



Company Registration Number: 08806335 (England and Wales)

## **Annual Report and Financial Statements Year ended 31 August 2021**

**Ebor Academy Trust is a company limited by guarantee.**

# Ebor Academy Trust

## Trustees' Report

### Reference and Administrative Details

Members	Right Revd Paul Ferguson Revd Martin Harrison Andrew Smith Richard Thompson Dr Caroline Elbra-Ramsey
Trustees	Patricia Ellison (Chair) Christopher Chambers (Vice-Chair) Rachel Totton (Vice-Chair) Andrew Winters Alison Smith Barbara Nicholas (Appointed 4 <sup>th</sup> Feb 2021) David Stork (Resigned 31 <sup>st</sup> May 2021) Duncan Fraser Karen Fieldhouse (Appointed 4 <sup>th</sup> Feb 2021) Mark Williamson (Resigned 31 <sup>st</sup> August 2021) Hadleigh Standen Jane Coope
Company Secretary	Andrew Robinson (FD)
Senior Management Team: <ul style="list-style-type: none"> <li>Chief Executive Officer &amp; Accounting Officer</li> <li>Chief Operating Officer</li> <li>Executive Headteacher</li> <li>Director of Finance</li> <li>Director of Human Resources</li> <li>Director of Communications &amp; Development</li> <li>Director of Risk, Audit &amp; Compliance</li> </ul>	<ul style="list-style-type: none"> <li>Gail Brown</li> <li>Debbie Simpson</li> <li>David Barber</li> <li>Andrew Robinson</li> <li>Alison Taylor</li> <li>Tim Moat</li> <li>Clare Walters (Appointed 6<sup>th</sup> Oct 20)</li> </ul>
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 (Audit) Limited 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 Langleys, Queens House, Micklegate, York, YO1 6WG
Valuers	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 (continued)**

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1<sup>st</sup> September 2020 to 31 August 2021. The annual report serves the purposes of both a Trustees' report, and a directors' report under company law.

The academy trust operates 22 primary academies, one secondary academy and one special school, for pupils aged 2 to 16 across North Yorkshire and the East Riding of Yorkshire. It has a pupil capacity of 6,741 (6,741 2020) and had a roll of 5,389 (5,359 2020) in the school census on 01 October 2021.

## **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.

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 2.

### **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: none of whom may be employees of Ebor Academy Trust. Six Trustees are appointed by members, four Trustees directly by the Board of Trustees, one Trustee by the Wilkinson, Cobb and Hodgson Trust and one Trustee is appointed by the Diocese of York.

The Board of Trustees works closely with the Senior Management Team to provide strategic direction and as such both challenges and supports the academies within the trust. Responsibilities include setting the budget for the trust, reviewing the trust's risk register, reviewing and setting the CEO's performance and remuneration, in our church schools ensuring that the schools' Christian vision is established and promoted, 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 academies to other similar schools and academies, 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**

An annual review of Trustees' skills evidenced that there was a broad range of skills that enabled the Board to appropriately deliver its responsibilities, with recruitment opportunities used to add to the Board's skill base. Access to training during the period was through peer-to-peer support and mentoring, local authority training and communications, the National Governance Association, and more recently, the Confederation of School Trusts.

### **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 Audit & Risk, Finance, Estates and Performance & Effectiveness. 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' 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 Committee with the internal controls and risk management monitored by the Audit & Risk Committee. The Trustees are also responsible for making major decisions about the strategic direction of the trust, capital expenditure and senior staff appointments.

The Heads' Strategy Group consists of the CEO, COO, 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.



# Ebor Academy Trust

## Trustees' Report (continued)

### Trade union facility time

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
2	0.94

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

Percentage of pay bill spent on facility time	
Total cost of facility time	£20k
Total pay bill (£,000's)	£28,128k
Percentage of the total pay bill spent on facility time, calculated as:  (total cost of facility time ÷ total pay bill) x 100	0.071%

The total time spent on paid trade union activities as a percentage of total paid facility time hours was 100% (2020: 100.00%).

### 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 programme.

Full details of the related party transactions are listed in Note 13.

The trust is a member of the local schools and academies boards coordinating and sharing best practice in the local area with other Multi Academy Trusts and Local Authority schools.

The trust is a lead member in the schools' business professional network working closely with other local Multi Academy Trusts and the Local Authority to improve value for money through the use of joint tenders and sharing of best practice.

# Ebor Academy Trust

## Trustees' Report (continued)

### Engagement with employees

The Bugle is an email newsletter distributed regularly during term time to all staff within Ebor Academy Trust. It contains a mixture of news and information concerning the trust and its schools. Staff and pupil achievements are celebrated, together with details of staff movement, training and continuous professional development and job opportunities elsewhere throughout the trust.

The trust makes many of its announcements through The Bugle, which is also a forum to encourage participation in particular projects. At the start of the lockdown period, against a backdrop of continual government guidance for schools, The Bugle appeared on a daily basis, sometimes immediately after prime ministerial announcements.

Ebor's email system allows the trust's chief executive and communications director the ability to issue direct email communications to all staff.

Feedback from employees is obtained via formal wellbeing surveys, trust wide zoom calls with the academy leaders every other week and the senior leadership team visiting academies on a regular basis.

### Equal opportunities policy

The directors recognise that equal opportunities should be an integral part of good practice within the workplace. The trust is striving to be an inclusive and diverse organisation, where everyone feels able to be themselves and experiences a strong sense of belonging. The trust wholeheartedly supports the principle of equality and diversity in employment and opposes all forms of unfair or unlawful discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sex.

We encourage and support the recruitment, retention and career development of people from as wide a range as possible of ethnic, cultural and social backgrounds and seek to develop a community of staff that accurately represents society as a whole. All applications for employment with the trust will be considered against the criteria outlined in the person specification for the position advertised.

### 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.

Staff mental wellbeing is also an important area of focus for the trust, with a wellbeing survey of all staff completed at least once a year and free access to a confidential wellbeing consultation for all staff via the Ebor Rewards scheme.

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

The trust recognises the importance of dealing fairly and equitably with its business relationship with its customers, suppliers and key stakeholders. As a government funded organisation the trust aims to pay all suppliers within 30 days of their invoice date and during this year has continued to reduce this period.

The trust's facilities are available for use by the community and we actively encourage the use of our facilities outside of the normal school day. The trust charges a market rate to hire our facilities to commercial organisations and a nominal rate for local community groups to cover our costs.

The trust engages with its customers, suppliers and key stakeholders on a regular basis to ensure that any issues are resolved quickly and amicably.



# 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.

Our vision is to deliver high quality, rich and engaging education at the heart of our diverse communities. To do this, we are committed to building professional collaborations of best practice across and beyond the trust. In this way, we seek to enable all our learners to flourish and open doors to their best futures.

The main objectives of the academy trust are summarised below:

- School Improvement: Increasing and maintaining the high quality of provision in all our schools;
- To create an inclusive and diverse culture of one trust with many schools, interacting with our communities at every opportunity.
- Develop our people and recruiting the best staff who are driven by a moral purpose to improve the life chances of children and adults through education;
- Ensure that the trust, at all levels, delivers sustained improvement, value for money and has capacity for potential growth.
- Further strengthen practice and provision by strengthening relationships with Central Government, the Diocese of York, Local Authorities, other Multi Academy Trusts, schools and community groups.

#### Our values

Ebor Academy Trust seeks to live its values for all learners – children, adults and the wider community. These values underpin all we do.

- **Excellence** - All those who are part of Ebor, whether children or adults, will be supported to achieve excellence in all they do.
- **Belonging** - We act as one organisation, responsible for supporting each other to achieve the best we can.
- **Opportunity** - We provide learning that is relevant, motivating and engaging and that releases a child's curiosity and creativity. We provide career pathways for the adults in our organisation so that everyone can achieve their aspirations and fulfil their potential.
- **Respect** - We acknowledge and celebrate that all people are different and can play a role in the Ebor family, whatever their background or ways in which they learn. We celebrate the diversity within our localities and the unique characteristics within each setting.

Who we are and what we stand for, in the words of our Headteachers and Governors

- This is a trust that invests in its people and develops talent – it grows leaders.
- It has quality specialists who are current practitioners and practice is shared across the trust. There are opportunities for all, we feel valued.
- Ebor is about forward-thinking, innovative, creative solutions, about collaborative partnerships and shared responsibility. We're not competitors – we are a support network, a genuine family of schools that want to help each other.
- The trust values the diversity of its schools, and celebrates their uniqueness. Wider links are part of Ebor's cultural capital.
- Ebor has high aspirations for its pupils, it has morals and a heart. It is driven by education and not business or profit.



# Ebor Academy Trust

## Trustees' Report (continued)

### 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

2020/21 continued to be a turbulent year with continued disruption due to the Covid 19 pandemic. Formal testing in our primary academies did not take place in summer 2021 so for a second year we have no formal performance data to report.

The trust continued to thrive and our academies have become an integral part of our local communities while continuing to deliver a broad, balanced curriculum to our pupils through this unsettling period.

Our key achievements during the year were:

- All schools remained open throughout the academic year. Where pupils had to self-isolate or were asked to work from home, our remote learning provision was in place for all pupils to access.
- Pupil attendance for the year was above the national schools average.
- At the Trustees' request, the effectiveness and capacity of our remote learning provision was reviewed by an external consultant with extensive experience in this area. The overall view was that the trust's remote learning met the Department for Education's remote learning requirements with key strengths in the curriculum planning, communication with parents, arrangements for accessing the learning via laptops and Chromebooks, monitoring of pupil engagement, behaviour and attitudes to learning, online safety and general pupil wellbeing.
- The trust developed its wellbeing programme for staff during the year by integrating advice from the Department for Education into its risk assessments to protect staff and pupils from Covid 19. The trust also ran trust wide wellbeing surveys and held regular meetings with the leadership team to communicate and develop the one family culture within the trust. This was also disseminated to staff within the individual academies ensuring that all staff were supported during this uncertain time.
- The trust had been proactive in purchasing IT equipment prior to Covid and was able to use this in our Covid response to deliver remote learning. We continued with this by investing in over 1,000 new Chromebooks during the year and continuing to develop our use of IT in and out of the classroom.
- The individual academies have begun to implement their Covid recovery plans and have identified the pupils most at need so the catchup funding can have the greatest impact.
- Our training offer has increased through the year and we have joint working agreements in place with the new local teaching school hub and with York St John University to deliver teacher training. We currently have 24 accessing NPQ programmes, 15 ECT and 14 mentors.
- We are proud to be an inclusive Multi Academy Trust. Our safeguarding offer is strong and was recognised not only at local level but was used as an example by the Confederation of School Trusts as part of an Education Select Committee briefing.

- Back office functions continue to develop. We had a successful School Resource Management Advisor visit in Feb 2021. The visit recommended a number of additional areas where we could improve our efficiency but overall showed a positive position.

## **Ebor Academy Trust**

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

- The trust and its Senior Leadership Team continued to establish and strengthen partnerships with local and national SATs and MATs and other organisations such as the Confederation of School Trusts, the Institute of School Business Leaders, local schools' and academies' boards, Local Authority public health bodies, the York purchasing group and the new local Teaching School Hubs.
- Trust board and governance continued to develop against the action plan of development and despite restrictions that COVID brought.
- We installed LED lighting at 15 more of our academies, funded by the government's Salix funding. This resulted in an 11% reduction in our electricity usage, which will fall further next year as we get a full year's saving reducing our carbon footprint further.
- The £800,000 major extension at Staynor Hall Primary Academy was completed in December 2021 adding 4 new classrooms to the academy. This will increase capacity of the school from 210 to 315 pupils.

#### **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.

#### **Promoting the success of the company**

The Trustees have acted in accordance with their duties codified in law, which include their duty to act in the way in which they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members, stakeholders and the matters set out in section 172(1) of the Companies Act 2006. The Charities Commission has issued guidance which explains that charitable companies should take "promoting the success of the company" to mean "promoting the success of the charity to achieve its charitable purposes."

Ebor Academy Trust is governed by its charitable objects. These charitable objects set out the purpose of the charity. The consequences of all decisions and activities of the charity are assessed by how they drive us towards achieving that long-term purpose, including by reference to the charity's strategy, vision and values. As an educational charity, we are accountable not only to our funders and direct beneficiaries (our pupils) but also our parents and wider community. These stakeholders support us, engage with us, and challenge us. They ensure that the decisions we make as a charity, from the ground level through to the Board, are for their benefit.

We are a values driven organisation and our values mean that we are informed, shaped and powered by our determination to uphold our vision and values. Well-established involvement and consultation mechanisms, both direct, through parent and staff surveys, and indirect, through the involvement of parents and local people on our Local Governing Bodies and Trust Board, ensure that decisions made by the Trustees are informed by the needs of the organisation's stakeholders and consideration of the following factors.

- the likely consequences of any decision in the long term
- the interests of the company's employees
- the need to foster the company's business relationships with suppliers, customers and others
- the impact of the company's operations on the community and the environment
- the desirability of the company maintaining a reputation for high standards of business conduct
- the need to act fairly as between members of the company.



All matters reserved for decision by the Trustees are presented at Board or Committee meetings as appropriate. Trustees are briefed on any identified potential impacts and risks for our stakeholders and how they are to be managed. The Trustees take these factors into account before making a final decision which together they believe is in the best interests of the trust and its stakeholders.



# 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 £36,813k (£34,328k 2020) and expenditure (excluding Actuarial Gains / Losses) as £40,140k (£37,065k 2020) for the same period.

The trust held a surplus fund balance, excluding pension deficits and fixed assets, of £1,219k (£1,333k 2020). The pension deficit of £(23,042)k (£(17,787)k 2020) has been added to the restricted reserves. The trust is holding a fixed asset reserve of £59,187k (£59,620k 2020), 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 £37,364k (£43,166k 2020).

The reduction in the trusts surplus fund balance is attributed to additional costs and reduced incomes from dealing with the Covid pandemic.

#### 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 over future periods. 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. Disclosure of the funds in surplus and deficit can be seen in note 19.

Restricted and unrestricted reserves total £1,219k (£1,333k 2020) at the end of the period. These are considered to be adequate reserves for the running of the trust, at 3.3%, in line with 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.

##### *Financial Viability*

Risk - Sufficient funds are unavailable to meet the strategic requirements. Areas of risk include a reduction in income or increased costs from reduced pupil numbers, government funding policy, the use of ancillary services, poor spending decisions, additional costs for repairing buildings, fraud or additional costs in relation to the Covid 19 pandemic.

Mitigation - Continuous short term reforecasting is completed with monthly financial reporting updating for any changes in government policy and funding. Long term planning is completed for capital expenditure and ensuring the trust has adequate reserves.

##### *Strategic Outcomes*

Risk - The ability to achieve strategic outcomes due to a lack of accountability and the impact and additional workload of the Covid 19 pandemic.

Mitigation - The executive team work with the Trustees to set and deliver a strategic plan to enable objectives to be set while prioritising the response to the Covid 19 pandemic.

# Ebor Academy Trust

## Trustees' Report (continued)

### *Statutory Compliance*

Risk - Compliance with statutory requirements is not achieved due to lack of resource & skills in completing the work or through lack of monitoring of these areas.

Mitigation - A risk management strategy and plans are in place to monitor all statutory compliance, with the addition of new systems and resource to complete this. Skills gaps and training are identified and provided to employees to ensure statutory compliance work is completed.

### *Insufficient skills and / or people to deliver*

Risk - Employees within the organisation do not have the right skills or we do not have enough people to deliver the required objectives.

Mitigation - Monitoring and reviewing of the skills and objectives by the executive team is ongoing with annual appraisals and continuous CPD across all roles in the trust.

### *Changes in political direction impact strategy and outcomes*

Risk – Changes to political direction and priorities change direction and impact on the trust's funds and strategy, increased by the uncertainty surrounding the Covid 19 pandemic and the recovery plan.

Mitigation – The executive team will continue to monitor the risk via the trust risk register with specific recovery plans implemented at each academy and across the trust.

## **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. Where these conversions have not yet been realised, the conversion activities were already taking place and the income recognised in accordance with the SORP.

Other additional sources of income, for example nursery provision, school dinners, lettings, training and wrap around care, consultancy 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.



# Ebor Academy Trust

## Trustees' Report (continued)

- 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.

### Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period	1 September 2020 to 31 August 2021	1 September 2019 to 31 August 2020
Energy consumption used to calculate emissions (kWh)	8,049,354	7,262,904
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas consumption	930	771
Oil consumption	326	316
Owned transport – mini-buses	<u>2</u>	<u>11</u>
<b>Total scope 1</b>	<b>1,259</b>	<b>1,098</b>
<u>Scope 2 emissions in metric tonnes CO2e</u>		
Purchased electricity	342	384
<u>Scope 3 emissions in metric tonnes CO2e</u>		
Business travel in employee owned vehicles	9	28
Total gross emissions in metric tonnes CO2e	<b>1,610</b>	<b>1,510</b>
<u>Intensity ratio</u>		
Tonnes CO2e per pupil	<b>0.277</b>	<b>0.252</b>

### Quantification and Reporting Methodology:-

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



# Ebor Academy Trust

## Trustees' Report (continued)

### Intensity measurement

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

### Measures taken to improve energy efficiency

We completed a project this year to retrofit 17 of our academies with LED lighting using Salix funding to finance the project. As a result of the Covid 19 pandemic we have increased the use of video conferencing for staff and governor meetings, which has reduced the travel between sites.

We have seen an increase in gas and oil usage due to additional heating required while windows have been open throughout the year to increase ventilation in the buildings.

### **Plans for Future Periods**

Our trust has a clear mission and moral purpose in developing a group of high performing academies that have outstanding outcomes for everyone, sit at the heart of our communities and are great places to work and learn.

We are developing strong networks and partnerships and have an excellent track record in identifying areas for improvement and instigating clear actions to impact positively on our schools.

We are unafraid of taking on primary schools which are on a downward trajectory and are committed to arresting that decline and securing improvement, even when this might initially result in a less favorable inspection judgement in the short term. We are, thereby, committed to the long-term improvement of our schools.

Although we experienced a period of rapid growth, we have in recent times worked to consolidate practice and provision ensuring our vision for all children in our schools can be reached. As a result, we know all of our academies well and are in an excellent position to extend our family of schools further in order to strengthen the trust as a whole.

We retain and celebrating the uniqueness of each school within its own community whilst ensuring that our strategic direction of central services, policy alignment, and appropriate areas of conformity, adds value to the local offer in both community and church led schools.

We are committed to ensuring that all children and young people receive an excellent quality of education and stress test all potential change against this moral purpose. While also recruiting, looking after and developing excellent people. Talent management, staff wellbeing and leadership development are integral to our values.

# Ebor Academy Trust


## Trustees' Report (continued)

### 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.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on **15<sup>th</sup> December 2021** and signed on the board's behalf by:



**Patricia Ellison**  
Chair of Trustees

**15<sup>th</sup> December 2021**

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

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between 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 7 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
Tricia Ellison (Chair)	7	7
Rachel Totten (Vice Chair)	7	7
Mark Williamson (Resigned 31 <sup>st</sup> Aug 21)	5	7
Jane Coope	6	7
Hadleigh Standen	6	7
Andrew Winters	6	7
David Stork (resigned 31 <sup>st</sup> May 21)	6	6
Alison Smith	7	7
Duncan Fraser	6	7
Chris Chambers (Vice Chair)	7	7
Barbara Nicholas (Appointed 4 <sup>th</sup> Feb 21)	3	3
Karen Fieldhouse (Appointed (4 <sup>th</sup> Feb 21)	3	3

During the year Barbara Nicholas and Karen Fieldhouse joined the Board of Trustees, with David Stork and Mark Williamson leaving. There are currently vacancies for two Trustees.

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 March 2021. The annual review covers the following key areas:

- Governance Structures, Roles and Procedures
- Strategic Planning for the Trust
- Risk Management processes
- Resources to deliver best possible outcomes and value for money
- Stakeholder Engagement
- Trustee induction, training and development
- Statutory duties and responsibilities



# Ebor Academy Trust

## Governance Statement (continued)

The finance 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;
- Agree the Financial Scheme of Delegation;

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mark Williamson (Chair)	6	6
Tricia Ellison	6	6
Chris Chambers	3	5
Duncan Fraser	4	6
Hadleigh Standen	4	4
Karen Fieldhouse	3	4

The Audit & Risk committee is a sub-Committee of the main Board of Trustees. Its purpose is:

- Oversight of Internal and External audit;
- Assurances relating to the management of risk and corporate governance requirements
- Review anti-fraud policies, whistle-blowing processes, and arrangements for special investigations

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Andrew Winters (Chair)	4	4
Jane Coope	4	4
Alison Smith	2	4

## 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 or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Increasing the amount of centralised purchasing of trust wide contracts for services and equipment using national frameworks such as Crown Commercial Services or the Crescent Purchasing Consortium. Working with other Multi Academy Trusts on joint tenders and standardising systems and suppliers across the trust.
- 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 – a policy that was praised in the external review of the trust's remote learning provision.

# Ebor Academy Trust

## Governance Statement (continued)

- The redeployment of 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 staffing cost.
- Growth of the in house supply bank for teaching and support staff to reduce spend on external agencies and provide a guaranteed level of supply staff for our academies to keep them open in periods of high absence.
- Increased employment of apprentices within our academies in order to grow and develop a pipeline of support staff.
- The deployment of Executive Heads and consultants, 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 development of the back office functions systems and 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 Covid 19 pandemic has led to some instances where the trust was required to enter transactions that have adversely impacted value for money. In line with the guidance submitted by PPN 02/20 and PPN 04/20 we have continued to honor long term contracts and have provided additional financial support to some of our key suppliers and customers who were put into financial difficulty due to the social distancing restrictions imposed by the government.

This included paying agency supply contracts and for educational professional services that were not required or could not be undertaken, cancellation costs for school visits, reduced rents from our long term tenants and specific financial support to key suppliers in financial difficulty to ensure a long term continuation of service.

### The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Ebor Academy Trust for the period 01 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

### Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the 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<sup>st</sup> September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.



# Ebor Academy Trust

## Governance Statement (continued)

### 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 employ a Director of Risk, Audit & Compliance, as the trust's internal auditor.

The Board of Trustees have considered that the internal auditor is an employee of the trust but do not believe there is a conflict of interest due the fact that the role reports directly to the Chair of the Audit committee on all matters of internal audit and compliance.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. Along with a follow up to previous recommendations, the checks carried out in the current period included:

- testing of Fixed Assets and Capital Expenditure
- testing of Accounts Payable
- testing of Accounts Receivable
- testing of Estates Condition and Maintenance Management

Following the audits, the auditor reports to the Board of Trustees, through the Audit committee on the operation of the systems of control and on the discharge of the Board of Trustees financial responsibilities.

External specialist audit services are also purchased where the committee feels a level of technical knowledge is required, i.e. GDPR or Health & Safety.

# 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:

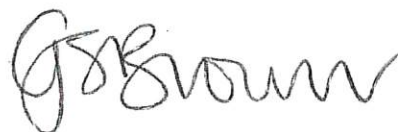
- the work of the internal auditor
- the work of the external auditor
- the financial management and governance self-assessment process or the school resource management self-assessment tool
- the work of the executive managers within the academy trust who have responsibility for the development and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

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

Approved by order of the members of the Board of Trustees on 15<sup>th</sup> December 2021 and signed on its behalf by:



**Patricia Ellison**  
Chair of Trustees



**Gail Brown**  
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 and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the academy trust Board of Trustees are able to identify any material irregular or improper use of 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 2020.

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



**Gail Brown**

Accounting Officer

**15<sup>th</sup> December 2021**

# 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 and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021
- make judgments and 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 15<sup>th</sup> December 2021 and signed on its behalf by:



**Patricia Ellison**

Chair of Trustees



# Ebor Academy Trust

## INDEPENDENT AUDITOR'S REPORT TO THE CORPORATION OF EBOR ACADEMY TRUST FOR THE YEAR ENDED 31 AUGUST 2021

### Opinion

We have audited the financial statements of Ebor Academy Trust (the 'charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the notes to the financial statements, 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 Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice), the Charities Statement of Recommended Practice (SORP 2019) and the Academies Accounts Direction 2020 to 2021 issued by the Education & 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 2021, and of its incoming resources and application of resources 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 Charities Statement of Recommended Practice (SORP 2019) and the Academies Accounts Direction 2020 to 2021.

### Basis for opinion

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

### Conclusions relating to Going Concern

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

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

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

### Other Information

The other information comprises the information included in the report and financial statements, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



# Ebor Academy Trust

## INDEPENDENT AUDITOR'S REPORT TO THE CORPORATION OF EBOR ACADEMY TRUST FOR THE YEAR ENDED 31 AUGUST 2021

### 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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
- the financial statements are not in agreement with the accounting records; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 3, the Trustees, who are also the directors of Ebor Academy Trust for the purposes of company law, are responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### Auditors' responsibilities for the audit of financial statements

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

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

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

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures response to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing the risks or material misstatements in respect of irregularities, including fraud and non-compliance with laws and regulations we considered the following;

- The nature of the academy, the environment in which it operates, and the control procedures implemented by management and the Trustees; and



# Ebor Academy Trust

## INDEPENDENT AUDITOR'S REPORT TO THE CORPORATION OF EBOR ACADEMY TRUST FOR THE YEAR ENDED 31 AUGUST 2021

- Our enquiries of management and Trustees about their identification and assessment of the risks of irregularities.

Based on our understanding of the academy and the sector we identified that the principal risks of non-compliance with laws and regulations related to, but were not limited to;

- Regulations and legislation pertinent to the academy's operations

We considered the extent to which non-compliance might have a material impact on the financial statements. We also considered those laws and regulations which have a direct impact on the preparation of the financial statements, such as the Financial Reporting Standard Applicable in 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 (FRS102) (Charities SORP (FRS102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

We evaluated management and Trustees' incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of management override of controls), and determined that the principal risks were related to;

- Posting inappropriate journal entries.

Audit response to the risks identified;

Our procedures to respond to the risks identified included the following;

- Gaining an understanding of the legal and regulatory framework applicable to the academy and the sector in which it operates;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Enquiring of management, Trustees and legal advisors concerning actual and potential litigation and claims;
- Reading minutes of meetings of those charged with governance, reviewing internal audit reports and reviewing correspondence with the Department for Education and Education & Skills Funding Agency,
- In addressing the risk of fraud as a result of management override of controls, testing the appropriateness of journal entries and other adjustments; evaluating rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

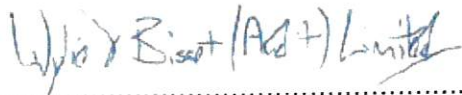
### Use of our report

This report is made solely to the academy trust's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and in respect of the separate opinion in relation to compliance with the Academies Accounts Direction 2020 to 2021 issued by the Education & Skills Funding Agency on terms that have been agreed.

# Ebor Academy Trust

## INDEPENDENT AUDITOR'S REPORT TO THE CORPORATION OF EBOR ACADEMY TRUST FOR THE YEAR ENDED 31 AUGUST 2021

Our audit work has been undertaken so that we might state to the academy trust's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy trust and its members as a body, for our audit work, for this report, or for the opinions we have formed.



.....  
Scott Gillon BA(Hons) FCCA, CA (Senior Statutory Auditor)  
**For and on behalf of Wylie Bisset (Audit) Limited**  
**Chartered Accountants, Statutory Auditor**

168 Bath Street, Glasgow, G2 4TP

15 December 2021



# Ebor Academy Trust

## REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY

In accordance with the terms of our engagement letter dated 2 December 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Ebor Academy Trust during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to 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 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

### Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2020 to 2021 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.

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;
- Testing transactions with connected parties to determine whether the Academy Trust has complied with the 'at cost' requirement of the Academies Accounts Direction 2020 to 2021;

# Ebor Academy Trust

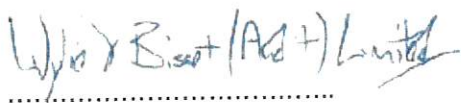
## REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY

- 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 2020 to 2021.

### Conclusion

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



Scott Gillon BA(Hons), FCCA, CA  
**Reporting Accountant**  
**Wylie Bisset (Audit) Limited**

Dated 15 December 2021



# Ebor Academy Trust

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

				2020/21	2019/20
	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total £000
<b>Income and endowments from:</b>					
Donations and capital grants	3	73	-	2,050	2,123
Transfer from local authority on conversion	4	-	-	-	(985)
Charitable activities:					
Funding for the academy trust's educational operations	5	-	34,502	-	34,502
Other trading activities	6	329	-	-	329
Investments	7	-	-	-	-
<b>Total</b>		<b>402</b>	<b>34,502</b>	<b>2,050</b>	<b>36,954</b>
<b>Expenditure on:</b>					
Charitable activities:					
Academy trust educational operations	8	402	34,241	2,858	37,501
Other - LGPS		-	2,780	-	2,780
<b>Total</b>		<b>402</b>	<b>37,021</b>	<b>2,858</b>	<b>40,281</b>
<b>Net income / (expenditure)</b>		<b>-</b>	<b>(2,519)</b>	<b>(808)</b>	<b>(3,327)</b>
Transfers between funds	19	-	(375)	375	-
<b>Other recognised gains / (losses):</b>					
Actuarial (losses) / gains on defined benefit pension schemes	29	-	(2,475)	-	(2,475)
<b>Net movement in funds</b>		<b>-</b>	<b>(5,369)</b>	<b>(433)</b>	<b>(5,802)</b>
<b>Reconciliation of funds</b>					
Total Funds Brought Forward		-	(16,454)	59,620	43,166
<b>Total funds carried forward</b>		<b>-</b>	<b>(21,823)</b>	<b>59,187</b>	<b>43,166</b>

# Ebor Academy Trust

## Balance Sheet as at 31 August 2021

Company Number 08806335

	Note	2021 £000	2021 £000	2020 £000	2020 £000
<b>Fixed assets</b>					
Tangible assets	15		59,858		59,870
<b>Current assets</b>					
Debtors	16	1,580		1,539	
Cash at bank and in hand		<u>2,651</u>		<u>2,348</u>	
		4,231		3,800	
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	17	<u>(3,198)</u>		<u>(2,730)</u>	
<b>Net current assets</b>			1,033		1,157
<b>Total assets less current liabilities</b>			60,891		61,027
Creditors: Amounts falling due after more than one year	18		<u>(485)</u>		<u>(74)</u>
<b>Net assets excluding pension liability</b>			60,406		10,773
Defined benefit pension scheme liability	29		<u>(23,042)</u>		<u>(17,787)</u>
<b>Total net assets</b>			<u>37,364</u>		<u>43,166</u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>					
Fixed asset fund	19	59,187		59,620	
Restricted income fund	19	1,219		1,333	
Pension reserve	19	<u>(23,042)</u>		<u>(17,787)</u>	
<b>Total restricted funds</b>			37,364		43,166
<b>Unrestricted income funds</b>	19		<u>-</u>		<u>-</u>
<b>Total funds</b>			<u>37,364</u>		<u>43,166</u>

The financial statements on pages 28 to 57 were approved by the Trustees and authorised for issue on 15<sup>th</sup> December 2021 and are signed on their behalf by



**Patricia Ellison**  
Chair of Trustees



# Ebor Academy Trust

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

	Note	2021 £000	2020 £000
<b>Cash flows from operating activities</b>			
Net cash provided by (used in) operating activities	23	<b>129</b>	1,266
<b>Cash flows from investing activities</b>	25	<b>(322)</b>	<b>(56)</b>
<b>Cash flows from financing activities</b>	24	<b>496</b>	89
<b>Change in cash and cash equivalents in the reporting period</b>		<b>303</b>	1,299
<b>Cash and cash equivalents at 1 September 2020</b>		2,348	1,049
<b>Cash and cash equivalents at 31 August 2021</b>	26/27	<b>2,651</b>	2,348

# Ebor Academy Trust

## Notes to the Financial Statements

### 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 2020 to 2021 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.

### Donated fixed assets (excluding transfers on conversion/into the academy trust)

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

### Expenditure

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

- **Expenditure on Raising Funds**

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

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

- **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.

### **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	<b>26 Years</b>
• Leasehold buildings	<b>26 Years</b>
• Furniture and fittings	<b>5 Years</b>
• Plant and equipment	<b>5 Years</b>

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.



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

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

### Leased Assets

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

### 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 16. 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 17 and 18. 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 to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the academy trust in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income/(expenditure) are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

### **Fund Accounting**

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

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

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

### **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 29, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### *Critical areas of judgement*

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



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 2 General Annual Grant (GAG)

Under the funding agreement with the Secretary of State, the academy trust was not subject to limits at 31 August 2021 on the amount of GAG that could be carried forward from one year to the next.

### 3 Donations and capital grants

	Unrestricted Funds	Restricted Funds	2020/21 Total	2019/20 Total
	£000	£000	£000	£000
Capital grants	-	1,909	1,909	1,290
Donated fixed assets	-	141	141	-
Other donations	73	-	73	44
	73	2,050	2,123	1,334

### 4 Transfer from Local Authority on conversion

	Unrestricted Funds	Restricted Funds	2020/21 Total	2019/20 Total
	£000	£000	£000	£000
Capital grants	-	-	-	106
Revenue Surplus	-	-	-	86
Pension Liability	-	-	-	(1,177)
	-	-	-	(985)

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 5 Funding for the academy trust's educational operations

			2020/21	2019/20
	Unrestricted Funds £000	Restricted Funds £000	Total £000	Total £000
<b>DfE / ESFA grants</b>				
General Annual Grant (GAG)	-	24,335	23,335	23,231
Start Up Grants		-	-	15
Other DfE / ESFA grants				
UFSM	-	708	708	347
Pupil Premium	-	1,780	1,780	1,701
PE Grant	-	381	381	327
Others	-	1,415	1,415	1,790
Other DfE Group grants*	-	4,284	4,284	4,165
	-	28,619	28,619	27,411
<b>Other Government grants</b>				
Local authority grants	-	4,564	4,564	4,391
<b>Other income from the academy trust's educational operations</b>	-	728	728	700
<b>Exceptional Government Funding</b>				
Coronavirus Job Retention Scheme Grant	-	69	69	177
Coronavirus exceptional support	-	93	93	326
Other Coronavirus funding	-	429	429	-
	-	591	591	503
	-	34,502	34,502	33,005

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

### 6 Other trading activities

			2020/21	2019/20
	Unrestricted Funds £000	Restricted Funds £000	Total £000	Total £000
Hire of facilities	102	-	102	106
Before and After School Clubs	194	-	194	237
Income from ancillary trading activities	33	-	33	53
	329	-	329	396



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 7 Investment income

	Unrestricted Funds	Restricted Funds	2020/21 Total	2019/20 Total
	£000	£000	£000	£000
Short term deposits	-	-	-	1
	-	-	-	1

### 8 Expenditure

#### Non-Pay Expenditure

	Staff Costs	Premises	Other	Total 2020/21	Total 2019/20
	£000	£000	£000	£000	£000
Academy's educational operations:					
Direct costs	23,016	-	1,300	24,316	22,917
Allocated support costs	5,112	4,044	4,029	13,185	11,926
	28,128	4,044	5,329	37,501	34,843

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

	Staff Costs	Premises	Other	Total 2019/20
	£000	£000	£000	£000
Academy's educational operations:				
Direct costs	21,618	-	1,299	22,917
Allocated support costs	4,865	4,307	2,754	11,926
	26,483	4,307	4,053	34,843

Net income/(expenditure) for the period includes:

	2020/21 £000	2019/20 £000
Operating lease rentals	64	61
Depreciation	2,243	2,090
(Gain)/loss on disposal of fixed assets	-	-
Fees payable to auditor for:		
- audit	25	25
- other services	-	11

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 9 Analysis of grant expenditure

	Unrestricted Funds £000	Restricted Funds £000	2020/21 Total £000	2019/20 Total £000
Improvements to diocesan property occupied by the academy trust	-	126	126	295
	-	126	126	295

### 10 Charitable activities

	2020/21 £000	2019/20 £000
Direct costs – educational operations	24,316	22,917
Support costs – educational operations	13,185	11,926
	37,501	34,843

#### Analysis of support costs

	Educational operations £000	2020/21 Total £000	2019/20 Total £000
Support Staff pay costs	5,020	5,020	4,780
Other staff costs	178	178	244
Depreciation	2,243	2,243	2,090
Maintenance of Premises	691	691	1,000
Special Facilities	3	3	13
Cleaning & Caretaking	179	179	143
Business Rates	124	124	124
Water rates	99	99	85
Energy	472	472	456
RPA Fees	101	101	102
Security	16	16	11
Catering	1,523	1,523	1,148
Technology Costs	1,364	1,364	541
Other Premises costs	62	62	49
PFI costs to LAs	792	792	740
Non Educational Consultancy	61	61	21
Legal & Professional	8	8	19
Auditor costs Stat Accounts	25	25	25
Other Support Costs	224	224	335
Gain or loss on FA's	-	-	-
<b>Total support costs</b>	<b>13,185</b>	<b>13,185</b>	<b>11,926</b>



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 11 Staff

#### a. Staff costs

Staff costs during the period were:

	2020/21	2019/20
	£000	£000
Wages and salaries	21,266	20,037
Social security costs	1,762	1,625
Pension costs	4,605	4,343
Apprenticeship levy	92	85
	<b>27,725</b>	<b>26,090</b>
Agency staff costs	364	472
Staff restructuring costs	39	23
	<b>28,128</b>	<b>26,585</b>
Staff restructuring costs comprise:		
Redundancy payments	-	-
Severance payments	39	23
Other restructuring costs	-	-
	<b>39</b>	<b>23</b>

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

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £39k (2019: £23k). Individually, the payments were: £9,143, £6,687, £6,124, £4,974, £3,696, £2,566, £2,147, £1,088, £746, £585, £553 and £254.

#### c. Staff numbers

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

	2020/21	2019/20
	No.	No.
Teachers	345	326
Administration and support	752	758
Management	7	6
	<b>1,104</b>	<b>1,090</b>

#### d. Higher paid staff

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

	2020/21	2019/20
	No.	No.
£60,001 - £70,000	8	6
£70,001 - £80,000	5	4
£80,001 - £90,000	1	1
£90,001 - £100,000	1	-

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### e. Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior management team as listed on page 2. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £635,126 (2020: £592,250).

### 12 Central Services

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

- Human Resources
- Payroll
- Financial Services
- Procurement Services
- Legal Services
- Facilities Management and Health & Safety Services
- Compliance Services
- Internal Audit Services
- Educational Support services
- School Improvement services
- Safeguarding support

The academy trust charges for these services with a 5.5% recharge of General Annual Grant funding.

The actual amounts charged during the year were as follows:

	2020/21 £000	2019/20 £000
Alderman Cogan's Primary Academy	88	86
All Saints' Infants Academy	56	55
All Saints' Junior Academy	78	76
Brotherton & Byram Primary Academy	41	35
Braeburn Primary & Nursery Academy	105	102
Camblesforth Primary Academy	20	19
Easington Primary Academy	15	14
Filey Infants & Nursery Academy	46	41
Ebor Academy Filey	87	82
Hob Moor Oaks Academy	46	46
Hob Moor Primary Academy	74	73
Haxby Road Primary Academy	63	58
Lakeside Primary Academy	51	54
Marfleet Primary Academy	47	46
Osbalwick Primary Academy	63	63
Patrington Primary Academy	45	44
Park Grove Primary Academy	59	54
Riston Primary Academy	21	20
Robert Wilkinson Primary Academy	123	115
Staynor Hall Primary Academy	50	46
Sigglesworth Primary Academy	16	16
Sproatley Endowed Primary Academy	26	28
Tadcaster Primary Academy	24	24
Tockwith Primary Academy	43	39
	<b>1,289</b>	<b>1,235</b>



# **Ebor Academy Trust**

## **Notes to the Financial Statements (continued)**

### **13 Related Party Transactions – Trustees' remuneration and expenses**

No Trustees have been paid remuneration or have received other benefits from employment with the academy trust.

During the period ended 31 August 2021, travel and subsistence expenses totaling £Nil were reimbursed or paid directly to Trustees (2020: £NIL to 0 Trustees).

### **14 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 the Risk Protection Arrangement (RPA) cover provided by the Department for Education for schools. The cost of this insurance is included in the total insurance cost.

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 15 Tangible fixed assets

2020/2021

	Leasehold Land £000	Leasehold Buildings £000	Fixtures and Equipment £000	Computer Equipment £000	Total £000
<b>Cost</b>					
At 1 September 2020	14,394	50,464	938	88	65,884
Acquisitions	-	-	-	-	-
Additions	-	1,696	514	21	2,231
Disposals	-	-	-	-	-
At 31 August 2021	14,394	52,160	1,452	109	68,115
<b>Depreciation</b>					
At 1 September 2020	-	5,683	317	14	6,014
Charged in year	-	1,979	243	21	2,243
Disposals	-	-	-	-	-
At 31 August 2021	-	7,662	560	35	8,257
<b>Net book values</b>					
At 31 August 2020	14,394	44,781	621	74	59,870
At 31 August 2021	14,394	44,498	892	74	59,858

### 16 Debtors

	2021 £000	2020 £000
Trade debtors	51	72
VAT recoverable	207	97
Other debtors	2	-
Prepayments and accrued income	1,320	1,370
	<b>1,580</b>	<b>1,539</b>

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

	2021 £000	2020 £000
Trade creditors	935	599
Other taxation and social security	412	375
ESFA creditors	-	-
Salix Loans	100	15
Other creditors	516	465
Accruals and deferred income	1,235	1,276
	<b>3,198</b>	<b>2,730</b>
Deferred income at 1 September 2020	606	408
Released from previous years	(606)	(408)
Resources deferred in the year	865	606
Deferred Income at 31 August 2021	<b>865</b>	<b>606</b>



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

At the balance sheet date the academy trust was holding funds for use in the following financial year.

- £413k Universal Infant Free School Meals
- £118k Covid Catchup Grant
- £115k PE Grant
- £99k SEN Contingency Funding
- £71k Business Rates refund
- £17k Service Family support grant
- £11k Sensory Garden Grant
- £10k Opportunity Area Funding
- £4k Trip income
- £4k Advanced Lettings
- £2k English Hub Grant
- £1k Other donations

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

	2021 £000	2020 £000
Salix Loans	485	74
Total Creditors longer than one year	485	74

Ebor Academy Trust received 15 loans for a total of £513k (£89k 2019) from ESFA Salix Loan Scheme which is provided on the following terms

Academy	Initial Loan Value	Remaining balance	Term	Interest Rate	Maturity date
Lakeside Primary	£44k	£35k	6 years	Zero	March 2026
Park Grove Primary	£45k	£37k	6 years	Zero	March 2026
Riston Primary	£10k	£10k	6 years	Zero	March 2027
Sigglesworth Primary	£11k	£11k	6 years	Zero	March 2027
Sproatley Endowed Primary	£12k	£12k	6 years	Zero	March 2027
Marfleet Primary	£15k	£15k	6 years	Zero	March 2027
Tadcaster Primary	£19k	£19k	6 years	Zero	March 2027
Easington Primary	£20k	£20k	6 years	Zero	March 2027
Tockwith Primary	£23k	£23k	6 years	Zero	March 2027
Osbalwick Primary	£25k	£25k	6 years	Zero	March 2027
Filey Infants & Nursery	£26k	£26k	6 years	Zero	March 2027
Patrington Primary	£29k	£29k	6 years	Zero	March 2027
Haxby Road Primary	£41k	£41k	6 years	Zero	March 2027
Alderman Cogan's Primary	£49k	£49k	6 years	Zero	March 2027
Braeburn Primary & Nursery	£49k	£49k	6 years	Zero	March 2027
Robert Wilkinson Primary	£71k	£71k	6 years	Zero	March 2027
Ebor Academy Filey	£111k	£111k	6 years	Zero	March 2027
<b>Total</b>	<b>£602k</b>	<b>£585k</b>			

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 19 Funds

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2021 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	1,304	24,335	23,939	(375)	1,326
Staff Absence Fund (GAG)	29	-	136	-	(107)
UIFSM	-	708	708	-	-
Pupil Premium	-	1,780	1,780	-	-
Other grants	-	7,678	7,678	-	-
Pension reserve	(17,787)	-	2,780	(2,475)	(23,042)
	(16,454)	34,502	37,021	(2,850)	(21,823)
<b>Restricted fixed asset funds</b>					
Transfer on conversion	63,075	-	-	-	63,075
DfE Group capital grants	(3,701)	1,061	1,248	-	(3,888)
Capital expenditure from GAG	246	-	621	375	-
Other Capital Grants	-	989	989	-	-
	59,620	2,050	2,858	375	59,187
<b>Total restricted funds</b>	<b>43,166</b>	<b>36,552</b>	<b>39,879</b>	<b>-</b>	<b>37,364</b>
<b>Total unrestricted funds</b>	<b>-</b>	<b>402</b>	<b>402</b>	<b>-</b>	<b>-</b>
<b>Total funds</b>	<b>43,166</b>	<b>36,954</b>	<b>40,281</b>	<b>(2,475)</b>	<b>37,364</b>

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 2021.

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

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

	As Restated Balance at 1 September 2019 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2020 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	741	23,231	22,422	(246)	1,304
Staff Absence Fund (GAG)	74	-	45	-	29
Start Up Grant	-	15	15	-	-
Pupil Premium	-	1,701	1,701	-	-
Other income	-	939	939	-	-
Other grants (as restated)	(408)	7,155	6,747	-	-
Pension reserve	(13,387)	(1,177)	2,222	(1,001)	(17,787)
	(12,980)	31,864	34,091	(1,247)	(16,454)
<b>Restricted fixed asset funds</b>					
Transfer on conversion	62,919	156	-	-	63,075
DfE Group capital grants	(2,458)	1,290	2,533	-	(3,701)
Capital expenditure from GAG	-	-	-	246	246
Private sector capital sponsorship	-	-	-	-	-
	60,461	1,446	2,533	246	59,620
<b>Total restricted funds</b>	<b>47,481</b>	<b>33,310</b>	<b>36,624</b>	<b>(1,001)</b>	<b>43,166</b>
<b>Total unrestricted funds</b>	<b>-</b>	<b>441</b>	<b>441</b>	<b>-</b>	<b>-</b>
<b>Total funds</b>	<b>47,481</b>	<b>33,751</b>	<b>37,065</b>	<b>(1,001)</b>	<b>43,166</b>



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### Total funds analysis by academy

Fund balances at 31 August 2021 were allocated as follows:

	2021 £000	2020 £000
Robert Wilkinson Primary Academy	27	(9)
Haxby Road Primary Academy	110	242
Brotherton & Byram Community Primary Academy	182	74
Staynor Hall Primary Academy	64	110
Ebor Academy Filey	(389)	(331)
Camblesforth Community Primary Academy	123	119
Sigglesthorpe Church of England Primary Academy	54	44
Sproatley Endowed Church of England Academy	(82)	(99)
Park Grove Primary Academy	140	146
Filey Church of England Nursery and Infants Academy	26	(28)
Alderman Cogan's Church of England Primary Academy	(119)	(70)
Marfleet Primary Academy	296	218
Hob Moor Community Primary Academy	211	190
Hob Moor Oaks Academy	486	413
Lakeside Primary Academy	61	99
Tockwith Church of England Primary Academy	193	145
Easington Church of England Primary Academy	9	(16)
Patrington Church of England Primary Academy	(47)	(14)
Osbalwick Primary Academy	45	55
Tadcaster Primary Academy	(20)	(3)
Riston Church of England Primary Academy	130	133
Braeburn Primary and Nursery Academy	256	240
All Saints' Infants and Nursery Academy	221	88
All Saints' Junior Academy	101	101
Ebor Central Services*	(752)	(543)
Ebor Staff Absence Reserve	(107)	29
Total before fixed assets and pension reserve	1,219	1,333
Restricted fixed asset fund	59,187	59,620
Pension reserve	(23,042)	(17,787)
<b>Total</b>	<b>37,364</b>	<b>43,166</b>

\*Ebor Central Services includes initial enterprise deficits of £169k on central training and apprenticeship programmes that are in development.

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### Total cost analysis by academy

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

	2020/21				
	Teaching and Educational Support Staff Costs £000	Other Support Staff Costs £000	Educational Supplies £000	Other Costs exc Depn £000	Total £000
Robert Wilkinson Primary	2,094	406	55	480	3,035
Haxby Road Primary	1,275	179	80	323	1,857
Brotherton & Byram Primary	546	73	35	252	906
Staynor Hall Primary	935	118	59	234	1,346
Ebor Academy Filey	1,743	351	168	492	2,754
Camblesforth Primary	305	78	26	109	518
Sigglesworth Primary	178	64	12	70	324
Sproatley Endowed Primary	396	116	21	112	645
Park Grove Primary	884	147	29	314	1,374
Filey Nursery and Infants	780	119	36	220	1,155
Alderman Cogans' Primary	1,511	224	56	394	2,185
Marfleet Primary	723	111	46	248	1,128
Hob Moor Primary	1,155	146	59	468	1,828
Hob Moor Oaks	1,941	250	156	522	2,869
Lakeside Primary	797	117	25	274	1,213
Tockwith Primary	593	76	20	294	983
Easington Primary	169	52	26	66	313
Patrington Primary	675	162	36	201	1,074
Osbalwick Primary	1,052	284	16	276	1,628
Tadcaster Primary	382	53	29	115	579
Riston Primary	395	62	0	82	539
Braeburn Primary and Nursery	1,650	323	35	496	2,504
All Saints' Infants and Nursery	819	323	51	277	1,470
All Saints' Juniors	1,233	134	52	332	1,751
Ebor Central Services	649	1,142	123	(1,058)	856
Ebor Staff Absence Reserve	136	0	0	0	136
Ebor Academy Trust	<b>23,016</b>	<b>5,110</b>	<b>1,251</b>	<b>5,593</b>	<b>34,970</b>

### 20 Analysis of net assets between funds

Fund balances at 31 August 2021 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	671	59,187	59,858
Current assets	-	4,231	-	4,231
Current liabilities	-	(3,198)	-	(3,198)
Non-current liabilities	-	(485)	-	(485)
Pension scheme liability	-	(23,042)	-	(23,042)
<b>Total net assets</b>	<b>-</b>	<b>(21,823)</b>	<b>59,187</b>	<b>37,364</b>

# 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
Tangible fixed assets	-	250	59,620	59,870
Current assets	-	3,887	-	3,887
Current liabilities	-	(2,730)	-	(2,730)
Non-current liabilities	-	(74)	-	(74)
Pension scheme liability	-	(17,787)	-	(17,787)
<b>Total net assets</b>	<b>-</b>	<b>(16,454)</b>	<b>59,620</b>	<b>43,166</b>

### 21 Capital commitments

	2021 £000	2020 £000
Contracted for, but not provided in the financial statements	262	1,353

### 22 Long-term commitments, including operating leases

#### Operating leases

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

	2021 £000	2020 £000
Amounts due within one year	47	38
Amounts due between one and five years	103	48
Amounts due after five years	-	-
	<b>150</b>	<b>86</b>



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 23 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020/21 £000	2019/20 £000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(3,327)	(3,314)
Adjusted for:		
Depreciation [note 15]	2,243	2,089
Capital grants from DfE and other capital income	(1,909)	(1,290)
Gifts of assets transferred on conversion	-	(106)
Interest receivable [note 6]	(-)	(1)
Defined benefit pension scheme obligation inherited	-	1,177
Defined benefit pension scheme cost less contributions payable [note 32]	2,484	1,952
Defined benefit pension scheme finance cost [note 32]	296	270
(Increase)/decrease in debtors	(41)	6
Increase/(decrease) in creditors	383	483
<b>Net cash provided by / (used in) Operating Activities</b>	<b>129</b>	<b>1,266</b>

### 24 Cash flows from financing activities

	2020/21 £000	2019/20 £000
Repayments of borrowing	(17)	-
Cash inflows from new borrowing	513	89
<b>Net cash provided by / (used in) financing activities</b>	<b>496</b>	<b>89</b>

### 25 Cash flows from investing activities

	2020/21 £000	2019/20 £000
Dividends, interest and rents from investments	-	1
Proceeds from sale of tangible fixed assets	-	-
Purchase of tangible fixed assets	(2,231)	(1,347)
Capital grants from DfE Group	1,061	1,290
Capital funding received from sponsors and others	848	-
<b>Net cash provided by / (used in) investing activities</b>	<b>(322)</b>	<b>(56)</b>

### 26 Analysis of cash and cash equivalents

	2021 £000	2020 £000
Cash in hand and at bank	2,651	2,348
Notice deposits (less than 3 months)	-	-
<b>Total cash and cash equivalents</b>	<b>2,651</b>	<b>2,348</b>

### 27 Analysis of changes in net debt

	At 1 September 2020 £000	Cash flows £000	New finance leases £000	Other non- cash changes £000	At 31 August 2021 £000
Cash	2,348	303	-	-	2,651
Loans falling due within one year	(15)	(85)	-	-	(100)
Loans falling due after more than one year	(74)	(411)	-	-	(485)
Finance lease obligations	-	-	-	-	-
<b>Total</b>	<b>2,259</b>	<b>(193)</b>	<b>-</b>	<b>-</b>	<b>2,066</b>

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 28 Members' liability

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

### 29 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 the North Yorkshire Local Government Pension Scheme and the East Riding of Yorkshire Local Government Pension Scheme. All are multi-employer defined benefit schemes.

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

Contributions amounting to £320k were payable to the schemes at 31 August 2021 (2019/20: £289k) and are included within creditors.

#### Teachers' Pension Scheme

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

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

#### Valuation of the Teachers' Pension Scheme

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

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the period amounted to £2,770k (2019/20: £2,558k).

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

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

### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £2,380k (2020: £2,179k), of which employer's contributions totaled £1,846k (2020: £1,720k) and employees' contributions totaled £534k (2020: £459k). The agreed contribution rates for future years are between 18.2 and 21.8 per cent for employers and 5.5 & 12.5 per cent 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.

The North Yorkshire Local Government Pension Scheme is in a deficit position and additional fixed contributions for the 3 year valuation period have been agreed on top of the primary contribution rate of 19.6%.

- April 20 – March 21 £Nil
- April 21 – March 22 £29,000
- April 22 – March 23 £61,000

The East Riding Pension Local Government Pension Scheme is in a deficit position and additional variable contributions for the 3 year valuation period have been agreed, to be calculated as a percentage of salary cost on top of the primary contribution rate of 18.2%.

- April 20 – March 21 3.6%
- April 21 – March 22 1.6%
- April 22 – March 23 0.0%



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### North Yorkshire Local Government Pension Scheme

Principal actuarial assumptions	2021	2020
Rate of increase in salaries	3.85%	3.45%
Rate of increase for pensions in payment/inflation	2.60%	2.20%
Discount rate for scheme liabilities	1.70%	1.70%
Inflation assumption (CPI)	2.60%	2.20%

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

	2021	2020
<i>Retiring today</i>		
Males	21.9	21.8
Females	24.0	23.9
<i>Retiring in 20 years</i>		
Males	23.6	23.5
Females	25.8	25.7

Sensitivity analysis	2021	2020
	£000	£000
Discount rate +0.1%	905	711
Discount rate -0.1%	938	737
Mortality assumption – 1 year increase	1,240	948
Mortality assumption – 1 year decrease	1,274	948
CPI rate +0.1%	134	105
CPI rate -0.1%	134	105

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

	2021	2020
	%	%
Equities	60.3	59.2
Gilts	14.3	20.0
Corporate bonds	4.1	-
Property	6.1	6.6
Cash and other liquid assets	1.7	3.6
Other	13.5	10.6
<b>Total market value of assets</b>	<b>100.0</b>	<b>100.0</b>

The actual return on scheme assets was £2.542 Million, 17.4% (2020: 10.7%)

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### East Riding Local Government Pension Scheme

Principal actuarial assumptions	2021	2020
Rate of increase in salaries	3.80%	3.10%
Rate of increase for pensions in payment/inflation	2.90%	2.20%
Discount rate for scheme liabilities	1.65%	1.70%
Inflation assumption (CPI)	2.90%	2.20%

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

	2021	2020
<i>Retiring today</i>		
Males	21.0	20.9
Females	23.7	23.3
<i>Retiring in 20 years</i>		
Males	22.2	21.8
Females	25.5	24.8

Sensitivity analysis	2021	2020
	£000	£000
Discount rate -0.1%	394	1,529
1 Year increase in Member life expectancy	632	N/A
Salary increase rate +0.1%	32	135
Pension Increase rate +0.1%	356	1,367

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

	2021	2020
	%	%
Equities	69	66
Bonds	18	16
Property	11	12
Cash and other liquid assets	2	6
<b>Total market value of assets</b>	<b>100</b>	<b>100</b>

The actual return on scheme assets was 17.7% (2020: (1.0%))

# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### Amount recognised in the Statement of Financial Activities

	2020/21 £000	2019/20 £000
Current service cost	4,325	3,590
Past service cost	-	13
Interest income	(364)	(116)
Interest cost	660	386
Benefit changes, gain/(loss) on curtailment and gain/(loss) on settlement	5	-
Total amount recognised in the SOFA	<u>4,626</u>	<u>3,873</u>

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

	2020/21 £000	2019/20 £000
Gain/(Loss) on Obligations	(5,863)	(1,120)
Gain/(Loss) on Assets	3,388	119
Total amount recognised in the SOFA	<u>(2,475)</u>	<u>(1,001)</u>

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

	2020/21 £000	2019/20 £000
<b>At 1 September</b>	(38,110)	(29,735)
Conversion of academy trusts	-	(2,813)
Current service cost	(4,325)	(3,656)
Interest cost	(660)	(630)
Employee contributions	(534)	(492)
Actuarial (gain)/loss	(5,863)	(1,120)
Benefits paid	180	349
Losses or gains on curtailments	(5)	-
Past service cost	-	(13)
<b>At 31 August</b>	<u>(49,317)</u>	<u>(38,110)</u>

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

	2020/21 £000	2019/20 £000
<b>At 1 September</b>	20,323	16,348
Conversion of academy trusts	-	1,636
Interest income	364	360
Actuarial gain/(loss)	3,388	119
Employer contributions	1,846	1,717
Employee contributions	534	492
Benefits paid	(180)	(349)
<b>At 31 August</b>	<u>26,275</u>	<u>20,323</u>



# Ebor Academy Trust

## Notes to the Financial Statements (continued)

### 30 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. 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 £16k (£0k:2020)
- The academy trust made the purchase at arm's 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 2020
- 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

The academy trust paid Mr T Moat, a member of the Senior Management Team £1k (£0k:2020) for the use of photographic and video equipment by the trust for the year.

- The academy trust made the purchase in accordance with its financial regulations and Mr Moat did not participate in the decision to purchase.
- In entering into the transaction the academy trust has complied with the requirements of the Academies Financial Handbook 2020

#### Employee Related Party Transactions

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 deputy headteacher. 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.

# **Ebor Academy Trust**

## **Notes to the Financial Statements (continued)**

Mr. M Brown, spouse of Mrs. G Brown, a member of the Senior Management Team & Accounting Officer, is employed by the academy trust as a 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.

All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying 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.