal/Head of Academy at Hill Top Primary Academy. Governance has been robust throughout the last year with the Board of Trustees monitoring each Academy's continued response to the pandemic, recovery and school development planning. There has also been an independent review of governance across the Trust to ensure that it is 'fit for purpose' in both ensuring educational objectives and strategic aims are realised.

### **Public Benefit**

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission guidance on public benefit.

With collaboration at the heart of our work as a Trust we are able to share good practice, resources, and a philosophy that secures high quality teaching and learning across our schools. We focus on the breadth of curriculum; and value and provide enrichment opportunities for our young people to develop their talents and to find new skills and interests.

In addition, the principles underlying our Academies are:

- We always put children first;
- We are fully inclusive and welcome children from vulnerable groups;
- We follow responsible admission criteria based on each Academy's circumstances;
- We believe local children should attend local schools and we are not selective;
- We believe that every child, irrespective of their starting point, should succeed and achieve;
- We provide high quality professional development opportunities for all our staff;
- We follow the School Teachers Pay and Conditions and National Joint Council conditions of service;
- We work positively with Trade Unions.

## **Strategic Report**

### **Achievements and Performance**

#### **Key Performance Indicators**

Each of the Academies has contributed to the Strategic aims as follows:

#### **Blackgates Primary Academy**

The third year since academisation has continued to be very successful at Blackgates despite the challenges of the pandemic. The school has demonstrated it places a high priority on pupil safeguarding and ensured throughout the pandemic that vulnerable families were supported in a variety of ways. Whilst once again no statutory test or outcomes were taken in the summer, the school improved the remote learning offer to ensure participation went from 35% to over 90%. The curriculum has been reviewed to ensure that pupils, in line with the school mission, believe, achieve and succeed, experience a progression of knowledge and skills designed to equip them for the next stage in education. This year writing and phonics curricula have been changed to ensure they are effective and challenging. The 'Write Stuff' method of teaching writing

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Key Performance Indicators (continued)**

has been embraced throughout the school and has proved popular with pupils and staff. It has been difficult to measure the success due to the challenges of another lockdown. This programme is a vital part of the Academy's recovery plans and we anticipate seeing an increase in both attainment and progress this year.

Continuous Professional Development has continued to be a focus during the last year, particularly for subject leaders. Working with an external consultant and with scrutiny from another, each subject area has a clear intent, implementation and impact in terms of the curriculum offered to pupils.

Blackgates mission of 'Believe, Achieve, Succeed' is never more present than with pupils with special educational needs or other vulnerabilities. Blackgates is a truly inclusive school, and whilst that poses financial pressures, it provides for a wide range of needs ensuring that all progress to the next steps of their education successfully. Blackgates remains below its PAN as a two form entry school. A combination of factors are affecting this, not least a drop in birth rate locally as well as the historic Ofsted judgement which no longer reflects a much improved school. Attendance, an action point from the last Ofsted, has continued to improve significantly despite the backdrop of the pandemic and the school has worked with BCL Consultancy for an additional year in order to secure this.

### **East Ardsley Primary Academy**

East Ardsley remains a popular school although it does have one small cohort in current Year 1. Whilst some children have added to its numbers it is well below PAN (60) at 47 children. There are 3 vacancies in current Reception, but no places at all in any other year group.

Staffing has settled and whilst there is a relatively young and less experienced staff, they are all hardworking and committed to sustaining and developing the ethos of the school Teaching and learning across school is judged to be good. Staff have worked hard to achieve consistency in this throughout the pandemic. East Ardsley is a highly inclusive school and works hard to ensure that the children with high level SEND are well provided for. As a modern and purpose built school it is able to accommodate children with high level needs and at the end of Year 6 the school routinely has at least one child who transfers into specialist provision. Whilst the number of children with Special Educational Needs and Disability (SEND) is in line with national averages, or slightly below, the number of children in school with a diagnosis of autism is above both the Leeds and national average.

A significant percentage of parents are key workers (150+) and there is a strong history of families who foster or adopt. This definitely helps to shape the school as a caring community with parents who prioritise their child's welfare and happiness above everything else. It has also meant that East Ardsley catered for as many children as it possibly could safely in school throughout both lockdowns.

Children at home equally had access to high quality education as teaching and non-teaching staff worked on rota so that they were in school for one week and then teaching from home for a week. Over time this was extended and took more children into school, using Higher Level Teaching Assistants to lead classes so that the impact in school could be maximised as well as with home learning.

Focus on the broader curriculum has continued and East Ardsley has worked hard to develop the role of Subject Leader across school this year, with support from an external consultant. This has enabled staff to look at how planning and teaching for each subject across school. Subject Leaders all presented their vision for their subject to the whole staff and this focus will continue as the new Subject Leader Networks start. The existing networks within Leodis have been very successful in helping staff to shape their thinking and push forward with new ideas and strategies to support learning in school.

Consideration is taking place with regard to foundations subjects, ensuring they are all high profile and well taught. However, there is an awareness that following the pandemic a lot of children have gaps in their

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Key Performance Indicators (continued)**

basic skills. These will be addressed through a range of strategies. Training that was postponed last year has been rearranged for this term, so it can have as much impact as possible this year. Staff have all had training on working together as a team to maximise their impact on pupil outcomes. Assessments from last year have given staff clear evidence on the gaps in learning for each child in reading, writing and mathematics which will inform whole class teaching and interventions.

The end of the school year left staff feeling slightly worn out with Covid wreaking havoc on attendance, but the school pushed on with a transition week at the end of term so that as many of the children as possible started the new academic year confident in their new classes. There is a positive buzz around school and staff are all keen to make a good start to the year.

### **Hill Top Primary Academy**

Hill Top is a school which has continued to be favoured as first choice for parents. Whilst some movement has occurred in classes due to families moving out of the area because of no stamp duty, it continued to thrive as we have children on waiting lists in KS1 and Reception classes. Engagement during Covid-19 was extremely high and the remote learning set by staff was of an excellent standard. SEND and Social, Emotional and Mental Health (SEMH) provision remained strong even during remote learning, with Forest School opportunities being available.

Attendance during 2020-2021 was high. Day to day communication with parents suffered due to the restrictions in place, despite the use of Microsoft Teams to support remote learning although this has now been rectified.

Staff morale was a key focus as the impact of restrictions was keenly felt. The Academy took steps to address concerns and found Covid-safe ways to bring staff together in support of each other.

Staffing has changed quite significantly since Covid began and through 2021. The Principal, Business Manager and two part time teachers have all retired as has a HLTA and a Teaching Assistant. The Deputy Principal was successful in her application to become the new Principal/Head of Academy. Developments are now focussed on staff wellbeing and workload, as well as developing writing across the school as the key recovery strategy for pupils. Already staff are very supportive of the changes that are occurring and there is a positive atmosphere in school. The Professional Growth Policy has been implemented, in line with other Trust Academies, and discussions with staff around development and aspirations have begun to take place.

### **Westerton Primary Academy**

Westerton is a larger than average, three form entry primary school.

The curriculum supports the school mission statement wanting children to be happy, healthy, safe and successful, to believe in themselves and to make a positive mark in the community. This is done by giving all children the opportunity to study a breadth of subjects, preparing them to become resilient, well-adjusted members of society and is underpinned by knowledge-rich learning that builds year on year.

In order to support the delivery of the following educational outcomes, Westerton continues to prioritise considerable resource in terms of staff, time and financial capital to develop leading approaches to a wide range of SEMH as required.

Westerton acts as the hub for the Exceed SCITT Initial Teacher training and the Principal is a National Leader of Education supporting schools within and beyond the Trust. The school actively promotes research and staff wellbeing approaches to further strengthen the workforce.

Leadership has been stable for a number of years and the Academy provides key staff to augment the Leodis Central Team in procurement and school improvement.

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Key Performance Indicators (continued)**

As an integral part of Leodis, Westerton is a committed contributor to an outward-facing network which also includes the wider Morley Family of Schools, whilst also embracing the opportunities provided as a Strategic Partner for the Leeds Teaching School Hub.

### **Woodkirk Academy**

Woodkirk is a larger than average secondary Academy with 11 form entry in Main School and a Sixth Form of over 300 students. It is significantly oversubscribed annually and has taken additional students (up to 20 over the 300 PAN annually) at the request of the Local Authority.

Whilst outcomes were eventually Centre Assessed Grades Summer 2021, the trajectory for results was strong as in previous years. At Key Stage 4, students performed similarly to previous years with attainment and progress being above the national average. At Key Stage 5, the results continued on the upward trajectory seen in 2020 with 70% of outcomes being graded as A\*-B or equivalent.

As with the primary Academies, the revised curriculum has been embedded despite the challenges posed by the pandemic. In line with the school mission of 'Shaping Young Lives, the curriculum is designed to empower students to be the best they can be in all aspects of their lives as 21<sup>st</sup> Century global citizens, including the impact they make on society. The curriculum at Woodkirk Academy aims to ensure that all students have the necessary knowledge and character to realise this.

The subject offer is broad, with sufficient time for students to develop a deep and long-lasting knowledge of key ideas. All students study across the suite of subjects in Years 7 and 8 where they are exposed to the breadth and depth of the National Curriculum.

During Year 8, students select their qualification options. All students have access to a full suite of subjects (over 30 different courses, both academic and vocational). The EBacc subjects are central to the curriculum for many learners, with over 70% following this route into the current Year 9.

Year 9 study seeks to provide the knowledge and character development required to form the bridge between childhood and adulthood. Year 9 is spent supporting students' self-development through the Duke of Edinburgh Award, furthered into Year 10 and the Sixth Form and complimented by the National Citizen Service from Year 11 and above.

In Years 10 and 11, students work towards their qualifications. Students complete 9 or 10 qualifications. At Key Stage 5, students continue to study a wide range of academic and vocational qualifications selected by them to suit best their interests, passions and strengths. Students are guided in identifying the most appropriate routes to support aspirational next steps.

This year saw a change in Leadership with the appointment of the Associate Principal to the role of Principal/Head of Academy. There has also been a restructure of some senior responsibilities and the creation of two key posts – Director of Student Support and Head of Year Personalisation & Intervention to embed the strategic direction for the Academy.

### **Financial Performance**

Financial Key Performance Indicators are discussed further on page 17.

## Leodis Academies Trust

### Trustees' Report (continued)

#### Key Performance Indicators (continued)

##### Other accomplishments across the Trust:

The Trust has continued to develop and grow Leodis Support Services, which provides additional guidance and support for all students and families across the Trust. The team work closely with pastoral staff to provide family support, emotional health and well-being, counselling, and access to external commissioned services and resources. Support is offered to all issues which affect family functioning and wellbeing and act as a barrier to education. This model is expandable as the Trust grows.

The Trust receives SCA funding, and significant improvements continue to be made to the estate. Projects have included IT infrastructure (where allowed) and essential health and fire safety works. SCA funding has allowed the Central Team and Trustees to plan works strategically across the estate and the Trust has engaged with the capital advisors project to support this.

The full ICT audit across Leodis was completed and the appointment of the Chief Operating Officer, has seen this large-scale project begin bringing together all Academies to one tenancy and one domain, unifying the IT offer in terms of Teaching and learning and establishing robust disaster recovery systems and protocols. This will continue into the next academic year.

In a second year of significant disruption to education, it has to be noted that all five schools were able to remain open to keyworker and vulnerable pupils through the extended school closure as well as providing a robust remote learning offer. Pupils, parents and staff have felt well supported and whilst undoubtedly the education of young people has suffered, the Trust's action have done much to mitigate against this. Robust risk assessments have been undertaken throughout, approved by Trustees and recovery planning remains dynamic and responsive to the needs of each Academy and their pupils/students.

#### Attendance

Average attendance figures for the Trust until extended closure were:

Academy	%
Blackgates Primary Academy	96.4%
East Ardsley Primary Academy	98%
Hill Top Primary Academy	98%
Westerton Primary Academy	98%
Woodkirk Academy	94.7%

# Leodis Academies Trust

## Trustees' Report (continued)

### Key Performance Indicators (continued)

#### Ofsted Ratings

Academy	Rating	Date of report
Blackgates Primary Academy	Inadequate as Blackgates Primary School Academised September 2018	September 2017
East Ardsley Primary Academy	Good	March 2020
Hill Top Primary Academy	Good	June 2020
Westerton Primary Academy	Outstanding	January 2010
Woodkirk Academy	Good	December 2017

#### Going Concern

The Trustees acknowledge that these financial statements are being approved during the Covid-19 pandemic. They recognise that this will continue to bring uncertainty and risk to the Trust during the next 12 months, some of which cannot be planned for. Trustees also recognise that there continues to be unpredictable and unbudgeted costs and the possibility of reduced income as a result of the ongoing pandemic. However, the strong cash balances, asset base and reserves position held mean that the Trust is sustainable in the longer term.

The ESFA have issued a Good Practice Guide 'Operating an academy trust as a going concern' which details a number of financial challenge issues for academy trustees to consider. A paper outlining the Trust approach to these challenges was considered at the Trust Board meeting on 21 October 2021.

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. 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 Statement of Accounting Policies.

#### Promoting the success of the company

The Board of Trustees is keen to further promote the success of Leodis Academies Trust, and as such, has considered the Leadership model to enable sustained development and growth. The strategic plan has been reviewed and updated to reflect changes in the Leadership structure and direction of travel for Leodis. Senior leaders within the Trust include a School Resource Management Advisor, a National Leader of Education and several Specialist Leaders of Education as well as providing representation on a number of local and regional groups. Part of the Trust response to Covid-19 included providing resources and targeted support to the local community. The invitation to become a Strategic Partner in the Leeds Teaching School Hub has provided another opportunity to promote the success of Leodis.

The Central Team has ensured implementation of the strategic plan with regard to the following:

- 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



# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Promoting the success of the company (continued)**

- the impact of the company's operations on the community and the environment
- the desirability of the company maintaining a reputation for high standards of business conduct
- the need to act fairly between each Academy within the Trust.

### **Financial Review**

The majority of the Trust's income is received from the Department for Education via the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2021 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Trust also received grants for capital projects through the School Condition Allocation (SCA) programme and Devolved Formula Capital grants. In accordance with the Academies Accounts Direction 2020/21, such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed assets fund is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2021, the in-year movement on unrestricted and restricted general funds excluding pensions was £71,000.

Covid-19 has significantly reduced the self-generated income received in the year. The in-year deficit on unrestricted funds is a direct result of the reduction in income from catering and lettings.

At 31 August 2021, the net book value of fixed assets was £18,026,000 and movements in fixed assets are shown in note 12 to the financial statements. The land and buildings at Blackgates Primary, Westerton Primary and Woodkirk Academies are included in the value of fixed assets, along with furniture, equipment, ICT and motor vehicles across all five Academies. The Trust School Condition Allocation capital grant of £592,000 is recognised, and an accumulated balance of £975,000 is included as unspent funds within the restricted fund balance along with balances on Devolved Formula Capital grants.

Current assets have increased in the year from £4,098,000 to £4,375,000 while creditors have decreased to £1,312,000 (2020: £1,557,000), resulting in an increase in net current assets from £2,541,000 to £3,063,000. Creditors falling due after more than one year relate to Salix loans repayable over 7 and 8 years and have reduced from £185,000 to £143,000.

The deficit in the Local Government Pension Scheme (LGPS) is recognised on the balance sheet in accordance with the provisions of FRS102 and currently stands at a liability of £10,546,000.

The Trust held fund balances at 31 August 2021 of £10,400,000 comprising £19,032,000 of fixed assets funds, £242,000 of restricted general funds, £1,672,000 of unrestricted general funds and a pension reserve deficit of £10,546,000.

### **Reserves Policy**

The Trustees review the level of reserves on an annual basis to ensure that they are maintained at the required level.

A revised Reserves and Investment Policy was agreed in May 2020.

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Financial Review (continued)**

#### **Reserves Policy (continued)**

The purpose of the Policy is to establish a framework within which decisions will be made regarding the level of reserves held by Leodis Academies Trust and the purposes for which they will be used and maintained.

The Policy also provides the framework for future strategic planning and decision-making. The development of an effective reserves policy will inform the management of financial risk and restrict the impact of any risk upon the continuing operations of the Trust. It serves to ensure the stability of the Trust's organisational operations and to protect it so it has the ability to make sufficient provision for future cash flow requirements and adjust quickly to any financial circumstances.

The DfE expects academy trusts to use their allocated funding each year for the full benefit of the current pupils. It is, therefore, important that if the Trust has a substantial surplus there is a clear plan how it will be used to benefit the pupils and to fulfil the Trust's charitable objectives.

The Trust holds reserves to inform the budget and risk management process by identifying uncertainty in future income streams, for funding new projects (e.g. premises and infrastructure) and achieving a balanced budget.

The ESFA do not impose any restriction on the level of reserves held, but can challenge the level if deemed to be excessive.

The Trustees do not consider the pension liability to be part of the short and medium term reserves requirements providing the Trust can meet the monthly contributions. A surplus or deficit position of the pension scheme would generally result in a cash flow effect for the Academy Trust in the form of an increase or decrease in employers' pension contributions over a period of years.

The Trust considers that the appropriate level of reserves for each Academy is equivalent to 5% of annual GAG funding for the relevant financial year, which equates to £780,000.

Reserves falling below this will require LGBs to provide Trustees with a rationale for approval, with a plan of how reserves will be maintained at the agreed levels over the next 3 years. This should be in writing. For sponsored schools with a LAB this will be completed at Trust Board level. This has not been necessary in this financial year.

It is expected that all Academies within the Trust will set a balanced budget for each financial year.

Where reserves have accumulated:

- reserves should have a specific purpose related to future spending or covering current and future risks;
- the size of reserves should balance the benefit of current spending with the risks the reserves cover;
- the use of any reserves should be transparent and maintain the link with the purposes for which the income was given; and
- sufficient resources should be available so that unexpected events can be accommodated without causing current year problems, leading to deficit or cash-flow issues.

Reserves held in excess of the target percentage will be reviewed by the Trust on an annual basis.

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Financial Review (continued)**

#### **Reserves policy (continued)**

The balance on general funds (excluding pension reserves) plus the balance on unrestricted funds at 31 August 2021 is £1,914,000. Trustees have reviewed this balance and agree that it is adequate to meet future needs. It is higher than the 5% level detailed above, but was built up to protect the Trust from financial uncertainties and to protect against falling pupil numbers and rising PFI costs, along with the cost implications and the potential reduction of self-generated income due to Covid-19. It also includes £188,000 of designated funds.

#### **Designated Reserves**

Woodkirk Academy has agreed to designate £20,000 p.a. on an ongoing basis towards maintenance of the 3G pitch. £30,000 was transferred in the 2020/21 financial year. The year-end balance on the designated building fund is £140,000. £48,000 has been allocated towards IT strategy investment and this amount is carried forward within year end designated funds.

#### **Investment Policy**

The Trustees are keen to optimise a return on working capital whilst allowing easy access of the funds. In balancing risk against return the Trust's policy is geared towards avoiding risk rather than to maximise return.

The Trust has an interest bearing account into which funds are placed that are not needed immediately. This is a short term deposit account which allows instant access to the funds.

In addition to this, the Trust has invested £800,000 in fixed term deposits with £200,000 maturing every three months. This has enabled the Trust to increase the interest received alongside reducing risk by spreading cash balances between different banks.

Cash balances at 31 August 2021 were £3,982,000 (2020: £3,513,000).

#### **Principal Risks and Uncertainties**

The Trustees are ultimately responsible for the management of risk.

The Finance and Risk Committee, which was established in September 2018 and also fulfils the role of the Audit Committee for the Trust, is responsible for ensuring that high level risks are being adequately identified and managed. This is comprised of Trustees, and the Trust CEO Principal, Finance Director and Chief Operations Officer also attend meetings. The Committee meets at least once a term and every meeting includes a review of items on the risk register.

A Risk Management Committee carries out the day to day management of risk. The Risk Management Committee is chaired by a Trustee and comprises the Principals and senior management from each Academy and central Leodis staff. The Risk Management Committee meets at least twice a year to review and update the Risk Register. The day to day management of risk is delegated to each Academy.

# Leodis Academies Trust

## Trustees' Report (continued)

### Principal Risks and Uncertainties (continued)

A Risk Register is kept for each Academy alongside the overarching Trust register. The Trust Risk Register identifies the principal risks and uncertainties to which the Trust is exposed. Each risk is scored for severity prior to and after control measures and contingency plans have been put in place.

Risk registers are monitored at both Academy and Trust level, and it is clear which risks are managed locally and which are held at central Trust level. Risk Registers are used to inform the Trust and School Development Plans, Business Continuity Plans, budget forecasting and the Reserves Policy.

As part of the Internal Scrutiny programme in 2020-21, Trustees commissioned an internal audit review of the Risk Management Policy and procedures. This report gained reasonable assurances of the Risk Management process, and recommendations to adjust the process are being put in place.

Trustees are clear on the principal risks and uncertainties that face the Trust and their appetite for risk in relation to these risks.

The Trustees are continuing to develop and embed risk management throughout the Trust, and understand the need of risk management to evolve as the Trust grows.

The principal risks and uncertainties that face the Trust are considered to be:

- **Educational:** The impact on learning and future outcomes for students as a result of Covid-19;
- **Operational:** Serious loss of functionality e.g. ICT system failure or serious fraud attack;
- **Financial:** The impact of a falling numbers on roll and falling birth rate on the viability of the current primary intake across the Trust, and specifically at Blackgates Primary Academy
- **Staffing:** instability, loss of key staff, succession management for key posts; loss of staff morale arising from the pandemic
- **Trust expansion:** growing too quickly without infrastructure or in a way which is detrimental to the existing schools within the Trust, or not growing and facing a takeover;
- **Reputational:** perception of the Trust and/or any of the schools within it;

### Fundraising

Low level fundraising activities have taken place during the year on a voluntary basis and the Trust does not currently work with professional fundraisers.

Amounts raised in the year have been mainly fundraising for external charities alongside small amounts for school resources. These have been through non uniform days and charity 'fun days'.

All fundraising undertaken during the year was monitored by Trustees.

## Leodis Academies Trust

### Trustees' Report (continued)

#### Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2020 to 31 August 2021  Figures for 2019/20 and 2020/21 are not a full picture of energy usage, due to the Government directive to partially close school buildings for a period during both of these financial years.	Current reporting year 2020/21	Comparison reporting year 2019/20
Energy consumption used to calculate emissions (kWh)	4,004,732	3,448,730
Energy consumption break down (kWh) (optional) • gas, • electricity, • transport fuel	3,063,827 930,990 9,915	2,475,966 952,946 19,818
<u>Scope 1 emissions in metric tonnes CO2e</u> Gas consumption Owned transport – mini-buses <u>Total scope 1</u>	561.17 2.34 563.51	455.26 4.43 459.69
<u>Scope 2 emissions in metric tonnes CO2e</u>  Purchased electricity	  197.68	  222.17
<u>Scope 3 emissions in metric tonnes CO2e</u>  Business travel in employee owned vehicles	  0.15	  0.65
Total gross emissions in metric tonnes CO2e	761.3	682.5
<u>Intensity ratio</u>  Tonnes CO2e per pupil	  0.22	  0.19

#### Quantification and Reporting Methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2021 UK Government's Conversion Factors for Company Reporting.

#### Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

# **Leodis Academies Trust**

## **Trustees' Report (continued)**

### **Streamlined Energy and Carbon Reporting (continued)**

#### **Measures taken to improve energy efficiency**

Figures for 2019/20 and 2020/21 are not a full picture of energy usage, due to the Government directive to partially close school buildings for a period during both of these financial years.

The Trust continues to review energy efficient solutions to all building projects and refurbishments. These type of solutions have already been considered in previous projects such as the installation of energy efficient lighting in our non-PFI Academies and replacing the roof at the Academy with the highest CO2e ratio per pupil.

However, given the conflicting priorities during the Covid-19 pandemic to maintain high levels of ventilation, whilst also keeping buildings at a comfortable temperature, little has been able to be achieved to impact on the reduction of energy use.

The Trust notes that the highest consumption of energy is through gas. This is mainly used for heating. The Trust is considering its energy strategy in relation to heating as part of its estates development planning. There is a sustained usage of video conferencing technologies that has reduced the need for travel to conferences and between sites.

#### **Plans for Future Periods**

The Trust has a Strategic Plan in place, outlined earlier in this document. Trustees revisit this annually to re-examine the vision for Leodis and priorities for the forthcoming year. The strategic aims will remain the same for 2021-22 as the Trust is now in a period of consolidation in light of Covid-19 and controlled expansion and anticipates another school joining within the next 12 months in line with Strategic Aim 4. Priorities will also see the embedding of remote learning and our response to extended school closure in ensuring that pupils 'catch up' and are fully prepared for statutory assessments in Summer 2022.

We anticipate that Blackgates will be inspected once Ofsted reintroduces these and are prepared also for a potential visit during the Autumn Term in any of the Academies. Two other Academies are also in the window for inspection.

Our review and self-evaluation systems as well as across-Trust networks and training will continue to support both the strategic plan and implementation of Trust priorities/development plan.

## **Leodis Academies Trust**

### **Trustees' Report (continued)**

#### **Auditor**

In so far as the Trustees are aware:

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

Saffery Champness have expressed their willingness to remain in office as auditors to the Trust.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 2 December 2021 and signed on the Board's behalf by:



**N O'Donovan**  
**Chair of Trustees**

# Leodis Academies Trust

## Governance Statement

### Scope of Responsibility

As Trustees we acknowledge we have overall responsibility for ensuring that Leodis 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 mis-statement or loss.

As Trustees, we have reviewed and taken account of the Guidance in DfEs Governance Handbook and competency framework for governance.

The Board of Trustees has delegated the day-to-day responsibility to Joanne Barton as the CEO Principal and 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 Leodis Academies Trust and the Secretary of State for Education. She is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

### Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities.

The Board of Trustees has formally met seven (7) times during the year. Effective oversight of funds was maintained across the year with management accounts circulated on a monthly basis to enable Trustees to maintain effective oversight of funds. The Finance and Risk sub committee has met five times during the year between Trust Board meetings and held an extra-ordinary meeting to discuss External and Internal Audit. LGBs review funds at individual school level.

During the year, all meetings were held remotely and continued with additional frequency to provide robust governance.

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

	Meetings attended	Out of a possible
A Brodie-Browne	6	7
L Christensen (resigned 17 September 2020)	0	0
R Ganz	7	7
D Lester	7	7
N O'Donovan (Chair)	7	7
S Rose (resigned 9 October 2020)	0	1
C Stribley	6	7
A Ward (appointed 1 April 2021, resigned 12 October 2021)	4	7
I West	7	7

The Board of Trustees annually review the Finance Regulations, the Scheme of Delegation and Committee membership and Terms of Reference.

The independent Governance Review undertaken in Spring 2021 has provided a number of key recommendations to improve the way in which all levels of Governance understand and discharge their duties. This includes a full review of the Scheme of Delegation.



## Leodis Academies Trust

### Governance Statement (continued)

The Trustees held an additional meeting with Members to receive feedback from the external governance review. Trustees have also created a Governance Review Working Group to develop Governance documentation and processes based on the recommendations.

The Finance and Risk Committee is a subcommittee of the main Board of Trustees. Its purpose is to provide assurance to the Board over the suitability of, and compliance with, its financial systems and operational controls, and to ensure that risks are being adequately identified and managed.

Attendance during the year at meetings of the Finance and Risk Committee was as follows:

	Meetings attended	Out of a possible
R Ganz	6	6
D Lester	5	6
I West	6	6

### Standards Committee

The Standards Committee has continued to meet during the year. This committee meets three times a year. The purpose of the meeting is to provide a forum between Trustees and the Chairs of LGB/LABs to share educational good practice, analyse performance data and monitor school and Trust improvement.

	Meetings attended	Out of a possible
A Brodie-Browne	4	4
N O'Donovan	4	4
C Stribley	4	4
A Ward	2	4

### Review of Value for Money

As Accounting Officer, the CEO Principal 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 appropriate. The Accounting Officer for the Trust has delivered improved value for money during the year :

- All five Academies remaining open to increased numbers of keyworker and vulnerable students during extended school closure as well as offering remote and online education to others;
- Extended Leodis support service continues to meet the needs of all our pupils and families through joined up pastoral support, focussed commissioning of services such as counselling, and close partnerships with social services and the police. This was vital to safeguarding pupils throughout extended closure and in supporting their return to school;
- Continued focus on procurement procedures have led to significant savings and efficiencies;
- Further centralisation of the support functions across the Trust, developing robust Trust wide procedures, policies and sharing expertise/best practice;
- Implementation of IT development plan allowing for strategic use of permitted funding and reserves to enhance the quality of the curriculum and educational outcomes.

# **Leodis Academies Trust**

## **Governance Statement (continued)**

### **The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed

- to identify and prioritise the risks to the achievement of Trust policies, aims and objectives,
- to evaluate the likelihood of those risks being realised and the impact should they be realised,
- and to manage them efficiently, effectively and economically.

The system of internal control has been in place in Leodis Academies Trust from 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

### **Capacity to Handle Risk**

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

### **The Risk and Control Framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by Finance and Risk Committees 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; and
- identification and management of risks.

The Board of Trustees has adopted a holistic approach to Internal Scrutiny to support its risk and control framework.

At the start of the year, the FRC reviewed aspects of the risk register to agree the internal scrutiny programme for the year, and who would undertake this scrutiny work.

In terms of educational risks, Trustees agreed to continue with scrutiny work through an external provider for Blackgates Primary Academy. Trustees agreed that this work should be monitored by the CEO and reported to Trustees through the CEO report.

In terms of safeguarding risks, Trustees agreed to use the Local Authority to conduct a safeguarding audit at Blackgates Primary Academy for further consideration of rolling this across the Trust.

To address financial and operational/compliance risks, Trustees agreed to buy-in an internal audit service from RSM.

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

# **Leodis Academies Trust**

## **Governance Statement (continued)**

### **The Risk and Control Framework (continued)**

- Budget monitoring review; This received a substantial assurance grading.
- Risk management review; This received a reasonable assurance grading.

The internal auditor reports to the Board of Trustees through the Finance and Risk Committee on the operation of the systems of internal control and on the discharge of the Board of Trustees' financial responsibilities.

Trustees have procured a follow up review of all internal audit reviews taken to date to quality assure that all recommendations have been actioned. This will take place in 2021-22.

As part of the risk management process and internal scrutiny programme, Trustees are documenting the sources of internal scrutiny and assurances to further assist with the internal scrutiny programme.

### **Review of Effectiveness**

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

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

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

Approved by order of the members of the Board of Trustees on 2 December 2021 and signed on its behalf by:



**N O'Donovan**  
**Chair of Trustees**



**J Barton**  
**Accounting Officer**

## **Leodis Academies Trust**

### **Statement of Regularity, Propriety and Compliance**

As Accounting Officer of Leodis Academies Trust I have considered my responsibility to notify the Leodis Academies Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Trust, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the Trust Board of Trustees are able to identify any material irregular or improper use of all funds by the Trust, or material non-compliance with the terms and conditions of funding under the Trust's funding agreement and the Academies Financial Handbook 2020.

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.



**J Barton**  
**Accounting Officer**

**2 December 2021**

# Leodis Academies Trust

## Statement of Trustees' Responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 (FRS 202) and the Academies Accounts Direction 2020 to 2021;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 Board of Trustees on 2 December 2021 and signed on its behalf by:



**N O'Donovan**  
**Chair of Trustees**

# **Leodis Academies Trust**

## **Independent Auditor's Report on the Financial Statements to the Members of Leodis Academies Trust**

### **Opinion**

We have audited the financial statements of Leodis Academies Trust for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the cash flow statements and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the charitable company's state of affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 issued by the Education and Skills Funding Agency (ESFA).

### **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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable 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.

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.

# **Leodis Academies Trust**

## **Independent Auditor's Report on the Financial Statements to the Members of Leodis Academies Trust (continued)**

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

We have nothing to report in this regard.

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

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

- the information given in the Trustees' Annual Report which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Directors' Report and 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report and Strategic Report.

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

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

### **Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement set out on page 29, the trustees (who are also 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 charitable 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 the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative to do so.

# **Leodis Academies Trust**

## **Independent Auditor's Report on the Financial Statements to the Members of Leodis Academies Trust (continued)**

### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditors under the Companies Act 2006 and report in accordance with regulations made under that Act.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

#### **Identifying and assessing risks related to irregularities:**

We assessed the susceptibility of the charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the charitable company by discussions with trustees and updating our understanding of the sector in which the charitable company operates.

Laws and regulations of direct significance in the context of the charitable company include The Companies Act 2006, guidance issued by the Charity Commission for England and Wales and guidance issued by the Education and Skills Funding Agency.

#### **Audit response to risks identified:**

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the charitable company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities, including the Education and Skills Funding Agency and the Department for Education to identify potential material misstatements arising. We discussed the charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

During the planning meeting with the audit team, the engagement partner drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.



## Leodis Academies Trust

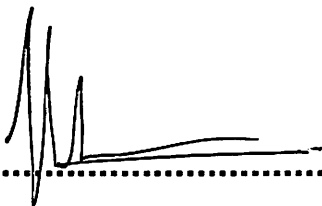
### Independent Auditor's Report on the Financial Statements to the Members of Leodis Academies Trust (continued)

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### Use of 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.



Jonathan Davis (Senior Statutory Auditor)  
for and on behalf of Saffery Champness LLP

Chartered Accountants

Mitre House

North Park Road

Harrogate  
HG1 5RX

Statutory Auditors

Date: 7 December 2021

Saffery Champness LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

## **Leodis Academies Trust**

### **Independent Reporting Accountant's Assurance Report on Regularity to Leodis Academies Trust and the Education Funding Agency**

In accordance with the terms of our engagement letter dated 14 July 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Leodis Academies Trust during the period 1 September 2020 to 31 August 2021 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 Leodis Academies Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Leodis Academies Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Leodis Academies Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Leodis Academies Trust's Accounting Officer and the reporting accountant**

The Accounting Officer is responsible, under the requirements of Leodis Academies Trust's funding agreement with the Secretary of State for Education dated 1 September 2011 and the Academies Financial Handbook, extant from 1 September 2020, 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 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

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

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

## **Leodis Academies Trust**

### **Independent Reporting Accountant's Assurance Report on Regularity to Leodis Academies Trust and the Education Funding Agency (continued)**

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

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

The work undertaken to draw to our conclusions includes

- Risk based sample testing on income and expenditure
- Review of the systems and internal controls in place
- Making appropriate enquiries of the accounting officer

### **Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Jonathan Davis  
Reporting Accountant

7 December 2021.

**For and on behalf of**

Saffery Champness LLP  
Chartered Accountants  
Statutory Auditors  
Mitre House  
North Park Road  
Harrogate  
North Yorkshire  
HG1 5RX

## Leodis Academies Trust

### Statement of Financial Activities for the year ended 31 August 2021 (including Income and Expenditure Account)

	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2021 £000	Total 2020 £000
<b>Income and endowments from:</b>						
Donations and capital grants	2	-	-	733	733	856
Charitable activities:						
Funding for the Trust's educational operations	3	420	19,384	-	19,804	18,948
Other trading activities	4	31	-	-	31	57
Investments	5	3	-	-	3	13
<b>Total</b>		<b>454</b>	<b>19,384</b>	<b>733</b>	<b>20,571</b>	<b>19,874</b>
<b>Expenditure on:</b>						
Charitable activities:						
Trust educational operations	6,7	557	20,276	1,230	22,063	20,691
<b>Total</b>		<b>557</b>	<b>20,276</b>	<b>1,230</b>	<b>22,063</b>	<b>20,691</b>
<b>Net (expenditure)</b>		<b>(103)</b>	<b>(892)</b>	<b>(497)</b>	<b>(1,492)</b>	<b>(817)</b>
<b>Transfers between funds</b>	16	(3)	(267)	270	-	-
<b>Other recognised (gains/(losses):</b>						
Actuarial gains/(losses) on defined benefit pension schemes	25	-	667	-	667	(2,303)
<b>Net movement in funds</b>		<b>(106)</b>	<b>(492)</b>	<b>(227)</b>	<b>(825)</b>	<b>(3,120)</b>
<b>Reconciliation of funds</b>						
Total funds brought forward		1,778	(9,812)	19,259	11,225	14,345
<b>Total funds carried forward</b>		<b>1,672</b>	<b>(10,304)</b>	<b>19,032</b>	<b>10,400</b>	<b>11,225</b>

All results relate to continuing operations.

There are no recognised gains and losses other than those passing through the statement of financial activities.

The notes on pages 39 to 60 form part of these financial statements.

# Leodis Academies Trust

Balance Sheet as at 31 August 2021

Company Number 07720181

	Notes	2021 £000	2021 £000	2020 £000	2020 £000
<b>Fixed assets</b>					
Tangible assets	12		18,026		18,746
<b>Current assets</b>					
Debtors	13	393		585	
Cash at bank and in hand		3,982		3,513	
		<u>4,375</u>		<u>4,098</u>	
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	14	(1,312)		(1,557)	
<b>Net current assets</b>			<u>3,063</u>		<u>2,541</u>
<b>Total assets less current liabilities</b>			<b>21,089</b>		<b>21,287</b>
Creditors: Amounts falling due after more than one year	15		(143)		(185)
<b>Net assets excluding pension liability</b>			<u>20,946</u>		<u>21,102</u>
Defined benefit pension scheme liability	25		(10,546)		(9,877)
<b>Total net assets</b>			<u>10,400</u>		<u>11,225</u>
<b>Funds of the Trust:</b>					
<b>Restricted funds</b>					
. Fixed asset fund	16		19,032		19,259
. Restricted income fund	16		242		65
. Pension reserve	16		(10,546)		(9,877)
<b>Total restricted funds</b>			<u>8,728</u>		<u>9,447</u>
<b>Unrestricted income funds</b>	16		<u>1,672</u>		<u>1,778</u>
<b>Total funds</b>			<u>10,400</u>		<u>11,225</u>

The financial statements on pages 36 to 60 were approved by the Trustees and authorised for issue on 2nd December 2021 and are signed on their behalf by



**N O'Donovan**  
Chair of Trustees

## Leodis Academies Trust

### Statement of Cash Flows for the year ended 31 August 2021

	Notes	2021 £000	2020 £000
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	20	137	694
<b>Cash flows from investing activities</b>	21	332	(260)
<b>Change in cash and cash equivalents in the reporting period</b>		<b>469</b>	<b>434</b>
<b>Cash and cash equivalents at 1 September 2020</b>		<b>3,513</b>	<b>3,079</b>
<b>Cash and cash equivalents at 31 August 2021</b>	22	<b>3,982</b>	<b>3,513</b>

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021

### 1 Statement of accounting policies

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

#### Basis of Preparation

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 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Leodis Academies Trust meets the definition of a public benefit entity under FRS 102.

#### 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 company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the 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.

#### Income

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

- **Grants**

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

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

- **Donations**

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

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 1 Statement of accounting policies (continued)

- **Other Income**  
Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the Trust has provided the goods or services.
- **Donated goods, facilities and services**  
Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.
- **Transfer on conversion**  
Where assets and liabilities are received by the Trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the Trust. An equal amount of income is recognised as a transfer on conversion within Donations and capital grant income to the net assets received.
- **Donated Fixed Assets (excluding Transfers on conversion/into the Trust)**  
Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

### Expenditure

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

- **Expenditure on Raising Funds**  
This includes all expenditure incurred by the Academy Trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.
- **Charitable Activities**  
These are costs incurred on the Academy Trust's educational operations, including support costs and costs relating to the governance of the Academy Trust apportioned to charitable activities.



# **Leodis Academies Trust**

## **Notes to the Financial Statements for the year ended 31 August 2021 (continued)**

### **1 Statement of accounting policies (continued)**

All resources expended are inclusive of irrecoverable VAT.

#### **Tangible Fixed Assets**

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

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

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

- Long leasehold buildings are assumed to have a life of 50 years from the date of construction. Depreciation is charged based upon the depreciated replacement cost basis at the date of acquisition (1 September 2011) by the academy for Woodkirk Academy. Depreciation is charged based on the ESFA valuation at the date of conversion (1 March 2016) for Westerton Primary Academy, and on a Professional Valuation at the date of conversion (1 September 2018) for Blackgates Primary Academy.
- Leasehold land over the term of the 125 year lease.
- Buildings improvements 10%, or over the terms of guarantee (maximum 50 years).
- Fixtures, fittings and equipment 20%.
- ICT equipment 20%.
- Motor Vehicles 20%.

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

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

#### **Liabilities**

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

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 1 Statement of accounting policies (continued)

#### Provisions

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

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

#### Leased Assets

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

#### Investments

The wholly owned subsidiary Leodis Academy Services Ltd is dormant and is included in the balance sheet at value £nil.

#### 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 charity's wholly owned subsidiary are held at face value less any impairment.

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

*Financial liabilities* – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

#### Taxation

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

# **Leodis Academies Trust**

## **Notes to the Financial Statements for the year ended 31 August 2021 (continued)**

### **1 Statement of accounting policies (continued)**

#### **Pensions Benefits**

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

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 based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

#### **Fund Accounting**

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

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

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

#### **Agency Arrangements**

The Academy Trust acts as an agent in distributing 16-19 Bursary Funds from the ESFA. Payments received from 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 funds received and paid and any balances held are disclosed in note 27.

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 1 Statement of accounting policies (continued)

#### 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 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. 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.

### 2 Donations and capital grants

	<b>Unrestricted Funds £000</b>	<b>Restricted Funds £000</b>	<b>Total 2021 £000</b>	<b>Total 2020 £000</b>
Capital grants	-	664	664	849
Donated fixed assets	-	69	69	-
Other donations	-	-	-	7
	-	<b>733</b>	<b>733</b>	<b>856</b>
2020 Total	-	856	856	856

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 3 Funding for the Academy Trust's educational operations

	Unrestricted Funds £000	Restricted Funds £000	Total 2021 £000	Total 2020 £000
<b>DfE / ESFA grants</b>				
General Annual Grant (GAG)	-	15,584	15,584	14,854
Other DfE/ESFA grants				
UFSM	-	203	203	226
Pupil Premium	-	744	744	747
Others	-	1,036	1,036	1,021
Other DfE Group grants	-	-	-	-
	-	17,567	17,567	16,848
<b>Other Government grants</b>				
Local authority grants	-	763	763	826
Special educational projects	-	371	371	432
<b>Other income from the Trust's educational operations</b>	420	273	693	842
<b>Covid-19 additional funding (DfE/ESFA)</b>				
Catch-up premium	-	246	246	-
Other DfE/ESFA Covid-19 funding	-	60	60	-
<b>Covid-19 additional funding (non-DfE/ESFA)</b>				
Other Covid-19 funding	-	104	104	-
<b>Total</b>	<b>420</b>	<b>19,384</b>	<b>19,804</b>	<b>18,948</b>
<b>2020 Total</b>	<b>635</b>	<b>18,313</b>	<b>18,948</b>	<b>18,948</b>

The Trust received £246k of funding for catch-up premium and costs incurred in respect of this funding totalled £164k, with the remaining £82k to be spent in 2021/22.

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 4 Other trading activities

	Unrestricted Funds £000	Restricted Funds £000	Total 2021 £000	Total 2020 £000
Hire of facilities	31	-	31	57
<b>Total</b>	<b>31</b>	<b>-</b>	<b>31</b>	<b>57</b>
2020 Total	57	-	57	57

### 5 Investment income

	Unrestricted Funds £000	Restricted Funds £000	Total 2021 £000	Total 2020 £000
Short term deposits	3	-	3	13
<b>Total</b>	<b>3</b>	<b>-</b>	<b>3</b>	<b>13</b>
2020 Total	13	-	13	13

### 6 Expenditure

	Staff Costs £000	Premises £000	Other £000	Total 2021 £000	Total 2020 £000
Trust's educational operations:					
Direct costs	14,129	1,040	1,194	16,363	15,552
Allocated support costs	3,327	1,509	864	5,700	5,139
	<b>17,456</b>	<b>2,549</b>	<b>2,058</b>	<b>22,063</b>	<b>20,691</b>
2020 Total	16,271	2,387	2,033	20,691	20,691

Of the 2020 total expenditure of £20,691,000, £20,167,000 related to restricted funds and £524,000 related to unrestricted funds.

Net expenditure for the period includes:	2021 £000	2020 £000
Operating lease rentals	45	56
Depreciation	1,124	1,052
Loss on disposal of fixed assets	-	9
Fees payable to auditor for:		
audit	21	16
other services	7	5

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 7 Charitable activities

	<b>Total 2021 £000</b>	<b>Total 2020 £000</b>
Direct costs – educational operations	16,363	15,552
Support costs – educational operations	5,700	5,139
	<b>22,063</b>	<b>20,691</b>

<b>Analysis of support costs</b>	<b>Educational operations £000</b>	<b>Total 2021 £000</b>	<b>Total 2020 £000</b>
Support staff costs	3,327	3,327	2,864
Depreciation	133	133	130
Technology costs	39	39	31
Premises costs	1,317	1,317	1,323
Legal costs – other	2	2	3
Other support costs	842	842	756
Governance costs	40	40	32
<b>Total support costs</b>	<b>5,700</b>	<b>5,700</b>	<b>5,139</b>

### 8 Staff

#### a. Staff costs

Staff costs during the period were:

	<b>Total 2021 £000</b>	<b>Total 2020 £000</b>
Wages and salaries	12,124	11,548
Social security costs	1,188	1,096
Pension costs	3,853	3,420
	<b>17,165</b>	<b>16,064</b>
Agency staff costs	260	207
Staff restructuring costs	31	-
	<b>17,456</b>	<b>16,271</b>

Staff restructuring costs comprise:

Redundancy payments	31	-
Severance payments	-	-
	<b>31</b>	<b>-</b>

#### b. Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £nil (2020: £nil).

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 8 Staff (continued)

#### c. Staff numbers

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

	2021	2020
	No.	No.
Teachers	199	198
Administration and support	258	262
Management	8	7
	<u>465</u>	<u>467</u>

#### d. Higher paid staff

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

	2021	2020
	No.	No.
£60,001 - £70,000	4	10
£70,001 - £80,000	9	2
£80,001 - £90,000	1	1
£90,000 - £100,000	1	1
£110,000 - £120,000	-	1
£120,000 - £130,000	1	-

#### e. Key management personnel

The key management personnel of the Trust comprise the Trustees and the Leadership Team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer National Insurance contributions) received by key management personnel for their services to the Trust was £852,000 (2020: £749,000).

### 9 Central Services

The Trust has provided the following central services to its academies during the year, such as: SEMH and attendance provision, human resources, financial services, legal services, educational support services, and others as arising.

The Trust charged for these services based on 5% of GAG and Early Years funding (2020: 3.4% for founding Academies and 5% for sponsored Academies)

The actual amounts charged during the year were as follows:

	2021	2020
	£000	£000
Blackgates Primary Academy	77	75
East Ardsley Primary Academy	83	60
Hill Top Primary Academy	47	34
Westerton Primary Academy	130	81
Woodkirk Academy	461	301
	<u>798</u>	<u>551</u>



# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 10 Related Party Transactions – Trustees' remuneration and expenses

No Trustee has been paid remuneration or have received other benefits from an employment with the Trust during the year.

During the period ended 31 August 2021, travel and subsistence expenses of £nil were reimbursed or paid to Trustees (2020: £232.20).

### 11 Trustees and officers insurance

In accordance with normal commercial practice, the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the period ended 31 August 2021 is included in the total insurance cost.

### 12 Tangible fixed assets

	<b>Leasehold Land and Buildings £000</b>	<b>Furniture and Equipment £000</b>	<b>Computer Equipment £000</b>	<b>Motor Vehicles £000</b>	<b>Total £000</b>
<b>Cost</b>					
At 1 September 2020	23,283	625	767	17	24,692
Additions	33	39	332	-	404
Disposals	-	-	-	(8)	(8)
At 31 August 2021	<b>23,316</b>	<b>664</b>	<b>1099</b>	<b>9</b>	<b>25,088</b>
<b>Depreciation</b>					
At 1 September 2020	5,023	371	538	14	5,946
Charged in year	931	89	102	2	1,124
Disposals	-	-	-	(8)	(8)
At 31 August 2021	<b>5,954</b>	<b>460</b>	<b>640</b>	<b>8</b>	<b>7,062</b>
<b>Net book values</b>					
At 31 August 2021	<b>17,362</b>	<b>204</b>	<b>459</b>	<b>1</b>	<b>18,026</b>
At 31 August 2020	18,260	254	229	3	18,746

Included within Land and Buildings is £nil (2020: £111,000) of assets not depreciated as the assets are in the course of construction and not available for use.

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 13 Debtors

	2021 £000	2020 £000
Trade debtors	28	5
VAT recoverable	64	109
Prepayments and accrued income	301	471
<b>Total</b>	<b>393</b>	<b>585</b>

### 14 Creditors: amounts falling due within one year

	2021 £000	2020 £000
Trade creditors	249	526
Other taxation and social security	279	258
Loans	42	42
Accruals and deferred income	742	731
	<b>1,312</b>	<b>1,557</b>

#### Deferred income

Deferred income at 1 September 2020	185	125
Released from previous years	(185)	(125)
Resources deferred in the year	157	185
Deferred income at 31 August 2021	<b>157</b>	<b>185</b>

At the balance sheet date the Trust was holding funds received in advance for educational visits, fundraising activities and the 16-19 Bursary.

### 15 Creditors: amounts falling due in greater than one year

	2021 £000	2020 £000
Loans	143	185
	<b>143</b>	<b>185</b>

Loans comprise three interest-free loans originally of £16,061, £24,553 and £256,000 from Salix which are provided on the following terms: repayable over 8, 8 and 7 years in equal instalments.

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 16 Funds

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2021 £000
<b>Restricted General Funds</b>					
General Annual Grant (GAG)	65	15,584	(15,222)	(267)	160
UIFSM	-	203	(203)	-	-
Pupil Premium	-	744	(744)	-	-
Catch-up premium	-	246	(164)	-	82
Other DfE/ESFA Covid-19 funding	-	60	(60)	-	-
Other DfE/ESFA grants	-	1,036	(1,036)	-	-
Local Authority Grants	-	1,134	(1,134)	-	-
Other Covid-19 funding	-	104	(104)	-	-
Other Income	-	273	(273)	-	-
Pension reserve	(9,877)	-	(1,336)	667	(10,546)
	<b>(9,812)</b>	<b>19,384</b>	<b>(20,276)</b>	<b>400</b>	<b>(10,304)</b>
<b>Restricted Fixed Asset Funds</b>					
Transfer on conversion	14,964	-	(663)	-	14,301
DfE/ESFA group grants	2,259	665	(269)	-	2,655
DfE Donated assets	-	68	(6)	-	62
Capital expenditure from GAG	219	-	(94)	235	360
Transfer from General Funds	1,553	-	(179)	23	1,397
Other capital grants	264	-	(19)	12	257
	<b>19,259</b>	<b>733</b>	<b>(1,230)</b>	<b>270</b>	<b>19,032</b>
<b>Total Restricted Funds</b>	<b>9,447</b>	<b>20,117</b>	<b>(21,506)</b>	<b>670</b>	<b>8,728</b>
<b>Unrestricted General Funds</b>					
General Funds	1,656	454	(557)	(69)	1,484
Designated Capital Projects	12	-	-	(12)	-
Designated IT projects	-	-	-	48	48
Designated Building Fund	110	-	-	30	140
<b>Total Unrestricted Funds</b>	<b>1,778</b>	<b>454</b>	<b>(557)</b>	<b>(3)</b>	<b>1,672</b>
<b>Total Funds</b>	<b>11,225</b>	<b>20,571</b>	<b>(22,063)</b>	<b>667</b>	<b>10,400</b>

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 16 Funds (continued)

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

Restricted General Funds relate to grants receivable from the ESFA and other sources that are used to fund the operating activities of the Trust. Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2021.

Restricted Fixed Asset Funds represents the value of tangible fixed assets acquired at conversion of each Academy plus capital grants received and capital expenditure funded from GAG income and unrestricted reserves since that date, less depreciation charges.

Unrestricted General Funds have arisen from funds transferred at conversion plus surpluses created from the school fund, catering services and trading activities. These funds may be used towards meeting the charitable objectives of the Trust at the discretion of the Trustees.

During the year £270,000 was transferred from restricted general funds and unrestricted funds to fund capital expenditure.

A balance at the year end of £140,000 has been designated towards the recarpetting of the 3G pitch at Woodkirk Academy, and additional funds of £48,000 have been designated to cover revenue costs required for the implementation of the Academy Trust IT Strategy.

The land and buildings at Hill Top Primary Academy and East Ardsley Primary Academy are occupied under lease arrangement. After considering the attributable risks and rewards of occupation of the building the Trustees believe that the Academies do not control the buildings and as such they are not recognised within the financial statements. The future lease commitments in relation to these buildings are shown within note 19.

### Total funds analysis by Academy

Fund balances at 31 August 2021 were allocated as follows:

	<b>Total 2021 £000</b>	<b>Total 2020 £000</b>
Blackgates Primary Academy	220	249
East Ardsley Primary Academy	258	230
Hill Top Primary Academy	166	211
Westerton Primary Academy	200	169
Woodkirk Academy	765	813
Central funds	117	49
<b>Total before fixed assets, designated and pension reserve</b>	<b>1,726</b>	<b>1,721</b>
Restricted Fixed Asset Funds	19,032	19,259
Designated funds	188	122
Pension reserve	(10,546)	(9,877)
<b>Total</b>	<b>10,400</b>	<b>11,225</b>

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 16 Funds (continued)

#### Total cost analysis by Academy

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

	Teaching and Educational Support staff costs £'000	Other Support staff costs £'000	Educational Supplies £000	Other Costs (excluding Depreciation) £000	Total 2021 £'000	Total 2020 £000
Blackgates Primary Academy	1,477	165	117	298	2,057	1,967
East Ardsley Primary Academy	1,442	63	141	609	2,255	2,120
Hill Top Primary Academy	802	53	85	324	1,264	1,191
Westerton Primary Academy	2,527	240	124	426	3,317	3,110
Woodkirk Academy	7,677	1,157	570	1,266	10,670	10,071
Central services	204	313	56	(639)	(66)	90
<b>Trust</b>	<b>14,129</b>	<b>1,991</b>	<b>1,093</b>	<b>2,284</b>	<b>19,497</b>	<b>18,549</b>

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 16 Funds (continued)

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

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2020 £000
<b>Restricted General Funds</b>					
General Annual Grant (GAG)	-	14,854	(14,566)	(223)	65
Other DfE/ESFA grants	-	1,994	(1,994)	-	-
Local Authority Grants	-	1,258	(1,258)	-	-
Other Income	-	207	(207)	-	-
Pension reserve	(6,511)	-	(1,063)	(2,303)	(9,877)
	<b>(6,511)</b>	<b>18,313</b>	<b>(19,088)</b>	<b>(2,526)</b>	<b>(9,812)</b>
<b>Restricted Fixed Asset Funds</b>					
Transfer on conversion	15,642	-	(678)	-	14,964
DfE/ESFA group grants	1,534	849	(124)	-	2,259
Capital expenditure from GAG	216	-	(98)	101	219
Transfer from General Funds	1,641	-	(171)	83	1,553
Other capital grants	226	7	(8)	39	264
	<b>19,259</b>	<b>856</b>	<b>(1,079)</b>	<b>223</b>	<b>19,259</b>
<b>Total Restricted Funds</b>	<b>12,748</b>	<b>19,169</b>	<b>(20,167)</b>	<b>(2,303)</b>	<b>9,447</b>
<b>Unrestricted General Funds</b>					
General Funds	1,452	705	(524)	23	1,656
Designated Capital Projects	55	-	-	(43)	12
Designated Building Fund	90	-	-	20	110
<b>Total Unrestricted Funds</b>	<b>1,597</b>	<b>705</b>	<b>(524)</b>	<b>-</b>	<b>1,778</b>
<b>Total Funds</b>	<b>14,345</b>	<b>19,874</b>	<b>(20,691)</b>	<b>(2,303)</b>	<b>11,225</b>

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 17 Analysis of net assets between funds

Fund balances at 31 August 2021 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	18,026	18,026
Current assets	1,672	1,697	1,006	4,375
Current liabilities	-	(1,312)	-	(1,312)
Non current liabilities	-	(143)	-	(143)
Pension scheme liability	-	(10,546)	-	(10,546)
<b>Total net assets</b>	<b>1,672</b>	<b>(10,304)</b>	<b>19,032</b>	<b>10,400</b>

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	18,746	18,746
Current assets	1,778	1,807	513	4,098
Current liabilities	-	(1,557)	-	(1,557)
Non current liabilities	-	(185)	-	(185)
Pension scheme liability	-	(9,877)	-	(9,877)
<b>Total net assets</b>	<b>1,778</b>	<b>(9,812)</b>	<b>19,259</b>	<b>11,225</b>

### 18 Capital commitments

	2021 £000	2020 £000
Contracted for, but not provided in the financial statements	26	73

### 19 Long term commitments, including operating leases

#### Operating leases

At 31 August 2021 the total of the Trust's future minimum lease payments under non-cancellable operating leases was:

	2021 £000	2020 £000
Amounts due within one year	32	45
Amounts due between one and five years	52	75
Amounts due after five years	-	-

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### Other Contractual commitments

At 31 August 2021 the total of the Trust's future minimum lease payments under other contractual commitments was:

	2021 £000	2020 £000
Amounts due within one year	602	591
Amounts due between one and five years	2,408	2,364
Amounts due after five years	2,792	3,332

The Trust receives funding from the ESFA in relation to service concession commitments for East Ardsley Primary Academy and Hill Top Primary Academy.

### 20 Reconciliation of net income to net cash flow from operating activities

	2021 £000	2020 £000
Net expenditure for the reporting period (as per the statement of financial activities)	(1,492)	(817)
Adjusted for:		
Depreciation (note 12)	1,124	1,052
Capital grants from DfE and other capital income (note 2)	(733)	(856)
Interest receivable (note 5)	(3)	(13)
Write off on disposal (note 12)	-	9
Defined benefit pension scheme cost less contributions payable (note 25)	1,171	945
Defined benefit pension scheme finance cost (note 25)	163	118
Defined benefit pension scheme curtailment cost (note 25)	2	-
Decrease/(increase) in debtors	192	(8)
(Increase)/decrease in creditors	(287)	264
<b>Net cash provided by Operating Activities</b>	<b>137</b>	<b>694</b>

### 21 Cash flows from investing activities

	2021 £000	2020 £000
Bank interest received (note 5)	3	13
Purchase of tangible fixed assets (note 12)	(404)	(1,129)
Capital grants from DfE/ESFA (note 2)	733	856
<b>Net cash used in investing activities</b>	<b>332</b>	<b>(260)</b>

### 22 Analysis of cash and cash equivalents

	At 31 August	
	2021 £000	2020 £000
Cash in hand and at bank	3,982	3,513
<b>Total cash and cash equivalents</b>	<b>3,982</b>	<b>3,513</b>



# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 23 Analysis of changes in net debt

	At 1 September 2020	Cash flows	At 31 August 2021
	£000	£000	£000
Cash in hand and at bank	3,513	469	3,982
		469	
Loans falling due within one year	(42)	-	(42)
Loans falling due after more than one year	(185)	42	(143)
<b>Total</b>	<b>3,286</b>	<b>511</b>	<b>3,797</b>

### 24 Members liability

Each Member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/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.

### 25 Pension and similar obligations

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

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

Contributions amounting to £224,000 were payable to the schemes at 31 August 2021 (2020: £275,000) and are included within creditors.

#### Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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.

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 25 Pension and similar obligations (continued)

#### Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2020. The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to TPS in the year amounted to £1,898,000 (2020: £1,798,000).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

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

#### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £833,000 (2020: £759,000), of which employer's contributions totalled £620,000 (2020: £559,000) and employees' contributions totalled £217,000 (2020: £200,000). The agreed contribution rates for future years are 17.1% rising to 17.6% over the next two years for employers and between 5.5% and 8.5% 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.

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 25 Pension and similar obligations (continued)

Principal actuarial assumptions	At 31 August 2021	At 31 August 2020
Rate of increase in salaries	3.85%	3.55%
Rate of increase for pensions in payment/inflation	2.6%	2.3%
Discount rate for scheme liabilities	1.7%	1.7%
Inflation assumption (CPI)	2.6%	2.3%

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

	At 31 August 2021	At 31 August 2020
<i>Retiring today</i>		
Males	21.9	21.8
Females	24.7	24.6
<i>Retiring in 20 years</i>		
Males	22.6	22.5
Females	25.8	25.7

Sensitivity analysis	At 31 August 2021	At 31 August 2020
Discount rate +0.1%	(583)	(489)
Discount rate -0.1%	607	509
Mortality assumption – 1 year increase	(923)	(733)
Mortality assumption – 1 year decrease	923	753

The Trust's share of the assets in the scheme were:	Fair value at 31 August	
	2021 £000	2020 £000
Equity instruments	11,023	8,155
Debt instruments	1,705	1,541
Property	522	451
Cash and other liquid assets	494	335
<b>Total market value of assets</b>	<b>13,744</b>	<b>10,482</b>

The actual return on scheme assets was £2,596,000 (2020: £(219,000)).

# Leodis Academies Trust

## Notes to the Financial Statements for the year ended 31 August 2021 (continued)

### 25 Pension and similar obligations (continued)

Amount recognised in the Statement of Financial Activities	2021 £000	2020 £000
Current service cost	(1,791)	(1,504)
Curtailment cost	(2)	-
Interest cost	(163)	(118)
Total amount recognised in the SOFA	<u>(1,956)</u>	<u>(1,622)</u>

Changes in the present value of defined benefit obligations were as follows:	2021 £000	2020 £000
--	--------------	--------------

At 1 September	20,359	16,608
Net increase in liabilities from transfers in	-	-
Current service cost	1,791	1,504
Interest cost	347	316
Employee contributions	217	200
Actuarial loss/(gain)	1,745	1,886
Benefits paid	(171)	(155)
Curtailment cost	2	-
At 31 August	<u>24,290</u>	<u>20,359</u>

	2021 £000	2020 £000
Changes in the fair value of Trust's share of scheme assets:		
At 1 September	10,482	10,097
Net increase in assets from transfers in	-	-
Interest income	184	198
Remeasurement gains on assets	2,412	(417)
Employer contributions	620	559
Employee contributions	217	200
Benefits paid	(171)	(155)
At 31 August	<u>13,744</u>	<u>10,482</u>

### 26 Related party transactions

No related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 10.

### 27 Agency arrangements

The Trust distributes 16-19 Bursary Funds to students as an agent for the ESFA. In the accounting period ending 31 August 2021 the Trust received £23,667 (2020: £30,033) and disbursed £20,216 (2020: £25,770) from the fund. An amount of £15,388 (2020: £11,938) is included as deferred income, representing the undistributed funds which will be distributed to students in the accounting period ended 31 August 2021.