

LEARNING TODAY LEADING TOMORROW
(A Company Limited by Guarantee)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 AUGUST 2021

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Company Limited by Guarantee
Registration Number: 09027131
(England & Wales)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS DIRECTORS, TRUSTEES AND ADVISORS

Members	T Legge D Johnson B Abrams D Noble S Howes
Board of Trustees	D Johnson - Chair (resigned 15 October 2021) T Legge - Chair (appointed 15 October 2021) G Brown K Warburton (resigned 23 October 2020) C Carter L Marsden M Chishty (appointed 23 October 2020) J Simpson-Vince P Murphy (appointed 21 May 2021)
Chief Executive and Accounting Officer	B Mullen
Chief Financial Officer	A Ford
Rugby Free Primary School Leadership Team	R Butters Headteacher K Sharp Deputy Headteacher N Samra Deputy Headteacher
Rugby Free Secondary School Leadership Team	S Roberts Headteacher D Shirley Deputy Headteacher (ended 31 May 2021) V Ross Assistant Headteacher (ended 31 May 2021) K Grant Assisant Headteacher S Edmonds Assisant Headteacher I Green Assisant Headteacher P Kerry Assisant Headteacher
Principal & Registered Office from 1 June 2020	Rugby Free Secondary School Anderson Ave Rugby Warwickshire CV23 5PE
Company Registration No	9027131
Independent Auditor	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND
Bankers	Lloyds Banking Group Citymark 150 Fountainbridge Edinburgh EH3 9PE

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

The trustees present their report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2021.

Learning Today Leading Tomorrow aspires to be a sub-regional academy trust covering Warwickshire and surrounding areas. Rugby Free Primary School which opened in September 2015 now operates at full capacity with a full Key Stage 1 and full Key Stage 2 with 420 (2020:360) pupils in total. Rugby Free Secondary School which opened in September 2016 now educates 886 (2020:858) children across years 7 to 12. At full capacity, Rugby Free Secondary School will cater for over 1,200 children from across Rugby and beyond.

STRUCTURE, GOVERNANCE AND MANAGEMENT**Constitution**

The Academy Trust is a company limited by guarantee with no share capital (registration no: 09027131) and is an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The trustees for Learning Today Leading Tomorrow are also the directors of the charitable company for the purposes of company law. The charitable company is known as Learning Today Leading Tomorrow.

Details of the trustees who served during the year except as noted are included in the Reference and Administrative details on page 3.

Members' Liability

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

Trustees' Indemnities

Learning Today Leading Tomorrow has in place directors and trustees liability insurance indemnity cover under the DfE's Risk Protection Arrangement.

Method of Recruitment and Appointment or Election of Directors and Trustees

There are clearly defined and approved procedures for the selection and appointment of trustees which are outlined in the Company's Standing Orders. These include application, short listing and interviewing procedures. Consideration is given to the skills of directors and trustees which would enhance the effectiveness of the Trust.

Policies and Procedures Adopted for the Induction and Training of Trustees

During the year under review the trustees held seven full Board meetings. The training and induction provided for new trustees depends on their existing experience. Where necessary, induction will provide training on charity and educational, legal, and financial matters. All new trustees meet with the Chair of Trustees and Chief Executive Officer and are given a tour of the academies and the chance to meet with staff and students. All trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents via our online governance online platform. This ensures they are equipped to discharge their duties as trustees.

Organisational Structure

The Academy Trust Board is responsible for the overall strategic direction of the trust and for fulfilling statutory duties. The board is responsible for setting general policy, adopting and monitoring the financial plan and budget, monitoring capital expenditure, agreeing legal contracts and for making senior staff appointments.

The Chief Executive Officer is the Accounting Officer and is responsible for the authorisation of spending within agreed budgets.

Arrangements for setting pay and remuneration of key management personnel

A consistent performance management process and policy is in place across the trust. This cyclical process involves the setting of targets, a mid-year review and a final review. This final review and performance against the targets set are then considered before making a determination of remuneration.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021**Arrangements for setting pay and remuneration of key management personnel**

The key management team for Learning Today Leading Tomorrow during this financial year was the CEO, the Headteacher of Rugby Free Primary School, the Headteacher of Rugby Free Secondary School and the Trust CFO (0.8FTE).

For key management personnel, the performance management process is carried out by the Chair and Vice Chair of the Trust for the CEO; the CEO and the Chair or Vice-Chair of the Trust for the Headteachers; and the CEO and the Chair of the Audit Committee for the CFO. In making a determination on a pay award, performance against targets are the determining factor and the eventual award is at the discretion of the Trust board.

Trade union facility time

The academy had no Trade union officials during 2020/21.

Connected Organisations Including Related Party Relationships

There are no transactions for organisations connected with Learning Today Leading Tomorrow.

OBJECTIVES AND ACTIVITIES**Objectives and Aims**

The principal object and activity of the charitable company is "to advance for the public benefit education in the United Kingdom, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum."

The main objectives of the trust during the year ended 31 August 2021 are summarised below:

- to ensure that every child enjoys the same high-quality education in terms of resourcing, teaching and care;
- to raise the standard of educational achievement of all pupils;
- to improve the effectiveness of the academies by keeping the curriculum and organisational structure under continual review;
- to provide value for money for the funds expended;
- to comply with all appropriate statutory and curriculum requirements;
- to maintain close links with the local community; and
- to conduct the trust's business in accordance with the highest standards of integrity, probity and openness.

In spring 2020, due to the global COVID-19 pandemic, the Trust had to consider the challenges presented by a national lock down and the establishment of far-reaching remote learning practices across the Trust for children and young people from Reception to Year 11. It was important to trustees that the approach to risk management and educational/business continuity did not compromise the above objectives wherever that was possible and within the rules that governed educational delivery as determined by the Department for Education.

Principal Activities

The Academy Trust's object in its Articles of Association is to advance for the public benefit in the United Kingdom by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum, which includes provision for technical education. Under the Funding Agreement with the Department for Education, the curriculum is further defined to include an emphasis on maximising educational opportunities and improve outcomes for children of all aptitudes, abilities and

Objectives, Strategies and Activities

Rugby Free Primary School was set up to meet the need both for additional school places in the Rugby area but also to give local parents a choice in what their children are taught during the important primary school years. The school opened in the north of the town to serve existing residents and those moving into one of the many new housing developments in the area. It opened with two reception classes of up to 30 children each. It has grown to full capacity of 420 (September 2021) by adding two reception classes each year.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021**Objectives, Strategies and Activities**

Rugby Free Secondary School opened in Rokeby, in the south of the town but draws students from across Rugby and surrounding areas. It opened with 146 Year 7 pupils and is growing by an additional 180 Year 7 places every year and will cater for over 1,200 pupils when at full capacity. Rugby Free Primary School and Rugby Free Secondary School aim to maximise educational opportunities and improve outcomes for children of all aptitudes, abilities and backgrounds, to enable every child to achieve

To fulfil their vision and mission, Learning Today Leading Tomorrow Trust and schools have a relentless focus on high achievement, supported by robust organisational structures and governance.

We aim to give children and young people in our care the knowledge, skills and experiences to expand their minds and world view to enable them to develop a naturally inquisitive approach to learning and life, fit for an ever-changing world.

Ultimately, we educate and support all children attending our schools to grow into capable and contributing citizens who have developed the personal attributes and characteristics that will enable them to become considerate, self-reliant and confident young people who are ready for the next stage of their

Both schools aim to be Ofsted Outstanding and the Trust supports them by recruiting and retaining the best staff and ensuring the wellbeing of each child in the school. Rugby Free Primary School continues to build on the good (with Outstanding features) judgement in May 2018. During 2020-21, Rugby Free Secondary School received two positive HMI monitoring visits on 3 November 2020 and 25 February 2021, one of which (25 February 2021) was conducted virtually due to the global COVID-19 pandemic. In July 2021, as Ofsted resumed full in-person Section 5 inspections, RFSS was judged to be Good across

Now that Rugby Free Primary School is at full capacity and Rugby Free Secondary School has welcomed its first sixth form cohort, and both schools have a Good judgement at Ofsted, the Trust is in a position to consider its next steps in terms of growth, sustainable development and influence.

The Rugby Free Primary School building is designed to provide a physically stimulating environment to achieve our educational objectives and was available for occupation for the opening in September 2015. Rugby Free Secondary School moved into a purposed built state of the art building in February 2020 and has just completed its first full academic year in the new environment.

Recruitment of pupils is a key task and focuses on open days and evenings (in person and virtual), advertising, PR, and by working through the networks available to us from the Local Authorities. RFPS recruited to its full PAN for September 2021 and is now operating at full PAN (420 pupils) across all year groups. RFSS opened its first sixth form in September 2021 and has 886 students across Years 7 to 12.

Equal Opportunities Policy

The Trustees recognise that equal opportunities should be an integral part of good practice within the workplace. The Trust aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

Disabled Persons

Lifts, ramps and disabled toilets are installed and door widths are adequate to enable wheelchair access to all the main areas of the academy. The policy of the trust is to support recruitment and retention of pupils and employees with disabilities. The trust does this by adapting the physical environment, by making support resources available and through training and career development.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Public Benefit**

The trustees have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to public benefit guidance published by the Charity Commission in exercising their powers or duties. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. Learning Today Leading Tomorrow will provide a fully comprehensive education to all pupils in its care. It will comply with all statutory guidance and seeks to support its wider educational objectives via a strong community role.

STRATEGIC REPORT**Achievements and Performance**

It has been a challenging year due to the continuation of the COVID-19 pandemic but both schools have been exemplars of good practice in their provision of hybrid/remote learning and pastoral care throughout the year including lockdown periods and those occasions when there have been high levels of COVID-19 within the school community and local population. Parental satisfaction levels following Ofsted visits and trustee surveys remains high across the Trust.

Staff morale and wellbeing as measured by regular trustee surveys has also remained high throughout the year.

Of particular note during the period was the outcome of a full section 5 Ofsted inspection in July 2021 at Rugby Free Secondary School which judged the school to be Good in all categories.

Impact of COVID-19 pandemic

Throughout the period, the pandemic continued to have had a wide-reaching impact across the Trust particularly due to the January-March 2021 lockdown when the majority of children were not attending our schools. However, the CEO and trustees met with school leaders on a regular basis to ensure that:

- remote learning was the best it could possibly be including access to high quality live lessons as the norm for secondary students
- students' well-being was supported and all children were safeguarded
- staff well-being was maintained
- risk assessments for all those in school provided for a safe work and learning space

From 8 March 2021, all children returned to school following a rigorous process for approving new school risk assessments by trustees. Despite high levels of self-isolation amongst school children nationally, levels of attendance at both schools were well above national average for the rest of the year although secondary students were more affected by COVID related absences than primary aged children.

The CEO continued to meet with school leaders on a fortnightly basis, to reflect on the impact of local context, monitor attendance and wellbeing and review necessary revisions to the school risk assessments that were reported to the trustees. School leaders and staff within both schools exceeded the expectations of trustees in terms of their creativity, commitment and dedication during this challenging period, always putting children, learning and wellbeing at the heart of their decision making.

The financial impact of COVID-19 in 2019-20 was significant. Meticulous planning by trustees with the CFO, the CEO and school leaders prior to the start of the period, ensured that the losses of 2019-20 due to reduction in after school club and other rental income, were entirely mitigated in 2020-21. For example, RFPS reduced the contract for sports coaches to account for less demand for 'before' and 'after' school clubs at RFPS.

Trustees continued to work closely with the Executive Team throughout 2020-21 to ensure that financial planning for 2021-22 would lead to further safeguarding of the Trust's financial position as the pandemic persists.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Schools' performance**

Returning in September 2020-21 brought fresh challenges as the pandemic continued to impact across all phases. However, the year saw Rugby Free Secondary School receive three positive visits from Ofsted culminating in the full Section 5 in July 2021. Rated as Good across all Ofsted areas, RFSS became one of the few schools that moved from Inadequate to Good under the new Ofsted framework. This is due to the hard work and dedication of the staff team and their commitment to the students at RFSS. The strength of relationships and level of care has made a huge difference to students' self-belief and aspirations and the student body is a credit to the school and Trust.

Rugby Free Primary School has continued to grow and thrive, providing high quality education for its pupils who thoroughly enjoy coming to school and are excited by their learning. Considerable efforts and changes in curriculum have been made by staff to support the pupils to 'catch up' and address gaps in their learning as well as give the pupils the emotional support that many have needed on the return to

Both schools were closed to most pupils between 7th January – 8th March 2021, although 250 "keyworker and vulnerable" students regularly attended Key Worker schools during this time (approximately 36% of all children at primary and 14% of all children at secondary stage (50% of those who were eligible)). All students returned on the 8th March and the schools saw high levels of attendance (RFPS, 99.2%; RFSS, 94%) indicating that children and families were pleased to be back.

Although COVID-19 was disruptive to the delivery of education, there was a smooth transition to full-time remote learning in January 2021 at both schools. At secondary stage students had been able to access live MS Teams lessons when self-isolating from the start of the Autumn term and this was rolled out full-scale as the lockdown started. At primary stage, the school built on the success of their online platform, SeeSaw which saw on average 3000 interactions between staff and pupils per day. From January, these lessons were supplemented by daily Zoom sessions, either to introduce the learning or to reflect on it, supporting pupils with misconceptions or challenging them further.

Remote Education practices were praised by Ofsted when RFSS received a virtual monitoring visit that focused on the quality of remote education in February 2021. *"Leaders and those responsible for governance are taking effective action to provide education in the current circumstances."*

Across the Trust, over 90% of students fully engaged with remote learning and for those who had challenges in engaging, the schools found alternative ways to provide emotional support and practical access to learning. Well-being phone calls/emails/messages and visits were frequently made. On average, 300 well-being phone calls and 90 home visits were made each week during lockdown to check on pupils and families' well-being, mental health and educational support. Over 250 IT devices were given to students without IT provision at home and vulnerable students who were in any way at risk of disengagement were encouraged to come into school, regardless of whether they were a key worker or

In addition to the emotional support above, both schools organised food hampers or lunch bag meals to be picked up or delivered to disadvantaged pupils at home.

High levels of support were provided for students on their return to school post lockdown. Despite the continued challenges of the pandemic including staff illness and absence, the quality of teaching across the Trust remained high and regular quality monitoring demonstrated that teaching staff were planning and delivering high-quality education regardless of location.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Quality of Education:**

Despite the pandemic, the quality of education has continued to improve across the trust. At RFSS, Ofsted praised the work that has been done to build and develop the curriculum, and how senior leaders and middle leaders have worked together in order to create this success. *"There is an ambition and complexity to the curriculum that allows students to achieve well," and that "the curriculum is well planned, well sequenced and largely well implemented."* Ofsted, 2021 .

At RFPS, children have a very positive view of their learning, and 100% of children think that their teachers encourage them to do their very best. In Key Stage 1 and lower Key Stage 2, pupils are taught in class groups of 20s in the morning and moving to a house group system of 30s in the afternoon. This allows for extra attention and support for pupils in core subjects with lower teacher:pupil ratios. This also reduces the need for supply staff, supports in house cover needs and supports pupils, particularly vulnerable pupils and pupils with SEND, with teacher led interventions. A two-day Quality of education Review from the Trust School Improvement partner (who also works as an Ofsted inspector) reported consistently good teaching throughout the visit.

Enrichment and extra-curricular clubs have continued although these were often limited by 'bubble rules'. However, the majority of students experiencing a wide variety of clubs linked to their hobbies and interests across both schools.

The Trust has invested in wide ranging interventions to support children throughout the year including benefited from the National Tutoring Programme. Specific interventions have included:

- Interventions in Early Language (NELI), Reading (FFT), Maths (Rising Stars) and phonics at primary and English and Maths tutoring at secondary
- At primary stage, 40 pupils took part in an 8-week daily reading intervention leading to gains in reading age levels as great as 6 months in 8 weeks
- At secondary, 75% of the students participating were either Pupil Premium, SEND and/or Hard to Reach students
- Year 11 students had a GCSE preparation programme of interventions some of which was delivered through the National Tutoring Programme

The academic year 2020-21 is the second year when all external examinations have been replaced by teacher assessment. Due to the growth of the schools, this means we have very limited published outcome data at either school.

Our first set of year 11 GCSE examination results were teacher assessed grades that were thoroughly moderated by the examination boards. The trust was reassured that none of the moderation resulted in any changes to grades or further moderation which shows a high level of confidence in our internal quality assurance systems and internal moderation of teachers assessments across all subject areas. We are delighted that the majority of students achieved their potential with a Trust calculated progress 8 score of 0.05. In a Year 11 exit survey, 89% of Year 11 students believed that they had been supported over the two lockdowns, and that they had been supported by school upon their return in order to prepare for their GCSEs. Many of our GCSE graduates have now become our first cohort of Sixth Formers at RFSS. Our commitment to maintaining our careers advice and guidance programme throughout lockdown and increasing the intensity on students' return has enabled students to secure places at their chosen destination. This and includes 70 students have joining our first cohort of Sixth Form students.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

In line with recent research published by the EEF, disadvantaged students have been more affected by lock down than non-disadvantaged students. Year 11 outcomes reflected this however disadvantaged students performed exceptionally well in English Language (within the top 20% of the country for progress). The COVID catch up and Pupil Premium fund is providing students with targeted support, this includes the National Tutoring Programme, and Accelerated Reader. Recent progress checks suggest a positive impact is emerging with 60% of students receiving intervention having made at least one grades progress in either English or Mathematics.

At primary phase, Teacher Assessed Age related expectation (ARE) data is approximately 20% behind where it has been in previous years and is a direct result of the two lockdowns. However, progress data from April 2021 - July 2021 shows rapid progress in all year groups in Reading, Writing and Maths, indicating that high quality teaching of pupil's gaps and specific needs from substantial analysis of assessment data and interventions and tutoring, had a very positive impact.

Phonics data shows that approximately 87% of pupils are on track for passing the Phonics Screening Check in Autumn Term of Year 2.

Students destinations

Despite lockdown, an intensive CEIAG programme was in place for students in Year 10 and 11. The programme provided students with support around careers, post 16 options which included a Sixth Form taster day and proactive interviews with employers.

Students who were identified as at risk of being NEET were also placed on a bespoke coaching programme with the charity 'Progress'. The identified students were allocated a Progress Coach – an experienced youth worker with an employment focus - who will help develop an action plan tailored to the individual needs.

Progress Coaches helped students to set goals and targets, motivate and challenge students to achieve their full potential. The destination data for students leaving Year 11 included school sixth form (53%), apprenticeships (7%) and FE college (34%).

Leadership and Management

We have continued to build leadership expertise across the Trust and are now harnessing the benefits of the DfE funded National Professional Qualifications. We will continue to have a significant commitment to staff wellbeing to ensure that the 98% of staff who reported 'Leaders and Managers are considerate of workload and well-being' continue to benefit from this approach.

Our high challenge low threat approach to school improvement has raised standards for all with 92% of parents and 100% of staff reporting the Trust has high expectations for all.

Personal Development

From the moment you cross the threshold into one of our schools, it is evident that personal development has a high profile in our schools. Prioritising the development and delivery of a personalised curriculum that prepares young people in our care for the next stage of their education and life is a key part of delivering our Trust mission.

This has led to the development and implementation of a flexible 'Set for Life' curriculum at secondary stage that ensures students gain the skills they need to succeed in modern Britain including key elements relating to independent living, health and wellbeing, community and employability. This curriculum is now being further developed to meet the needs of children at the primary stage which will ultimately lead to a 4-19 personal development journey with each stage building on previous skills and experiences.

Supporting students' mental health throughout the pandemic has been an area of priority with a programme of events across both schools including:

- A mental health drop down day where all students took part in wellbeing exercises and activities
- Mental Health First Aid training
- An introduction of a student voice platform to report concerns at home

Following a focus on online safety, 90% of students at the primary phase stage feel confident that they have the skills needed to keep themselves safe online.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

98% of primary children feel safe at school, report they have an adult they feel they can talk to and are helped to look after their physical and mental health. Further 98% of pupils say they are encouraged to be independent and respect each others differences. Cases of bullying are very rare and when they do occur, significant restorative work with both parties is undertaken.

The student led Equality and Diversity Group at RFSS have raised awareness of minority groups in the school and influenced policy and practice. Ofsted reported that children in the school have the "confidence to be themselves" and that the school celebrates uniqueness.

Summer School

In order to support our Year 6 students to make a smooth transition to RFSS, we provided a summer school for Year 5 and 6 students in the local community. 150 students attended and 90% of students and their families believed it made a significant difference to their transition to secondary school.

The Summer School ran over a two-week period from Monday 9th August to Friday 20th August 2021 during the summer holidays. It was open to all Year 6 students who would be part of the September 2021 Year 7 cohort and any Year 5 student from local feeder primary schools in the area. The aim of the Summer School was to supplement the transition process for students starting in Year 7 especially after COVID-19 had resulted in many of the transition events within the previous terms being virtual or somewhat reduced. Additionally, it started to build on the relationships formed from Year 5 transition visits the previous year with the aim to increase intake for the September 2022 Year 7.

The schedule of the Summer School activities included elements of catch up in literacy and numeracy, the Social, Emotional and Mental Health (SEMH) impact of COVID-19 and of transitioning to secondary school. This involved a range of activities such as circus skills, treasure hunts, mindfulness sessions and team building sports opportunities to develop resilience of students, get them familiarised with the school building and strengthen relationships with staff prior to their start in September. Students were also introduced to some new subjects and skills in preparation for their transition to a KS3 curriculum including Spanish, Food & Nutrition and Drama.

Each week culminated with a sports day and celebration event which parents were invited and encouraged to attend to see the progress their child had made throughout the week, friendships they had developed and could see the school and meet staff for themselves.

It was a successful two weeks with a total of 75 Year 6 and 51 Year 5 students attending and some even wanting to return for a second week after initially feeling anxious about attending. Its impact has also been observed by staff at the start of this academic year with them commenting on the increased independence and improved social skills demonstrated by this year's Year 7 students.

Relationships for Learning

Our Trust values are firmly embedded into all aspects of Trust and school life, within our curriculum, assemblies and behaviour and relationships. Ofsted highlighted that the relationships are strong within RFSS and students are at the centre of practice "*Classrooms and social times had a pupil-centred nature throughout*" and "*The school culture is open, trusting and kind. Staff and students are united.*" This is evidenced through the the proportion of positive behaviour points awarded (95% of all points) showing high levels of student engagement.

At primary stage, children's behaviour is very good and although there was a rise in fixed term exclusions (in line in national average) in the Autumn term (as a consequence of the time children had had out of school and loss of routine), these reduced significantly over the year. In the summer term, there were no fixed term exclusions, due to the high level of support, advice from professionals and training that the school put in place.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Community and Parental Engagement**

The Trust has worked hard to remain engaged with its parent body and the local community throughout the pandemic. Plans for more active engagement and community use of facilities will be prioritised when all the restrictions are lifted.

Parental voice through Trust parent/carer surveys tells us that parents and carers hold our schools and staff in high regard and both have a very good reputation in the local community, with waiting lists in every year group at primary stage and an effective Parents and Careers Advisory Board (PCAB) at RFSS. The PCAB has made a significant contribution to the development plan over the year which was particularly critical in co-producing an effective communication policy that was tested during lockdown periods and when COVID levels within the school were high. We have appointed a Family and Children's Support worker full time providing invaluable support to both pupils and families. She has worked with approximately 40 vulnerable families over the past year. Parent/carer feedback overwhelming show that they believe their children are safe and well cared for, enjoy a very broad and creative curriculum and are making good progress.

Staff teams have worked closely with families who have had a challenging year and arranged food hampers to support struggling families and Christmas hampers for our most vulnerable students.

As part of Year 7 enrichment programme, history students conducted a research project in a local care home, investigating the experience of residents. Small groups of students interview residents remotely about their memories of living and working in Rugby. This served to provide students with an experience of conducting research and provided students with insight into industries in Rugby such as manufacturing. Students also joined them for special events like Red Nose Day and a joint visit with the school choir.

Collaborative working between the schools and with other local schools and Rugby based consortia and the local Teaching Schools Hub has had an increasing focus and will continue to be a priority as the Trust grows in the future.

Safeguarding

Safeguarding our children and young people has never been so important and the impact of the pandemic continues to raise safeguarding challenges that trustees take very seriously including specific work undertaken across the Trust to understand and respond to the risks of peer-on-peer abuse.

In June 2021, trustees commissioned a full external safeguarding review including an audit of policy, procedure, meetings with staff, students and other stakeholders at both schools which found that "safeguarding is very well led by Senior Leaders who are committed to children's welfare as a first priority...there is a culture of kindness, warmth, nurturing and mutual respect across the schools".

"The children clearly indicated that they feel safe in LT2 schools and are confident about approaching staff if they are worried or upset about anything. Their responses provided considerable evidence of a proactive culture of safeguarding in the school." Over 80% of staff raise concerns on a weekly basis.

At RFSS, Ofsted reported that staff take pupils' welfare seriously. They are alert to any signs that a pupil may need support and they report concerns quickly. Leaders take action to ensure that pupils who need help get the support they need. 92% of parents in their survey said they feel their child is safe at school.

Professional Development

Much of our programme of professional development was tailored to remote education and staff and student wellbeing including a drop-down day dedicated to mental health and the introduction of mental health first aiders.

As a Trust, we introduced more bespoke professional development pathways for staff and 100% of staff believe PD to be an integral part of school improvement at both schools, whilst 85% of staff feel that the PD allows them to become better practitioners and develop their career aspirations.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

Early Career Teachers have been fully supported in both schools with tailored programmes of support and professional development opportunities in advance of the Early Career Framework launch in September 2021. This has been particularly vital over this year due to their disrupted training year. As a Trust, we researched the alternative routes for providing access to the ECF and have opted for the UCL provider route working with the new local Teaching School Hub. Mentors were put in to place early, giving them time to read and adjust to the new framework to be able to support ECTs from day one.

Key Financial Performance Indicators

The academy trust established a financial budget at the start of the year and the Board to monitor performance against budget during the period. Further financial and non-financial indicators will be introduced as the trust develops. The trustees consider that the following are key performance indicators for the academy trust moving forward:

	2021	2020
Pupil numbers	1,306	1,218
Staff Numbers (Average Headcount)	123	109
Staff Costs (Including on-costs) as a % of total revenue income	74%	83%
Total revenue expenditure per pupil	£5,077	£4,830
Average salary (excluding on-costs)	£33,309	£31,253

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, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting

FINANCIAL REVIEW**Overview**

The principal source of funding for the academy trust is the General Annual Grant for both schools. Both schools had Project Development Grants during the pre-opening stages. Most of the academy's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2021 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The academy also receives grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), 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.

During the year ended 31 August 2021, total expenditure was £7,905,000 (2020: £6,387,000). After adjusting for the FRS102 pension charge, capital grant income and depreciation there is an operational surplus for the year of £582,000 (2020: deficit £388,000).

At 31 August 2021 the net book value of fixed assets was £31,775,000 (2020: £4,815,000) and movements in tangible fixed assets are shown in note 13 to the financial statements. This includes the valuation of the land and buildings. The assets are used exclusively for providing education and the associated support services to the pupils of the academy.

The academy was admitted to the Local Government Pension Scheme (LGPS) on a fully funded basis as at 1 September 2017, with there being no past service liabilities or assets. The deficit in the scheme at 31 August 2021 was £1,382,000 (2020: £757,000).

It should be noted that the balance sheet, income and expenditure, and statement of recognised gains and losses figures will be volatile over time. This is generally because the FRS102 liabilities are largely linked to corporate bond yields whereas the scheme invests a large part of its assets in equities.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Financial and Risk Management Objectives and Policies**

The trust's financial and risk management objectives are documented in its:

- Official budgets;
- Accounting Policy;
- Financial Regulations Manual;
- Scheme of Delegation;

These documents are available on request, and particular items which warrant specific disclosure are noted within this annual report.

Reserves Policy

The trustees review the reserve levels of the academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The trustees have determined that the appropriate level of reserves should be equivalent to one month of expenditure, approximately £630,000 (2020: £511,000). The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

There are reserves in surplus of £98,000 after deducting 4 weeks working capital requirements (2020: £411,000 deficit).

Financial Position

The academy held fund balances at 31 August 2021 of £31,187,000 (2020 £4,252,000) comprising £31,841,000 (2020: £4,899,000) of restricted fixed asset funds, £564,000 (2020: £9,000) of restricted general funds, £1,382,000 deficit (2020: £757,000 deficit) of restricted pension funds and £164,000 (2020: £101,000) of unrestricted funds.

Investment Policy

All investments are made in accordance with the policy of the trust. The trust's policies on investments are one of minimum risk with all investments being held with the trust's bankers or other banking institutions regulated by the Financial Conduct Authority. The trust will nevertheless seek to maximise interest receipts within this arrangement. This policy will be reviewed in the year ending 31 August 2022. Investments are made with regard to Charity Commission guidance in relation to investments.

PRINCIPAL RISKS AND UNCERTAINTIES

The Board has considered the risks faced by the trust throughout its normal operational business. It has sought to address the risks faced by the trust by establishing appropriate governance and management arrangements, including the appointment of senior staff and other managers, and establishing robust operational policies. The Board considers that these arrangements have been effective throughout the period being reported.

The Board has built on this success by establishing a formal risk register and management policy, which is overseen by the Audit and Risk Committee. Having conducted a detailed analysis of the reputational, financial and operational risks, this process now formally documents the managerial action that is taking place and has enabled risk management to be more systematic. The level of risk at Trust level is informed by analysis of the relevant finance, progress and achievement data and a measure of compliance with governance, operational and finance procedures within the schools.

At the time of reporting, the trust's identified key risks are:

- the ability to deliver a broad and balanced curriculum (often using hybrid means) whilst the global pandemic continues to impact
- the risk of progress and attainment in subject area or at Key Stages being below expectations particularly due to loss of learning over the past 20 months and particularly for disadvantaged
- the risks associated with attracting new staff of the right calibre at all levels in the organisation;
- the capacity to grow as an Academy Trust
- loss of personal and sensitive information and compliance with GDPR.

Mitigating action, both current and planned, has been identified to address these risks. This is also true of all other risks that have been formally identified which have a lower level of impact and/or likelihood.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Risk Management**

The trustees have assessed the major risks to which the academy is exposed, in particular those relating to the teaching, provision of facilities and other operational areas of the academy, and its finances. The trustees have implemented a number of systems to assess risks that the school faces. They have introduced operational procedures and internal financial controls in order to minimise risk. Where significant financial risk still remains, they have ensured they have adequate insurance cover.

Plans for Future Periods

Learning Today Leading Tomorrow has two schools, catering for primary and secondary children from across Rugby and further afield. The primary focus for the coming year will be to build solid foundations for Rugby Free Secondary School to achieve positive reports following Ofsted monitoring visits and to achieve a Good inspection judgement at the earliest possible opportunity. An Estates and Facilities manager is being recruited by the Trust for January 2020 to oversee the move into the new RFSS building and develop the estates of the Trust moving forward.

Fundraising

Under the provisions of the Charities (Protection and Social Investment) Act 2016 the academy trust approach to fundraising practices is as follows:

- Each school works with a parent-led body 'Friends of RFPS' and 'Friends of RFSS' to raise funds for use within the schools. All events are approved by the Headteacher.
- Both schools organise fundraising activities for the students to raise funds for other charities or recognised national charity events.
- RFPS operates a School Fund that accounts for all monies raised through school events and the Friends of RFPS group.
- Friends of RFSS organise events and donate monies raised to the school.
- All staff or volunteers carrying out fundraising activities are expected to act with fairness, honesty, integrity and openness.
- All funds collected on behalf of a school must be given to the School Business manager to be accurately recorded, accounted for and banked in accordance with the recognition of income finance procedures.
- If funds are raised by students for another charity, a cheque or online payment will be issued to the intended beneficiary in accordance with the finance procedures.
- We do not work with professional fundraisers.
- Our fundraising conforms to the following recognised standards:
 - No undue pressure is placed on students or staff to donate to a particular charity/charities.
 - No undue pressure is placed on students to apply undue pressure on their family members to donate through a school event for the schools' benefit or a particular charity/charities.
 - Staff must not use their influence over students of the Trust to persuade them to take part in Trust fundraising or external Fundraising.
 - Students are never asked to take part in door to door or street collections.
- The academy trust monitors fundraising carried out on its behalf by agreeing activities, scope, marketing and expected outcomes in advance of the fundraising activity.
- The academy trust has a Trust Complaints procedure which can be used by any internal or external stakeholder who wishes to raise a concern or a complaint relating to fundraising.
- The Academy Trust protects the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches, and undue pressure to donate by ensuring the headteachers monitor the activities organised within schools and on their behalf. The Trust does not target people who are not already involved in the school community.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)


Auditors

In so far as the trustees are aware:

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

The auditors, UHY Hacker Young (Birmingham) LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

The Trustees' Report incorporating a Strategic Report was approved by the Board of Trustees as the company Directors on 10 December 2021 and signed on their behalf by:



T Legge
Chair of Trustees
10 December 2021

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2021**Scope of Responsibility**

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

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

The Board of Trustees has delegated the day-to-day responsibility to the 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 Learning Today Leading Tomorrow and the Secretary of State for Education. The Chief Executive 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 7 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of a possible
D Johnson (Chair)	5	7
T Legge	7	7
J Simpson - Vince	7	7
K Warburton	-	1
G Brown	6	7
F Chishty	5	6
K Carter	2	7
P Murphy	3	3
L Marsden	6	7

The Audit and Risk Committee of the Board of Trustees has formally met six times during the year. Attendance during the year at meetings of the Audit Committee was as follows:

Trustees	Meetings attended	Out of a possible
G Brown (Chair)	6	6
T Legge	5	6
J Simpson - Vince	6	6

Governance Review

The Academy trust reviews its governance arrangements on an annual basis. During this period, the Trust continued to employ a CEO, CFO, Compliance Officer and HR Advisor and recruited a Trust Business Manager. Trustees undertook a governance self-evaluation in May 2021 utilising the Assurance Framework for Trust governance published by the Confederation of School Trusts. Locally the Sustainable Improvement Board (SIB) and separate Parent/carer Advisory Board (PCAB) continued to operate throughout the period at Rugby Free Secondary School. The SIB's priority was to drive improvements and was replaced by an Education Excellence Committee following the very positive Section 5 Ofsted inspection in July 2021. The PCAB focuses on policies that impact on day to day delivery and communication between the school and parent body.

In the early months of the pandemic, trustees had operated a proportional approach to governance. However, local governance meetings were fully reinstated from September 2020. Meetings continue to be held remotely but trustees and governors have been able to visit schools taking the required precautions. The Trust Board has continued to sign off all COVID risk assessments.

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Review of Value for Money**

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 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 academy trust has delivered improved value for money during the year by:

- Using an energy broker to negotiate a Trust wide energy contract to get best value across the Trust. This resulted in a guaranteed fixed price per KWh in an unpredictable market.
- Negotiating a substantial refund on UIFSM paid for during the closure of schools.
- Consolidating contracts across both sites wherever possible such as refuse collection
- Using 'back office' staff from both schools interchangeably across the Trust to cover gaps in knowledge and skills and reduce the need to bring in expensive, temporary staff. e.g. premises team, IT and finance team

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Learning Today Leading Tomorrow for the year ended 31 August 2021 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the 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 year ending 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

Learning Today Leading Tomorrow 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 Audit and Risk 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;
- clear delegation of authority and segregation of duties;
- identification and management of risks.

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2021

The Board of Trustees has considered the need for a specific internal audit function and decided to appoint Tiaa to provide an internal audit programme of work. The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular the checks carried out in the current period included testing:

- procurement
- accounts payable

During the period the internal auditor by sample testing and review of documentary information, identified that adequate controls are in place and operating as intended. The audit noted some areas requiring improvement in order to enhance the control environment, as follows:

- A contracts register be developed centrally for the schools
- Supplier analysis reviews be undertaken quarterly or six monthly

On an annual basis, Tiaa reports to the board of trustees, through the audit and risk committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

Review of Effectiveness

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

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

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

Approved by order of the members of the Board of Trustees on 10 December 2021 and signed on its behalf by:


.....
T Legge

Chair of Trustees


.....
B Mullen

Accounting Officer

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2021

As accounting officer of Learning Today Leading Tomorrow I have considered my responsibility to notify the Academy Trust Board of trustees and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

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

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



.....
B Mullen

Chief Executive and Accounting Officer

10 December 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2021

The trustees (who act as governors of Learning Today Leading Tomorrow and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards FRS102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Academy will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 10 December 2021 and signed on its behalf by:



T Legge
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LEARNING TODAY, LEADING TOMORROW FOR THE YEAR ENDED 31 AUGUST 2021**Opinion**

We have audited the financial statements of Learning Today, Leading Tomorrow (the charitable company) for the year ended 31 August 2021 which comprise Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statement, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Learning Today, Leading Tomorrow's affairs as at 31 August 2021 and of its incoming resources and application of resources, including income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LEARNING TODAY, LEADING TOMORROW FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report (incorporating the Strategic Report, and the Trustees Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 21, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the Learning Today, Leading Tomorrow and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by the Learning Today, Leading Tomorrow, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities SORP 2019 and Academies Accounts Direction 2020 and 2021. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and the Learning Today, Leading Tomorrow's net income for the year.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LEARNING TODAY, LEADING TOMORROW FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, including correspondence with the Education and Skills Funding Agency review of correspondence with legal advisors, enquiries of management and review of internal audit reports in so far as they related to the financial statements, and testing of journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

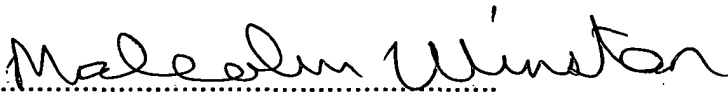
There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- 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. 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.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LEARNING TODAY, LEADING TOMORROW FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Use of our report**

This report is made solely to the Learning Today, Leading Tomorrow'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 Learning Today, Leading Tomorrow'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 Learning Today, Leading Tomorrow's and the Learning Today, Leading Tomorrow's members as a body, for our audit work, for this report, or for the opinions we have formed.



Malcolm Winston
Senior Statutory Auditor
UHY Hacker Young (Birmingham) LLP, Statutory Auditor
9-11 Vittoria Street
Birmingham
B1 3ND

10 December 2021

INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO LEARNING TODAY LEADING TOMORROW AND THE EDUCATION FUNDING AND SKILLS AGENCY FOR THE YEAR ENDED 31 AUGUST 2021

In accordance with the terms of our engagement letter dated 12 August 2021 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether, in all material respects, the expenditure disbursed and income received by the academy trust during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Learning Today Leading Tomorrow and the ESFA in accordance with our engagement letter. Our review has been undertaken so that we might state to the governing body and the ESFA those matters we are required to state to it 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 Learning Today Leading Tomorrow and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Learning Today Leading Tomorrow's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Learning Today Leading Tomorrow funding agreement with the Secretary of State for Education dated 23 March 2015, and the Academies Financial Handbook extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies: Accounts Direction 2020 to 2021. We report to you whether, anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament and 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 Accountants issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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.

Summary of the work undertaken was as follows:

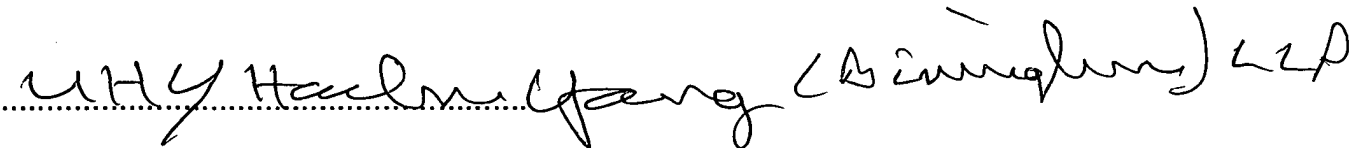
- Analytical review of the academy trusts general activities are within the academy trusts framework of authorities;
- Consideration of the evidence supporting the accounting officers statement on regularity, propriety and compliance;
- Review of the general control environment for the academy trust on financial statements and on regularity;

INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO LEARNING TODAY LEADING TOMORROW AND THE EDUCATION FUNDING AND SKILLS AGENCY FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Approach (con't)**

- Sample testing of expenditure transactions to ensure the activity is permissible within the academy trusts framework of authority;
- Confirmation that a sample of expenditure has been appropriately authorised in accordance with the academy trust's delegated authorities;
- Formal representations obtained from the board of trustees and the accounting officer acknowledging the responsibilities including disclosing all non compliance with laws and regulations specific to the authorising framework;
- Confirmation that any extra contractual payments such as severance and compensation payments have been appropriately authorised;
- Review of credit card expenditure for any indication of personal use by staff, principal or trustees;
- Review of specific terms of grant funding within the funding agreement;
- Review of related party transactions for connections with the principal/strategic business manager or trustees;
- Review of income received in accordance with the activities permitted within the academy trust's charitable objectives.

Conclusion

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



Reporting Accountant

UHY Hacker Young (Birmingham) LLP
9-11 Vittoria Street
Birmingham
B1 3ND

10 December 2021

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2021
(Including Income and Expenditure Account)

		Unrestricted	Restricted	Restricted	Total	Total
	Note	Funds	General	Fixed	2021	2020
		£'000	£'000	Asset	£'000	£'000
				Funds		
				£'000		
Income from:						
Donations and capital grants	3 & 13	3	-	27,915	27,918	414
Charitable activities:						
- Funding for the academy trust's educational operations	4	-	7,105	-	7,105	5,341
Other trading activities	5	154	-	-	154	127
Investment income	6	-	-	-	-	1
Total		157	7,105	27,915	35,177	5,883
Expenditure on:						
Raising funds	7	94	-	-	94	91
Charitable activities:						
- Academy trust's educational operations	7&8	-	6,874	937	7,811	6,296
Total		94	6,874	937	7,905	6,387
Net income/(expenditure)		63	231	26,978	27,272	(504)
Transfers between funds	16	-	36	(36)	-	-
Other recognised gains and losses						
Actuarial loss on defined benefit pension schemes	27	-	(337)	-	(337)	(276)
Net movement in funds		63	(70)	26,942	26,935	(780)
Reconciliation of funds						
Total funds brought forward	16	101	(748)	4,899	4,252	5,032
Total funds carried forward	16	164	(818)	31,841	31,187	4,252

All of the academy trust's activities derive from acquisitions and continuing operations during the above two financial periods.

BALANCE SHEET AS AT 31 AUGUST 2021

	Note	2021 £'000	2020 £'000
Fixed assets			
Tangible assets	13	<u>31,775</u>	<u>4,815</u>
		<u>31,775</u>	<u>4,815</u>
Current assets			
Debtors	14	401	674
Cash at bank and in hand		<u>980</u>	<u>378</u>
		<u>1,381</u>	<u>1,052</u>
Current liabilities			
Creditors: Amounts falling due within one year	15	<u>(587)</u>	<u>(858)</u>
Net current assets		794	194
Total assets less current liabilities		32,569	5,009
Defined benefit pension scheme liability	27	(1,382)	(757)
Total Net Assets		<u><u>31,187</u></u>	<u><u>4,252</u></u>
Funds of the Academy:			
Restricted funds			
- Fixed asset fund	16	31,841	4,899
- Restricted income fund	16	564	9
- Pension reserve	16	<u>(1,382)</u>	<u>(757)</u>
Total Restricted Funds		<u>31,023</u>	<u>4,151</u>
Unrestricted income fund	16	<u>164</u>	<u>101</u>
Total unrestricted funds		<u>164</u>	<u>101</u>
Total Funds		<u><u>31,187</u></u>	<u><u>4,252</u></u>

The financial statements on pages 28 to 48 were approved by the trustees and authorised for issue on 10 December 2021 and signed on their behalf by:


T Legge
Chair of Trustees

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2020 £'000	2020 £'000
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	20	584	(287)
Cash flows from investing activities	21	-	1
Cash flows from financing activities	22	18	48
Change in cash and cash equivalents in the reporting period		<u>602</u>	<u>(238)</u>
Cash and cash equivalents at 1 September	23	378	616
Cash and cash equivalents at 31 August	23	<u>980</u>	<u>378</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021**1 Statement of Accounting Policies**

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

Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities : Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Learning Today Leading Tomorrow meets the definition of a public benefit entity under FRS 102.

Going Concern

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

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.

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

• 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 receipt is probable and it can be measured reliably.

• Donations

Donations are recognised on a receivable basis where there is certainty of receipt 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 financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

- **Donated goods, facilities and services (cont'd)**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

Expenditure

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

- **Expenditure on Raising Funds**

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

- **Charitable Activities**

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

- **Governance Costs**

These include the costs attributable to the Academy Trust's compliance with constitutional and statutory requirements, including audit, strategic management and Governor's meetings and reimbursed expenses.

All resources expended are inclusive of irrecoverable VAT.

Tangible Fixed Assets

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

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

Depreciation is provided on a straight line basis on the cost of tangible fixed assets, to write them down to their estimated residual values over their expected useful lives. No depreciation is provided on leasehold land where the lease is more than 20 years. The principal annual rates used for other assets

Freehold buildings	2%
Furniture and equipment	10 - 15%
Computer equipment and software	33.33%

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

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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**Leased assets**

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

Taxation

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

Pensions Benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. The TPS is a multi employer scheme with no underlying assets to assign between employers. Consequently the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

Fund Accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy trust at the discretion of the trustees. Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

Critical accounting estimates and assumptions (cont'd)

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The critical judgements that the Trustees have made in the process of applying the Academy Trust's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

The critical areas of judgement are accounting for government grants, accounting for the write down of assets through depreciation and accounting for the pension liability. Government grants are accounted for as restricted funds. The pension liability is assessed by an independent actuarial valuation. Depreciation rates are based on the expected life of the asset.

In assessing whether there have been any indicators of impairment assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience of recoverability. There have been no indicators of impairments identified during the current financial year.

2 GENERAL ANNUAL GRANT (GAG)

Under the funding agreement with the Secretary of State the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2021 (See note 16).

3 DONATIONS AND CAPITAL GRANTS

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000	Total 2020 £'000
Free school capital grant - ESFA	-	146	146	387
Devolved formula capital	-	22	22	20
Donated Assets WCC - land and buildings	-	27,695	27,695	-
Donated Assets ESFA - laptops	-	52	52	-
School Fund	-	-	-	4
Other donations	3	-	3	3
	<u>3</u>	<u>27,915</u>	<u>27,918</u>	<u>414</u>

The income from donations and capital grants was £27,918,000 (2020 : £414,000) of which £3,000 (2020 : £3,000) was unrestricted, £Nil (2020 : £4,000) restricted and £27,915,000 (2020 : £407,000) restricted fixed assets.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

4 FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000	Total 2020 £'000
DfE/ESFA grants				
General annual grant (GAG) (note 2)	-	5,682	5,682	4,386
Other DfE/ESFA grants				
Start up grant	-	248	248	178
Pupil premium grant	-	309	309	233
Teachers pay grant	-	76	76	61
Teachers pension grant	-	215	215	173
UIFSM grant	-	98	98	74
Rates relief grant	-	68	68	31
PE and sports grant	-	18	18	18
Year 7 catch up grant	-	-	-	16
	-	6,714	6,714	5,170
Other Government grants				
Special Needs Grant - LA	-	186	186	140
Other LA Grants	-	67	67	11
	-	253	253	151
COVID-19 DfE/ESFA additional funding				
Catch up premium	-	90	90	-
Other DfE /ESFA COVID-19 funding	-	40	40	20
	-	130	130	20
Other income from the academy trust's educational operations	-	8	8	-
	-	7,105	7,105	5,341

COVID-19 DfE/ESFA additional funding

The academy received £90,000 of funding for catch up premium. Costs incurred in respect of this funding totalled £90,000

Other DfE/ESFA COVID-19 funding has been received under "exceptional government funding". The funding received for Coronavirus exceptional support covers £40,722 of Summer school teaching costs. In 2020 funding was received of £20,053 for premises, cleaning and preventative costs. These costs are included within notes 7 and 8.

The income from the academy trusts's educational operations was restricted for both 2021 and 2020.

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department for Education and ESFA, the academy trust's funding is no longer reported under the Other DfE/ESFA grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

5 OTHER TRADING ACTIVITIES	Unrestricted	Restricted	Total	Total
	Funds	Funds	2021	2020
	£'000	£'000	£'000	£'000
Before and after school club income	91	-	91	89
Rental income	56	-	56	38
Other Income	7	-	7	-
	<u>154</u>	<u>-</u>	<u>154</u>	<u>127</u>

The income from the academy trusts's other trading activities was unrestricted for both 2021 and 2020.

6 INVESTMENT INCOME	Unrestricted	Restricted	Total	Total
	Funds	Funds	2021	2020
	£'000	£'000	£'000	£'000
Bank interest received	-	-	-	1
	<u>-</u>	<u>-</u>	<u>-</u>	<u>1</u>

The income from the academy trusts's other investment income was unrestricted for both 2021 and 2020.

7 EXPENDITURE	Staff Costs £'000	Non Pay Expenditure		Total	Total
		Premises	Other Costs	2021	2020
		£'000	£'000	£'000	£'000
Expenditure on raising funds					
- Direct costs	-	-	-	-	-
- Allocated support costs	-	-	94	94	91
Academy's educational operations					
- Direct costs	4,691	-	306	4,997	4,176
- Allocated support costs	1,043	1,379	392	2,814	2,120
	<u>5,734</u>	<u>1,379</u>	<u>698</u>	<u>7,811</u>	<u>6,296</u>
	<u>5,734</u>	<u>1,379</u>	<u>792</u>	<u>7,905</u>	<u>6,387</u>

The expenditure was £7,905,000 (2020 : £6,387,000) of which £94,000 (2020 : £109,000) was unrestricted, £6,874,000 (2020 : £6,028,000) restricted and £937,000 (2020 : £250,000) restricted fixed assets.

Incoming/outgoing resources for the year include:	2021	2020
	£'000	£'000
Operating leases rentals	16	11
Depreciation	937	311
Gain on disposal of fixed assets	-	(61)
Fees payable to auditor for:		
Audit	7	7
Other services	3	5
	<u>3</u>	<u>5</u>

8 CHARITABLE ACTIVITIES	Total	Total
	2021	2020
	£'000	£'000
Direct costs - educational operations	4,997	4,176
Support costs - educational operations	2,814	2,120
	<u>7,811</u>	<u>6,296</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

8 CHARITABLE ACTIVITIES (cont'd)	2021	2020
Analysis of Support Costs	£'000	£'000
Support staff costs	1,043	1,004
Depreciation	937	311
Technology costs	111	62
Premises costs	442	379
Legal costs - other	16	86
Other support costs	190	273
Governance	75	66
Gain on disposal of fixed assets	-	(61)
	<u>2,814</u>	<u>2,120</u>

9 STAFF

a Staff costs	2021	2020
Staff costs during the year were:	£'000	£'000
Wages and salaries	4,097	3,400
Social security costs	452	330
Pension costs	1,136	997
	<u>5,685</u>	<u>4,727</u>
Agency staff costs	49	114
Staff restructuring costs	-	3
	<u>5,734</u>	<u>4,844</u>
Staff restructuring costs comprise:		
Redundancy payments	-	-
Severance payments	-	-
Other restructuring costs	-	3
	<u>-</u>	<u>3</u>

b Staff severance payments

Included in staff restructuring costs is one non statutory/non contractual severance payments. Individually the payment is £Nil (2020 : £3,000).

c Staff numbers

The average number of persons (including senior management team) employed by the academy during the year ended 31 August 2021 expressed as whole persons was as follows:

	2021	2020
<i>Charitable Activities</i>	No.	No.
Teachers	60	55
Administration and support	57	40
Management	6	14
	<u>123</u>	<u>109</u>

d Higher paid staff

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

	No.	No.
£60,001 - £70,000	3	1
£70,001 - £80,000	-	1
£80,001 - £90,000	1	1
£90,001 - £100,000	1	1
£100,001 - £110,000	1	-
	<u>1</u>	<u>-</u>

e Key management personnel

The key management of the academy trust comprise the trustees and the senior management team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £939,009 (2020: £655,612).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

10 CENTRAL SERVICES

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

- human resources;
- financial services;
- legal services;
- educational support services.

The multi academy trust charges for these services: 4% to Rugby Free Primary School of general annual grant income and 6% to Rugby Free Secondary School of general annual grant income plus an annual fee of £100,000.

The actual amounts charged during the year were as follows:

	2021	2020
	£'000	£'000
Rugby Free Primary School	55	54
Rugby Free Secondary School	374	174
	<u>429</u>	<u>228</u>

11 RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The Chief Executive Officer received remuneration in respect of her contract of services as CEO and not in respect of her services as trustee. Other trustees did not receive any payments, other than expenses, from the Academy Trust in respect of their role as trustees. The value of trustees' remuneration and other remuneration was as follows:

	2021	2020
B Mullen (Chief Executive Officer and Accounting Officer)		
Remuneration	£90,000 - £95,000	£90,000 - £95,000
Employers pension contribution	£20,000 - £25,000	£20,000 - £25,000

During the year ended 31 August 2021, travel and subsistence expenses totalling £Nil (2020: £1,068) were reimbursed or paid directly to Nil trustees.

12 TRUSTEES' AND OFFICERS' INSURANCE

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

13 TANGIBLE FIXED ASSETS

	Leasehold		Freehold		Total
	Land & Buildings	Land & Buildings	Furniture & Equipment	Computer Equipment	
Cost	£'000	£'000	£'000	£'000	£'000
At 1 September 2020	-	4,989	487	1,140	6,616
Transfer in from local authority	27,695	-	-	-	27,695
Additions	-	-	24	178	202
Disposals	-	-	-	-	-
At 31 August 2021	<u>27,695</u>	<u>4,989</u>	<u>511</u>	<u>1,318</u>	<u>34,513</u>
Depreciation					
At 1 September 2020	-	768	296	737	1,801
Charged in year	554	100	76	207	937
Disposals	-	-	-	-	-
At 31 August 2021	<u>554</u>	<u>868</u>	<u>372</u>	<u>944</u>	<u>2,738</u>
Net book value					
At 31 August 2021	<u>27,141</u>	<u>4,121</u>	<u>139</u>	<u>374</u>	<u>31,775</u>
At 31 August 2020	<u>-</u>	<u>4,221</u>	<u>191</u>	<u>403</u>	<u>4,815</u>

On 20 March 2015 Rugby Free Primary School's freehold land and buildings was purchased by the Education and Skills Funding Agency (ESFA) and donated to Learning Today Leading Tomorrow for £2,875,000. Refurbishment of the land and buildings was subsequently undertaken through further ESFA funding of £2,062,000 which was completed on 28 August 2015.

Leasehold land and buildings has also been donated by Warwickshire County Council on 19 October 2018 on a 125 year leasehold to Rugby Free Secondary School. On 1 September 2020 the leasehold land and buildings was valued by the ESFA using a desktop valuation at £27,695,000 (note 3)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

14 DEBTORS	2021 £'000	2020 £'000
Trade debtors	-	1
VAT recoverable	204	262
Other debtors	11	119
Prepayments	186	292
	<u>401</u>	<u>674</u>

Included in other debtors is an amount of £Nil (2020: £6,500) which is receivable after more than one year.

15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2021 £'000	2020 £'000
Trade creditors	176	76
Taxation and social security	203	84
ESFA creditor : VAT	-	24
Accruals	92	327
Deferred income	114	68
Other Creditors	2	279
	<u>587</u>	<u>858</u>
	2021 £'000	2020 £'000
Deferred Income		
Deferred income at 1 September 2020	68	94
Resources deferred in the year	114	68
Amounts released from previous years	(68)	(94)
Deferred income at 31 August 2021	<u>114</u>	<u>68</u>

At the balance sheet date the academy was holding funds received in advance for 2021/22 for universal infant free school meals £41,000 (2020: £41,626), rates relief £4,000 (2020: £4,211), clubs income £21,000 (2020: £21,780) and Coronavirus testing income £48,000 (2020: £Nil).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

16 FUNDS

The income funds of the academy comprise the following balances of grants to be applied for specific purposes:

	Balance at 1 September 2020 £'000	Incoming Resources £'000	Resources Expended £'000	Gains, Losses & Transfers £'000	Balance at 31 August 2021 £'000
Restricted general funds					
General annual grant (note i)	-	5,711	(5,188)	36	559
Local authority grant (note ii)	-	253	(253)	-	-
Pupil premium grant (note iv)	-	309	(309)	-	-
Start up grant (note v)	-	219	(219)	-	-
Teachers pay grant (note v)	-	76	(76)	-	-
Teachers pension grant (note v)	-	215	(215)	-	-
UIFSM grant (note v)	-	98	(98)	-	-
Rates relief grant (note v)	-	68	(68)	-	-
PE and sports grant (note v)	-	18	(18)	-	-
Catch-up Premium (note v)	-	90	(90)	-	-
Coronavirus Emergency Funding (note v)	-	4	(4)	-	-
Summer School (note v)	-	36	(36)	-	-
Other grants (note vi)	-	8	(8)	-	-
School fund (note vii)	9	-	(4)	-	5
	<u>9</u>	<u>7,105</u>	<u>(6,586)</u>	<u>36</u>	<u>564</u>
Restricted fixed asset funds					
Free school capital grant (note viii)	2,541	146	(266)	(36)	2,385
ESFA land and building donation (note ix)	2,275	-	(100)	-	2,175
WCC land and building donation (note xiii)	-	27,695	(554)	-	27,141
DfE/ESFA capital grants (note x)	57	74	(9)	-	122
Capital expenditure transfer (note xi)	26	-	(8)	-	18
	<u>4,899</u>	<u>27,915</u>	<u>(937)</u>	<u>(36)</u>	<u>31,841</u>
Restricted pension scheme liability					
Pension reserve	(757)	-	(288)	(337)	(1,382)
	<u>(757)</u>	<u>-</u>	<u>(288)</u>	<u>(337)</u>	<u>(1,382)</u>
Total Restricted Funds	4,151	35,020	(7,811)	(337)	31,023
Unrestricted funds					
Unrestricted funds (note xii)	101	157	(94)	-	164
	<u>101</u>	<u>157</u>	<u>(94)</u>	<u>-</u>	<u>164</u>
Total funds	4,252	35,177	(7,905)	(337)	31,187

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**16 FUNDS*****Notes (Cont'd)***

- i) General annual grant (GAG) must be used for the normal running costs of the academy. Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it would carry forward at 31 August 2021. (see note 2)
- ii) The local authority grant is utilised to meet the special needs of pupils.
- iii) The project development grant is utilised to meet the costs of setting up Rugby Free Secondary School which opened on 5 September 2016, including project management, consultancy, property and legal fees.
- iv) Pupil premium are funds paid to disadvantaged pupils.
- v) Other grants, including rates relief and universal free school meals awarded by the ESFA and for specific purposes.
- vi) Other grants are used to support apprenticeships at the academy.
- vii) School fund are legacy funds from contributions and donations received from parents and other organisations which are used to support the academy trust's activities.
- viii) The free school capital grant is utilised to refurbish the donated land and buildings for school use and £36,000 (2020:£Nil) has been transferred to GAG for maintenance purposes.
- ix) On 20 March 2015, Rugby Free Primary School's freehold land and buildings were purchased by the ESFA for £2,875,000 and donated to Learning Today Leading Tomorrow (note 13). On 1 September 2020, Rugby Free Secondary School's freehold land and buildings were valued at £27,695,000.
- x) Devolved formula capital grants received from the ESFA to support capital spend at the academy.
- xi) Capital expenditure transfer from GAG or unrestricted funds totalled £Nil (2020: £Nil).
- xii) Unrestricted funds include receipts from the trust's trading activities and spent at the discretion of the trustees.
- xiii) Leasehold land and buildings has also been donated by Warwickshire County Council on 19 October 2018 on a 125 year leasehold to Rugby Free Secondary School. On 1 September 2020 the leasehold land and buildings was valued by the ESFA using a desktop valuation at £27,695,000.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

16 FUNDS (cont'd)

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

	Balance at 1 September 2019 £'000	Incoming Resources £'000	Resources Expended £'000	Gains, Losses & Transfers £'000	Balance at 31 August 2020 £'000
Restricted general funds					
General annual grant (note i)	306	4,386	(4,818)	126	-
Local authority grant (note ii)	-	151	(151)	-	-
Pupil premium grant (note iv)	-	233	(233)	-	-
Start up grant (note v)	-	178	(178)	-	-
Teachers pay grant (note v)	-	61	(61)	-	-
Teachers pension grant (note v)	-	173	(173)	-	-
UIFSM grant (note v)	-	74	(74)	-	-
Rates relief grant (note v)	-	31	(31)	-	-
PE and sports grant (note v)	-	18	(18)	-	-
Year 7 catch up grant (note v)	-	16	(16)	-	-
Other DfE/ESFA COVID-19 funding (note v)	-	20	(20)	-	-
School Fund (note vii)	5	4	-	-	9
	311	5,345	(5,773)	126	9
Restricted fixed asset funds					
Free school capital grant (note viii)	2,334	387	(180)	-	2,541
ESFA land and building donation (note ix)	2,333	-	(58)	-	2,275
DfE/ESFA capital grants (note x)	41	20	(4)	-	57
Capital expenditure transfer (note xi)	34	-	(8)	-	26
	4,742	407	(250)	-	4,899
Restricted pension scheme liability					
Pension reserve	(208)	-	(273)	(276)	(757)
	(208)	-	(273)	(276)	(757)
Total Restricted Funds	4,845	5,752	(6,296)	(150)	4,151
Unrestricted funds					
Unrestricted funds (note xii)	187	131	(91)	(126)	101
	187	131	(91)	(126)	101
Total funds	5,032	5,883	(6,387)	(276)	4,252
TOTAL FUNDS ANALYSIS BY ACADEMY				2021	2020
Fund balances at 31 August 2021 were allocated as follows:				Total	Total
				£'000	£'000
Rugby Free Primary School				217	79
Rugby Free Secondary School				375	10
Central services				136	21
Total before fixed assets and pension reserve				728	110
Restricted fixed assets fund				31,841	4,899
Pension reserve				(1,382)	(757)
				30,459	4,142
Total				31,187	4,252

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

16 FUNDS (cont'd)

TOTAL COST ANALYSIS BY ACADEMY

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

	Teaching & Educational Support Staff Costs	Other Support Staff Costs	Educational Supplies	Other Costs (excluding Dep'n)	2021 Total	2020 Total
	£'000	£'000	£'000	£'000	£'000	£'000
Rugby Primary	1,249	201	21	286	1,757	1,493
Rugby Secondary	3,442	589	283	560	4,874	4,332
Central services	-	253	2	82	337	251
Academy Trust	4,691	1,043	306	928	6,968	6,076

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2021 are represented by:

	Unrestricted Funds	Pension Restricted Funds	General Restricted Funds	Fixed Assets Restrict'd Funds	Total
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	-	-	31,775	31,775
Current assets	164	-	1,151	66	1,381
Current liabilities	-	-	(587)	-	(587)
Pension scheme liability	-	(1,382)	-	-	(1,382)
	164	(1,382)	564	31,841	31,187

Fund balances at 31 August 2020 are represented by:

	Unrestricted Funds	Pension Restricted Funds	General Restricted Funds	Fixed Assets Restrict'd Funds	Total
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	-	-	4,815	4,815
Current assets	141	-	827	84	1,052
Current liabilities	(40)	-	(818)	-	(858)
Pension scheme liability	-	(757)	-	-	(757)
	101	(757)	9	4,899	4,252

18 CAPITAL COMMITMENTS

Contracted for, but not provided in the financial statements

	2021 £'000	2020 £'000
	-	-

19 COMMITMENTS UNDER OPERATING LEASES

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

	2021 Other £'000	2020 Other £'000
- Amounts due within one year	11	16
- Amounts due between one and five years	27	38
	38	54

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

20 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£'000	£'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	27,272	(504)
Adjusted for:		
Interest receivable	-	(1)
Fixed asset depreciation (note 13)	937	311
Gain from sale of tangible fixed assets	-	(61)
Donated assets from local authority (note 13)	(27,695)	-
Capital grants from DfE and other capital income (note 3)	(220)	(407)
Defined benefit pension scheme cost less contributions payable (note 26)	272	266
Defined benefit pension scheme finance cost (note 26)	16	7
Decrease/(increase) in debtors	273	(553)
(Decrease)/increase in creditors	(271)	655
Net cash provided by/(used in) operating activities	584	(287)
21 CASH FLOWS FROM INVESTING ACTIVITIES	2021	2020
	£'000	£'000
Interest received	-	1
Net cash provided by investing activities	-	1
22 CASH FLOWS FROM FINANCING ACTIVITIES	2021	2020
	£'000	£'000
Purchase of tangible fixed assets	(202)	(422)
Capital grants from DfE/ESFA	220	407
Proceeds from sale of tangible fixed assets	-	63
Net cash (used in)/provided by financing activities	18	48
23 ANALYSIS OF CASH AND CASH EQUIVALENTS	At 31 Aug	At 31 Aug
	2021	2020
	£'000	£'000
Cash in hand and at bank	980	378
Total cash and cash equivalents	980	378

24 ANALYSIS OF CHANGES IN NET DEBT

	At 1 September	Cash	At 31 Aug
	2020	Flows	2021
	£'000	£'000	£'000
Cash at bank	378	602	980
Overdraft	-	-	-
	378	602	980
Loans within one year	-	-	-
Loans within more than one year	-	-	-
	378	602	980

25 CONTINGENT LIABILITIES

During the period 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 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 shall repay to the Secretary of State sums determined by reference to:

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**26 MEMBERS' LIABILITY**

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

27 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 Warwickshire Pension Fund. Both are defined multi employer benefit schemes.

The total pension cost to the Academy during the year ended 31 August 2021 was £1,136,000 (2020 : £997,000) of which £642,000 (2020: £522,000) relates to the TPS and £494,000 (2020: £475,000) relates to the LGPS.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £103,626 were payable to the schemes at 31 August 2020 (2020:£87,504) and are included within other creditors

Teachers' Pension Scheme**Introduction**

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The employers costs paid to TPS in the year amounted to £642,000 (2020: £522,000).

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

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with the assets held in separate trustee administered funds. The total contributions made for the year ended 31 August 2021 was £266,000 (2020:£298,000) of which employer's contributions totalled £206,000 (2020:£230,000) and employees contributions totalled £60,000 (2020: £68,000). The agreed contributions for future years for employers are 20.5% (2020: 20.5%) for Rugby Free Primary School and 20.5% (2020: 20.5%) for Rugby Free Secondary School. The average rate of contributions for employees are 6.0% (2020: 6.0%) for Rugby Free Primary School and 6.0% (2020: 6.0%) for Rugby Free Secondary School.

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 liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

Principal Actuarial Assumptions

The major assumptions used by the actuary were:

	At 31 August 2021	At 31 August 2020
	% per annum	% per annum
Discount rate	1.7%	1.9%
Salary increases	3.7%	2.9%
Pension increases	2.9%	2.3%
Inflation Assumption	0.0%	0.0%
Commutation of Pensions to lump sum	0.0%	0.0%

Sensitivity analysis for the principal assumptions used to measure the scheme liabilities were as follows:

	2021	2020
	£'000	£'000
Discount rate decreased by 0.5% per annum	380	223
Pension increased by 0.5%	370	216

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

	2021	2020
	years	years
Longevity at age 65 retiring today		
- Men	21.8	21.6
- Women	24.2	23.8
Longevity at age 65 retiring in 20 years		
- Men	23.0	22.5
- Women	26.1	25.4

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

	Fair value at 31 August 2021	Fair value at 31 August 2020
	£'000	£'000
Equity instruments	614	334
Debt instruments	238	139
Property	109	72
Cash/liquidity	29	11
Total market value of assets	<u>990</u>	<u>556</u>
Present value of scheme liabilities		
- Funded	(990)	(556)
- Unfunded	(1,382)	(757)
Total liabilities	<u>(2,372)</u>	<u>(1,313)</u>
Deficit in the scheme	<u>(1,382)</u>	<u>(757)</u>

The actual return on the scheme assets in the year was a deficit/surplus of £169,000 (2020:£13,000)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

27 PENSION AND SIMILAR OBLIGATIONS (cont'd)

Local Government Pension Scheme (cont'd)

Amounts recognised in the Statement of Financial Activities

	2021	2020
	£'000	£'000
Current service cost	478	468
Past service cost	-	-
Interest income	(11)	(8)
Interest cost	26	15
Total operating charge	493	475

	2021	2020
	£'000	£'000
Movement in deficit during the year		
Balance brought forward at 1 September	757	208
Movement in year:		
Opening balance adjustment	-	28
Employer service cost (net of employee contributions)	478	468
Employer contributions	(206)	(230)
Expected return on scheme assets	(11)	(8)
Interest cost	27	15
Actuarial loss	337	276
Deficit in the scheme at 31 August	1,382	757

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

	2021	2020
	£'000	£'000
Scheme liabilities at 1 September	1,313	452
Opening balance adjustment	-	55
Current service cost	478	468
Interest cost	26	15
Contributions by scheme participants	60	68
Actuarial loss	495	255
Scheme liabilities at 31 August	2,372	1,313

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

	2021	2020
	£'000	£'000
Fair value of scheme assets at 1 September	556	244
Opening balance adjustment	-	27
Expected return on scheme assets	10	8
Contributions by employer	206	230
Contributions by scheme participants	60	68
Actuarial gain/(loss)	158	(21)
Fair value of scheme assets at 31 August	990	556

The estimated value of employer contributions for the year ended 31 August 2022 is £205,000 (2021 : £211,000).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**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, it is inevitable that transactions will take place with organisations in which a member of the board of trustees may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. During the year ended 31 August 2021 there were no such transactions.

In entering into the transactions the trust has complied with the requirements of the Academies Financial Handbook 2020.

No related party transactions took place in the period of account, other than certain trustee's remuneration and expenses already disclosed in note 11.

29 EVENTS AFTER THE END OF THE REPORTING PERIOD

There are no material adjusting events arising after the balance sheet date.