



EBOR ACADEMY TRUST

Company Registration Number: 08806335 (England and Wales)

Annual Report and Financial Statements Year ended 31 August 2019

Ebor Academy Trust is a company limited by guarantee.



Ebor Academy Trust

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Ebor Academy Trust

Reference and Administrative Details

Members	Right Revd Paul Ferguson Revd Martin Harris Andrew Smith Richard Thompson Prof Dean Garratt (Appointed 1 st September 2018)
Trustees	Peter D Acaster (Chair) (left 16 th Sept 19) Christopher Chambers (Vice-Chair) Alan Rowlinson (Vice-Chair) (left 31 st Aug 19) Patricia Ellison (Chair, appointed 16 th Sept 19) Duncan Fraser Susan Gradwell (left 16 th Sept 19) David Hare Richard Ludlow (CEO & Accounting Officer) Alison Smith David Stork Rachel Totten (Vice- Chair, appointed 16 th Sept 19) Mark Williamson Hadleigh Standen (Appointed 1 st Sept 19) Jane Coope (Appointed 1 st Sept 19)
Company Secretary	Andrew Robinson (FD)
Senior Management Team: <ul style="list-style-type: none"> • Chief Executive Officer • Chief Operating Officer • Senior Executive Headteacher • Executive Headteacher • Executive Headteacher • Finance Director • HR Director • Director of Communications & Development 	<ul style="list-style-type: none"> • Richard Ludlow • Debbie Simpson (Appointed 16th Sept 19) • Gail Brown • Jeanette Sutherland (left 31st August 19) • David Barber • Andrew Robinson • Alison Taylor • Tim Moat (Appointed 1st December 2018)
Company name	Ebor Academy Trust
Principal and Registered Office	Ebor Business and Training Centre, The Leyes, Osbaldwick, York, YO10 3PR
Company Registration Number	08806335 (England and Wales)
Independent Auditor	Wylie & Bisset LLP 168 Bath Street, Glasgow, G2 4TP
Bankers	Lloyds Bank 2 Pavement, York, YO1 9UP
Solicitors	Browne Jacobson LLP, Mowbray House, Castle Meadow Road, Nottingham, NG2 1BL Lupton Fawsit LLP, Yorkshire House, East Parade, Leeds, LS1 5BD Langleys, Queens House, Micklegate, York, YO1 6WG
Valuers	Eddisons Taylors, Toronto Square, Toronto Street, Leeds, LS1 2HJ. Hymans Robertson LLP, 20 Waterloo Street, Glasgow, G2 6DB Aon Hewitt Ltd The Aon Centre, The Leadenhall Building, 122 Leadenhall Street, London, EC3V 4AN

Ebor Academy Trust

Trustees' Report

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year ending 31 August 2019. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

At 31 August 2019 Ebor Academy Trust operates 20 primary academies, one secondary academy and one special school, for pupils aged 2 to 16 across the North & East Ridings of Yorkshire. It has a combined pupil capacity of 6,246 and had a roll of 4,754 in the school census on 4th October 2018.

The trust has undergone a period of growth & consolidation with three academies joining the trust during the financial year and an additional two joining on the 1st September 2019.

Structure, Governance and Management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Ebor Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Ebor Academy Trust.

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

Members' Liability

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

Method of Recruitment and Appointment or Election of Trustees

The term of office for any trustee shall be four years, subject to remaining eligible to be a particular type of trustee, any trustee may be reappointed or reelected.

The Board of Trustees comprises 12 individuals: the Chief Executive Officer of Ebor Academy Trust is automatically elected in accordance with the Articles of Memorandum. In addition six trustees are appointed by members, three trustees are Chairs of Local Governing Bodies within the Academy, one trustee by the Wilkinson, Cobb and Hodgson Trust and one trustee is appointed by the Diocese of York.

The Board work closely with the Senior Management Team to provide strategic direction and as such both challenges and supports the schools in the academy trust. Responsibilities include setting the budget for the trust, deciding on the number of staff, reviewing and setting the CEO's performance and remuneration, helping to decide the priorities for improving the Trust when the academies' development plans are being drawn up, ensuring the appropriate curriculum is taught to all pupils, setting targets for pupil achievement, comparing the performance of their school to similar schools, receiving information and acting on the quality of teaching in the trust and ensuring that the academies comply with a wide range of statutory legislation.

Ebor Academy Trust

Trustees' Report (continued)

Policies and Procedures Adopted for the Induction and Training of Trustees

A review of trustees' skills evidenced that there was a broad range of skills and experience that enabled the Board to appropriately deliver its responsibilities. Access to training during the period was through peer-to-peer support and mentoring, local authority training and communications, and more recently, through the National Governance Association.

Organisational Structure

The governance of the academy trust is defined in the Memorandum and Articles of Association together with the funding agreement with the Department of Education.

The Board of Trustees has established a number of committees to provide support and expertise in the areas of Finance & Estates, Performance & Effectiveness, Pay Review. Each individual academy has its own Local Governing Body (LGB) which has some delegated responsibilities from the trustees.

The organisational structure consists of four levels: the Trustees, the Heads of School Strategy Group, Trustee Scrutiny Committees and the LGBs. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels. Information from these groups is fed into the Board of Trustees meetings which are held roughly every half term.

The Trustees are responsible for review of statutory policies and ensuring they are relevant and reflect practice. The annual and revised budgets are set and monitored by the Board of Trustees through the Finance & Facilities Committee. The trustees are also responsible for making major decisions about the direction of the trust, capital expenditure and senior staff appointments.

The Heads of School Strategic Group consists of the CEO, Executive Headteachers and the Head of each school within the trust. These managers control the trust at an executive level implementing the policies laid down by the trustees. Heads of School have budgets devolved to their control.

The work of the individual academy leadership teams encompasses both day to day leadership and management of the academy trust, and strategic leadership through development planning with the Heads of School Strategic Group. All members of the leadership team lead by example in all they do. In terms of teaching and learning there is an expectation that all lessons will be 'good or better'.

Arrangements for setting pay and remuneration of key management personnel

The remuneration of the Senior Management Team, and the Senior Leadership in each academy is reviewed annually. These are considered on an individual basis taking into account performance, relevant benchmarking, current responsibilities and parity across the trust.

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Trustees' Report (continued)

Trade union facility time

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
0	0

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

Percentage of pay bill spent on facility time	
Total cost of facility time	Nil
Total pay bill (£,000's)	£24,065
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.00%

The total time spent on paid trade union activities as a percentage of total paid facility time hours was 0.00% (2018: 0.00%).

Related Parties and other Connected Charities and Organisations

Owing to the nature of the trust's operations and the composition of the Board of Trustees being drawn from local diocesan, public and private sector organisations, it is possible 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 trust's financial regulations and normal procurement procedures. Working with our external partners we have also demonstrated our commitment to supporting the future teaching workforce. As a Teaching School we have taken a lead role in supporting new teachers through our Primary Schools Direct program.

Full details of the related part transactions are listed in Note 12.

The Ebor School to School support teams have also been a great success again this year. A model of intensive support for schools in a category of Requires Improvement or Special Measures has been developed and is now being marketed across East Riding of Yorkshire and North Yorkshire. The model involves outstanding practitioners working as a team, building strong one-to-one partnerships with individual schools and teachers.

Ebor Academy Trust

Trustees' Report (continued)

Objectives and Activities

Objects and Aims

In accordance with the articles of association the charitable company has adopted a Funding Agreement approved by the Secretary of State for Education. The funding agreement specifies, amongst other things, the basis for admitting students to the academy trust.

The main objectives of the academy trust during the year ended 31 August 2019 are summarised below:

- to ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- to raise the standard of educational achievement of all students;
- to improve the effectiveness of the academy trust 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; and
- to conduct the academy trust's business in accordance with the highest standards of integrity, probity and openness.

Objectives, Strategies and Activities

The academy trust's main strategy is encompassed in its values and ethos which is included below:

Values and Ethos

The Ebor family of schools has four core values which drive everything we do: Excellence, Belonging, Opportunity and Respect.

Excellence: We believe that staff and pupils should work hard and strive to be the best they can be, academically and socially. They should achieve great outcomes in a broad range of subjects which equip them for the future. We believe that every child should make great progress, regardless of prior attainment or social circumstance.

Belonging: We passionately believe that collaborative working brings mutual benefit. We involve teachers in fostering new thinking, we encourage innovation and share our expertise with all within our family of schools. For staff it presents greater opportunities and for pupils it adds new dimensions as best practice is shared and new thinking is introduced, so improving the learning experience.

Opportunity: We strive to create great opportunities for both staff and pupils. Staff have access to a broad range of training and development opportunities which impact on their career pathway. We are an ambitious outward facing trust which has a pride in taking a lead role nationally and locally in developing educational thinking. Staff who have specialist skills are deployed to challenge and support others within and beyond our family of schools

Respect: Building positive relationships is at the heart of all we do. We expect all adults and pupils within the trust to respect each other and act with integrity. We believe that building a firm future involves trust and honesty at all levels. We celebrate achievement and through honest discourse, reflect on aspects to improve. We are a diverse trust, which respects individual differences at school and personal levels.

Our core values, Excellence, Belonging, Opportunity and Respect, represent a powerful force for all that's good in education during changing times.

To this end the activities provided include:

- learning opportunities for all pupils to progress;
- training and development opportunities for all staff;
- a broad and accessible curriculum for all pupils.

Ebor Academy Trust

Trustees' Report (continued)

Equal opportunities policy

The directors recognise that equal opportunities should be an integral part of good practice within the workplace. The academy 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 within the academy trust, however some sites contain listed buildings so appropriate adaptations are made. The policy of the trust is to support recruitment and retention of students and employees with disabilities. The trust does this by adapting the physical environment, by making support resources available and through training and career development wherever possible.

Public Benefit

The charity's aims and achievements are set out within this report. The activities set out in this report have been undertaken to further the Charity's charitable purposes for the public benefit. Trustees have complied with their duty, under Section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission and trustees have paid due regard to this guidance in deciding what activities the charity should undertake.

Strategic Report

Achievements and Performance

2018/19 has been a year of consolidation and has allowed us to stabilise the Trust both on a financial and an educational basis following 3 years of significant growth from 5 to 22 academies. The key achievements during the year were:

- School improvement work has successfully supported our most vulnerable schools. We now have more robust systems in place to identify and target support.
- Two Trust schools received Ofsted visits: Staynor Hall Community Primary Academy and Brotherton & Byram Community Primary Academy were adjudged as being 'Good' schools.
- Two schools being supported during 2018-19 by the trust also received positive outcomes from Ofsted visits. Hessele based All Saints Juniors (RI) and All Saints Infants (Good). Both schools subsequently joined the trust on 1 September 2019.
- A key success was stabilising staffing at some of our schools in challenge which has subsequently improved the staffing profile across the trust.
- A review of staffing structures and its implementation across all trust schools, together with significant movement and realignment of staff in leadership positions, resulted in a more positive financial outcome.
- HR and finance systems and processes have been further developed with the restructure of school administrative support teams. The introduction of School Business Partners has started to create a more supportive system within schools.
- Additional staff have been recruited to support the finance directorate.
- The trust has developed deeper partnerships with key national organisations such as Inspiring Leaders and Early Excellence. We are now regional training providers for school leadership and early years.
- Becoming an accredited main provider for apprenticeship training means we are now able to develop a range of training opportunities for support staff, teaching assistants, site and admin staff both within our trust and for maintained schools and other multi-academy trusts. This reinforces our support for the wider school-led system.

Ebor Academy Trust

Trustees' Report (continued)

- Our church schools have developed a rich, unified faith network under the coordination of a lead head teacher at a trust school with the support of the diocesan advisor.
- International partnerships have been established with Shanghai and Singapore. Our maths leaders are now integral to the regional development of maths mastery, working closely with the regional maths hub.
- The trust experienced a slower growth than in previous years, moving from 19 to 22 schools joining us during the 2018-19 school year increasing total pupil count from 4,551 to 5,312 pupils.

Key Performance Indicators

The tables below shows the attainment and progress at the Trust's primary academies who were within the Trust at the 31st August 2019.

KS1

	EYFS	KS1						
	GLD	Phonics Y1	Reading		Writing		Maths	
			Expected	Greater Depth	Expected	Greater Depth	Expected	Greater Depth
National	72%	82%	75%	N/A	69%	N/A	76%	N/A
Schools in longer than 1 year								
Alderman Cogens	67%	76%	77%	22%	67%	7%	75%	18%
Brotherton and Byram	83%	75%	67%	46%	54%	4%	54%	8%
Camblesforth	86%	80%	73%	18%	73%	18%	81%	27%
Easington	67%	33%	60%	20%	60%	20%	80%	20%
Filey Infants & Nursery	62%	74%	66%	22%	67%	8%	66%	15%
Haxby Road	67%	85%	77%	32%	73%	14%	73%	27%
Hob Moor Primary	71%	72%	72%	14%	60%	5%	74%	9%
Lakeside	79%	86%	64%	14%	64%	7%	68%	21%
Marfleet	72%	82%	82%	20%	82%	17%	82%	17%
Osbaldwick	77%	85%	77%	29%	77%	20%	80%	26%
Park Grove	74%	95%	77%	13%	72%	8%	77%	23%
Patrington	70%	85%	75%	23%	65%	10%	74%	13%
Robert Wilkinson	79%	80%	82%	28%	78%	11%	84%	31%
Sigglesthorne	100%	88%	86%	43%	71%	14%	71%	28%
Sproatley	70%	76%	75%	38%	75%	19%	81%	19%
Staynor Hall	73%	97%	90%	32%	74%	32%	90%	32%
Tockwith	75%	92%	75%	32%	75%	25%	75%	29%
Schools joined this year								
Braeburn	53%	57%	48%	10%	46%	2%	46%	6%
Riston	64%	70%	85%	31%	77%	15%	85%	23%
Tadcaster	80%	100%	63%	13%	63%	6%	63%	0%

Ebor Academy Trust

Trustees' Report (continued)

KS2

	KS2							
	Reading		Writing		Maths		Combined	
	Expected	Greater Depth	Expected	Greater Depth	Expected	Greater Depth	Expected	Greater Depth
National	73%	27%	78%	20%	79%	27%	65%	11%
Schools in longer than 1 year								
Alderman Cogans	79%	25%	76%	22%	76%	19%	67%	10%
Brotherton and Byram	38%	13%	75%	18%	63%	6%	38%	6%
Camblesforth	71%	6%	71%	6%	94%	6%	71%	0%
Easington	33%	0%	67%	0%	67%	0%	33%	0%
Haxby Road	83%	13%	87%	26%	91%	39%	83%	9%
Hob Moor Primary	72%	19%	81%	25%	78%	31%	67%	11%
Lakeside Primary	68%	18%	86%	27%	75%	36%	66%	16%
Marfleet Primary	55%	18%	86%	27%	86%	23%	54%	9%
Osbalwick Primary	76%	25%	82%	18%	87%	33%	73%	16%
Park Grove Primary	81%	50%	73%	23%	73%	42%	65%	19%
Patrington	35%	13%	55%	6%	55%	10%	29%	4%
Robert Wilkinson	76%	28%	79%	18%	87%	31%	71%	15%
Sigglesthorpe	100%	44%	100%	44%	78%	11%	78%	11%
Sproatley	63%	19%	75%	13%	63%	19%	56%	6%
Staynor Hall	68%	21%	84%	10%	74%	21%	58%	10%
Tockwith	85%	31%	100%	31%	92%	31%	81%	12%
Schools joined this year								
Braeburn	72%	26%	80%	8%	72%	26%	63%	5%
Riston	82%	18%	91%	27%	73%	27%	73%	8%
Tadcaster	80%	40%	85%	5%	95%	35%	70%	5%

Ebor Academy Trust

Trustees' Report (continued)

KS3 & 4

The table below summarises the attainment and progress at Ebor Academy Filey.

All Pupils	Number	% or score
Total number of Pupils	69	n/a
5 GCSEs 9 - 4 including English and Maths (& equivalents)	25	36.2
Basics Standard Pass	31	44.9
Basics Strong Pass	11	15.9
GCSE English Standard Pass	40	58.0
GCSE English Strong Pass	32	46.4
GCSE Maths Standard Pass	39	56.4
GCSE Maths Strong Pass	15	21.7
EBacc (Standard Pass)	6	8.7
EBacc (Strong Pass)	3	4.3
Students Entered and achieving the 2 x Sciences Element - Standard Pass	21	31.8
Students Entered and achieving the 2 x Sciences Element - Strong Pass	6	9.1
Attainment 8 Score (average of all pupils)	n/a	34.16
Progress 8 Score (average of all pupils)*	n/a	-0.839

*Provisional P8 is -0.839, the national results are likely to mean that this will change slightly once validated results are available in January 2020

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 Policies.

Ebor Academy Trust

Trustees' Report (continued)

Financial Review

Financial Position

The financial performance of the trust is included in the financial statements below. This can be summarised as being total income (excluding donated assets) for the period being £30,824k (£20,137k 2018) and expenditure (excluding Actuarial Gains / Losses) as £34,017k (£22,840k 2018) for the same period.

The trust held a surplus fund balance, excluding pension deficits and fixed assets, of £815k (£493k 2018). The pension deficit of £(13,387)k (£(6,426)k 2018) has been added to the restricted reserves. The trust is holding a fixed asset reserve of £60,461k (£53,656k 2018), this is largely the donation of fixed assets from the local authorities to the trust upon the conversion of each school to academy status.

Total reserves held at the end of the period are £47,889k (£47,723k 2018).

Reserves Policy

Trustees review the reserve levels of the academy trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

It is the trust's policy not to carry deficits and where they have arisen to put in place actions to recover these in the next period. Where unrestricted deficits exist these are also recovered in the following period, any surplus on unrestricted activities is reinvested in restricted reserves for the purposes of education.

Restricted and unrestricted reserves total £815k (£493k 2018) at the end of the period. These are considered to be adequate reserves for the running of the trust however, at 2.4%, are below the targeted level of 3%-5% of charitable income.

Investment Policy

The academy trust aims to manage its cash balances to provide for the day to day working capital requirements of its operations, whilst protecting the real long term value of any surplus cash balances against inflation. The academy trust does not consider the investment of funds as a primary activity, rather as a result of good stewardship as and when circumstances allow.

Principal Risks and Uncertainties

The principal risks to the trust and associated mitigation are summarised as below. The trust does not view cash flow or liquidity to be a strategic risk.

General Annual Grant Funding

Any reduction in the rate of funding per pupil / student or in the overall number of pupils / students would constitute a significant risk to the academy trust. This could result in a school becoming unsustainable or a broad curriculum being offered. This is mitigated by ensuring the trust and academy leadership have the tools to appropriately manage their budgets and that marketing activities are in place to ensure pupil / student numbers remain at sustainable levels.

Following a governmental spending review in September 2019 educational funding is due to increase over the next three years gradually adopting the standardised National Funding Formula, funding is subject to governmental change.

Growth and Integration of New Academies

Failure to integrate new academies into the trust would constitute a significant risk. If the trust did not integrate new academies then it would fail to recognise economies of scale and efficiencies from the central support services in the medium term. This would lead to less investment in teaching and learning having an impact on the pupil outcomes.

The trust operates a hub based model that works at its most efficient with 2000 – 2500 pupils per hub. Additional schools are required in order to create the critical mass. This is mitigated by significant activities by the Senior Management Team identifying and implementing economies of scale and, in particular the CEO, on engaging with schools who might potentially join Ebor. The trust believes that there are sufficient numbers of schools in the process of converting, or exploring converting, that this risk has reduced significantly.

Ebor Academy Trust

Trustees' Report (continued)

Fundraising

The majority of the income for the trust is in the form of grants provided for education from the Education Skills Funding Agency and called General Annual Grant. This funding is used directly to provide education for the pupils of the academies in the trust. Additional types of funding also covering education include those for less advantaged pupils (Pupil Premium), Special Educational Needs (SEN), funding for specialist provision, being the Enhanced Resource Provision for speech and language and autism at Haxby Road and the Hob Moor Oaks primary special school, which caters for children who have significant special educational needs. These funding types are all expended covering the need for which they are granted.

The trust received income in the year for Start-Up Grants from the Education Skills Funding Agency for activities relating to converting new academies. Whilst these conversions have not yet been realised, the conversion activities were already taking place and the income recognised in accordance with the SORP.

Income was generated from school-to-school support which was received from Local Authorities where mainstream schools required consultant services to improve teaching and learning. These projects generate a surplus for the trust through using internal staff, with funds being reinvested in teaching and learning.

Other additional sources of income, for example nursery provision, school dinners, lettings, training and wrap around care, are all expended delivering those services. Any surplus generated through these activities is reinvested in teaching and learning in that particular school.

Trustees are committed to ensuring that any fundraising activities are carried out in an ethical manner.

In doing so, the organisation will adhere to the following standards:

- The trustees will have regard to the Charity Commission's publication 'Charity Fundraising' (CC20).
- Fundraising activities carried out by the academy trust will comply with all relevant laws.
- Any communications to the public made in the course of carrying out a fundraising activity shall be truthful and non-deceptive.
- All monies raised via fundraising activities will be for the stated purpose of the appeal and will comply with the trust's stated mission and purpose.
- All personal information collected by the school is confidential and is not for sale or to be given away or disclosed to any third party without consent.
- Nobody directly or indirectly employed by or volunteering for the school shall accept commissions, bonuses or payments for fundraising activities on behalf of the organisation.
- No general solicitations shall be undertaken by telephone or door-to-door.
- Fundraising activities should not be undertaken if they may be detrimental to the good name or community standing of the academies or trust.
- Financial contributions will only be accepted from companies, organisations and individuals the trustees consider ethical.
- All trustees and employees, casual, permanent and contract staff and volunteers are responsible for adhering to these procedures.
- Fundraising activities should not be undertaken if they will expose the trust to significant financial risk.
- Complaints will be dealt with in accordance with the Charity Commission's guide CC20.

Plans for Future Periods

Ebor Academy Trust will remain a predominately primary-led trust, providing quality education provision for two-year-olds through to 16-year-olds. Our vision is to provide great outcomes for pupils, staff and the wider leadership team, including governance. The trust is ambitious for all its component parts, creating an environment where there is a desire to learn. Our pupils develop the ability to communicate effectively, collaborate with others and think critically and creatively.

Ebor Academy Trust

Trustees' Report (continued)

The trust's vision is to set up locality based hubs of schools within the Yorkshire region. Locality hubs within the Ebor family of schools will be circa 2,500 pupils' strong, consisting of around eight to ten schools. Currently, there are four hubs with academies either already part of Ebor or due to join, being; Ebor Central (York), Ebor South (Selby), Ebor Yorkshire Coast (Filey & Scarborough), and Ebor East Riding & the Humber (Kingston upon Hull).

Auditor

Insofar 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.

Trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 12th December 2019 and signed on the board's behalf by:

Patricia Ellison
Chair of Trustees

12th December 2019

Ebor Academy Trust

Governance Statement

Scope of Responsibility

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

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

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met seven times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
Peter D Acaster (Chairman)	7	7
Alan Rowlinson (Joint Vice-Chairman)	5	7
Christopher Chambers (Joint Vice-Chairman)	6	7
Patricia Ellison	6	7
Duncan Fraser	5	7
Susan Gradwell	3	7
Alison Smith	5	7
Richard Ludlow (CEO & Accounting Officer)	7	7
Rachel Totten	6	7
Mark Williamson	5	7
David Hare	7	7
David Stork	6	7

Peter D Acaster and Alan Rowlinson both expressed their intention to end their tenures as trustees at the end of the academic year. Two new trustees have been recruited to take their place on the board of trustees with effect from the 1st September 2019.

The trust is continually conducting a self-evaluation of its governance structures to ensure the effectiveness of its Trustees and Local Governing Bodies. The most recent self-evaluation took place in October 2019.

Ebor Academy Trust

Governance Statement (continued)

Finance & Facilities Committee

The Finance & Facilities Committee is a sub-committee of the main board of trustees. Its purpose is to:

- Review and monitor the financial performance of the trust, advising LGBs of actions as necessary;
- Hold the Chief Executive Officer and Finance Director to account regarding financial management;
- Oversight of Internal and External audit;
- Approval of estates and facilities planning.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
David Hare (Chair)	5	5
Alan Rowlinson (Vice Chair)	2	5
Peter D Acaster	3	5
Richard Ludlow (CEO & Accounting Officer)	5	5
Christopher Chambers (appointed 1 st April 2019)	2	2
Mark Williamson	5	5

Review of Value for Money

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

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

- Purchasing IT equipment outright instead of leasing enabling the Trust to benefit from an extended useful life of the equipment, specifically in relation to Chromebooks, allowing more pupils to access the equipment for teaching and learning.
- The redeployment of leadership positions across the Trust to match skills and experience with the needs of the individual academies. This has allowed the Trust to retain staff who may otherwise have left and balance the budgets of academies who were overspending on leadership.
- The deployment of Executive Heads, Academy Specialists and Curriculum Champions across the trust for particular subjects and school improvement. These staff are already employed by the trust and are utilised as a shared resource for particular areas of weakness or individual projects. These specialisms and support would need to have been bought in otherwise at an additional expense.
- The continued growth of the back office functions service, including finance, in house payroll, human resources, legal advice and facilities management. This allows for a more focused use of resources across the Trust meaning that individual schools are not having to purchase services they do not use.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

Ebor Academy Trust

Governance Statement (continued)

The system of internal control has been in place in Ebor Academy Trust for the period 1 September 2018 to 31 August 2019 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 on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees
- regular reviews by the finance 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
- delegation of authority and segregation of duties
- identification and management of risks

The board of trustees has considered the need for a specific internal audit function and has decided to appoint Wylie & Bisset LLP as internal auditor. The board of trustees have considered that Wylie & Bisset are both the external and internal auditors and do not believe there is a conflict of interest due to the work been carried out by different partners from different offices.

The internal auditors 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 of GDPR compliance
- testing of IT value for money
- testing of payroll
- testing of procurement
- testing of financial systems and procedures

Following the audits, the auditor reports to the board of trustees, through the finance committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

Ebor Academy Trust

Governance Statement (continued)

Review of Effectiveness

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

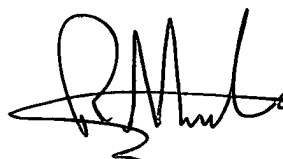
- the work of the internal auditor
- the work of the external auditor
- the financial management and governance self-assessment process
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the finance 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 12th December 2019 and signed on its behalf by:



Patricia Ellison
Chair of Trustees



Richard Ludlow
Accounting Officer

Ebor Academy Trust

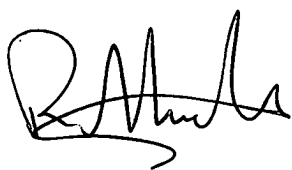
Statement of Regularity, Propriety and Compliance

As accounting officer of Ebor Academy Trust I have considered my responsibility to notify the academy trust board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of all 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 2018.

I confirm that the following instances of material irregularity, impropriety or funding non-compliance discovered to date have been notified to the board of trustees and ESFA. If any instances are identified after the date of this statement, these will be notified to the board of trustees and ESFA:

- **Financial Issues** – One instance of fraud, totaling £5803.66, resulting in an incorrect payment of salary due to a change of an employees bank details. This was reported to the ESFA and new controls implemented. The internal auditors have subsequently reviewed the controls and confirmed they are now substantial. The financial loss was covered by the insurance provider.



Richard Ludlow

Accounting Officer

12 December 2019

Ebor Academy Trust

Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

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

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

Approved by order of the members of the board of trustees on 12th December 2019 and signed on its behalf by:



Patricia Ellison

Chair of Trustees

Ebor Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Ebor Academy Trust

Opinion

We have audited the accounts of EBOR Academy Trust for the year ended 31 August 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the accounts, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standards 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018.

Basis for opinion

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

Conclusions relating to Going Concern

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

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

Other Information

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

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the 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 accounts 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.

Ebor Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Ebor Academy Trust (continued)

Opinion 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 including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Trustees' Report including the incorporated strategic report have 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 Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatement in the Trustees' Report, including the incorporated strategic report.

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the Trustees are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of financial statements

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

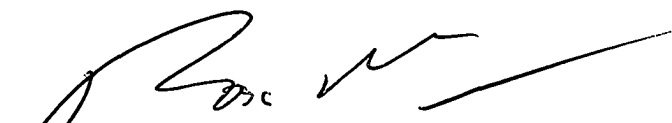
Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected influence the economic decisions of users taken on the basis of these accounts.

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

Ebor Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Ebor Academy Trust (continued)

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



.....
Ross McLauchlan BAcc CA (Senior Statutory Auditor)
For and on behalf of Wylie Bisset LLP
Chartered Accountants, Statutory Auditor

168 Bath Street
Glasgow, G2 4TP
18 December 2019

Ebor Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Ebor Academy Trust and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 12 April 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Ebor Academy Trust during the period 1 September 2018 to 31 August 2019 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 Ebor Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Ebor Academy Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Ebor Academy Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Ebor Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Ebor Academy Trust's funding agreement with the Secretary of State for Education dated 24th July 2015 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. 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 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by the ESFA. We performed a limited 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.

Ebor Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Ebor Academy Trust and the Education & Skills Funding Agency (continued)


The work undertaken to draw to our conclusion includes:

- direct consideration and corroboration of evidence used to inform the accounting officer's statements;
- procedures to assess compliance with the funding agreement and Academies Financial Handbook from those already performed as part of the audit;
- consideration of whether expenditure outside of the academies delegated authorities has received departmental approval;
- evaluation and assessment of the operating effectiveness of the general control environment and operational level which are intended to reduce the risk of irregularity;
- assessment of adequacy of policies and procedures to ensure compliance with the framework of authorities;
- consideration of whether the absence of a control represents a breach of authorities;
- review of accounts or transactions susceptible to a greater risk of impropriety such as credit cards and cash accounts.

This list is not exhaustive and we performed additional procedures designed to provide us with additional appropriate evidence to express a conclusion on regularity consistent with the requirements of Part 9 of the Academies Accounts Direction 2018 to 2019.

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 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



.....
Ross McLauchlan BAcc CA
Reporting Accountant
Wylie Bisset LLP
Chartered Accountants
168 Bath Street
Glasgow
G2 4TP

Dated 18 December 2019

Ebor Academy Trust

Statement of Financial Activities

for the year ended 31 August 2019

(including Income and Expenditure Account)

	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	2019 Total £000	2018 Total £000
Income and endowments from:						
Donations and capital grants	3	102	-	918	1,020	240
Transfer from local authority on conversion	4	-	(216)	8,145	7,929	35,369
Charitable activities:						
Funding for the academy trust's educational operations	5	-	29,270	-	29,270	19,611
Other trading activities	6	538	-	-	538	285
Investments	7	1	-	-	1	1
Total		641	29,054	9,063	38,758	55,506
Expenditure on:						
Raising funds		-	-	-	-	-
Charitable activities:						
Grants		-	-	-	-	-
Academy trust educational operations	8	641	31,118	2,258	34,017	22,840
		641	31,118	2,258	34,017	22,840
Net income / (expenditure)		-	(2,064)	6,805	4,741	32,666
Transfers between funds		-	-	-	-	-
Other recognised gains / (losses):						
Actuarial (losses) / gains on defined benefit pension schemes	26	-	(4,575)	-	(4,575)	1,846
Net movement in funds		-	(6,639)	6,805	166	34,512
Reconciliation of funds						
Total funds brought forward		-	(5,933)	53,656	47,723	13,211
Total funds carried forward		-	(12,572)	60,461	47,889	47,723

Ebor Academy Trust

Balance Sheet as at 31 August 2019

Company Number 08806335

	Note	2019 £000	2019 £000	2018 £000	2018 £000
Fixed assets					
Tangible assets	14		60,506		53,788
Current assets					
Debtors	15	1,545		1,305	
Cash at bank and in hand	24	1,049		508	
		<u>2,594</u>		<u>1,813</u>	
Liabilities					
Creditors: Amounts falling due within one year	16	<u>(1,824)</u>		<u>(1,452)</u>	
Net current assets			<u>770</u>		<u>361</u>
Total assets less current liabilities			<u>61,276</u>		<u>54,149</u>
Creditors: Amounts falling due after more than one year			<u>-</u>		<u>-</u>
Net assets excluding pension liability			<u>61,276</u>		<u>54,149</u>
Defined benefit pension scheme liability	26		<u>(13,387)</u>		<u>(6,426)</u>
Total net assets			<u>47,889</u>		<u>47,723</u>
Funds of the academy trust:					
Restricted funds					
Fixed asset fund	17	60,461		53,656	
Restricted income fund	17	815		493	
Pension reserve	17	<u>(13,387)</u>		<u>(6,426)</u>	
Total restricted funds			<u>47,889</u>		<u>47,723</u>
Unrestricted income funds	17		<u>-</u>		<u>-</u>
Total funds			<u>47,889</u>		<u>47,723</u>

The financial statements on pages 24 to 50 were approved by the trustees and authorised for issue on 12th December 2019 and are signed on their behalf by



Patricia Elison
Chair of Trustees

Ebor Academy Trust

Statement of Cash Flows

for the year ended 31 August 2019

	Notes	2019 £000	2018 £000
Cash flows from operating activities			
Net cash provided by (used in) operating activities	21	193	(385)
Cash flows from investing activities	23	348	400
Cash flows from financing activities	22	-	-
Change in cash and cash equivalents in the reporting period		<u>541</u>	<u>15</u>
Cash and cash equivalents at 1 September 2018		508	493
Cash and cash equivalents at 31 August 2019	24	<u>1,049</u>	<u>508</u>

Ebor Academy Trust

Notes to the Financial Statements

1 Accounting policies

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

Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Going Concern

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

Income

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

- **Grants**

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

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

Capital grants are recognised in full when there is an unconditional entitlement to the grant.

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

- **Sponsorship Income**

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

Ebor Academy Trust

Notes to the Financial Statements (continued)

- **Donations**

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

- **Other Income**

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the academy trust has provided the goods or services.

- **Donated goods, facilities and services**

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

- **Transfer on conversion**

Where assets and liabilities are received by the academy trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised as transfer on conversion within Donations and capital grant income to the net assets received.

- **Transfer of existing academies into the academy trust**

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

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. All resources expended are inclusive of irrecoverable VAT.

Ebor Academy Trust

Notes to the Financial Statements (continued)

Tangible Fixed Assets

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

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

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

- Freehold buildings 26 years
- Long Leasehold buildings 26 years
- Furniture and fittings 5 years
- Plant and equipment 5 years

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

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

Liabilities

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

Provisions

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

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

Ebor Academy Trust

Notes to the Financial Statements (continued)

Leased Assets

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

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

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

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

Ebor Academy Trust

Notes to the Financial Statements (continued)

period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

Fund Accounting

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

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

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 30, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. 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

Upon the conversion of a Church academy, where the trust is party to a short term lease of property for little or no consideration, any assets which remain controlled by the Diocese are not recognised in the trusts balance sheet. Trustees judge that this applies to church school buildings but not to church school land.

2 General Annual Grant (GAG)

Under the funding agreement with the Secretary of State the academy trust was not subject to any limits at 31 August 2018 on the amount of GAG that could be carried forward from one year to the next.

Ebor Academy Trust

Notes to the Financial Statements (continued)

3 Donations and capital grants

	Unrestricted Funds £000	Restricted Funds £000	2019 Total £000	2018 Total £000
Capital grants	-	918	918	610
Other donations	102	-	102	123
Transfer from existing MAT				
Donated fixed assets	-	-	-	66
Revenue Surplus	-	-	-	19
Pension Liability	-	-	-	(578)
	<u>102</u>	<u>918</u>	<u>1,020</u>	<u>240</u>

4 Transfer from Local Authority on conversion

	Unrestricted Funds £000	Restricted Funds £000	2019 Total £000	2018 Total £000
Donated Fixed Assets	-	8,145	8,145	36,880
Revenue Surplus	-	406	406	713
Pension Liability	-	(622)	(622)	(2,224)
	<u>-</u>	<u>7,929</u>	<u>7,929</u>	<u>35,369</u>

5 Funding for the Academy Trust's educational operations

	Unrestricted Funds £000	Restricted Funds £000	2019 Total £000	2018 Total £000
DfE / ESFA grants				
General Annual Grant (GAG)	-	19,402	19,402	13,391
Start Up Grants	-	115	115	309
Other DfE Group grants	-	4,476	4,476	2,258
	<u>-</u>	<u>23,993</u>	<u>23,993</u>	<u>15,958</u>
Other Government grants				
Local authority grants		3,962	3,962	2,785
	<u>-</u>	<u>3,962</u>	<u>3,962</u>	<u>2,785</u>
Other income from the academy trust's educational operations	-	1,315	1,315	868
	<u>-</u>	<u>29,270</u>	<u>29,270</u>	<u>19,611</u>

Ebor Academy Trust

Notes to the Financial Statements (continued)

6 Other trading activities

	Unrestricted Funds	Restricted Funds	2019 Total	2018 Total
	£000	£000	£000	£000
Hire of facilities	133	-	133	33
Before & After School Clubs	331	-	331	202
Income from ancillary trading activities	74	-	74	50
	538	-	538	285

7 Investment income

	Unrestricted Funds	Restricted Funds	2019 Total	2018 Total
	£000	£000	£000	£000
Short Term Deposits	1	-	1	1
	1	-	1	1

8 Expenditure

	Non Pay Expenditure			Total	Total
	Staff Costs	Premises	Other	2019	2018
	£000	£000	£000	£000	£000
Academy's educational operations:					
· Direct costs	22,578	4,479	3,136	30,193	19,843
· Allocated support costs	1,413	68	2,343	3,824	2,997
	23,991	4,547	5,479	34,017	22,840

Net income/(expenditure) for the period includes:

	2019	2018
	£000	£000
Operating lease rentals	67	75
Depreciation	1,998	1,109
(Gain)/loss on disposal of fixed assets	95	5
Fees payable to auditor for:		
- audit	25	25
- other services	11	11

Ebor Academy Trust

Notes to the Financial Statements (continued)

Included within expenditure are the following transactions.

	Total £	Individual items above £5,000	
		Amount £	Reason
Cash losses	(6)	(6)	Fraudulent payment to third party.

9 Analysis of grants

	Unrestricted Funds £000	Restricted Funds £000	2019 Total £000	2018 Total £000
Improvements to diocesan property occupied by the academy trust	-	162	162	-
	-	162	162	-

10 Charitable activities

	2019 £000	2018 £000
Direct costs – educational operations	30,193	19,843
Support costs – educational operations	3,824	2,997
	34,017	22,840

Analysis of support costs

	Educational operations £000	2019 Total £000	2018 Total £000
Support staff costs	1,413	1,413	1,305
Pension FRS17 adjustment	1,765	1,765	857
Maintenance of premises	26	26	19
Cleaning	2	2	-
Utilities	15	15	3
Catering	1	1	7
Professional services	205	205	298
Rent	25	25	-
Insurance	-	-	6
Other support costs	371	371	502
Governance costs	1	1	-
Total support costs	3,824	3,824	2,997

Ebor Academy Trust

Notes to the Financial Statements (continued)

11 Staff

a. Staff costs

Staff costs during the period were:

	2019	2018
	£000	£000
Wages and salaries	18,614	13,174
Social security costs	1,520	1,054
Pension costs	3,242	2,258
Apprenticeship Levy	138	0
	23,514	16,486
Agency staff costs	518	242
Staff restructuring costs	33	69
	24,065	16,797

Staff restructuring costs comprise:

Redundancy payments	-	-
Severance payments	33	69
Other restructuring costs	-	-
	43	69

b. Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totaling £33k (2018: £69). Individually, the payments were: £8,792, £8,373, £7,536, £5,000, £3,330.

c. Staff numbers

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

	2019	2018
	No.	No.
Teachers	300	233
Administration and support	699	507
Management	7	6
	1,006	746

Ebor Academy Trust

Notes to the Financial Statements (continued)

d. Higher paid staff

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

	2019 No.	2018 No.
£60,001 - £70,000	6	6
£70,001 - £80,000	4	1
£80,001 - £90,000	-	-
£90,001 - £100,000	-	-
£100,000 - £110,000	-	-
£110,000 - £120,000	-	2
£120,000 - £130,000	1	-

e. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £594,706 (2018: £561,969).

12 Related Party Transactions – Trustees' remuneration and expenses

One trustee has been paid remuneration or has received other benefits from employment with the academy trust. The Chief Executive Officer only receives remuneration in respect of services they provide undertaking the role of Chief Executive Officer under their contract of employment.

R Ludlow (CEO, Accounting Officer and Trustee):

Remuneration £120,000 - £125,000 (2018: £115,000 - £120,000)

Employer's pension contributions paid £15,000 - £20,000 (2018: £15,000 - £20,000)

During the period ended 31 August 2019, travel and subsistence expenses totaling £96 were reimbursed or paid directly to 1 trustee (2018: £21 to 1 trustee).

Ebor Academy Trust

Notes to the Financial Statements (continued)

13 Trustees and officers insurance

In accordance with normal commercial practice, the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim and is included within the cost of Risk Protection Arrangement (RPA) cover provided by the Department for Education for academies and free schools. The cost of this insurance is included in the total insurance cost.

14 Tangible fixed assets

	Leasehold Land £000	Leasehold Buildings £000	Fixtures & Equipment £000	IT Equipment £000	Total £000
Cost					
At 1 September 2018	13,178	42,160	320	203	55,861
Acquisitions	1,110	7,035	-	-	8,145
Additions	-	497	160	9	666
Disposals	-	-	(42)	(199)	(241)
At 31 August 2019	14,288	49,692	438	13	64,431
Depreciation					
At 1 September 2018	-	1,879	116	78	2,073
Charged in year	-	1,872	84	42	1,998
Disposals	-	-	(29)	(117)	(146)
At 31 August 2019	-	3,751	171	3	3,925
Net book values					
At 31 August 2018	13,178	40,281	204	125	53,788
At 31 August 2019	14,288	45,941	267	10	60,506

15 Debtors

	2019 £000	2018 £000
Trade debtors	180	225
VAT recoverable	115	141
Other debtors	1	54
Prepayments and accrued income	1,249	885
	1,545	1,305

Ebor Academy Trust

Notes to the Financial Statements (continued)

16 Creditors: amounts falling due within one year

	2019	2018
Trade creditors	533	626
Other taxation and social security	381	342
Other creditors	511	426
Accruals and deferred income	399	58
	1,824	1,452
	2019	2018
	£000	£000
Deferred income at 1 September 2018	-	200
Released from previous years	-	(200)
Resources deferred in the year	-	-
Deferred Income at 31 August 2019	-	-

Ebor Academy Trust

Notes to the Financial Statements (continued)

17 Funds

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2019 £000
Restricted general funds					
General Annual Grant (GAG)	493	19,402	19,154	-	741
Staff Absence Fund (GAG)	-	-	(74)	-	74
Start Up Grant	-	115	115	-	-
Pupil Premium	-	1,501	1,501	-	-
Other income	-	1,720	1,720	-	-
Other grants	-	6,938	6,938	-	-
Pension reserve	(6,426)	(621)	1,765	(4,575)	(13,387)
	(5,933)	29,054	31,118	(4,575)	(12,572)
Restricted fixed asset funds					
Transfer on conversion	54,774	8,145	-	-	62,919
DfE Group capital grants	(1,118)	918	2,258	-	(2,458)
Capital expenditure from GAG	-	-	-	-	-
Private sector capital sponsorship	-	-	-	-	-
	53,656	9,063	2,258	-	60,461
Total restricted funds	47,723	38,118	33,377	(4,575)	47,889
Total unrestricted funds	-	641	641	-	-
Total funds	47,723	38,758	34,017	(4,575)	47,889

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

The Academy's Funding Agreement sets no limits as to the amount of GAG carried forward from one year to the next. It is the Trustees' intention to allocate all funds granted to the pursuit of its Objects, and to use their allocated current funding for the full benefit of their current pupils, save a contingency and reserves policy as detailed earlier.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2019.

Ebor Academy Trust

Notes to the Financial Statements (continued)

Funds analysis by academy

	Total 2019 £000	Total 2018 £000
Robert Wilkinson Primary Academy	(6)	56
Haxby Road Primary Academy	223	206
Brotherton & Byram Community Primary Academy	58	49
Staynor Hall Primary Academy	110	52
Ebor Academy Filey	(338)	(343)
Camblesforth Community Primary Academy	106	72
Siggleshorne Church of England Academy	37	33
Sproatley Endowed Church of England Academy	(74)	(12)
Park Grove Primary Academy	157	141
Filey Church of England Nursery and Infants Academy	(22)	(45)
Alderman Cogan's Church of England Primary Academy	(54)	(50)
Marfleet Primary Academy	125	371
Hob Moor Community Primary Academy	127	(27)
Mob Moor Oaks Academy	267	303
Lakeside Primary Academy	52	78
Tockwith Church of England Primary Academy	99	85
Easington CofE Primary Academy	(19)	5
Patrington CofE Primary Academy	(81)	(76)
Osbalwick Primary Academy	9	44
Tadcaster Primary Academy	5	-
Riston Church of England Primary Academy	114	-
Braeburn Primary and Nursery Academy	199	-
Ebor Central Services	(353)	(449)
Ebor Staff Absence Reserve	74	-
Total before fixed asset and pension reserve	815	493
Restricted Fixed Asset Fund	60,461	53,656
Pension Reserve	(13,387)	(6,426)
Total	47,889	47,723

Ebor Academy Trust

Notes to the Financial Statements (continued)

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

	Balance at 1 September 2017	Income	Expenditure	Gains, losses and transfer s	Balance at 31 August 2018
	£000	£000	£000	£000	£000
Restricted general funds					
General Annual Grant (GAG)	549	13,391	13,447	-	493
Start Up Grant	-	309	309	-	-
Pupil Premium	-	897	897	-	-
Other grants	-	4,145	4,145	-	-
Other Income	-	1,631	1,631	-	-
Pension reserve	(4,613)	(2,778)	881	1,846	(6,426)
	(4,064)	17,595	21,310	1,846	(5,933)
Restricted fixed asset funds					
Transfer on conversion	17,851	36,923	-	-	54,774
DfE Group capital grants	(576)	634	1,176	-	(1,118)
Capital expenditure from GAG	-	-	-	-	-
Private sector capital sponsorship	-	-	-	-	-
	17,275	37,557	1,176	-	53,656
Total restricted funds	13,211	55,152	22,486	1,846	47,723
Total unrestricted funds	-	354	354	-	-
Total funds	13,211	55,506	22,840	1,846	47,723

18 Analysis of net assets between funds

Fund balances at 31 August 2019 are represented by:

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£000	£000	£000	£000
Tangible fixed assets	-	45	60,461	60,506
Current assets	-	2,594	-	2,594
Current liabilities	-	(1,824)	-	(1,824)
Pension scheme liability	-	(13,387)	-	(13,387)
Total net assets	-	(12,572)	60,461	47,889

Ebor Academy Trust

Notes to the Financial Statements (continued)

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Intangible fixed assets	-	-	-	-
Tangible fixed assets	-	132	53,656	53,788
Current assets	-	1,813	-	1,813
Current liabilities	-	(1,452)	-	(1,452)
Non-current liabilities	-	-	-	-
Pension scheme liability	-	(6,426)	-	(6,426)
Total net assets	-	(5,933)	53,656	47,723

19 Capital commitments

	2019 £000	2018 £000
Contracted for, but not provided in the financial statements	198	-
	<u>198</u>	<u>-</u>

20 Commitments under operating leases

Operating leases

At 31 August 2019 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2019 £000	2018 £000
Amounts due within one year	67	18
Amounts due between one and five years	36	18
	<u>103</u>	<u>36</u>

Ebor Academy Trust

Notes to the Financial Statements (continued)

21 Reconciliation of net income/(expenditure) to net cash flow from operating activities		
	2019	2018
	£000	£000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	4,741	32,666
Adjusted for:		
Depreciation [note 14]	1,998	1,103
Capital grants from DfE and other capital income	(918)	(676)
Gifts of assets transferred on conversion	(8,145)	(36,880)
Interest receivable [note 7]	(1)	(1)
Defined benefit pension scheme obligation inherited	622	2,802
Defined benefit pension scheme cost less contributions payable [note 26]	1,583	710
Defined benefit pension scheme finance cost [note 26]	183	147
(Increase)/decrease in debtors	(240)	(213)
Increase/(decrease) in creditors	370	(43)
Net cash provided by / (used in) Operating Activities	193	(385)
22 Cash flows from financing activities		
	2019	2018
	£000	£000
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
Net cash provided by / (used in) financing activities	-	-
23 Cash flows from investing activities		
	2019	2018
	£000	£000
Dividends, interest and rents from investments	1	-
Proceeds from sale of tangible fixed assets	-	-
Purchase of intangible fixed assets	-	-
Purchase of tangible fixed assets	(666)	(245)
Disposal of tangible fixed assets	95	11
Capital grants from DfE Group	918	634
Capital funding received from sponsors and others	-	-
Net cash provided by / (used in) investing activities	348	400
24 Analysis of cash and cash equivalents		
	2019	2018
	£000	£000
Cash in hand and at bank	1,049	508
Notice deposits (less than 3 months)	-	-
Total cash and cash equivalents	1,049	508

Ebor Academy Trust

Notes to the Financial Statements (continued)

25 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 as stated in memorandum and articles of association for the debts and liabilities contracted before he/she ceases to be a member.

26 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 [name]. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

Contributions amounting to £384k were payable to the schemes at 31 August 2019 (2018: £337k) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers 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. 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 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

Ebor Academy Trust

Notes to the Financial Statements (continued)

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS has been completed based on April 2016 data, whereupon the employer contribution rate will rise to 23.68% and will be payable from 1 September 2019.

The employer's pension costs paid to TPS in the period amounted to £1,664 (2018: £1,258).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £1,983 (2018: £1,295k), of which employer's contributions totaled £1,547k (2018: £1,014k) and employees' contributions totaled £436 (2018: £281k). The agreed contribution rates for future years are between 17.3% and 28.5% for employers and 5.5% and 11.4% for employees.

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

North Yorkshire LGPS

Principal actuarial assumptions	2019	2018
Rate of increase in salaries	3.25%	3.25%
Rate of increase for pensions in payment/inflation	2.00%	2.00%
Discount rate for scheme liabilities	1.90%	2.80%
Inflation assumption (CPI)	2.00%	2.00%
Pension accounts revaluation rate	2.00%	2.00%

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

	2019	2018
<i>Retiring today</i>		
Males	21.9	22.9
Females	25.1	26.4
<i>Retiring in 20 years</i>		
Males	23.6	25.1
Females	26.9	28.7

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Notes to the Financial Statements (continued)

Sensitivity analysis	2019	2018
	£000	£000
Discount rate +0.1%	0.529	1.487
Discount rate -0.1%	0.543	1.580
Mortality assumption – 1 year increase	0.701	1.482
Mortality assumption – 1 year decrease	0.693	1.585
Increase in Salaries +0.1%	0.205	
Decrease in Salaries -0.1%	0.203	

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

	2019	2018
	%	%
Equities	57.9	60.7
Government Bonds	19.4	16.2
Corporate bonds	-	-
Property	7.6	7.9
Cash and other liquid assets	4.6	0.3
Other	10.5	14.9
Total	100%	100%

East Riding LGPS

Principal actuarial assumptions	2019	2018
Rate of increase in salaries	2.5%	2.5%
Discount rate for scheme liabilities	1.9%	2.8%
Inflation assumption (CPI)	2.3%	2.3%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates.

The assumed life expectations on retirement age 65 are:

	2019	2018
<i>Retiring today</i>		
Males	21.7	21.7
Females	24.2	24.2
<i>Retiring in 20 years</i>		
Males	23.7	23.7
Females	26.4	26.4

Sensitivity analysis	2019	2018
	£000	£000
Discount rate -0.5%	1,186	757
Salary increase rate +0.5%	168	N/A
Pension increase rate +0.5%	995	634

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Notes to the Financial Statements (continued)

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

	2019 %	2018 %
Equities	71	72
Government Bonds	15	13
Property	11	12
Cash and other liquid assets	3	3
Total	100%	100%

Amount recognised in the Statement of Financial Activities

	2019 £000	2018 £000
Current service cost	2,397	1,699
Past service cost	732	-
Interest income	(407)	(195)
Interest cost	590	342
Total amount recognised in the SOFA	3,312	1,846

Actuarial Gain/(loss) recognised in the Statement of Financial Activities

	2019 £000	2018 £000
Gain/(Loss) on Obligations	(4,961)	1,233
Gain/(Loss) on Assets	386	613
Total amount recognised in the SOFA	(4,575)	1,846

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

	2019 £000	2018 £000
At 1 September	(18,299)	(8,381)
Conversion of academy trusts	(2,436)	(6,451)
Transferred in on existing academies joining the academy trust	-	(2,364)
Transferred out on existing academies leaving the academy trust	-	-
Current service cost	(2,397)	(1,700)
Interest cost	(590)	(342)
Employee contributions	(436)	(281)
Actuarial gain/(loss)	(4,961)	1,233
Benefits paid	116	11
Losses or gains on curtailments	-	-
Past service cost	(732)	(24)
At 31 August	(29,735)	(18,299)

Ebor Academy Trust

Notes to the Financial Statements (continued)

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

	2019 £000	2018 £000
At 1 September	11,873	3,768
Conversion of academy trusts	1,815	4,227
Transferred in on existing academies joining the academy trust	-	1,786
Transferred out on existing academies leaving the academy trust	-	-
Interest income	407	195
Actuarial gain/(loss)	386	613
Employer contributions	1,547	1,014
Employee contributions	436	281
Benefits paid	(116)	(11)
Effect of non-routine settlements	-	-
At 31 August	16,348	11,873

Ebor Academy Trust

Notes to the Financial Statements (continued)

27 Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, 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. The following related party transactions took place in the financial period.

Expenditure Related Party Transaction

The Diocese of York, an organisation in which Mrs. A Smith (a trustee), Mr. A Smith (a member) and Right Revd. P Ferguson (a member) are employees:

- The academy trust purchased services from the Diocese of York totaling £9k (£11k:2018)
- The academy trust made the purchase at arms' length in accordance with its financial regulations, which Mrs. Smith, Mr. Smith or the Right Revd. Ferguson neither participated in, nor influenced
- In entering into the transaction the academy trust has complied with the requirements of the Academies Financial Handbook 2018
- The element above £2,500 has been provided 'at no more than cost' and the Diocese of York has provided a statement of assurance confirming this

Employee Related Party Transactions

Mrs. D Rowlinson, daughter-in-law of Mr. A Rowlinson, a trustee, is employed by the academy trust as the Trust Systems Leader. Mrs. D Rowlinson's appointment was made in open competition and Mr. A Rowlinson was not involved in the decision-making process regarding appointment. Mrs. D Rowlinson is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

Mrs. R Williamson, spouse of Mr. M Williamson, a trustee, is employed by the academy trust as a teacher. Mrs. R Williamson's appointment was made in open competition and Mr. M Williamson was not involved in the decision-making process regarding appointment. Mrs. R Williamson is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

Mrs. V Hearson, sister of Mr. M Williamson, a trustee, is employed by the academy trust as a teacher. Mrs. V Hearson's appointment was made in open competition and Mr. M Williamson was not involved in the decision-making process regarding appointment. Mrs. V Hearson is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

Mrs. C Caffrey, spouse of Mr. D Fraser, a trustee, is employed by the academy trust as a teaching assistant. Mrs. C Caffrey's appointment was made in open competition and Mr. D Fraser was not involved in the decision-making process regarding appointment. Mrs. C Caffrey is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

Mr. M Brown, spouse of Mrs. G Brown, a member of the Senior Management Team, is employed by the academy trust as a deputy head teacher. Mr. M Brown's appointment was made in open competition and Mrs. G Brown was not involved in the decision-making process regarding appointment. Mr. M Brown is paid within the normal pay scale for his role and receives no special treatment as a result of his relationship to a member of the Senior Management Team.

Ebor Academy Trust

Notes to the Financial Statements (continued)

28 Transfer of new academies into the Trust

Tadcaster East Primary School

On 1 September 2018 Tadcaster East Primary School converted to academy status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Ebor Academy Trust Ltd from North Yorkshire County Council Local Authority for £nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as incoming resources in the Statement of Financial Activities as a transfer from the local authority.

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets				
- Leasehold land	-	-	460	460
- Leasehold buildings	-	-	1,620	1,620
- Other tangible fixed assets	-	-	-	-
Revenue Surplus/(Deficit)	-	15	-	15
Pension scheme liability	-	(65)	-	(65)
Total net assets	-	(50)	2,080	2,030

Riston Church of England Primary School (church school see critical judgement on page 31)

On 1 September 2018 Riston Primary School converted to academy status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Ebor Academy Trust Ltd from East Riding of Yorkshire County Council Local Authority for £nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as incoming resources in the Statement of Financial Activities as a transfer from the local authority.

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets				
- Leasehold land	-	-	-	-
- Leasehold buildings	-	-	-	-
- Other tangible fixed assets	-	-	-	-
Revenue Surplus/(Deficit)	-	135	-	135
Pension scheme liability	-	(130)	-	(130)
Total net assets	-	5	-	5

Braeburn Primary & Nursery School

On 1 October 2018 Braeburn Primary & Nursery School converted to academy status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Ebor Academy Trust Ltd from the North Yorkshire County Council Local Authority for £nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as incoming resources in the Statement of Financial Activities as a transfer from the local authority.

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets				
- Leasehold land	-	-	650	650
- Leasehold buildings	-	-	5,415	5,415
- Other tangible fixed assets	-	-	-	-
Revenue Surplus/(Deficit)	-	256	-	256
Pension scheme liability	-	(427)	-	(427)
Total net assets	-	(171)	6,065	5,894

29 Events after the end of the reporting period

Following the end of the accounting period two additional schools have joined Ebor Academy Trust. All Saints' Infants & Nursery Academy and All Saints' Junior Academy joined on the 1st September 2019.