

Company registration number 07816548 (England and Wales)

**NENE EDUCATION TRUST
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2022**

NENE EDUCATION TRUST

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NENE EDUCATION TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members

R Hargrave
P Cantley (Diocesan corporate member)
P Wordon
A Laughton
M Horn

Trustees

A Laughton (Chair of Trustees)
M Busby
C Hill (Chief Executive Officer)
M Spinks-Wilson
N Bonser-Ward
N Wilson
R Hargrave (Resigned 31 August 2022)
S Atkins (Diocesan corporate director) (Resigned 18 July 2022)
Dr R Whittaker (Diocesan corporate director)
G Rose (Resigned 31 January 2022)
K Duncan-Banerjee
E Nuttall
P French (Appointed 20 July 2022)
J Weedon (Appointed 1 September 2022)

Senior management team

- Chief Executive Officer	C Hill
- Chief Operating Officer	D Harrison
- Director of Primary Education	M Coleman
- Director of Learning	A Ansell (appointed 1 November 2021)

Company registration number 07816548 (England and Wales)

Registered office Nene Education Trust
Mountbatten Way
Raunds
Wellingborough
Northamptonshire
NN9 6PA
United Kingdom

Academies operated

Redwell Primary School
Manor School Sports College
St Peters CofE Academy
Stanwick Primary School
Windmill Primary School

Location

Wellingborough
Northamptonshire
Northamptonshire
Northamptonshire
Northamptonshire

Head

C Head
L Towers
J Casswell
C Neild
S Edwards (Resigned 31 March 2022)
K Mills (Interim 1 April - 31 August 2022)
R Penny (Appointed 1 September 2022)
K Mills
L Donovan
L Jeffery

Newton Road School	Northamptonshire
Woodford Church of England Primary School	Northamptonshire
Raunds Park Infants School	Northamptonshire

NENE EDUCATION TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Independent auditor Azets Audit Services
Thorpe House
93 Headlands
Kettering
Northamptonshire
NN15 6BL
United Kingdom

Bankers Lloyds Bank plc
48 Market Street
Wellingborough
Northamptonshire
NN8 1AG
United Kingdom

Solicitors VSH Law
Montague House
1 Chancery Lane
Thrapston
Kettering
Northamptonshire
NN14 4LN
United Kingdom

NENE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

In July 2018 Windmill Primary School and Newton Road School joined the Nene Education Trust (formerly Manor Learning Trust) creating an extended multi-academy trust which already included a junior academy, St Peter's Church of England Academy, Stanwick Primary Academy and a secondary academy, Manor School Sports College in Raunds. In June 2019 the Trust further expanded to include Woodford Church of England School and Raunds Park Infants School. In August 2021, Redwell Primary School along with the 5 Wells Development Centre became part of the organisation. The Trusts academies have a combined pupil capacity of 3,124 and had a roll of 2,963 in the October 2022 Census.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The charitable company operates as the Nene Education Trust comprised of Manor School Sports College, St Peters CE Academy, Stanwick Primary Academy, Windmill Primary School, Newton Road School, Raunds Park Infants School, Woodford Church of England Primary School and Redwell Primary School.

The trustees of Nene Education Trust are also the directors of the charitable company for the purposes of company law. Details of the trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

During the year under review the Trustees held 6 Board Meetings.

Members' liability

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

Trustees' indemnities

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

Method of recruitment and appointment or election of trustees

Trustees of the Nene Education Trust are appointed by either the Secretary of State for Education, the Members of the Trust, or, for Foundation Trustees, by the Peterborough Diocese Education Trust. Parent representatives on Local Advisory Boards are elected by parents of registered pupils at the academies. The CEO is treated as an ex officio trustee. The Articles of Association require no less than five Trustees. The term of office for any Trustees, shall be 4 years from the date of appointment except the CEO who remains a trustee whilst in post.

The terms of office for four Trustees were due for renewal in Summer 2022, and all expressed the wish to remain with the Trust:- three as Trustees and one as a Member to fill the vacancy left by the resignation of Lance Jones. All were ratified by the Members Board and all are experienced and active members of the Board, which continues to provide strong strategic direction and challenge for the Trust.

Evaluation of the Trustees individual and collective skills takes place annually. In the 2021-22 skills audit and external review of the Trust carried out by Sir David Carter, a need was identified for more local community representation and professional marketing skills and experience. As one trustee, Georgina Rose resigned in January 2022, and there being an existing vacancy, the person specification focussed on filling this skills gap. Only one appointment was made, Jenna Weedon, with effect from 1 September 2022. Jenna not only fills this gap but she is also a parent with children in a Trust school and this along with one other Trustee with children at a Trust school, strengthens this representation on the Trust Board.

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The replacement of Stephen Atkins as a Diocesan trustee, with Peter French in July 2022 has further strengthened the education skills and knowledge on the Trust Board as Peter has extensive education knowledge and experience in the local area.

The former National School Commissioner, Sir David Carter, worked with the Trust Board throughout 2021-22 to conduct reviews of Trust development, leadership and governance and offer a highly informed and objective eye on progress against the Trust Strategic Plan.

Policies and procedures adopted for the induction and training of trustees

A Trustee induction handbook was developed in 2022 and has been used to induct the two new trustees. The handbook is used as guidance but training and induction provided for new Trustees is tailored to their existing experience and requirements. Where necessary induction will provide training on charity and educational, legal and financial matters. All Trustees and Local Advisory Board members have annual training in safeguarding, Prevent, and GDPR.

All Trustees are given the opportunity to visit Trust schools and meet staff and students. All Trustees have access to policies, procedures, minutes, accounts, budgets, plans and other documents that they need to undertake their role as Trustees.

The induction and development of Local Advisory Board members is primarily focussed on their role within the school community – Chairs of LABs and Principals of schools are involved in this. All induction tends to be done informally and is tailored specifically to the individual. All LAB members taking "linked" specialist monitoring roles such as Attendance and Behaviour linked roles are given annual training and ongoing support by the Trust policy leads. All Trustees and LAB members have access to training on both education and governance throughout the year via the National College and specific courses are recommended to them. Trustees have access to the Confederation of School Trusts update information and the Governance Manager provides them with termly newsletter updates.

Organisational structure

The management structure of the Trust consists of the Members Board, Board of Trustees, the Local Advisory Bodies, specific committees, and the CEO.

The Trustees fulfil a strategic role: setting general policy, approving an annual Trust plan and budget, monitoring performance against the plan and budget and making decisions about the Trustees of the charitable company, and capital expenditure, appointment of the CEO and COO, and LAB Chairs and community members of LABs.

The CEO has taken on the role of Accounting Officer. The Education Standards Committee reviews annual improvement plans, monitors academy performance and the Trust school improvement and education strategies. The Finance Committee recommends budgets to the Board of Trustees. The HR Committee has responsibility for key performance indicators relating to staff performance, absence, recruitment and retention. The Audit & Risk Committee ensure that risk management underpins activity across the Trust. The board delegates a number of functions to the Local Advisory Boards (LABs) at each academy. Each LAB monitors key areas of performance in safeguarding, looked after children, health & safety, pupil premium, SEND and as well as overseeing parent and community liaison, ensures that the curriculum meets the needs of the community the school serves.

The Trust Central Team consists of CEO, Governance Manager and Executive Assistant to the Trust Executive, Chief Operations Officer, HR Manager and team, Finance Manager and team, Director of School Improvement. A Director of Professional Learning was appointed in Nov'21. These managers control the academies at an Executive level implementing the policies laid down by the Trustees and reporting back to them.

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Arrangements for setting pay and remuneration of key management personnel

Salaries for all key management are approved by the Board of Directors pay review arrangements as set out in the pay policy. The pay increase to key management follows National Agreements in line with Department of Education guidance. For Principals a pupil number banding calculation is used to inform the pay range salary.

For the CEO, COO, Director of School Improvement and Director of Professional Learning an independent salary review was undertaken with the support of Browne Jacobson in 2021. A comprehensive job evaluation and comparison was made across the whole sector and has resulted in Trustees approving a robust and visible approach to Executive Pay.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	3
Full-time equivalent employee number	2.80

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1%-50%	3
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	-
Percentage of the total pay bill spent on facility time	-

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	-
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Engagement with employees

The meeting arrangements which the Academy Trust operates allows for information on matters that affect employees to be cascaded through the Principals and Senior Leadership Teams to all employees.

During the year we have further developed our leadership programmes, our Mental Health and Well-being policy to assist with employee engagement/development. We have also increased our investment of time into our Mental Health and Wellbeing Lead who works across all schools with staff and students. Our Trust Safeguarding Lead offers ongoing supervision and guidance to DSL's and leaders. We undertook a trustwide staff survey at the end of July '22 and have benchmarked this against national staff surveys to enable leaders and local committees to focus on developing the experience of staff in the future.

Disabled employees

Nene Education Trust is committed to equality and diversity of all its employees. Capital investment is utilised to adapt the physical environment of all Trust buildings to ensure accessibility, in terms of ramps to access classrooms and all teaching blocks, disabled toilets are installed, and door widths are adequate to enable wheelchair access. The policy of the Academy Trust is to support recruitment and retention of students and employees with disabilities. The Academy Trust does this by providing support throughout all recruitment processes, by making support resources available and through ongoing training and career development.

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Related parties and other connected charities and organisations

Nene Education Trust owns 100% of the issued ordinary shares of Manor Sports and Leisure Limited, a company incorporated in England and Wales (registration no. 07877519). Further details regarding the subsidiary company are given in note 15 to the financial statements.

We have an SLA with Peterborough Diocese who also have minority proportion governance representation in our articles.

Objectives and activities

Objects and aims

The principal object and activity of the Academy Trust is to provide education for pupils of different abilities between the ages of 3 and 19.

In accordance with the articles of association the Academy Trust has adopted a "Scheme of Governance" approved by the Secretary of State for Education. The Scheme of Government specifies, amongst other things, the basis for admitting students to the academies, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum.

Objectives, strategies and activities

The main objectives of the Academy Trust during the year ended 31 August 2022 are summarised below:

The Nene Education Trust has compiled a Strategic Development Plan outlining the goals and targets of the Trust over the period 2021-2026.

The new plan shares and defines the vision of Trustees, expanding on the Trust's strategic objectives, defining key goals and performance measures and builds on individual Academy successes already achieved. The vision is to ensure that our children and young people are challenged continually to complete their education successfully, to develop self-confidence and self-esteem and to be proactive in determining their career pathway.

Our Mission (Strategic Intent)

Raising aspirations and developing character is at the heart of everything we do within our schools to enable each young person to achieve highly and be successful in life, contributing back to the world we live in. Throughout their educational journey in the Nene Education Trust, we aim to develop all our learners within a positive environment for learning, along with opportunities to develop their spiritual and moral compass so that they grow with integrity.

Through a set of shared principles, we will develop a multi-academy trust of highly effective and sustainable schools. As a group of schools working in collaboration as one, we will improve and maintain high educational standards in order to advance education for the public benefit.

Our Strategic Intent will be achieved by delivering the Trust Strategic Plan 2021/26 through the 6 key areas:

- Educational Excellence
- School Improvement
- Developmental Organisation
- Infrastructure
- Our Wellness
- Collective Responsibility

Our shared principles are the DNA running through all we do in creating the culture of our successful multi-academy trust.

- People first
- Working together
- Outward facing and ambitious
- Autonomy
- Celebrating our achievement

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Equal Opportunities Policy

The Trustees recognise that equal opportunities should be an integral part of good practice in the workplace. Nene Education Trust aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and need of all people are fully valued. To this end, the Trust has an Equalities Statement, updated annually and an Equality Plan which scopes out areas for action in the following year.

Public benefit

The trustees have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

The Trustees ensure that the Academy's activities, as described above, are undertaken in line with the charitable objects and aims of the Trust. The Academy Trust follows the school admissions criteria and policies of North Northamptonshire Council to ensure that the basis for admissions is transparent and as fair as possible to all potential pupils applying to the academy and is comparable to other local state-funded schools and academies.

Strategic report

Achievements and performance

At the Nene Education Trust, it is not outcomes and results that drive our thinking, performance, and development. We are confident that our focus on school improvement, forward thinking leadership, high quality teaching and a relevant and inspiring curriculum will in fact take care of the outcomes regardless of the requirements of these. The journey that our young people go on throughout their time in our schools will lead to improved outcomes – both socially and academically. Flipping this mindset is crucial and it's an approach that we are very proud of and cannot divert from.

At the heart of our school improvement strategy is a commitment to facilitate partnership working between all Trust schools, encouraging each to become self-evaluating and outward looking.

1. The goal is for every teacher in every classroom to be as good as they can be in what they teach (the curriculum) and how they teach (pedagogy).
2. For this to happen, we need to mobilise for every teacher the best evidence from research.
3. There is no improvement for pupils without improvement in teaching, and no improvement in teaching without the best professional development for teachers.
4. Strong structures can facilitate better professional development and thus better teaching and improvement for pupils.

Schools are only as good as the people who work in them. We endeavour to create the conditions and relationships in every school for leaders and teachers to flourish and pupils to succeed. All schools should be learning organisations where professional learning and continuous improvement is the norm. This requires a supportive, professional culture; clarity in the expectations of what great looks like; effective support and mentoring; and sustained leadership commitment. While a range of factors contribute to sustained school improvement, none are more important or fundamental than the quality of professional development for teachers. School leaders, through ensuring that relationships within their setting are excellent, play a pivotal role in creating this culture.

Our goal is for every pupil in our organisation to be taught by an expert teacher, with strong pedagogical content knowledge and understanding of how children learn. This requires schools to be effective learning organisations for the people who work in them – nurturing, valuing, and rewarding ongoing development of knowledge and pedagogy through regular constructive feedback, professional discussion of practice, observation of others, and opportunity to engage with research evidence.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The Nene Education Trust School Improvement Team, under the guidance and direction of the Director of School Improvement, has overall responsibility for ensuring each school in the Trust provides the best possible education for all children in its care and for supporting and challenging Principals in relation to their role and responsibilities. To achieve this, we ensure that we know our schools well, including individual strengths and priorities for development. In response to this, the school improvement team provides support and challenge for individual teams proportionate to our assessment of need.

There have been a wide range of successes across our group of schools during this year. Some of these successes are briefly summarised below:

- The impact of the Trust Lead roles, appointed at the beginning of 2021/22 academic year, has been impressive. This includes the Trust Lead for SEND, the Trust Lead for Safeguarding, the Trust Lead for Mental Health and Wellbeing and the Director of Professional Learning. The capacity of the School Improvement Team, led by the Director of School Improvement, has added and continues to add great value to our schools.
- The in-house Local Offer, led by our Trust SEND Lead, was a great success and very gratefully received. In order to support all of our pupils with SEND, the Trust board agreed to provide additional financial resources to ensure we could provide the expertise and provision needed to work towards bridging the gap between what was being made available as part of the Local Offer and what we felt our pupils need and deserve. Additional funding was made available until August 2022, while the Local Authority were not providing a 'high needs offer' and external professionals had excessive backlogs and limited capacity to assess or review pupils.
- A continuing success over the past year is undoubtedly the extent to which our community of schools have continued to grow closer. Whilst remaining unique and individualised, our well-renowned education strategy – focused on our exceptional Work. World. Wellness. curriculum approach - has supported school leaders to focus on high-class curriculum, teaching and learning in their schools; taking ownership and responsibility for their students, whilst at the same time recognising that support and challenge is there when required.

Raunds Park Infant School	
Looking back...	
School Improvement Priority areas at beginning 2021/22 academic year	<ol style="list-style-type: none"> 1. Improve the teaching of writing so that it is consistent across the school and leads to good progress for all children 2. Embed the planned curriculum, ensuring intent is clear in all subjects and that this is reflected in classroom practice 3. Ensure all staff understand the mastery approach in maths, and deliver it effectively across the school
External support/reviews	<ul style="list-style-type: none"> • Andy Lakatos Review May 2022 – focus maths and early reading • Lisa Watson (external Headteacher) to support with development of phonics • Hatton Academies Trust Leadership Link • PiXL Associate • Pen Green
End of Year outcomes summary - attainment	= Foundation GLD in-line with National = Y1 Phonics in-line with National = Y2 outcomes in-line with National

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Raunds Park Infant School		
<i>Looking forward...</i>		
School Improvement areas at beginning academic year	Priority 2022/23	<ol style="list-style-type: none"> To develop the maths mastery approach across the school for all pupils. To improve outcomes for SEND pupils. To ensure consistency of approach to the teaching and learning of Phonics and improve outcomes
External support planned		<ul style="list-style-type: none"> Andy Lakatos to revisit Term 3 Resume support work with Lisa Watson PIXL Associate Maths Hub Lisa Watson
Redwell Primary School		
<i>Looking back...</i>		
School Improvement areas at beginning academic year	Priority 2021/22	<ol style="list-style-type: none"> For children not on track, to make more than expected progress by; <ul style="list-style-type: none"> Refining the curriculum Focussing on progress To increase effectiveness of teaching and learning by; <ul style="list-style-type: none"> Providing appropriate challenge and support Providing a quality climate for learning To empower our children to be well rounded learners by; <ul style="list-style-type: none"> Improving our wellness offer Developing links within the school community
External support/reviews		<ul style="list-style-type: none"> Andy Lakatos – Early Reading (Phonics) and EYFS x 2 Maths Hub PIXL Associate Pen Green
End of Year outcomes summary - attainment		↑ Foundation GLD slightly above National ↓ Y1 Phonics significantly below National ↑ Y2 outcomes slightly above National ↓ Y6 outcomes significantly below National
<i>Looking forward...</i>		
School Improvement areas at beginning academic year	Priority 2022/23	<ol style="list-style-type: none"> To improve the attainment of phonics in Year 1 To improve the attainment and progress of pupils in writing To improve learning in the EYFS setting to ensure all children have access to an engaging and purposeful environment
External reviews/support planned		<ul style="list-style-type: none"> Andy Lakatos to revisit Term 1 RWI Development Days PIXL Associate Maths Hub

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Newton Road School	
<i>Looking back...</i>	
School Improvement Priority areas at beginning 2021/22 academic year	<ol style="list-style-type: none"> 1. To enhance the school's speech and language offer, as pupils often arrive in school with speech and communication skills that are significantly below the national average baseline, to ensure maximum progress 2. To enhance the curriculum offer for the pupils in Key Stage One, building on the strong start in Foundation to promote greater independence and maximise progress of pupils 3. To ensure subject leads and school staff to review and enhance the role of feedback and assessment across the curriculum areas to maximise progress of pupils 4. To enhance the curriculum offer with a particular focus on the World aspect of our curriculum, ensuring our children are given a breadth of opportunity and experiences and these are explicit to the children and that they then can relate them to the school and British values
External support/reviews	<ul style="list-style-type: none"> • Andy Lakatos x 2 visits – Reading, SEND, EYFS, Maths, wider curriculum • Reading Hub • PiXL Associate • Maths Hub • Pen Green
End of Year outcomes summary - attainment	<p>↑ Foundation GLD slightly above National</p> <p>↑ Y1 Phonics slightly above National</p> <p>↓ Y2 outcomes significantly below National</p> <p>↓ Y6 outcomes significantly below National</p>
<i>Looking forward...</i>	
School Improvement Priority areas at beginning 2022/23 academic year	<ol style="list-style-type: none"> 1. To improve outcomes for SEND pupils and vulnerable students 2. To improve the effectiveness of Subject Leadership 3. To improve outcomes in Mathematics 4. To raise outcomes to ensure we narrow the gap on the National Average
External reviews/ support planned	<ul style="list-style-type: none"> • Andy Lakatos to revisit Term 2 • PiXL Associate • Maths Hub

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Stanwick Primary Academy	
Looking back...	
School Improvement Priority areas at beginning 2021/22 academic year	<p>1. Continuous Provision:</p> <ul style="list-style-type: none"> To identify key elements of continuous provision to thread through EYFS and KS1. To map out how continuous provision will progress from EYFS to Year 2. To implement a successful plan for continuous provision across KS1 (EYFS and Year 1 2021/2022). <p>2. Leadership:</p> <ul style="list-style-type: none"> Key leaders across the school have a secure understanding of their roles and their intent. Subject leaders have a secure knowledge of their intent and implementation, as well as how to monitor this. Subject leaders have a secure understanding of the quality and content of their subject taught across the school. School Leaders have a clear overview of what is being taught across the school and are able to discuss a high-level overview of this. <p>3. Curriculum:</p> <ul style="list-style-type: none"> To have clear sequences in each topic taught across all lessons. Clear links have been formed between subjects in each year group considering prior knowledge. For pupils to understand the relevance of different topics in their lives. To have clear threads of diversity throughout the curriculum.
External support / reviews	<ul style="list-style-type: none"> Maths Hub PiXL Associate Safeguarding Audit Pen Green
End of Year outcomes summary - attainment	<p>↑ Foundation GLD significantly above National</p> <p>↑ Y1 Phonics significantly above National</p> <p>↑ Y2 outcomes slightly above National</p> <p>↓ Y6 outcomes significantly below National</p>
Looking forward...	
School Improvement Priority areas at beginning 2022/23 academic year	<ol style="list-style-type: none"> To improve the teaching of mathematics, with specific focus on support and challenge. To improve outcomes for Reading at the end of Key Stage Two. To further develop subject leaders to enhance the opportunities provided for pupils across the wider curriculum to appropriately challenge and support pupils with SEND.
External support / reviews planned	<ul style="list-style-type: none"> Andy Lakatos to visit September 2022 Maths Hub PiXL Associate

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

St. Peter's CE Junior Academy	
<i>Looking back...</i>	
School Improvement Priority areas at beginning 2021/22 academic year	<ol style="list-style-type: none"> 1. Improve teaching and learning, ensuring challenge for all children including vulnerable and SEND pupils. 2. Embed a mastery approach the teaching and learning in maths to improve outcomes for MPA pupils. 3. Ensure our curriculum offer supports all children to be courageous advocates living in a diverse world. 4. Ensure all subject leaders take responsibility for the progress and outcomes in their subject area.
External support/reviews	<ul style="list-style-type: none"> • Maths Hub • Andy Lakatos November 2021 – maths focus • Diocese support, focused on SIAMs • PiXL Associate
End of Year outcomes summary - attainment	↑ Y4 times tables outcomes impressive ↓ Y6 combined outcome below national. Individual subjects in line with national, especially maths
<i>Looking forward...</i>	
School Improvement Priority areas at beginning 2022/23 academic year	<ol style="list-style-type: none"> 1. Improve the attainment and progress of mid-prior attainers in maths. 2. Improve the attainment and progress of SEND pupils in reading. 3. Build in consciously multi-cultural elements to the curriculum and wider aspects to promote equality and diversity across the school. 4. Develop a coaching model to support middle leadership with monitoring and evaluation.
External support / reviews planned	<ul style="list-style-type: none"> • Andy Lakatos to visit Term 3/4 • Diocese support • Maths Hub support • PiXL Associate
Windmill Primary School	
<i>Looking back...</i>	
School Improvement Priority areas at beginning 2021/22 academic year	<ol style="list-style-type: none"> 1. To increase the impact of leadership on the standards of teaching, learning, assessment across the school. 2. Curriculum design (intent) and implementation leads to improved outcomes for all learners and raised standards of attainment. 3. To ensure the effective inclusion of children with additional needs lead and secure their engagement in learning. 4. To promote positive mental health and well-being across the whole school community. 5. To strengthen EYFS provision and outcomes for all learners, particularly boys.
External support/reviews	<ul style="list-style-type: none"> • Maths Hub • English Hub • Andy Lakatos May 2022 – Reading and SEND • PiXL Associate • Interim Action Board • Safeguarding Audit
End of Year outcomes summary - attainment	= Foundation GLD in-line with National ↓ Y1 Phonics significantly below National ↓ Y2 outcomes below National ↑ Y6 outcomes above National

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Windmill Primary School	
<i>Looking forward...</i>	
School Improvement Priority areas at beginning 2022/23 academic year	<ol style="list-style-type: none"> 1. The teaching and Learning through the school to be good or better 2. Implement new curriculum across the school 3. Improve the standard of writing across the school 4. Improve standards in maths across the school 5. To provide enrichment opportunities for all across the curriculum.
External support / reviews planned	<ul style="list-style-type: none"> • Andy Lakatos to visit later in the year • Maths Hub support • Reading Hub support • RWI Development Days • PiXL Associate
Woodford CE Primary School & Nursery	
<i>Looking back...</i>	
School Improvement Priority areas at beginning 2021/22 academic year	<ol style="list-style-type: none"> 1. To develop consistency in the teaching of maths and ensure approach is aligned to the mastery approach. 2. To develop consistency in the use of the teaching and learning wheel. 3. To raise expectations from staff, children and parents to ensure there is a culture of success and high attainment across the school.
External support/reviews	<ul style="list-style-type: none"> • Angela Griffiths – external HT • Andy Lakatos March 2022 – reading and science focus • Diocese support, focused on SIAMs • Hatton Academies Trust Leadership Link • PiXL Associate • Safeguarding Audit – Trevor Kendrick
End of Year outcomes summary - attainment	↑ Foundation GLD slightly above National = Y1 Phonics In-line with National = Y2 outcomes in-line with National (maths below) ↑ Y6 outcomes above National
<i>Looking forward...</i>	
School Improvement Priority areas at beginning 2022/23 academic year	<ol style="list-style-type: none"> 1. To have a coherent and well sequenced curriculum 2. To develop the Maths mastery approach across the school for all children 3. To Improve outcomes for SEND and vulnerable children 4. Developing Character – Our Wellness / Collective Responsibility
External support / reviews planned	<ul style="list-style-type: none"> • Andy Lakatos to visit Term ¾ • Diocese support • Maths Hub support • PiXL Associate

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Manor School	
<i>Looking back...</i>	
School Improvement Priority areas at beginning 2021/22 academic year	<ol style="list-style-type: none"> 1. Develop an integrated CPD portal and a culture of coaching and action research amongst teachers and other staff to ensure that we identify, refine and apply the best teacher practice of our students. 2. To develop all staff confidence with supporting students with SEND 3. Improve the pace and rigour quality assurance to ensure improvements are sustained in identified areas of concern. 4. ELT have greater clarity and impact at a whole school level on school strategic measures.
External support/reviews	<ul style="list-style-type: none"> • Julie Bloor – weekly coaching to SLT, supported with evolution of SDP and SEF, designed leadership programme, WWW Review & supported in development of maths at Manor. • Mark Feldman – QA in several departments – history and social sciences, PE & science • Susan Byles – English Review • MfL Review • Following the tragic death of one of our students, Callum Woodcroft, various mental health and suicide awareness agencies. • Safeguarding Audit – Trevor Kendrick
End of Year outcomes summary – attainment	<p>↓ KS4 Progress 8</p> <p>=KS4 Attainment 8</p> <p>↑ KS5 Attainment and Progress</p>
<i>Looking forward...</i>	
School Improvement Priority areas at beginning 2022/23 academic year	<ol style="list-style-type: none"> 1. Consistency [Positive Environment – Developmental Organisation / Infrastructure]: Integrate all aspects of our teaching and learning strategy with our professional learning process to ensure high quality application of our centralised pedagogies lead to sustained improvements in practice and student outcomes. 2. Culture [Raising Aspirations – Educational Excellence / School Improvement]: Need is identified early, and appropriate steps are taken to meet that need. 3. Community [Developing Character – Our Wellness / Collective Responsibility]: Engender a stronger culture of engagement and participation from families and the wider community by improving their knowledge and understanding of all aspects of school life.
External support / reviews planned	<ul style="list-style-type: none"> • Julie Bloor – 3 x departmental reviews • Appreciative Enquiry partnership with Wollaston School • Standardisation and moderation across all key stages with Wollaston School • We, Mind & Kelly Matters

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Key Stage 4 and 5 results 2022

A much more 'normal' summer examination series returned for the Year 11 and 13 cohorts completing their GCSE, A Level and vocational qualifications in the summer of 2022. To compensate for and recognise the disruption because of pandemic lockdowns and Covid 19, Ofqual and the Department for Education made reasonable adjustments for this by sharing 'advanced information'. This information outlined some of the content for students which definitely would or would not appear on the final written papers. In many cases this information was incredibly useful in many cases although students and subject teachers reported that these were not helpful in a small number of subjects.

At both Key Stage 4 and Key Stage 5 Ofqual announced before the release of results that they intended that outcomes would fall to approximately halfway between national averages pre-pandemic in 2019 and Teacher/Centre Assessed Grades in 2021. This has broadly happened at Key Stage 5 while the return towards pre-pandemic averages has not quite happened at Key Stage 4.

Headline figures have been provided in this report, and the Department for Education have published performance tables for the first time since the start of the pandemic. However, these figures must still be treated with caution and are not directly comparable with any recent year or other settings who may have been affected by the pandemic to a greater or lesser extent than our school and community.

Key Stage 4 Headlines

- Attainment 8 – 44
- Progress 8 – -0.57
- Grade 5+ in English and maths – 39%
- Grade 4+ in English and maths – 58%
- EBacc entry – 31.9%
- EBacc APS – 3.75

Overall, the attainment at Key Stage 4 was broadly in line with the final data collection point and what was expected. In most attainment measures, these headlines were also in line with 2019 outcomes. Unfortunately, the progress measures are not as high as expected. This is partly due to the context of the national rise and then fall in outcomes in recent years, but also significantly affected by the increased number of outliers than ever before at Manor. This year there were a larger cohort of students who were persistently absent throughout the year or didn't engage well in the examination series. Comparing progress of those who were in school against those who were in school for less than 80% of their Year 11 journey, a start -1.4 difference in progress measures is significant. A similar picture can be seen across much of the East Midlands which overall achieved one of the lowest attainment averages in the country. It is important to recognise that while the whole school picture in terms of progress is lower than anticipated, improvements were evident in priority areas over the last three years, including in maths and sciences.

Key Stage 5 Headlines

- Overall average grade (as grade) – C+
- Overall average point score – 32.46
- Applied general average grade – Merit+

Key Stage 5 results were very pleasing and in nearly all measures higher than national in a year when it was anticipated these might fall in line with the country. This means that the gap that existed between Manor and national averages in 2019 is now closing with improvements from the bottom 5% of schools nationally, despite lower grade boundaries. The average grade improving from a D to a C+ is testament to the significant investment that has occurred over the last five years in the Sixth Form at Manor. Equally, important is the reduction in U grades and a very positive average grade of B- for students with SEND.

Destinations post-16 continues to be an important measure and in 2022 all students who applied were given a place at university, with 64% of students attending their first-choice university. Of the students that applied to university, 33% of these applications were accepted into 'top third' universities. All students who did not follow a university pathway went into employment, further education or an apprenticeship.

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Overall summary

While there will always be success stories within the Key Stage 4 and 5 results, there is still progress to be made, particularly at Key Stage 4 and moving back towards national and a whole school focus on attendance which will contribute significantly to this. These results should be seen as a legacy set of results given the significant context that the school has been through in recent years and are seen as a benchmark for improvement over the next three years with historically demonstrated capacity and experience to improve, as evident by the Sixth Form results in 2022 and the pre-pandemic journey of Key Stage 4.

One final thing to shout about...

The year 6 children came together across all of our NET primary schools to give them experiences through our NET drivers of Work. World. Wellness. to allow for a greater opportunity for our children to be secondary ready. It was a fantastic experience for the children to develop their confidence in moving around a secondary school, building relationships with new people and give them knowledge and skills to help begin thinking about life beyond their primary years, and how they can be mentally prepared for the transition to secondary school. This was a positive and engaging experience that allowed the year 6 pupils to be immersed in the NET ethos, and for us to be confident as educators that we were preparing our children to be in the best possible position, with some key fundamental skills, to approach their secondary education.

Feedback from external reviews and leaders in our trust:

"The Trust was seen to have good school improvement capacity and the leadership of the Director of School Improvement has been encouraged by the CEO. The leadership model developed to support the new Head of School at Manor deserves particular praise: it gives experienced support to both the leaders and to the school itself thus preventing potential isolation as the only secondary. Within the Trust, the subject development groups were spoken of as a really good innovation. Building on this to develop even more primary/secondary partnership would be ideal and another very marketable model. The improved CPD offer was noted as a great development, contributing to both recruitment and retention of staff." Martin Post (former Regional School Commissioner).

What does being part of the Nene Education Trust mean to you?

Everything! It has given me excellent opportunities to learn + progress my career.

Being a part of NET allows me to remain in control of my school, where I can make the right judgements and developments based on evidence relating to the pupils and community that we work with and allows for our school to continue to be personalised. The community of leaders that work in close proximity allows for actual support for each other and a feeling of togetherness and support.

Having access to specialist support when required and being able to support others when required too.

Being part of a trust supports development where expertise can be shared across whole school staff.
Strength in larger dept e.g HR, Finance, support for CIF bids

I love being part of a local cluster of schools and as a head I still have the autonomy to run my school. I value the support of colleagues and the clarity over the priority areas.

The collaborative nature of being in a Trust means that you never feel alone. There is always someone to contact if you need to ask a question.

Being within a group of schools with shared aims who can support each other and help each other improve.

Being supported by other principals and schools within the trust has helped me within my principal role. It has been great to be a collective team, to share ideas and practices to ultimately improve outcomes for children across the schools. The weekly newsletters are very helpful and keep me on track with actions required. I have felt very supported by certain individuals (CEO and my SiP) who I feel I can contact at any time and know they will help.

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Going concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, the board of trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

The Trust are working hard to correct a small deficit of £85k (equivalent to 0.5% of annual income) which is as a result of the following:

- During the year the trust over invested on capital works in the Trust's estate including where successful CIF bids had required significant contributions from school reserves to be made alongside funds granted by the ESFA.
- After 31 August 2022 management were made aware that pay increases proposed by the NJC for non-teaching staff would be significantly higher than anticipated and budgeted for. The NJC paycales were finalised at the unexpectedly high level and due to the materiality level would need to be backdated to April 22. This adjustment took a small surplus position to an overall deficit position of £85k after making an adjustment totalling £113k.

The Trust Executive are correcting this position by taking the following proactive and mitigating actions:

- employing an experienced CFO,
- restructuring a range of teams including HR, Executive team, school leadership teams,
- enforcing a temporary capital freeze,
- freezing recruitment
- reforecasting the budget and outturn position for the year to target further savings
- reviewing all high spend areas.

The Trust has a net current asset position and has cash in the bank sufficient to meet current liabilities as they fall due. The Trust are confident that controls are in place that are sufficient to manage spending, with a view to returning to a surplus position in a realistic timeframe.

Protecting the success of the academy trust

Some particularly stand-out quotes from the feedback are:

Staff

"Loved the variety - Silhouette Drama group are fabulous. World of Work was amazing - so interesting. We had some great visitors talking about their jobs. The Well Being activities were "magical" - according to one of my girls and the STEM day was so interesting."

"It was a really fab week and it was very enjoyable. The Year 6 children have been talking about their future aspirations and it has left a fire in their belly to learn more. For me, this was the best outcome. they have learnt about the world and future careers and they can see themselves fitting in."

"Yes! So great to see the kids make connections, build on what they know, go out of their comfort zone and learn how that relates to what starting secondary will be like."

"And more ... The year 6's were given the opportunity to meet people from outside the school who had amazing things to tell them and that their future is waiting for them."

"I think all year groups could benefit from this kind of week - with lots of outside visitors to give children the experiences that they would not necessarily get in their own lives."

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Pupils

"There are so many things you can do out there - things you don't even think could be a job."

"We don't have to know what we want to do for a job and that we might change our minds to something totally different"

"We learnt to try new things and to be braver. We learnt new skills to help us with secondary school".

"The entomologist was fascinating and we loved exploring her workshop and seeing all the different insects. I really enjoyed talking to Sophie Harker and asking her questions. She was engaging."

"We learnt about different careers and jobs. We learnt more about science."

Financial review

Most of the Academy's income is obtained from the Education and Skills Funding Agency (ESFA)/Department of Education (DfE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA/DfE during the year ended 31 August 2021 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the ESFA/DfE. In accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice, 'Accounting Activities by Charities' (SORP), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned. In addition, funds are received from various activities carried out to generate funds, such as any running costs of the Academy not met by restricted grants. Any surplus is carried forward as an unrestricted fund in the balance sheet.

DfE income increased from £11,574,047 to £14,910,240; this is due to the full year impact of Redwell Primary school joining the trust and the new supplementary grant funding. Covid support of £155,426 in the previous year was £0. Local authority income decreased from £515,555 to £445,568 in year.

Unrestricted income decreased in the year from £196,898 to £124,496 in the current year.

Total expenditure increased from £14,302,099 to £18,503,082.

The trusts contribution to CIF projects in the current period was £182,890 with CIF grants received being £1,393,936 (includes £308,884 of unspent capital grants at the year end).

The total unrestricted funds carried forward for the current year are £nil.

The sports and leisure facility at Manor Sports college has recovered well after two years of disruptions as a result of covid. MSL has also contributed to the community by introducing summer camps available to all NET schools in the Raunds area.

Catering income has recovered but still posted an overall loss in the year. The Trust has focussed on bringing our other schools under the Manor catering provision and by the start of September 22 it supplied 7 out of the 8 schools in NET. This will bring financial benefit in 22/23 but will also ensure the best possible quality of food to all students which is especially important to our families facing economic hardship.

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Reserves policy

The Trustees regularly review the level of reserves. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. It is the policy of the Trustees to maintain free reserves at a level which ensures that all management and administrative costs can be met throughout the year.

The Trustees have previously determined that the approximate level of free reserves should be £0.5m in order to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with contingencies.

During the 2017/18 financial year, the Trustees agreed to a temporary reduction to the level of free reserves from £0.5m to £0.2m during a period where lagged funding was having an adverse impact on reserves.

The Trustees have committed to regularly review the reserves policy in light of the current financial outturn of the Trust.

Details of Fixed Asset and Pension Reserves are shown in Note 20.

Investment policy

The Trust does not hold any investments other than cash at bank and its initial £1 investment in its subsidiary undertaking, Manor Sports and Leisure Ltd. Where funds allow, the Trustees agree to transfer money to interest bearing deposit accounts for a limited period.

Principal risks and uncertainties

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees have assessed the major risks to which the Academy Trust is exposed, in particular those relating to teaching, provision of facilities and other operational areas of the Academy Trust, and its finances. The Trustees have implemented a number of systems to assess risks that the Academy Trust faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and Academy trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls in order to minimise risk.

Where significant financial risk still remains they have ensured they have adequate insurance cover.

The Academy Trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The Trustees regularly review the risks faced by the Academy Trust and have completed a "Risk Map" to identify the critical areas of concern. This has been taken down to school leadership level with relevant feedback and involvement from Principals. As far as possible the Trustees have put in place management controls to minimise/mitigate risks.

As a result of an A&R subcommittee review during the current year the Trustees consider the following items are the principal risks facing the Trust:

1. Financial and budget control
2. Estates H&S management with reduced budget situation
3. Cyber security

Fundraising

The Trust's Academies occasionally engage in fundraising activities, either for a specific venture such as an overseas trip or a leisure activity, or to support a charitable event, especially nationally recognised events such as Children in Need or Comic Relief. Funds raised through such appeals are purely expended on associated costs in the case of trips and activities or donated in full to the appropriate charity.

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Streamlined energy and carbon reporting	2022	2021
<i>Energy consumption</i>	kWh	kWh
Aggregate of energy consumption in the year	367,993	310,043
	<u> </u>	<u> </u>
	2022	2021
<i>Emissions of CO2 equivalent</i>	metric tonnes	metric tonnes
Scope 1 - direct emissions		
- Gas combustion	449.00	381.22
- Fuel consumed for owned transport	3.60	3.81
	<u> </u>	<u> </u>
	452.60	385.03
Scope 2 - indirect emissions		
- Electricity purchased	289.50	231.20
Scope 3 - other indirect emissions		
- Fuel consumed for transport not owned by the academy trust	10.70	8.20
	<u> </u>	<u> </u>
	752.80	624.43
Total gross emissions	<u> </u>	<u> </u>
<i>Intensity ratio</i>		
Tonnes CO2e per pupil	0.25	0.22
	<u> </u>	<u> </u>

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 CO2 equivalent per pupil, the recommended ratio for the sector.

Measures taken to improve energy efficiency

- Ongoing energy monitoring using analytics to reduce overall consumption
- Installation of LED lightings.
- Further thermal upgrades have continued to includes roof insulation and

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Plans for future periods

The Nene Education Trust has compiled a Strategic Development Plan outlining the goals and targets of the Trust over the period 2021-2026.

The new plan shares and defines the vision of Trustees, expanding on the Trust's strategic objectives, defining key goals and performance measures and builds on individual Academy successes already achieved. The vision is to ensure that our children and young people are challenged continually to complete their education successfully, to develop self-confidence and self-esteem and to be proactive in determining their career pathway.

Our Mission (Strategic Intent):

Raising aspirations and developing character is at the heart of everything we do within our schools to enable each young person to achieve highly and be successful in life, contributing back to the world we live in. Throughout their educational journey in the Nene Education Trust, we aim to develop all our learners within a positive environment for learning, along with opportunities to develop their spiritual and moral compass so that they grow with integrity.

Through a set of shared principles, we will develop a multi-academy trust of highly effective and sustainable schools. As a group of schools working in collaboration as one, we will improve and maintain high educational standards in order to advance education for the public benefit.

Our Strategic Intent will be achieved by delivering the Trust Strategic Plan 2021/26 through the 6 key areas:

- Educational Excellence
- School Improvement
- Developmental Organisation
- Infrastructure
- Our Wellness
- Collective Responsibility

Our shared principles are the DNA running through all we do in creating the culture of our successful multi-academy trust.

- People first
- Working together
- Outward facing and ambitious
- Autonomy
- Celebrating our achievement

The Trust has completed the centralisation of Finance, Human Resources, Estates and ICT this year. The aim continues to focus upon achieving the highest quality service that delivers consistently high outcomes in all these areas. As there were no external funding streams available (such as TCAF) the Central costs of implementing these changes have had to be met from GAG income and reserves.

Central operations and systems development

- The central team has continued to grow capacity during the year with further HR professional staff being employed to support the COO with the successful restructures during the year and TUPE of catering staff. This has also allowed more robust management of employee relations cases and a significant increase in other support to the schools in other areas such as absence management.
- This in turn has allowed the CEO to focus on the Trust's wider strategy and engagement in the local area.
- The Access platform started to operate in Sept 21 and is now in use across the Trust.
- The Arbor MIS platform went live on September 1st 2021 with Manor School transferring to the platform in April 2022. The visibility of information for each school has been vital for the school improvement team to understand and challenge the performance of each school.

NENE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The Parago estates management platform was introduced during the year under review – this is proving to be a useful tool in managing maintenance tickets in all schools as well as providing a register for the management of all assets and contracts.

Long-term Growth

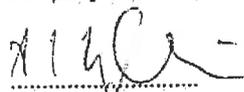
The aim over the next five years is to continue to grow at a sustainable pace, identifying schools that offer a cultural fit, but that can also add value to the network. Longer-term, the aim is to create two or three geographical hubs across the towns within North Northamptonshire, growing an optimum size of approximately 6,000 pupils. The Trust now also has a development centre offering independent education-based training to teaching professionals across North Northamptonshire. It is also a strategic and delivery partner of the Northamptonshire Teaching School Hub and is currently delivering NPQ training and ECF training to cohorts of teachers from across the region.

Auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- 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.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on ~~15 December 2022~~ and signed on its behalf by:



A Laughton
Chair of Trustees

NENE EDUCATION TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

Scope of responsibility

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

The board of trustees has delegated the day-to-day responsibility to the Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Nene Education Trust and the Secretary of State for Education. The accounting officer 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 6 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
A Laughton (Chair of Trustees)	6	6
M Busby	5	6
C Hill (Chief Executive Officer)	6	6
M Spinks-Wilson	4	6
N Bonser-Ward	5	6
N Wilson	5	6
R Hargrave (Resigned 31 August 2022)	6	6
S Atkins (Diocesan corporate director) (Resigned 18 July 2022)	3	5
Dr R Whittaker (Diocesan corporate director)	4	6
G Rose (Resigned 31 January 2022)	1	2
K Duncan-Banerjee	6	6
E Nuttall	6	6
P French (Appointed 20 July 2022)		
J Weedon (Appointed 1 September 2022)		

Georgina Rose resigned in January 2022 and a recruitment exercise was carried out in Summer 2022 to recruit a replacement for that position. Jenna Weedon was appointed to reflect the skills audit review requirement for someone with both local community knowledge and professional marketing skills and experience. Jenna also fills the requirement of parental representation on the Board. Her appointment commenced on 1 September 2022.

The first term of office for 4 trustees came to an end in Summer 2022, but all expressed the wish to be reappointed: 3 as trustees: Anthony Laughton, Nina Wilson, Nathanael Bonser-Ward. All were reappointed by the Members. Russell Hargrave changed role from trustee to member. Stephen Atkins was replaced as Diocesan Director by Peter French.

An external review of Governance was carried out by Sir David Carter in May 2022 and the findings were incorporated into the Trust strategic priorities and addressed by the Board as part of the Trust risk mapping. One of the priority areas was the review of local governance that was carried out in Summer 2022 which ensured the focus of Local Advisory Boards, to be named Local Committees from September 2022, was on developing feedback loops from school and community level into the Trust Board and a more ambassadorial rather than monitoring role. This was set out in the updated Scheme of Delegation for 2022-23.

NENE EDUCATION TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The review of local governance also identified risks and weaknesses in the existing delegated responsibilities to local governing bodies (Local Advisory Boards) for health and safety and safeguarding. For 2022-23 a new Trust Safeguarding Trustee role has been created and they will chair a Safeguarding Committee of the Trust Board which will provide a more rigorous challenge to safeguarding in the Trust. This will complement the Trust Safeguarding Lead role at executive level that was created in September 2021. Health and Safety will be managed at executive level by a Health and Safety Working group that will report to the Trust Audit and Risk Committee.

The Trust's emphasis on the mental health and wellbeing of its staff and students will be monitored at local governing body level by local committee members from September 2022.

The Education Standards Committee will continue to focus in 2022-23 on the impact of the Trust's curriculum and school improvement focus on the outcomes for students.

Conflicts of interest

Nene Education Trust maintains a Register of Interests which is updated annually by all levels of governance and staff. The registers for governance are published on the Trust website. Declarations of interest are always sought at the start of every Trust Board and Committee meeting, including Local Committee Meetings. If there were any interest declared the individual would absent themselves from any discussions or voting.

Governance reviews

An external review of Governance was carried out by Sir David Carter in May 2022 and the findings were incorporated into the Trust strategic priorities and addressed by the Board as part of the Trust risk mapping. One of the priority areas was the review of local governance that was carried out in Summer 2022 which ensured the focus of Local Advisory Boards, to be named Local Committees from September 2022, was on developing feedback loops from school and community level into the Trust Board and a more ambassadorial rather than monitoring role. This was set out in the updated Scheme of Delegation for 2022-23.

The review of local governance also identified risks and weaknesses in the existing delegated responsibilities to local governing bodies (Local Advisory Boards) for health and safety and safeguarding. For 2022-23 a new Trust Safeguarding Trustee role has been created and they will chair a Safeguarding Committee of the Trust Board which will provide a more rigorous challenge to safeguarding in the Trust. This will complement the Trust Safeguarding Lead role at executive level that was created in September 2021. Health and Safety will be managed at executive level by a Health and Safety Working group that will report to the Trust Audit and Risk Committee.

In July 2022 the Trust were selected by the ESFA for a governance and compliance review against the academy handbook. This review was very successful as the trust were found to be "well on their way to full compliance with the academy handbook".

Plans for 2022-23

In 2021-22 the Trust Board undertook an internal self-review based upon The CST's Assurance framework. External challenge to this internal review was given by Sir David Carter to ensure that the Trust Board had an outward facing sector specific comparison. In particular this review had a significant influence of the work achieved on the changes to the local governance structures implemented in September 2022.

The review reinforced that the direction of travel in 21-22 should continue in 22-23 with a focus upon:

1. The education sub-committee to development a focus on scrutiny of standards as student outcomes become reliable again after the years of uncertainty caused by covid.
2. Embed the new local committee approach during 22-23 with stakeholder feedback driving the vehicle of work undertaken in the following areas:
 - a. The experience of children in each of the schools
 - b. The experience of staff who work in the schools
 - c. The experience of parents, carers and families who choose to send their children to your schools
 - d. The role of the local committee as an ambassador in their community for the trust.
3. Introduction of a new Safeguarding Committee of the Trust Board.

NENE EDUCATION TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Finance Committee

The finance & resources committee is a sub-committee of the main board of trustees. The Committee is responsible for advising the Board on matters relating to the Trust's finance arrangements, and aid the Board to ensure sound management of the Trust's finances and resources, including proper planning, monitoring and probity. The Finance & Resources Committee is responsible to the Trust Board. The Committee's Terms of Reference are agreed and adopted by the Board and can only be amended with the approval of the Board.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
A Laughton (Chair of Trustees)	2	2
C Hill (Chief Executive Officer)	3	4
N Bonser-Ward	4	4
R Hargrave (Resigned 31 August 2022)	4	4
Dr R Whittaker (Diocesan corporate director)	4	4
K Duncan-Banerjee	4	4

Audit committee

The audit committee is a sub-committee of the main board of trustees. The main purposes are to ensure a comprehensive audit programme is undertaken to review the Risk Map making recommendations and ensuring there is a robust system of internal controls in place. The Audit Committee makes recommendations to the board of directors as set out in the Terms of Reference which is reviewed annually.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
M Busby	4	4
C Hill (Chief Executive Officer)	4	4
M Spinks-Wilson	4	4
N Bonser-Ward	3	4
G Rose (Resigned 31 January 2022)	1	2

Review of value for money

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

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

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

1. Student Attainment

Our headline figures earlier in this report. We continue to be immensely proud of all the work and achievements of our students, especially after such a difficult and disrupted year. Our teachers have worked tirelessly to ensure students are all able to progress, and we look forward to seeing what they will achieve in the future.

NENE EDUCATION TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

2. Ensuring the operation of the Trust demonstrates good value for money and efficient and effective use of resources.

High value contracts are assessed against the marketplace on a regular basis to ensure that long term contracts, anything over three years in duration, remain competitive. For purchases above £10,000 but below the tender limit, of £25,000, 3 quotes are required.

The Trust has undertaken thorough reviews of its contracts and their suppliers. These continue to lead to savings and cost efficiencies in areas throughout the Trust

The Trust now produces monthly KPI's on staff costs per setting and this is reviewed by the senior executive on a monthly basis alongside the information they receive on contract ratios.

This information also helps to review the effectiveness of leadership against the cost by setting.

Marketing

A marketing company was appointed in 20-21 to work with the Trust on following areas

- Communicate the activities of the schools to current and prospective parents
- Showcase to the wider community the benefits of being part of NET
- As this focus has now been embedded within the organisation, the contract has ceased on 31.12.22

Review of Catering Provision in all Schools

- The Manor Catering provision has extended its reach during 2021-22 and by the end of the year under review covered 7 (Previous year 4) schools in the Trust Staff from 3 external suppliers were TUPED to the Trust .
- The quality of food served has improved markedly and in 22-23 take up of school meals across the trust has risen by over 20%
- This will also save the Trust paying external suppliers for this service.
- The Trust expects the service to break even during the year against a cost of xx in the previous year.

Central Office

- The trust leased a new central office towards the end of the year, merging 3 different facilities as a result. The move has created efficiencies of working , with all colleagues being in one place and it also houses the training facility of 5Wells which joined the Trust at the start of the academic year.
- This allowed the trust to save at least one head count and further efficiencies will result as reviews are undertaken.

Central services

The Trust successfully moved to an internal HR information service and Payroll provision in September 2021.

This removed the need for an external bureau provision , which ensured

- a better service to staff and
- better information for line managers
- better controls over payroll payments

The Trust now has a good control of pension payments and can help colleagues understand their pension options in a more timely manner.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy 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 Nene Education Trust for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and accounts.

NENE EDUCATION TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Capacity to handle risk

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

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the finance & resources committee 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;
- identification and management of risks.

The trustees have identified a range of internal audit functions that align to the risks identified during 2021-22 and have received internal audit feedback on the following areas from a range of professional organisations.

- Safeguarding
- GDPR
- School Improvement judgements
- Trust Review of leadership and governance
- Financial and Probity – Executive Pay
- Payroll Process Audit
- SCR Process Audit
- IT and Cyber Security Reviews and Audits
- Health and Safety Audits

This demonstrates that trustees are considering the view of risk being a wider remit than just finances.

The Trust board considered the options around internal audit reports and decided that a bought-in internal audit service from a firm, other organisation or individual with professional indemnity insurance was the appropriate action and after tender appointed MacIntyre Hudson to undertake this work.

The impact of the internal audit work undertaken in 21-22 saw significant improvements in controls and accuracy of the balance sheet and implementation of in-house payroll processes.

For the last two years a wide range of other internal audit functions over and above financial control have been undertaken by other external bodies in regards to GDPR, Safeguarding, Subject reviews and health and safety.

An annual internal audit report encompassing all of the various strands is presented each year to A&R committee.

The board of trustees has considered the need for a specific internal audit function and has decided to appoint MacIntyre Hudson as the internal auditor. The role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. On a termly basis the Audit Committee reports to the board of Trustees on the operation of the system of control and on the discharge of the board of Trustees' financial responsibilities.

NENE EDUCATION TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Review of effectiveness

As accounting officer the Head 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 noted above;
- the work of the Audit Committee;
- the work of the external auditor;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the board of trustees on 15 Dec 2022 and signed on its behalf by:



A Laughton
Chair of Trustees



C Hill
Chief Executive Officer

NENE EDUCATION TRUST

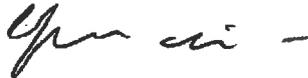
STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2022

As accounting officer of Nene Education Trust, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

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

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.

 - C HILL

C Hill

Accounting Officer

15.12.22

NENE EDUCATION TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees (who are also the directors of Nene Education Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2021 to 2022 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

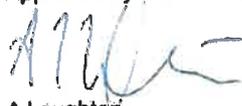
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts 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 accounts 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 that 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 accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the board of trustees on 15 DEC 2022 and signed on its behalf by:



A Laughton
Chair of Trustees

NENE EDUCATION TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NENE EDUCATION TRUST

FOR THE YEAR ENDED 31 AUGUST 2022

Opinion

We have audited the accounts of Nene Education Trust for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, 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), the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts 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.

Material uncertainty related to going concern

We draw your attention to note 1.2 'Going concern' which indicates that the Trust is in an overall deficit for free reserves as at 31 August 2022. This indicates that a material uncertainty exists that may cast significant doubt on the Trust's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Other information

The other information comprises the information included in the annual report other than the accounts and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

NENE EDUCATION TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NENE EDUCATION TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts 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 statement of trustees' responsibilities, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

NENE EDUCATION TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NENE EDUCATION TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <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.

Azets Audit Services

Richard Monkhouse (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

15/12/2022

Chartered Accountants
Statutory Auditor

Thorpe House
93 Headlands
Kettering
Northamptonshire
United Kingdom
NN15 6BL

NENE EDUCATION TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2022

In accordance with the terms of our engagement letter dated 25 August 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Nene Education Trust during the period 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Nene Education Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Nene Education 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 Nene Education Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Nene Education Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Nene Education Trust's funding agreement with the Secretary of State for Education dated 31 October 2015 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Assessment and testing of the internal audit work and reliance placed upon this work for the review of internal control procedures
- Further testing of the internal control procedures has been carried out in the followings areas:
 - Sample test of delegated authority procedures
 - Enquiry and review of transactions with connected parties
 - Review of governance procedures including inspection of trustee and relevant board minutes
 - Sample test of procurement procedures
- Communication with the accounting officer

NENE EDUCATION TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2022

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 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Azets Audit Services

Reporting Accountant

Azets Audit Services
Thorpe House
93 Headlands
Kettering
Northamptonshire
NN15 6BL
United Kingdom

Dated: *15/12/2022*.

NENE EDUCATION TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2022 £	Total 2021 £
Income and endowments from:						
Donations and capital grants	3	26,960	-	1,578,629	1,605,589	188,370
Donations - transfer from local authority on conversion		-	-	-	-	2,426,850
Charitable activities:						
- Funding for educational operations	4	534,435	15,355,710	-	15,890,145	12,595,082
Other trading activities	5	426,466	-	-	426,466	196,898
Investments	6	109	-	-	109	81
Total		987,970	15,355,710	1,578,629	17,922,309	15,407,281
Expenditure on:						
Charitable activities:						
- Educational operations	9	1,317,636	16,425,773	786,397	18,529,806	14,302,099
Total	7	1,317,636	16,425,773	786,397	18,529,806	14,302,099
Net Income/(expenditure)		(329,666)	(1,070,063)	792,232	(607,497)	1,105,182
Transfers between funds	20	-	(222,210)	222,210	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit pension schemes	22	-	7,124,000	-	7,124,000	(1,237,000)
Net movement in funds		(329,666)	5,831,727	1,014,442	6,516,503	(131,818)
Reconciliation of funds						
Total funds brought forward		329,666	(6,582,867)	24,530,673	18,277,472	18,409,290
Total funds carried forward		-	(751,140)	25,545,115	24,793,975	18,277,472

NENE EDUCATION TRUST

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Comparative year information Year ended 31 August 2021	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2021 £
Income and endowments from:					
Donations and capital grants	3	23,584	-	164,786	188,370
Donations - transfer from local authority on conversion		400,850	(474,000)	2,500,000	2,426,850
Charitable activities:					
- Funding for educational operations	4	314,261	12,280,821	-	12,595,082
Other trading activities	5	196,898	-	-	196,898
Investments	6	81	-	-	81
Total		935,674	11,806,821	2,664,786	15,407,281
Expenditure on:					
Charitable activities:					
- Educational operations	9	665,084	12,893,148	743,867	14,302,099
Total	7	665,084	12,893,148	743,867	14,302,099
Net income/(expenditure)		270,590	(1,086,327)	1,920,919	1,105,182
Transfers between funds	20	11,081	(130,981)	119,900	-
Other recognised gains/(losses)					
Actuarial losses on defined benefit pension schemes	22	-	(1,237,000)	-	(1,237,000)
Net movement in funds		281,671	(2,454,308)	2,040,819	(131,818)
Reconciliation of funds					
Total funds brought forward		47,995	(4,128,559)	22,489,854	18,409,290
Total funds carried forward		329,666	(6,582,867)	24,530,673	18,277,472

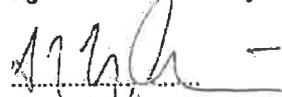
NENE EDUCATION TRUST

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	13		25,230,356		24,530,673
Current assets					
Stocks	14		4,950		4,950
Debtors	16		1,523,594		1,059,432
Cash at bank and in hand			310,484		430,454
			<u>1,839,028</u>		<u>1,494,836</u>
Current liabilities					
Creditors: amounts falling due within one year	17		<u>(1,586,118)</u>		<u>(1,125,679)</u>
Net current assets			<u>252,910</u>		<u>369,157</u>
Total assets less current liabilities			<u>25,483,266</u>		<u>24,899,830</u>
Creditors: amounts falling due after more than one year	18		<u>(23,291)</u>		<u>(32,358)</u>
Net assets before defined benefit pension scheme liability			<u>25,459,975</u>		<u>24,867,472</u>
Defined benefit pension scheme liability	22		<u>(666,000)</u>		<u>(6,590,000)</u>
Total net assets			<u>24,793,975</u>		<u>18,277,472</u>
Funds of the academy trust:					
Restricted funds	20				
- Fixed asset funds			25,545,115		24,530,673
- Restricted income funds			(85,140)		7,133
- Pension reserve			(666,000)		(6,590,000)
Total restricted funds			<u>24,793,975</u>		<u>17,947,806</u>
Unrestricted income funds	20		<u>-</u>		<u>329,666</u>
Total funds			<u>24,793,975</u>		<u>18,277,472</u>

The accounts on pages 36 to 64 were approved by the trustees and authorised for issue on 15 Dec 2022 and are signed on their behalf by:



 A Laughton
 Chair of Trustees

Company registration number 07816548

NENE EDUCATION TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

		2022		2021	
	Notes	£	£	£	£
Cash flows from operating activities					
Net cash used in operating activities	23		(203,561)		(502,470)
Cash funds transferred on conversion			-		400,850
			<u>(203,561)</u>		<u>(101,620)</u>
Cash flows from investing activities					
Dividends, interest and rents from investments		109		81	
Capital grants from DfE Group		1,578,629		159,953	
Capital funding received from sponsors and others		-		4,833	
Purchase of tangible fixed assets		(1,486,080)		(182,824)	
Proceeds from sale of tangible fixed assets		-		4,000	
			<u>92,658</u>		<u>(13,957)</u>
Net cash provided by/(used in) investing activities			92,658		(13,957)
Cash flows from financing activities					
Repayment of long term loan		(9,067)		-	
Repayment of other loan		-		595	
			<u>(9,067)</u>		<u>595</u>
Net cash (used in)/provided by financing activities			(9,067)		595
Net decrease in cash and cash equivalents in the reporting period			<u>(119,970)</u>		<u>(114,982)</u>
Cash and cash equivalents at beginning of the year			430,454		545,436
Cash and cash equivalents at end of the year			<u>310,484</u>		<u>430,454</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Nene Education Trust is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the trustees' report.

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

1.1 Basis of preparation

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

The presentation currency of the financial statements is pound sterling.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable 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 accounts.

As of 31 August 2022, the Academy Trust has net current assets of £252,910, incurred an operating deficit in the year of £607,497 (including depreciation and LGPS pension costs), has a cash balance of £310,484 and a deficit carry forward on free reserves of £85,140.

The Trustees have prepared the financial statements on the going concern basis. The Trust currently has a net current asset position and cash on hand at bank to meet current liabilities as they fall due, which supports the ongoing adoption of the Going Concern basis of accounts preparation. However, current global volatility places the finances of the Trust under significant pressure as costs escalate beyond long-term averages and expectations. Unfunded and backdated pay rises have caused the overall position of the Trust to move from a surplus to a deficit position and the Trust is continuing to focus on preparing balanced budgets and realising cost savings to bring the Trust's reserves back to a surplus position. The mitigating actions mentioned in the going concern section of the Trustees Report reflect that management are focused on this and demonstrate that the leadership of the Trust has a clear plan to move the trust back to a surplus position over the coming year and in-line with its reserves policy in the longer-term.

Should there be any deterioration in the Academy Trust's financial position in the future, the Trustees would discuss with the ESFA the requirement for advance funding to secure the Academy Trust's position.

Bearing the above in mind, the management and Trustees are confident that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason, the financial statements have been prepared on a going concern basis.

Where the Trust is no longer a going concern, adjustments may be required to the carrying value of assets, provision would also be required for the future liabilities arising as a consequence of the Trust ceasing business and assets and liabilities currently classified as non-current would be reclassified as current.

1.3 Basis of consolidation

The financial statements contain information about Nene Education Trust as an individual charitable company and do not contain consolidated financial information as a parent of a group. In the trustees' opinion the results of the subsidiary are not material to an understanding of the academy trust's financial statements as in accordance with S405(2) of Companies Act 2006.

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.4 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 period 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.

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

Donations

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

Other income

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the academy 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 accounts until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is 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.

Transfer of assets from existing academies

Where assets and liabilities are received on the transfer of an existing academy into the academy trust, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. Income equal to the net assets transferred is recognised within donations and capital grant income.

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.5 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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

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.

1.6 Tangible fixed assets and depreciation

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding that require 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.

The academy trust has a legal agreement for the use of the land and buildings under a church supplemental agreement. These are rolling agreements with a minimum two years written notice period for termination, no such notice has been given at the date of signing the accounts.

In accordance with the accounting treatment set out by the Academies Accounts Direction, the land and buildings associated with Redwell Primary School have been included as an asset in the financial statements, based on a full market value at the date of conversion.

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

Land and buildings	2% of cost
Property Improvements	10% of cost
Computer equipment	25% of cost
Fixtures, fittings & equipment	10% of cost

Assets in the course of construction are included at cost. Depreciation on those assets is not charged until they are brought into use.

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

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

1.7 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.

1.8 Leased assets

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

1.9 Investments

The academy trust's shareholding in the wholly owned subsidiary, Manor Sports and Leisure Limited, is included in the balance sheet at cost less any impairment. There is no readily available market value for this subsidiary and the cost of a valuation exceeds the benefit derived.

1.10 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. Prepayments are not financial instruments.

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. 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.

1.11 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

1.12 Taxation

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

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.13 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 and the assets are held separately from those of the academy trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a projected unit method. The 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 are 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 or 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.

1.14 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/Department for Education.

2 Critical accounting estimates and areas of judgement

Accounting 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.

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

2 Critical accounting estimates and areas of judgement (Continued)

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Capital grants	-	1,578,629	1,578,629	159,953
Other donations	26,960	-	26,960	28,417
	<u>26,960</u>	<u>1,578,629</u>	<u>1,605,589</u>	<u>188,370</u>

4 Funding for the academy trust's charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
DfE/ESFA grants				
General annual grant (GAG)	-	13,543,003	13,543,003	10,242,157
Other DfE/ESFA grants:				
- UIFSM	-	162,684	162,684	158,697
- Pupil premium	-	676,214	676,214	500,530
- PE and sport premium	-	128,520	128,520	106,680
- Rates	-	26,536	26,536	53,825
- Teachers pension grant	-	31,744	31,744	360,555
- Teachers pay grant	-	11,202	11,202	126,603
- Others	-	256,480	256,480	25,000
	<u>-</u>	<u>14,836,383</u>	<u>14,836,383</u>	<u>11,574,047</u>
Other government grants				
Local authority grants	-	519,327	519,327	515,555
	<u>-</u>	<u>519,327</u>	<u>519,327</u>	<u>515,555</u>
COVID-19 additional funding				
DfE/ESFA				
Other DfE/ESFA COVID-19 funding	-	-	-	155,426
	<u>-</u>	<u>-</u>	<u>-</u>	<u>155,426</u>
Other incoming resources	534,435	-	534,435	350,054
	<u>534,435</u>	<u>-</u>	<u>534,435</u>	<u>350,054</u>
Total funding	<u>534,435</u>	<u>15,355,710</u>	<u>15,890,145</u>	<u>12,595,082</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

4 Funding for the academy trust's charitable activities (Continued)

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above.

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Hire of facilities	39,397	-	39,397	27,224
Catering income	270,071	-	270,071	96,886
Other income	116,998	-	116,998	72,788
	<u>426,466</u>	<u>-</u>	<u>426,466</u>	<u>196,898</u>

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Short term deposits	109	-	109	81
	<u>109</u>	<u>-</u>	<u>109</u>	<u>81</u>

7 Expenditure

	Staff costs £	Non-pay expenditure		Total 2022 £	Total 2021 £
		Premises £	Other £		
Academy's educational operations					
- Direct costs	11,214,711	-	1,207,884	12,422,595	9,513,860
- Allocated support costs	3,101,315	1,672,916	1,332,980	6,107,211	4,788,239
	<u>14,316,026</u>	<u>1,672,916</u>	<u>2,540,864</u>	<u>18,529,806</u>	<u>14,302,099</u>

Net income/(expenditure) for the year includes:

	2022 £	2021 £
Fees payable to auditor for:		
- Audit	15,300	13,000
- Other services	6,200	8,790
Operating lease rentals	60,045	71,129
Depreciation of tangible fixed assets	786,397	639,848
Gain on disposal of fixed assets	-	(1,848)
Net interest on defined benefit pension liability	118,000	78,000
	<u>1,045,947</u>	<u>1,533,914</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

8 Central services

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

Back office functions

- Accounting services
- Human resources
- Payroll
- ICT services
- Facilities advisory
- Catering management
- Insurance services
- Staff cover
- Health and safety audits
- Administration support

Teaching and learning

- Principal - leadership and management
- Performing arts support across all schools
- Specialist PE teaching
- Specialist music support
- Safeguarding support
- SENCO support

The academy trust charges for these services as a percentage of funding. For the year ended 31 August 2022, the charges were based on 6% (2021 - 7%) of school funding.

The amounts charged during the year were as follows:

	2022	2021
	£	£
Redwell Primary School	151,859	28,905
Manor School Sports College	323,312	354,046
St Peters CofE Academy	50,644	49,823
Stanwick Primary School	48,655	57,587
Windmill Primary School	100,320	122,170
Newton Road School	69,598	84,344
Woodford Church of England Primary School	27,489	30,277
Raunds Park Infants School	35,734	42,651
	807,611	769,803

9 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Direct costs				
Educational operations	988,906	11,433,689	12,422,595	9,513,860
Support costs				
Educational operations	328,730	5,778,481	6,107,211	4,788,239
	1,317,636	17,212,170	18,529,806	14,302,099

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

9 Charitable activities	(Continued)	
	2022	2021
	£	£
Analysis of support costs		
Support staff costs	3,101,315	2,381,190
Depreciation and (profit)/loss on disposal	786,397	638,000
Technology costs	266,429	211,903
Premises costs	886,519	846,611
Legal costs	168,975	110,931
Other support costs	873,431	577,814
Governance costs	24,145	21,790
	<u>6,107,211</u>	<u>4,788,239</u>
10 Staff		
Staff costs		
Staff costs during the year were:		
	2022	2021
	£	£
Wages and salaries	9,988,578	7,863,516
Social security costs	782,363	687,728
Pension costs	3,229,244	2,210,200
Staff costs - employees	<u>14,000,185</u>	<u>10,761,444</u>
Agency staff costs	315,841	132,400
Staff restructuring costs	-	15,000
	<u>14,316,026</u>	<u>10,908,844</u>
Staff development and other staff costs	35,674	-
Total staff expenditure	<u>14,351,700</u>	<u>10,908,844</u>
Staff restructuring costs comprise:		
Severance payments	<u>-</u>	<u>15,000</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

10 Staff

(Continued)

Staff numbers

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

	2022 Number	2021 Number
Teachers	166	145
Administration and support	261	196
Management	12	10
	<u>439</u>	<u>351</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	2022 Number	2021 Number
Teachers	147	127
Administration and support	180	115
Management	12	9
	<u>339</u>	<u>251</u>

Higher paid staff

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

	2022 Number	2021 Number
£60,000 - £70,000	4	4
£70,001 - £80,000	2	-
£80,001 - £90,000	1	1
£90,001 - £100,000	1	-
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
£130,001 - £140,000	-	1
	<u></u>	<u></u>

Please note in 2021 one member of staff in the pay range £130,000 - £140,000 includes severance, pay in lieu of notice and redundancy pay. With normalised annual pay this would have fallen into the range of £100,000 - £110,000.

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £1,053,760 (2021: £922,874).

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

11 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The Head and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of Head and staff members under their contracts of employment, and not in respect of their services as trustees.

The value of trustees' remuneration and other benefits was as follows:

C Hill (CEO):

- Remuneration £115,000 - £120,000 (2021: £100,000 - £105,000)
- Employer's pension contributions £25,000 - £30,000 (2021: £20,000 - £25,000)

During the year, travel and subsistence payments totalling £385 (2021: £257) were reimbursed or paid directly to 1 trustee (2021: 2 trustees).

Other related party transactions involving the trustees are set out within the related parties note.

12 Trustees' and officers' insurance

In accordance with normal commercial practice, the academy trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £5,000,000 on any one claim and the costs of the insurance forms part of the overall insurance cost for the Academy Trust.

13 Tangible fixed assets

	Land and buildings	Property improvements	Computer equipment	Fixtures, fittings & equipment	Total
	£	£	£	£	£
Cost					
At 1 September 2021	25,623,128	1,657,268	223,464	479,780	27,983,640
Additions	-	1,396,356	38,191	51,533	1,486,080
At 31 August 2022	25,623,128	3,053,624	261,655	531,313	29,469,720
Depreciation					
At 1 September 2021	2,787,584	447,607	113,856	103,920	3,452,967
Charge for the year	468,004	241,440	25,732	51,221	786,397
At 31 August 2022	3,255,588	689,047	139,588	155,141	4,239,364
Net book value					
At 31 August 2022	22,367,540	2,364,577	122,067	376,172	25,230,356
At 31 August 2021	22,835,544	1,209,661	109,608	375,860	24,530,673

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

13 Tangible fixed assets		(Continued)	
The net book value of land and buildings comprises:			
		2022	2021
		£	£
Freeholds		14,916,336	15,216,202
Long leaseholds (over 50 years)		7,451,204	7,619,342
		<u>22,367,540</u>	<u>22,835,544</u>
14 Stocks		2022	2021
		£	£
Catering stock		4,950	4,950
		<u>4,950</u>	<u>4,950</u>
15 Fixed asset investments			Total
Historical cost:			
At 31 August 2022			1
At 31 August 2021			1
Holdings of more than 20%			
The company holds more than 20% of the share capital of the following companies:			
Company	Country of registration or Incorporation	Shares held	
		Class	%
Subsidiary undertakings			
Manor Sports and Leisure Limited	England and Wales	Ordinary	100
The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial year were as follows:			
		Capital and reserves	Profit/(loss) for the year
	Principal activities	£	£
Manor Sports and Leisure Limited	Hire of sports and business facilities	21,117	27,758
		<u>21,117</u>	<u>27,758</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

16 Debtors

	2022	2021
	£	£
Trade debtors	1,268	630
Amounts owed by group undertakings	54,231	37,580
VAT recoverable	69,098	78,767
Prepayments and accrued income	1,398,997	942,455
	<u>1,523,594</u>	<u>1,059,432</u>

17 Creditors: amounts falling due within one year

	2022	2021
	£	£
Government loans	9,067	9,067
Trade creditors	555,924	463,444
Other taxation and social security	211,148	226,448
Other creditors	241,991	234,659
Accruals and deferred income	567,988	192,061
	<u>1,586,118</u>	<u>1,125,679</u>

18 Creditors: amounts falling due after more than one year

	2022	2021
	£	£
Government loans	23,291	32,358
	<u>23,291</u>	<u>32,358</u>
Analysis of loans	£	£
Not wholly repayable within five years by instalments	-	658
Wholly repayable within five years	32,358	40,767
	<u>32,358</u>	<u>41,425</u>
Less: included in current liabilities	(9,067)	(9,067)
Amounts included above	<u>23,291</u>	<u>32,358</u>
Loan maturity		
Debt due in one year or less	9,067	9,067
Due in more than one year but not more than two years	9,067	9,067
Due in more than two years but not more than five years	14,224	22,633
Due in more than five years	-	658
	<u>32,358</u>	<u>41,425</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

18 Creditors: amounts falling due after more than one year (Continued)

Included within other creditors are Salix loans totalling £32,358 (2021: £41,425). The Salix loans are interest free and repayable in six-monthly instalments over eight years.

19 Deferred income

	2022 £	2021 £
Deferred income is included within:		
Creditors due within one year	197,522	92,915
Deferred income at 1 September 2021	92,915	184,913
Released from previous years	(92,915)	(184,913)
Resources deferred in the year	197,522	92,915
Deferred income at 31 August 2022	197,522	92,915

At the balance sheet date, the academy trust was holding funds received in advance for rates relief, free school meals and school trips for the 2021/22 academic year.

20 Funds

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
Restricted general funds					
General Annual Grant (GAG)	7,133	13,543,003	(13,413,066)	(222,210)	(85,140)
UIFSM	-	162,684	(162,684)	-	-
Pupil premium	-	676,214	(676,214)	-	-
Other DfE/ESFA grants	-	454,482	(454,482)	-	-
Other government grants	-	519,327	(519,327)	-	-
Pension reserve	(6,590,000)	-	(1,200,000)	7,124,000	(666,000)
	<u>(6,582,867)</u>	<u>15,355,710</u>	<u>(16,425,773)</u>	<u>6,901,790</u>	<u>(751,140)</u>
Restricted fixed asset funds					
Inherited on conversion	24,530,673	-	(786,397)	1,486,080	25,230,356
DfE group capital grants	-	1,578,629	-	(1,263,870)	314,759
	<u>24,530,673</u>	<u>1,578,629</u>	<u>(786,397)</u>	<u>222,210</u>	<u>25,545,115</u>
Total restricted funds	<u>17,947,806</u>	<u>16,934,339</u>	<u>(17,212,170)</u>	<u>7,124,000</u>	<u>24,793,975</u>
Unrestricted funds					
General funds	329,666	987,970	(1,317,636)	-	-
	<u>329,666</u>	<u>987,970</u>	<u>(1,317,636)</u>	<u>-</u>	<u>-</u>
Total funds	<u>18,277,472</u>	<u>17,922,309</u>	<u>(18,529,806)</u>	<u>7,124,000</u>	<u>24,793,975</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

20 Funds

(Continued)

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

Restricted General Funds represent unspent General Annual Grant (GAG), which must be used for the normal recurring costs of the academy trust together with other restricted general funds.

Under the funding agreement with the Secretary of State, the academy trust was not subject to any restriction on the amount of GAG that it could carry forward at 31 August 2022.

During the period, a transfer of £222,210 was made from restricted general funds to restricted fixed asset funds in respect of capital expenditure in the period funded from restricted general income.

The above funds all represent funding received less specific costs relating to each activity during the year. The activities are generally government funded and are all closely associated with the educational objectives of the academy trust.

Restricted Fixed Asset Funds represent resources which have been applied to specific capital purposes imposed by the funder together with cash resources still to be expended.

Restricted Pension Reserve Funds represent the academy trust's share of the assets and liabilities of the Local Government Pension Scheme.

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

20 Funds

(Continued)

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
Restricted general funds					
General Annual Grant (GAG)	138,441	10,242,157	(10,242,484)	(130,981)	7,133
UJFSM	-	158,697	(158,697)	-	-
Pupil premium	-	500,530	(500,530)	-	-
Other DfE/ESFA grants	-	672,663	(672,663)	-	-
Other government grants	-	670,981	(670,981)	-	-
Other restricted funds	-	35,793	(35,793)	-	-
Pension reserve	(4,267,000)	(474,000)	(612,000)	(1,237,000)	(6,590,000)
	<u>(4,128,559)</u>	<u>11,806,821</u>	<u>(12,893,148)</u>	<u>(1,367,981)</u>	<u>(6,582,867)</u>
Restricted fixed asset funds					
Transfer on conversion	22,489,854	2,500,000	(639,848)	180,667	24,530,673
DfE group capital grants	-	159,953	(104,019)	(55,934)	-
Private sector capital sponsorship	-	4,833	-	(4,833)	-
	<u>22,489,854</u>	<u>2,664,786</u>	<u>(743,867)</u>	<u>119,900</u>	<u>24,530,673</u>
Total restricted funds	<u>18,361,295</u>	<u>14,471,607</u>	<u>(13,637,015)</u>	<u>(1,248,081)</u>	<u>17,947,806</u>
Unrestricted funds					
General funds	47,995	935,674	(665,084)	11,081	329,666
	<u>47,995</u>	<u>935,674</u>	<u>(665,084)</u>	<u>11,081</u>	<u>329,666</u>
Total funds	<u>18,409,290</u>	<u>15,407,281</u>	<u>(14,302,099)</u>	<u>(1,237,000)</u>	<u>18,277,472</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

20 Funds

(Continued)

Total funds analysis by academy

	2022	2021
	£	£
Fund balances at 31 August 2022 were allocated as follows:		
Redwell Primary School	302,179	366,224
Manor School Sports College	(70,235)	(65,220)
St Peters CofE Academy	(37,385)	14,758
Stanwick Primary School	(9,494)	(23,401)
Windmill Primary School	(112,440)	7,305
Newton Road School	(144,282)	(83,181)
Woodford Church of England Primary School	134,012	106,741
Raunds Park Infants School	24,996	169,634
Central services	(172,491)	(156,061)
Total before fixed assets fund and pension reserve	(85,140)	336,799
Restricted fixed asset fund	25,545,115	24,530,673
Pension reserve	(666,000)	(6,590,000)
Total funds	24,793,975	18,277,472

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

20 Funds

(Continued)

The following schools showed a carried forward deficit at 31 August 2022:

- Manor School Sports College
- Newton Road School
- St Peters CofE Academy
- Windmill Primary School
- Central services

The reason for the schools being in deficit are:

In the current year two schools (Manor and Newton Road) remain in a cumulative deficit and two schools (ST Peters and Windmill) have fallen into this category.

Manor School Sports College - In year 21-22 was a balanced year although we were not able to recover any deficit this year.

Newton Road School - The deficit increased mainly due to contributions to capital projects and staffing costs which were over budget. This school continues to be affected negatively by covid absenteeism amongst staff which resulted in significant supply costs.

St Peters CofE Academy - This deficit was caused by an overspend on professional services.

Stanwick Primary School - The school improved their cumulative deficit position this year and are nearing the break even point due to a 22/23 restructure.

Windmill Primary School - The deficit was created by the expense surrounding the leadership team changes and therefore some duplication of costs. A long term absence cost also impacted on the leadership team.

Central services - The costs for the Trust included one off relocation costs which led to the deficit against budget.

Mitigating Actions to address and recover the reserves position across the trust:

- Re-budgeting to align reality to changed starting position
- Restructure of leadership in some schools and HR function
- Freeze on capital spend
- Freeze on recruitment – unless approved by CEO
- More rigorous and timely management accounts/reporting
- Deficit recovery plan built into re-budget
- Move to GAG pooling budget model
- Exec team restructure to increase focus on finance through new CFO
- 2nd SRMA 'proactive' review was undertaken in Nov'22

Many of these actions were already being undertaken prior to the end of year accounts process due to the pressures caused by the unfunded pay increases. Therefore the Trust Board are confident that the trust will return to a surplus position overall by the end of 22-23.

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

20 Funds

(Continued)

Total cost analysis by academy

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

	Teaching and educational support staff £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2022 £	Total 2021 £
Redwell Primary School	1,928,993	213,750	144,346	395,398	2,682,487	228,078
Manor School Sports College	4,061,242	298,975	367,820	847,694	5,575,731	5,690,891
St Peters CofE Academy	659,580	74,892	55,288	87,862	877,622	929,445
Stanwick Primary School	581,765	85,033	36,839	116,082	819,719	843,546
Windmill Primary School	1,359,272	190,643	91,138	182,550	1,823,603	1,952,021
Newton Road School	993,945	145,204	53,395	149,927	1,342,471	1,434,328
Woodford Church of England Primary School	384,650	45,686	32,875	62,491	525,702	490,230
Raunds Park Infants School	557,284	41,418	27,676	79,716	706,094	584,887
Central services	723,654	2,005,714	38,519	622,093	3,389,980	1,508,825
	<u>11,250,385</u>	<u>3,101,315</u>	<u>847,896</u>	<u>2,543,813</u>	<u>17,743,409</u>	<u>13,662,251</u>

21 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	25,230,356	25,230,356
Current assets	-	1,524,269	314,759	1,839,028
Current liabilities	-	(1,586,118)	-	(1,586,118)
Non-current liabilities	-	(23,291)	-	(23,291)
Pension scheme liability	-	(666,000)	-	(666,000)
Total net assets	<u>-</u>	<u>(751,140)</u>	<u>25,545,115</u>	<u>24,793,975</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

21 Analysis of net assets between funds

(Continued)

Fund balances at 31 August 2021 are represented by	Unrestricted Funds	Restricted funds		Total Funds
	£	General £	Fixed asset £	£
Tangible fixed assets	-	-	24,530,673	24,530,673
Current assets	1,487,703	7,133	-	1,494,836
Current liabilities	(1,125,679)	-	-	(1,125,679)
Non-current liabilities	(32,358)	-	-	(32,358)
Pension scheme liability	-	(6,590,000)	-	(6,590,000)
Total net assets	329,666	(6,582,867)	24,530,673	18,277,472

22 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 Hymans Robertson LLP. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £234,919 were payable to the schemes at 31 August 2022 (2021: £167,079) and are included within creditors.

Teachers' Pension Scheme

Introduction

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 academy trusts. All teachers have the option to opt out of the TPS following enrolment.

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

Valuation of the Teachers' Pension Scheme

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

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

22 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to the TPS in the period amounted to £1,209,353 (2021: £1,121,328).

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 contributions are as noted below. The agreed contribution rates for future years are % for employers and % for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

Total contributions made	2022	2021
	£	£
Employer's contributions	646,000	436,000
Employees' contributions	173,000	123,000
Total contributions	<u>819,000</u>	<u>559,000</u>
Principal actuarial assumptions	2022	2021
Rate of increase in salaries	3.6	3.4
Rate of increase for pensions in payment/inflation	3.1	2.9
Discount rate for scheme liabilities	4.3	1.7
Commutation of pensions to lump sums - Pre April 2008 service	50.0	50.0
Commutation of pensions to lump sums - Post April 2008 service	75.0	75.0
	<u>75.0</u>	<u>75.0</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

22 Pension and similar obligations

(Continued)

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

	2022	2021
	Years	Years
Retiring today		
- Males	21.7	21.7
- Females	24.1	24.1
Retiring in 20 years		
- Males	22.8	21.7
- Females	25.8	25.8

Scheme liabilities would have been affected by changes in assumptions as follows:

	2022	2021
	£	£
Discount rate + 0.1%	236,000	372,000
Discount rate - 0.1%	(236,000)	(372,000)
Mortality assumption + 1 year	411,000	642,000
Mortality assumption - 1 year	(411,000)	(642,000)
CPI rate + 0.1%	222,000	342,000
CPI rate - 0.1%	(222,000)	(342,000)

The academy trust's share of the assets in the scheme

	2022	2021
	Fair value	Fair value
	£	£
Equities		
Bonds	6,638,490	6,332,170
Property	1,539,360	1,890,200
Other assets	1,346,940	1,134,120
	96,210	94,510
Total market value of assets	9,621,000	9,451,000

The actual return on scheme assets was £(641,000) (2021: £1,404,000).

Amount recognised in the statement of financial activities

	2022	2021
	£	£
Current service cost	1,728,000	970,000
Interest income	(162,000)	(120,000)
Interest cost	280,000	198,000
Total operating charge	1,846,000	1,048,000

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

22 Pension and similar obligations		(Continued)	
Changes in the present value of defined benefit obligations		2022	2021
		£	£
At 1 September 2021			
Obligations acquired on conversion		16,041,000	10,996,000
Current service cost		-	1,240,000
Interest cost		1,728,000	970,000
Employee contributions		280,000	198,000
Actuarial (gain)/loss		173,000	123,000
Benefits paid		(7,927,000)	2,521,000
		(8,000)	(7,000)
At 31 August 2022		<u>10,287,000</u>	<u>16,041,000</u>
Changes in the fair value of the academy trust's share of scheme assets			
		2022	2021
		£	£
At 1 September 2021			
Assets acquired on conversion		9,451,000	6,729,000
Interest income		-	766,000
Actuarial loss/(gain)		162,000	120,000
Employer contributions		(803,000)	1,284,000
Employee contributions		646,000	436,000
Benefits paid		173,000	123,000
		(8,000)	(7,000)
At 31 August 2022		<u>9,621,000</u>	<u>9,451,000</u>
23 Reconciliation of net (expenditure) □ income to net cash flow □ from operating activities			
		2022	2021
	Notes	£	£
Net (expenditure)/income for the reporting period (as per the statement of financial activities)		(607,497)	1,105,182
Adjusted for:			
Net surplus on conversion to academy		-	(2,426,850)
Capital grants from DfE and other capital income		(1,578,629)	(164,786)
Investment income receivable	□	(109)	(81)
Defined benefit pension costs less contributions payable	22	1,082,000	534,000
Defined benefit pension scheme finance cost	22	118,000	78,000
Depreciation of tangible fixed assets		786,397	639,848
(Loss)/profit on disposal of fixed assets		-	(1,848)
(Increase) in debtors		(464,162)	(554,254)
Increase in creditors		460,439	288,319
Net cash used in operating activities		<u>(203,561)</u>	<u>(502,470)</u>

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

24 Analysis of changes in net funds

	1 September 2021 £	Cash flows £	31 August 2022 £
Cash	430,454	(119,970)	310,484
Loans falling due within one year	(9,067)	-	(9,067)
Loans falling due after more than one year	(32,358)	9,067	(23,291)
	<u>389,029</u>	<u>(110,903)</u>	<u>278,126</u>

25 Contingent liabilities

During the year of the Funding Agreement, in the event of the sale or disposal by other means, of any asset for which a government capital grant was received, the academy trust is required, either to re-invest the proceeds, or to repay to the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as a result of the Secretary of State or the academy serving notice, the academy trust shall repay to the Secretary of State sums determined by reference to:

- the value at that time of the academy trust's site and premises and other assets held for the purpose of the academy trust; and
- the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the Funding Agreement

26 Long-term commitments

Operating leases

At 31 August 2022 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2022 £	2021 £
Amounts due within one year	108,109	93,553
Amounts due in two and five years	189,383	94,790
	<u>297,492</u>	<u>188,343</u>

27 Capital commitments

	2022 £	2021 £
Expenditure contracted for but not provided in the accounts	31,072	-
	<u>31,072</u>	<u>-</u>

During the year the Trust have been successful in obtaining capital funding from the ESFA. The projects covered by this funding have yet to start at the year end. As part of the funding the Trust have committed to expenditure from free reserves of £31,072.

In addition to this the funding includes a loan repayable to the ESFA of £16,997.

NENE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

28 Related party transactions

Owing to the nature of the academy trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

The following related party transactions took place with the Trust's wholly owned subsidiary, Manor Sports & Leisure Limited, in the period of account:

- a) The academy trust recharged staff costs and other expenses totalling £117,968 (2021: £127,317) to the subsidiary
- b) At 31 August 2022 other debtors included £54,231 (2021: £37,580) due from the subsidiary

In entering into these transactions, the academy trust has complied with the requirements of the Academy Trust Handbook 2021.

29 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.