

Company Registration No. 10954886 (England and Wales)

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

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

# SOKE EDUCATION TRUST

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# SOKE EDUCATION TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

C Moss  
R Laurie  
N McCulloch  
C Spooner  
K Tighe (appointed 29 October 2018)

### Trustees

A Islam  
M Massey (Resigned 19 July 2019)  
G McIntosh  
M Palmer  
C Spooner (Chair)  
B Wilding (Accounting Officer)  
R Woodford  
N Hall (Resigned 2 April 2019)  
J Roach  
D Over (Appointed 8 October 2019)

### Soke Education Trust Senior Management Team

|                           |           |
|---------------------------|-----------|
| - Chief Executive Officer | B Wilding |
| - Chief Finance Officer   | C Day     |
|                           | R Simmons |
|                           | R Thrower |

### Senior management team

|                                     |                                                 |
|-------------------------------------|-------------------------------------------------|
| - Gunthorpe - Headteacher           | F Hollingsworth                                 |
| - Gunthorpe - Deputy Headteacher    | C Brattan                                       |
| - Gunthorpe - Assistant Headteacher | C Blake                                         |
| - John Clare - Headteacher          | R Simmons                                       |
| - John Clare - Deputy Headteacher   | S Nicolson                                      |
| - Werrington - Headteacher          | B Wilding                                       |
| - Werrington - Co-Headteacher       | R Simmons (appointed 1 September 2019)          |
| - Werrington - Deputy Headteacher   | C Moody                                         |
| - Werrington - Deputy Headteacher   | L Theadgill (resigned from post 31 August 2019) |
| - Wittering - Headteacher           | R Thrower                                       |
| - Wittering - Deputy Headteacher    | C Blake                                         |

### Company registration number

10954886 (England and Wales)

### Principal and registered office

Werrington Primary School  
Amberley Slope  
Werrington  
Peterborough  
Cambridgeshire  
PE4 6QG  
United Kingdom

# SOKE EDUCATION TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### **Academies operated**

Werrington Primary School  
Gunthorpe Primary School  
Wittering Primary School  
John Clare Primary School

### **Location**

Peterborough  
Peterborough  
Wittering  
Helpston

### **Principal**

B Wilding  
F Hollingsworth  
R Thrower  
R Simmons

### **Independent auditor**

Baldwins Audit Services  
Ruthlyn House  
90 Lincoln Road  
Peterborough  
Cambridgeshire  
PE1 2SP

### **Bankers**

Lloyds Bank  
27-31 Westgate  
Peterborough  
Cambridgeshire  
PE1 1YH

### **Solicitors**

Greenwoods GRM LLP  
Monkstone House  
City Road  
Peterborough  
PE1 1JE

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2019

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The trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Trust operates four (as of 1 September 2019 - five) primary Academies across Peterborough. Its schools have a combined pupil capacity of 1,790 and had a roll of 1,475 in the school census on the 3 October 2019.

#### **Structure, governance and management**

##### Constitution

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

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

##### Members' liability

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

##### Trustees' indemnities

In accordance with normal commercial practice the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £10,000,000 on any one claim.

##### Method of recruitment and appointment or election of trustees

The Trust Board shall comprise of Trustees or Directors of the Trust. The number of Trustees shall be not less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum. All Trustees on their appointment or election give a written undertaking to the Trustees to uphold the object of the Trust.

The company shall have the following Trustees:

- up to 8 Trustees,
- the Chief Executive Officer,
- and a minimum of 2 Parent Trustees elected in the event that no Local Governing Bodies are established.

The Members make any appointment of Trustees following a recruitment and selection process undertaken by the Trustees. This is based on a skills audit undertaken annually and suitable candidates' application via a curriculum vitae and interview.

#### **Local School Constituent Governing Body Structure**

The Articles outline that the Trustees may appoint committees to be known as Local Governing Bodies for each school.

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

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#### Policies and procedures adopted for the induction and training of trustees

The training and induction provided for new Trustees will depend on their existing experience. Where necessary, induction will provide training on charity and educational, legal and financial matters.

All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally few new Trustees in a year, induction tends to be done informally and is tailored specifically to the individual.

#### Organisational structure

Each constituent school has a local Governing Body to which the Trust Board delegates power, via the approved scheme of delegation. The local Governing Bodies have plenary sessions each term and a suite of committees which engage in the substantive work of the governance of each school. The activity of the full Governing Body meetings and of the committees of each constituent school is reported to the Trust Board each term via the Headteachers' reports.

Soke Education Trust is a Multi-Academy Trust consisting of five constituent schools from 1st September 2019, namely:

- Gunthorpe Primary School
- John Clare Primary School
- Northborough Primary School (converted 1 September 2019)
- Werrington Primary School
- Wittering Primary School

Each of these schools before conversion to Academy status was a local authority school. Soke Education Trust acts as Sponsor for Gunthorpe Primary School from conversion of the Trust on 1 January 2018.

Each school has its own local Governing Body, which exercises local control via an agreed and approved scheme of delegation set out from the Board of the Multi-Academy Trust. The composition of each local Governing Body is determined by each school and reflects key stakeholders of the school in its membership.

The scheme of delegation adopted by the Trust passes the responsibility for 100% of the budget allocation to each member school. Therefore, the local Governing Bodies are responsible for the financial management of their school. The budget plan for each school is approved by the full Governing Body and the monitoring of this and other financial management matters are delegated to the governing body at each school.

The Trust Board is made up of seven Trustees, the Chief Executive Officer and the Chair of Board. The Trust Board meets nine times a year to monitor the finances and educational progress of the pupils within each constituent school. The Trust Board has two sub-committees: the Audit, Finance and Risk (AFR) together with a Standards Committee. The Audit, Finance and Risk Committee meets six times a year to review in detail the financial affairs of each constituent school. The role of the committee is to maintain an oversight of the Trust's finances, governance, risk management, internal control and value for money framework. It reports its findings at each meeting of the Trust Board. The Standards Committee supports improvement of trust schools, using data to drive challenge. Both committees report their findings at each meeting of the Trust Board.

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

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

Pay has been set down through the School Teachers Pay and Conditions Document. The proposed changes to each of the pay spines have been approved across all the pay ranges and allowances for the September 2019 pay award are set out in the STPC Document 2019. Decisions about teachers' pay progression must be linked to the Performance Management Policy and are based on criteria set out in the School's Pay Policy 2019. The Pay Body will operate the Pay Policy as the 'relevant body', as defined in the STPC Document, and for the pay arrangements agreed for all the support staff which will:

- grade posts appropriately within the conditions of employment identified in the current STPC Document and the conditions of service for support staff employed by the Pay Body.
- take into account pay relativities between posts within the teachers of the Pay Body and support staff of the Pay Body.
- ensure that the annual appraisal of all teacher staff, including those absent from duty for any reason, is fairly and properly conducted in accordance with the School's Appraisal Policy as soon as possible, by 31 October 2019 at the latest; 31 December 2019 for the Headteacher.

#### Trade union facility time

##### Relevant union officials

Number of employees who were relevant union officials during the relevant period

-

Full-time equivalent employee number

-

##### Percentage of time spent on facility time

Percentage of time

Number of employees

0%

-

1%-50%

-

51%-99%

-

100%

-

##### Percentage of pay bill spent on facility time

Total cost of facility time

-

Total pay bill

5,020,168

Percentage of the total pay bill spent on facility time

-

##### Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours

-

#### Related parties and other connected charities and organisations

The Trust works alongside two other charities:

- Friends of John Clare (Charity number 1167008)
- Werrington Primary School PTA (Charity number 1106393)

Related party transactions have taken place in the Trust with the following individuals and companies:

- E4Education

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2019**

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### **Objectives and activities**

#### Objects and aims

Soke Education Trust was established 1 January 2018, set up as three founding schools, Werrington, Wittering and John Clare Primary, all within the Local Authority of Peterborough. During the process the Trust was asked to become a Sponsor for Gunthorpe Primary and therefore the Trust was established from inception with four schools.

The Trust is deliberately a Primary focused Multi Academy Trust and the schools within the Trust are able to share best practice, staffing expertise and common experiences within the Primary sector. The schools within the Trust also share common values, placing learners at the centre of everything that they do. With ambitions to Sustain high achievement, Empower confident learners and Transform the life opportunities for all, each school retains its own school identity.

Schools are led by the Headteacher and Local Governing Body, driving opportunity and school improvement, whilst retaining its own unique flavour and identity. We recognise the vast array of positive qualities and strengths within each of our schools. Working together and drawing upon this wealth of talent ensures that we provide the very best learning opportunities and enrichment for our pupils. The Scheme of Delegation enables the Governing Bodies of each school within the Trust, to ensure they can maintain their unique ethos and values.

The Trust is able to work collaboratively using expertise held within the Trust to share best practice. Aiming to drive down costs through collective purchasing, investment in school estates, greater flexibility with staffing resources and career development. Over time, as we grow, it is anticipated that greater centralisation of services will ensure increased efficiencies and internal expertise in specific areas, allowing school management to focus on teaching and improving learning outcomes for pupils.

The combination of our approach and being a purely primary focussed Trust makes us unique.

### **The Rationale**

Soke Education Trust is currently set up with three two form entry Primary schools and one small village Primary School, comprising approximately 1,400 pupils across the Trust. The Trust have been advised by the regional schools' commissioner that they need to grow to ensure financial stability. In order to build strong financial sustainability for the Trust, we would like to grow with the aim of having around 3,000 pupils. In order to achieve this, the Trust is inviting like-minded primary schools to partner within the Soke Education Trust family, building on a culture of school independence and collaborative working. Specifically, schools will not be called Academies, and will retain their autonomy.

### **Trust Strategic Objectives 2018-2021**

Soke Education Trust has four strategic goals for this period:

- Educational Excellence
- Inspirational Leadership
- Operational Efficiency
- Strategic Growth

#### **1. Educational Excellence**

Soke Education Trust provide the best education for all Trust pupils, of all abilities and backgrounds. We do this by:

- Fostering a culture of outstanding performance, to deliver academic excellence
- Utilising our best resources, skills and processes across the Trust
- Retaining, recruiting and training skilled and talented people
- Ongoing engagement with pupils, parents, governors and local educational authorities



# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2019**

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### 2. Inspirational Leadership

We aim to support and strengthen our leadership team to provide outstanding and dynamic leadership across the Trust. We will do this by:

- Empowering and developing our leaders, to deliver the Trust strategy
- Supporting the ongoing coaching and training of the Leadership Team
- Mentoring at all levels for all staff, teaching and non-teaching
- Promoting and rewarding best practice
- External benchmarking to drive improvement
- Encouraging engagement with all key stakeholders

### 3. Operational Excellence

We aim to operate to the highest standards and will achieve operational excellence by:

- Achieving targeted key performance indicators
- Identifying opportunities to review all contracts, utilising economies of scale
- Pursuing appropriate revenue opportunities
- Prudent financial management
- Ongoing monitoring & review

### 4. Strategic Growth

We aim to expand to c. 3,000 pupils within 5 years, by recruiting local like-minded primary schools. We will do this by:

- Proactive networking with relevant stakeholders, to drive the development of the Trust
- Researching, to identify schools who share our ethos and values
- Developing strong due diligence and onboarding processes, safeguarding the stability of the Trust
- Working alongside the Senior Management Team to ensure they have the capacity and skills to develop and grow the Trust
- Growing the Trust in a measured, way to ensure that standards are maintained and improved and that there is sufficient capacity to bring about transformation as required.

The Trust was formed to enable founding schools to take control of their own destiny, improving the education standards within their schools. This will be achieved by centralising core business functions, giving the Trust the ability to establish better buying capacity, contract negotiation, shared resources, educational expertise, process and best practice. The ultimate ambition being to transfer these savings into front line, quality-first teaching. A robust evidence-based strategic cost reduction plan will to be created to support our business plan.

With ever decreasing budgets and increasing costs, the Trust has to focus on achieving value for money, efficiency savings and building a robust business model for the future. In order to achieve strong financial sustainability for our schools, the board aims to grow to 3,000 pupils within the next 5 years. Local Governing Bodies will be held accountable for improving and sustaining the education of our pupils, whilst the Trust will provide the capacity to support this, to deliver our strategic aims

*"Each part of strategy must work together, autonomy demands accountability, a system led by the front line only works if there is sufficient capacity where it's needed."*

Source: DfE Strategy, 2015-2020)

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

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#### Public benefit

The Trustees confirm that they have complied with the duty to have due regard to the Charity Commission's general guidance on public benefit, "*Charities and Public Benefit*".

The Trust's public benefit is incorporated in its objectives, which are detailed on the Principal Activities section of this accounts report. The Trust considers that the Trust's aims are demonstrably to the public benefit. The Trust's aim is to advance, for the public benefit, the education of pupils in Peterborough and surrounding areas, in particular, but without prejudice to, the generality of the foregoing, by estimating, maintaining, carrying on, managing and developing schools, offering a broad curriculum.

Schools within the Trust provide facilities for recreational and other leisure time occupation for the community at large, in the interests of social welfare and with the interest of improving the life of the community.

#### **Achievements and performance**

The schools have performed well over the past 12 months with some notable improvements.

The sponsored school, Gunthorpe, continues to benefit from additional capacity aimed at improving outcomes with support from the Trust, as well as external school improvement partners.

#### Key performance indicators

##### **Soke Education Trust Performance Report against 2019 National Data Outcomes shown below**

EYFS – Good Level of Development (GLD)/ Phonics Screening Check 1/Phonics Screening Check 2/KS1 Teacher Assessment and KS2 SAT's.

(KS2 Reading and Mathematics results show actual test results. Writing results are teacher assessments.)

| EYFS GLD      |     |
|---------------|-----|
| National 2019 | 72% |
| Gunthorpe     | 75% |
| John Clare    | 80% |
| Werrington    | 80% |
| Wittering     | 71% |

| Phonics       |                |
|---------------|----------------|
| National 2019 | Y1 82%         |
| Gunthorpe     | Y1 75% Y2 83%  |
| John Clare    | Y1 83% Y2 100% |
| Werrington    | Y1 87% Y2 90%  |
| Wittering     | Y1 85% Y2 98%  |

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

|                |                 |           |                 |                 |                 |
|----------------|-----------------|-----------|-----------------|-----------------|-----------------|
| KS1            |                 | R         | Wr              | Ma              |                 |
| National 2019  |                 | EXS 75%   | EXS 69%         | EXS 76%         |                 |
|                |                 | GDS 25%   | GDS 15%         | GDS 22%         |                 |
| Gunthorpe      |                 | EXS 70%   | EXS 63%         | EXS 80%         |                 |
|                |                 | GDS 30%   | GDS 20%         | GDS 18%         |                 |
| John Clare     |                 | EXS 91%   | EXS 91%         | EXS 95%         |                 |
|                |                 | GDS 30%   | GDS 27%         | GDS 32%         |                 |
| Werrington     |                 | EXS 75%   | EXS 72%         | EXS 77%         |                 |
|                |                 | GDS 26%   | GDS 12%         | GDS 23%         |                 |
| Wittering      |                 | EXS 80%   | EXS 70%         | EXS 76%         |                 |
|                |                 | GDS 20%   | GDS 20%         | GDS 22%         |                 |
| KS2            | R               | Wr        | Ma              | GPS             | Comb            |
| *National 2019 | EXS 73%         | EXS 78%   | EXS 79%         | EXS 78%         | EXS 65%         |
|                | GDS 20%         | GDS 27%   | GDS 20%         | APS 106         | GDS 10.5%       |
|                | APS 104         |           | APS 105         |                 |                 |
| Gunthorpe      | EXS 50%         | EXS 63%   | EXS 57%         | EXS 73%         | EXS 38%         |
|                | GDS 7%          | GDS 7%    | GDS 10%         | GDS 13%         | GDS 3%          |
|                | APS 93.2        | Prog -1.1 | APS 94.3        | APS 96.4        |                 |
|                | Prog -2.8       |           | Prog -2.4       |                 |                 |
| John Clare     | EXS 85% GDS 54% | EXS 77%   | EXS 69% GDS 23% | EXS 69% GDS 38% | EXS 69% GDS 15% |
|                | APS 109.7       | GDS 46%   | APS 105.7       | APS 107.7       |                 |
|                | Prog +3.5       | Prog +0.1 | Prog -0.8       |                 |                 |
|                |                 |           |                 |                 |                 |
| Werrington     | EXS 90%         | EXS 80%   | EXS 86%         | EXS 80%         | EXS 69.5%       |
|                | GDS 34%         | GDS 14%   | GDS 32%         | GDS 29%         | GDS 8%          |
|                | APS 106.7       | Prog -2.6 | APS 106.7       | APS 105.5       |                 |
|                | Prog +0.7       |           | Prog +0.6       |                 |                 |
| Wittering      | EXS 86%         | EXS 82%   | EXS 91%         | EXS 79%         | EXS 77%         |
|                | GDS 18%         | GDS 16%   | GDS 25%         | GDS 27%         | GDS 2%          |
|                | APS 105.4       | Prog -0.9 | APS 105.8       | APS 106.2       |                 |
|                | Prog -0.7       |           | Prog +0.1       |                 |                 |

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

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\*National Outcomes are Provisional

*Note: Northborough data not included as conversion took place 1 September 2019.*

#### **Key Performance Indicators**

The Trust regularly monitors the performance of all Trust schools. The key performance indicators regularly reviewed by Trustees are:

- Financial stability, through a budget setting strategy and integrated curriculum financial planning
- Cost savings
- Pupils on roll
- Year on year improvement of Gunthorpe school, (completion by September 2019)
- All schools Ofsted "ready" by November 2019
- All schools successful Ofsted visits achieved.
- Year on year improvement of individual school performance
- Continuous Reporting Document

#### **Going concern**

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

#### **Financial review**

Most of the school's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2019 and the associated expenditure are shown as restricted funds in the statement of financial activities.

During the period, the schools within the Trust received total funding of £6,316,624 compared to total resources expended of £6,353,615 to give a deficit for the period of £36,991.

Taking into account the surplus brought forward inherited from the former local authority schools, the Trust has £5,000,023 in accumulated reserves carried forward.

The Trustees consider an appropriate level of reserves to be no more than two months' total expenditure, to insulate the Trust in the event of ESFA funding becoming interrupted, and the carry forward at 31 August 2019 is considered to be in line with this objective.

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

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#### Reserves policy

The Trust's 'free' reserves are its funds after excluding restricted funds. 'Reserves' are therefore the resources the Trust has or can make available to spend for any or all of the Trust's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'free reserves' represent income to an individual constituent school which is to be spent at the Trustees' discretion in furtherance of any of the Trust's objects, but which is not yet spent, committed or designated.

The Trustees intend to review the reserve levels of the Trust annually. This review will encompass the nature of income and expenditure streams. The Trustees have determined that the GAG monies received is spent on the pupils in the school at the current time and to retain a modest reserve in each school. The Trustees have determined that the appropriate level of free reserves should be equivalent to a maximum 32 days' expenditure, which is approximately £563,888. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The Trust's current level of free reserves is £929,885.

The level of restricted funds at the period end, excluding the restricted fixed asset fund; and the pension reserve, amounted to £514,274. Reserves are held at all constituent schools.

Trustees recognise the need to hold reserves in excess of the 32 days to cover future uncertainty. Following this year's budget setting process including integrated curriculum financial planning, it was identified that the financial year 2019-20 would ensure in year balanced budgets in all schools. However, 2020-21 onwards identified that in some schools carried forward reserves in excess of 32 days would need to be utilised in order to maintain the current standard of provision. Therefore the Trust has been prudent to build up a level of reserves to ensure sustainability in future years.

#### Investment policy

Soke Education Trust aims to spend public monies with which it has been entrusted for the direct educational benefit of pupils as soon as is prudent. The Trustees do not consider the investment of surplus funds as a primary activity, rather than as a good result of sound financial management as and when circumstances allow.

The 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. In addition, the Trust aims to invest surplus cash funds to optimise returns, but ensuring the investment instruments are such that there is no risk to the loss of these cash funds.

Each school within the Trust will prepare such budgets and cash flow forecasts as are required to ensure viability and sustainability for the activities of each school.

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2019**

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### Principal risks and uncertainties

The Trustees of Soke Education Trust have overall responsibility and ultimate decision-making authority for all the work of the Company, including the establishing and running of schools. This is largely exercised through strategic planning and the setting of policy. It is managed through business planning, monitoring of budgets, performance management, the setting of standards and the implementation of quality management processes. The Trustees have the power to direct change where required.

The Trustees have delegated authority for the running of each of constituent its schools to local Governing Bodies, who in turn also fulfil a largely strategic role in their conduct of the schools by further delegating authority to a Headteacher and senior management team who are responsible for the internal organisation, management and control of the school on a day to day basis.

Based on the above process, the Audit, Finance and Risk committee undertakes a comprehensive review of the risks to which the Trust is exposed by regularly reviewing the risk management policy and risk register. The committee identifies systems and procedures, including specific preventable actions, which should mitigate any potential negative impact on any of the individual schools.

The internal controls for managing risks deemed as medium and high are incorporated into an annual risk management action plan. The effectiveness of the Trust's internal controls in managing the risks identified is regularly monitored.

# **SOKE EDUCATION TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2019**

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A thorough appraisal will be undertaken in the year of the existing risks and any emerging risks, for example, those arising from changes to national funding policy and/or local circumstances. In addition to the annual review, the Audit, Finance and Risk committee will also consider any risks which arise during the year, for example, as a result of a new area of work being undertaken by the Trust.

A risk register, covering low, medium and high-level risks, is maintained at Trust level. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the Trust and the actions being taken to reduce and mitigate the risks. Risks are prioritised as low, medium and high using a consistent scoring system.

The Trust's approach to risk management raises awareness of risk throughout the whole of the Trust. In addition, Head Teachers incorporate risk management in their reports and school improvement plans.

Outlined below is a description of the principal risk factors that may affect the Trust. However, not all factors are within the Trust's control and other factors besides those listed below may also adversely affect the Trust.

#### **1. Government funding**

The Trust has considerable reliance on continued government funding through the Education and Skills Funding Agency (ESFA) and the Local Authority.

This risk has and will be mitigated in a number of ways:

- Funding is derived through a number of indirect arrangements;
- Considerable focus and investment are placed on maintaining and managing key relationships with the various funding bodies;
- Ensuring the school is focused on those priority sectors which will continue to benefit from public funding;
- Contingency planning embedded into the school budget process.

#### **2. Maintain adequate funding of pension liabilities**

The financial statements report the share of the local government pension scheme deficit on the Trusts' balance sheet in line with the requirements of FRS 102.

The Trust takes professional advice on this position and makes appropriate contributions on the basis of that advice to ensure the deficit does not become unmanageable.

#### **3. Pupil Strategy**

The Trust seeks to maintain its popularity, within each school, with current and prospective pupils by:

- ensuring the school delivers high quality education and training;
- maintaining outstanding success rates and good inspection outcomes; and
- investing in its teaching staff and resources.

With ongoing commitment to quality, the Trust provides up to date and well-resourced learning environments including resources that support and enrich a broad curriculum, technology and mobile technology resources are deployed widely ensuring good pupil access.

This places the Trust in an excellent position to attract new pupils into its schools.

#### **Fundraising**

The Trust is compliant with the recognised standards of fundraising set out in the Code of Fundraising Practice. Soke Education Trust does not use professional fundraisers and there have been no complaints received by the Trust about fund raising activities carried out by the Trust in the year. All schools raise funds for a number of registered charities. These funds are raised through sponsorship and donations; there is no obligation for any child/parent to donate. All funds/donations collected are given to the relevant charity in a timely manner.

# SOKE EDUCATION TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2019**

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### **Plans for future periods**

The Trust is seeking to exploit the opportunities afforded by conversion to academy status. This is achieved by utilising increased financial resources and governance freedoms to improve further the standard of teaching and learning but also, importantly, to improve the Trust estate. The lack of clarity on future funding arrangements for schools places a degree of uncertainty around the education sector and makes medium to long term planning difficult. The DfE and ESFA have now implemented a national funding formula.

Pupil and sport premium has enabled each school to continue to work towards closing the achievement gap for disadvantaged pupils, with focused activity planned in each constituent school.

Schools across the Trust employ professional support in the development of plans for submission to the Condition Improvement Fund (CIF) for the improvement of buildings where conditions are substandard.

The Trust intends to expand and grow the number of schools and as such has made a number of presentations to local schools with a common interest. A new school Academy Joiner pack has been created and will be used as part of the due diligence process, prior to conversion.

### **Funds held as custodian trustee on behalf of others**

There are no funds held as Custodian Trustee on behalf of others.

### **Auditor**

In so far as the trustees are aware:

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

A resolution proposing that Baldwins Audit Services be reappointed as auditor of the charitable company will be put to the members.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 26/11/19 and signed on its behalf by:



C Spooner  
Chair



# SOKE EDUCATION TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2019**

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### Scope of responsibility

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

The Trust Board has delegated the day-to-day responsibility to the Mr Wilding, CEO 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 Soke Education Trust and the Secretary of State for Education. They are also responsible for reporting to the Trust Board 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 9 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

| Trustees                          | Meetings attended | Out of possible |
|-----------------------------------|-------------------|-----------------|
| A Islam                           | 3                 | 9               |
| M Massey (Resigned 19 July 2019)  | 3                 | 9               |
| G McIntosh                        | 5                 | 9               |
| M Palmer                          | 6                 | 9               |
| C Spooner (Chair)                 | 9                 | 9               |
| B Wilding (Accounting Officer)    | 9                 | 9               |
| R Woodford                        | 8                 | 9               |
| N Hall (Resigned 2 April 2019)    | 4                 | 7               |
| J Roach                           | 7                 | 9               |
| D Over (Appointed 8 October 2019) | 0                 | 0               |

Each school manages its own financial affairs and has a local Governing Body to oversee this.

The Trust budget is approved by the Trust Board annually with the management and review of this being delegated to a subcommittee with responsibility for financial matters.

The Audit, Finance and Risk committee is a sub-committee of the main Board of Trustees. Its purpose is to maintain an oversight of the Trust's finances, governance, risk management, internal control and value for money framework. The Audit, Finance and Risk Committee has formally met 6 times during the period. Attendance during the period at meetings of the Audit, Finance and Risk Committee was as follows:

Attendance at meetings in the year was as follows:

| Trustees                       | Meetings attended | Out of possible |
|--------------------------------|-------------------|-----------------|
| A Islam                        | 4                 | 6               |
| G McIntosh                     | 2                 | 6               |
| M Palmer                       | 4                 | 6               |
| B Wilding (Accounting Officer) | 5                 | 6               |
| R Woodford                     | 6                 | 6               |
| N Hall (Resigned 2 April 2019) | 3                 | 4               |

# SOKE EDUCATION TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2019

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#### **Review of value for money**

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

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

- identifying cost savings when purchasing resources
- identified savings that could be made by purchasing as a Trust
- review of all contracts across the whole Trust
- re-tendering for the Trust longer term and high value contracts

#### **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 Soke Education Trust for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and accounts.

#### **Capacity to handle risk**

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of trustees.

#### **The risk and control framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the finance and general purposes 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.

# SOKE EDUCATION TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2019**

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The board of trustees has considered the need for a specific internal audit function and has decided not appoint an Internal Auditor.

However, the Trustees have appointed Baldwins Audit Services, the external auditor, to perform additional checks. Baldwins Audit Services were appointed to carry out the function of Responsible Officer whose role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems.

During the period, the Responsible Officer reported to the Board of Trustees twice in the year on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

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

- testing of income received
- testing of purchase systems
- testing expenses claims and gifts
- testing of control account/ bank reconciliations
- reviewing for fraud
- payroll
- bank reconciliation

### **Review of effectiveness**

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

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Headteachers of the individual constituent schools through their termly report to the Board of Trustees and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 26/11/19 and signed on its behalf by:



C Spooner  
Chair



B Wilding  
Accounting Officer

# **SOKE EDUCATION TRUST**

## **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

***FOR THE YEAR ENDED 31 AUGUST 2019***

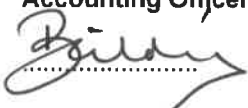
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As accounting officer of Soke Education Trust I have considered my responsibility to notify the academy trust board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and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

I confirm that I and the academy trust's board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2018.

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.

B Wilding  
Accounting Officer

  
26/11/19

# SOKE EDUCATION TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2019**

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The trustees (who are also the directors of Soke Education Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2018 to 2019 published by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

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

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

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

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

Approved by order of the members of the board of trustees on 26/11/19 and signed on its behalf by:



C Spooner  
Chair

# **SOKE EDUCATION TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOKE EDUCATION TRUST**

**FOR THE YEAR ENDED 31 AUGUST 2019**

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### **Opinion**

We have audited the accounts of Soke Education Trust for the year ended 31 August 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the accounts:

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

### **Basis for opinion**

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

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

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

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

### **Other information**

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

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

We have nothing to report in this regard.

# SOKE EDUCATION TRUST

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

**FOR THE YEAR ENDED 31 AUGUST 2019**

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

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

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

### **Matters on which we are required to report by exception**

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

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

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

### **Responsibilities of trustees**

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

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

### **Auditor's responsibilities for the audit of the accounts**

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

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

# **SOKE EDUCATION TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOKE EDUCATION TRUST (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2019**

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### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



**Mr Mark Jackson FCA DChA (Senior Statutory Auditor)**  
**for and on behalf of Baldwins Audit Services**

**4.12.2019**

**Statutory Auditor**

Ruthlyn House  
90 Lincoln Road  
Peterborough  
Cambridgeshire  
PE1 2SP



# SOKE EDUCATION TRUST

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

**FOR THE YEAR ENDED 31 AUGUST 2019**

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In accordance with the terms of our engagement letter dated 30 September 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Soke Education Trust during the period 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Soke Education Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Soke Education Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Soke Education Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Soke Education Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Soke Education Trust's funding agreement with the Secretary of State for Education dated 19 December 2017 and the Academies Financial Handbook, extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- a review of the activities of the academy, by reference to sources of income and other information available to us;
- sample testing of expenditure, including payroll;
- a review of minutes of Governors' and Trustee's meetings.

## SOKE EDUCATION TRUST

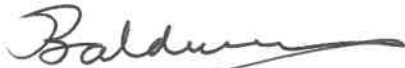
### INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SOKE EDUCATION TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2019**

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#### **Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



#### **Reporting Accountant**

Baldwins Audit Services  
Ruthlyn House  
90 Lincoln Road  
Peterborough  
Cambridgeshire  
PE1 2SP

Dated: 4.12.2019

# SOKE EDUCATION TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2019

|                                                             |          | Unrestricted<br>Funds | Restricted funds:<br>General Fixed asset |                 | Total<br>2019    | Total<br>2018<br>as restated |
|-------------------------------------------------------------|----------|-----------------------|------------------------------------------|-----------------|------------------|------------------------------|
|                                                             | Notes    | £                     | £                                        | £               | £                | £                            |
| <b>Income and endowments from:</b>                          |          |                       |                                          |                 |                  |                              |
| Donations and capital grants                                | 3        | 26,308                | 10,176                                   | 140,542         | 177,026          | 40,837                       |
| Donations - transfer from local authority on conversion     |          | -                     | -                                        | -               | -                | 5,535,352                    |
| Charitable activities:                                      |          |                       |                                          |                 |                  |                              |
| - Funding for educational operations                        | 4        | 130,211               | 5,850,616                                | -               | 5,980,827        | 3,761,257                    |
| Other trading activities                                    | 5        | 152,713               | 5,307                                    | -               | 158,020          | 105,098                      |
| Investments                                                 | 6        | 653                   | 98                                       | -               | 751              | 419                          |
| <b>Total</b>                                                |          | <b>309,885</b>        | <b>5,866,197</b>                         | <b>140,542</b>  | <b>6,316,624</b> | <b>9,442,963</b>             |
| <b>Expenditure on:</b>                                      |          |                       |                                          |                 |                  |                              |
| Charitable activities:                                      |          |                       |                                          |                 |                  |                              |
| - Educational operations                                    | 9        | 232,469               | 5,917,165                                | 203,981         | 6,353,615        | 4,007,949                    |
| <b>Total</b>                                                | <b>7</b> | <b>232,469</b>        | <b>5,917,165</b>                         | <b>203,981</b>  | <b>6,353,615</b> | <b>4,007,949</b>             |
| <b>Net income/(expenditure)</b>                             |          | <b>77,416</b>         | <b>(50,968)</b>                          | <b>(63,439)</b> | <b>(36,991)</b>  | <b>5,435,014</b>             |
| Transfers between funds                                     | 19       | (11,225)              | 11,225                                   | -               | -                | -                            |
| <b>Other recognised gains/(losses)</b>                      |          |                       |                                          |                 |                  |                              |
| Actuarial (losses)/gains on defined benefit pension schemes | 21       | -                     | (795,000)                                | -               | (795,000)        | 397,000                      |
| <b>Net movement in funds</b>                                |          | <b>66,191</b>         | <b>(834,743)</b>                         | <b>(63,439)</b> | <b>(831,991)</b> | <b>5,832,014</b>             |
| <b>Reconciliation of funds</b>                              |          |                       |                                          |                 |                  |                              |
| Total funds brought forward                                 |          | 432,004               | (1,909,983)                              | 7,309,993       | 5,832,014        | -                            |
| Total funds carried forward                                 |          | 498,195               | (2,744,726)                              | 7,246,554       | 5,000,023        | 5,832,014                    |

# SOKE EDUCATION TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2019

| Comparative information<br>ended 31 August 2018<br>As restated | Notes | Unrestricted<br>Funds<br>£ | Restricted funds:<br>General | Fixed asset      | Total<br>2018<br>£ |
|----------------------------------------------------------------|-------|----------------------------|------------------------------|------------------|--------------------|
|                                                                |       | £                          | £                            | £                | £                  |
| <b>Income and endowments from:</b>                             |       |                            |                              |                  |                    |
| Donations and capital grants                                   | 3     | 10,662                     | -                            | 30,175           | 40,837             |
| Donations - transfer from local authority on conversion        |       | 415,872                    | (2,279,603)                  | 7,399,083        | 5,535,352          |
| Charitable activities:                                         |       |                            |                              |                  |                    |
| - Funding for educational operations                           | 4     | 64,922                     | 3,696,335                    | -                | 3,761,257          |
| Other trading activities                                       | 5     | 103,061                    | 2,037                        | -                | 105,098            |
| Investments                                                    | 6     | 419                        | -                            | -                | 419                |
| <b>Total</b>                                                   |       | <b>594,936</b>             | <b>1,418,769</b>             | <b>7,429,258</b> | <b>9,442,963</b>   |
| <b>Expenditure on:</b>                                         |       |                            |                              |                  |                    |
| Charitable activities:                                         |       |                            |                              |                  |                    |
| - Educational operations                                       | 9     | 162,932                    | 3,715,777                    | 129,240          | 4,007,949          |
| <b>Total</b>                                                   | 7     | <b>162,932</b>             | <b>3,715,777</b>             | <b>129,240</b>   | <b>4,007,949</b>   |
| <b>Net income/(expenditure)</b>                                |       | <b>432,004</b>             | <b>(2,297,008)</b>           | <b>7,300,018</b> | <b>5,435,014</b>   |
| Transfers between funds                                        | 19    | -                          | (9,975)                      | 9,975            | -                  |
| <b>Other recognised gains/(losses)</b>                         |       |                            |                              |                  |                    |
| Actuarial gains on defined benefit pension schemes             | 21    | -                          | 397,000                      | -                | 397,000            |
| <b>Net movement in funds</b>                                   |       | <b>432,004</b>             | <b>(1,909,983)</b>           | <b>7,309,993</b> | <b>5,832,014</b>   |
| <b>Reconciliation of funds</b>                                 |       |                            |                              |                  |                    |
| Total funds brought forward                                    |       | -                          | -                            | -                | -                  |
| Total funds carried forward                                    |       | <b>432,004</b>             | <b>(1,909,983)</b>           | <b>7,309,993</b> | <b>5,832,014</b>   |

# SOKE EDUCATION TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2019

|                                                |       | 2019             |                  | 2018<br>as restated |                  |
|------------------------------------------------|-------|------------------|------------------|---------------------|------------------|
|                                                | Notes | £                | £                | £                   | £                |
| <b>Fixed assets</b>                            |       |                  |                  |                     |                  |
| Tangible assets                                | 14    |                  | 7,217,222        |                     | 7,293,792        |
| <b>Current assets</b>                          |       |                  |                  |                     |                  |
| Debtors                                        | 16    | 198,231          |                  | 198,018             |                  |
| Investments                                    |       | 2,766            |                  | 2,766               |                  |
| Cash at bank and in hand                       |       | 1,245,327        |                  | 911,955             |                  |
|                                                |       | <u>1,446,324</u> |                  | <u>1,112,739</u>    |                  |
| <b>Current liabilities</b>                     |       |                  |                  |                     |                  |
| Creditors: amounts falling due within one year | 17    | (404,523)        |                  | (363,517)           |                  |
| <b>Net current assets</b>                      |       |                  | <u>1,041,801</u> |                     | <u>749,222</u>   |
| <b>Net assets excluding pension liability</b>  |       |                  | <u>8,259,023</u> |                     | <u>8,043,014</u> |
| Defined benefit pension scheme liability       | 21    |                  | (3,259,000)      |                     | (2,211,000)      |
| <b>Total net assets</b>                        |       |                  | <u>5,000,023</u> |                     | <u>5,832,014</u> |
| <b>Funds of the academy trust:</b>             |       |                  |                  |                     |                  |
| <b>Restricted funds</b>                        | 19    |                  |                  |                     |                  |
| - Fixed asset funds                            |       |                  | 7,246,554        |                     | 7,309,993        |
| - Restricted income funds                      |       |                  | 514,274          |                     | 301,017          |
| - Pension reserve                              |       |                  | (3,259,000)      |                     | (2,211,000)      |
| <b>Total restricted funds</b>                  |       |                  | <u>4,501,828</u> |                     | <u>5,400,010</u> |
| <b>Unrestricted income funds</b>               | 19    |                  | <u>498,195</u>   |                     | <u>432,004</u>   |
| <b>Total funds</b>                             |       |                  | <u>5,000,023</u> |                     | <u>5,832,014</u> |

The accounts on pages 25 to 51 were approved by the trustees and authorised for issue on 26/11/19 and are signed on their behalf by:



C Spooner  
Chair

Company Number 10954886

# SOKE EDUCATION TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2019

|                                                                          |       | 2019     |                         | 2018<br>as restated |                       |
|--------------------------------------------------------------------------|-------|----------|-------------------------|---------------------|-----------------------|
|                                                                          | Notes | £        | £                       | £                   | £                     |
| <b>Cash flows from operating activities</b>                              |       |          |                         |                     |                       |
| Net cash provided by operating activities                                | 22    |          | 208,287                 |                     | 307,671               |
| Cash funds transferred on conversion                                     |       |          | -                       |                     | 605,811               |
|                                                                          |       |          | <u>208,287</u>          |                     | <u>913,482</u>        |
| <b>Cash flows from investing activities</b>                              |       |          |                         |                     |                       |
| Dividends, interest and rents from investments                           |       | 751      |                         | 419                 |                       |
| Capital grants from DfE Group                                            |       | 109,013  |                         | 30,175              |                       |
| Capital funding received from sponsors and others                        |       | 31,529   |                         | -                   |                       |
| Purchase of tangible fixed assets                                        |       | (16,208) |                         | (29,355)            |                       |
| Purchase of investments                                                  |       | -        |                         | (2,766)             |                       |
|                                                                          |       |          | <u>125,085</u>          |                     | <u>(1,527)</u>        |
| <b>Net cash provided by/(used in) investing activities</b>               |       |          | <u>125,085</u>          |                     | <u>(1,527)</u>        |
| <b>Net increase in cash and cash equivalents in the reporting period</b> |       |          | <u>333,372</u>          |                     | <u>911,955</u>        |
| Cash and cash equivalents at beginning of the year                       |       |          | <u>911,955</u>          |                     | <u>-</u>              |
| <b>Cash and cash equivalents at end of the year</b>                      |       |          | <u><u>1,245,327</u></u> |                     | <u><u>911,955</u></u> |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2019

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#### 1 Accounting policies

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

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

##### 1.1 Basis of preparation

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

Soke Education Trust meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

##### 1.2 Going concern

The trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts 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 accounts.

##### 1.3 Income

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

###### Grants

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

General Annual Grant is recognised in full in the statement of financial activities in the period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

###### 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.

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

---

### 1 Accounting policies

(Continued)

#### Other income

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

#### Transfer of assets on conversion

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

### 1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

#### Expenditure on raising funds

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

#### Charitable activities

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

#### Governance costs

These include the costs attributable to the academy trust's compliance with constitutional and statutory requirements, including audit, strategic management, trustees' meetings and reimbursed expenses.

### 1.5 Tangible fixed assets and depreciation

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

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



# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 1 Accounting policies

(Continued)

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

|                                |                                                          |
|--------------------------------|----------------------------------------------------------|
| Leasehold land and buildings   | Buildings 2% straight line of cost. Land not depreciated |
| Computer equipment             | 33% straight line of cost                                |
| Fixtures, fittings & equipment | 12.5% straight line of cost                              |

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

#### 1.6 Liabilities

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

#### 1.7 Leased assets

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

#### 1.8 Investments

Current asset investments are stated at market value.

One of the schools within the Trust has control over investment funds in the name of Helpston County Primary School Trust, the income from which can be applied for use within that school.

#### 1.9 Financial instruments

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

##### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

##### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

### 1 Accounting policies

(Continued)

#### 1.10 Taxation

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

#### 1.11 Pensions benefits

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

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

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

#### 1.12 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.

### 2 Critical accounting estimates and areas of judgement

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

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

### 2 Critical accounting estimates and areas of judgement

(Continued)

#### 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

### 3 Donations and capital grants

|                 | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2019<br>£ | Total<br>2018<br>£ |
|-----------------|----------------------------|--------------------------|--------------------|--------------------|
| Capital grants  | -                          | 130,737                  | 130,737            | 30,175             |
| Other donations | 26,308                     | 19,981                   | 46,289             | 10,662             |
|                 | <u>26,308</u>              | <u>150,718</u>           | <u>177,026</u>     | <u>40,837</u>      |

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

|                                | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2019<br>£ | Total<br>2018<br>£ |
|--------------------------------|----------------------------|--------------------------|--------------------|--------------------|
| <b>DfE / ESFA grants</b>       |                            |                          |                    |                    |
| General annual grant (GAG)     | -                          | 4,776,030                | 4,776,030          | 3,137,316          |
| Other DfE group grants         | -                          | 737,509                  | 737,509            | 447,000            |
|                                | <u>-</u>                   | <u>5,513,539</u>         | <u>5,513,539</u>   | <u>3,584,316</u>   |
| <b>Other government grants</b> |                            |                          |                    |                    |
| Local authority grants         | -                          | 157,361                  | 157,361            | 96,899             |
|                                | <u>-</u>                   | <u>157,361</u>           | <u>157,361</u>     | <u>96,899</u>      |
| <b>Other funding</b>           |                            |                          |                    |                    |
| Other incoming resources       | 130,211                    | 179,716                  | 309,927            | 80,042             |
|                                | <u>130,211</u>             | <u>179,716</u>           | <u>309,927</u>     | <u>80,042</u>      |
| <b>Total funding</b>           | <u>130,211</u>             | <u>5,850,616</u>         | <u>5,980,827</u>   | <u>3,761,257</u>   |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

### 5 Other trading activities

|                 | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2019<br>£ | Total<br>2018<br>£ |
|-----------------|----------------------------|--------------------------|--------------------|--------------------|
| Lettings        | 25,700                     | -                        | 25,700             | 16,486             |
| Catering income | 103,601                    | -                        | 103,601            | 68,408             |
| Other income    | 23,412                     | 5,307                    | 28,719             | 20,204             |
|                 | <u>152,713</u>             | <u>5,307</u>             | <u>158,020</u>     | <u>105,098</u>     |

### 6 Investment income

|                         | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2019<br>£ | Total<br>2018<br>£ |
|-------------------------|----------------------------|--------------------------|--------------------|--------------------|
| Short term deposits     | 653                        | -                        | 653                | 419                |
| Other investment income | -                          | 98                       | 98                 | -                  |
|                         | <u>653</u>                 | <u>98</u>                | <u>751</u>         | <u>419</u>         |

### 7 Expenditure

|                                  | Staff costs<br>£ | Non Pay Expenditure<br>Premises<br>£ | Other<br>£     | Total<br>2019<br>£ | Total<br>2018<br>£ |
|----------------------------------|------------------|--------------------------------------|----------------|--------------------|--------------------|
|                                  |                  |                                      |                |                    | <b>As restated</b> |
| Academy's educational operations |                  |                                      |                |                    |                    |
| - Direct costs                   | 4,009,149        | -                                    | 443,631        | 4,452,780          | 2,807,523          |
| - Allocated support costs        | 977,800          | 451,777                              | 471,258        | 1,900,835          | 1,200,426          |
|                                  | <u>4,986,949</u> | <u>451,777</u>                       | <u>914,889</u> | <u>6,353,615</u>   | <u>4,007,949</u>   |

Net income/(expenditure) for the year includes:

|                                                   | 2019<br>£ | 2018<br>£          |
|---------------------------------------------------|-----------|--------------------|
|                                                   |           | <b>As restated</b> |
| Fees payable to auditor for:                      |           |                    |
| - Audit                                           | 11,500    | 11,500             |
| - Other services                                  | 6,008     | 6,234              |
| Depreciation of tangible fixed assets             | 92,778    | 80,563             |
| Net interest on defined benefit pension liability | 64,000    | 43,000             |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 8 Central services

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

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

The academy trust charges for these services on the following basis:

- flat percentage of GAG currently set at 3.5%

The amounts charged during the year were as follows:

|                           | 2019<br>£      | 2018<br>£      |
|---------------------------|----------------|----------------|
| Werrington Primary School | 52,563         | 34,591         |
| Gunthorpe Primary School  | 57,794         | 35,970         |
| Wittering Primary School  | 17,092         | 27,333         |
| John Clare Primary School | 43,565         | 11,219         |
|                           | <u>171,014</u> | <u>109,113</u> |

### 9 Charitable activities

|                        | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2019<br>£ | Total<br>2018<br>£ |
|------------------------|----------------------------|--------------------------|--------------------|--------------------|
|                        |                            |                          |                    | As restated        |
| <b>Direct costs</b>    |                            |                          |                    |                    |
| Educational operations | 96,406                     | 4,356,374                | 4,452,780          | 2,807,523          |
| <b>Support costs</b>   |                            |                          |                    |                    |
| Educational operations | 136,063                    | 1,764,772                | 1,900,835          | 1,200,426          |
|                        | <u>232,469</u>             | <u>6,121,146</u>         | <u>6,353,615</u>   | <u>4,007,949</u>   |

#### Analysis of costs

##### Direct costs

|                                              | 2019<br>£        | 2018<br>£        |
|----------------------------------------------|------------------|------------------|
| Teaching and educational support staff costs | 4,009,149        | 2,596,897        |
| Staff development                            | 33,219           | 17,827           |
| Technology costs                             | 38,906           | 27,650           |
| Educational supplies and services            | 239,854          | 100,137          |
| Other direct costs                           | 131,652          | 65,012           |
|                                              | <u>4,452,780</u> | <u>2,807,523</u> |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 9 Charitable activities

(Continued)

|                                       | Total<br>2019<br>£ | Total<br>2018<br>£<br>As restated |
|---------------------------------------|--------------------|-----------------------------------|
| <b>Support costs</b>                  |                    |                                   |
| Support staff costs                   | 977,800            | 662,706                           |
| Depreciation                          | 92,778             | 80,563                            |
| Maintenance of premises and equipment | 167,545            | 66,531                            |
| Cleaning                              | 37,283             | 13,437                            |
| Energy costs                          | 82,715             | 54,375                            |
| Rent, rates and other occupancy costs | 41,790             | 38,804                            |
| Insurance                             | 29,666             | 20,303                            |
| Catering                              | 189,679            | 121,019                           |
| Finance costs                         | 64,000             | 43,000                            |
| Other support costs                   | 141,319            | 48,745                            |
| Governance costs                      | 76,260             | 50,943                            |
|                                       | <u>1,900,835</u>   | <u>1,200,426</u>                  |

### 10 Governance costs

|                                          | Total<br>2019<br>£ | Total<br>2018<br>£ |
|------------------------------------------|--------------------|--------------------|
| <b>All from restricted funds:</b>        |                    |                    |
| <b>Amounts included in support costs</b> |                    |                    |
| Legal and professional fees              | 58,752             | 33,209             |
| Auditor's remuneration                   |                    |                    |
| - Audit of financial statements          | 11,500             | 11,500             |
| - Other audit costs                      | 6,008              | 6,234              |
|                                          | <u>76,260</u>      | <u>50,943</u>      |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 11 Staff

#### Staff costs

Staff costs during the year were:

|                                         | 2019<br>£ | 2018<br>£<br>(8 months) |
|-----------------------------------------|-----------|-------------------------|
| Wages and salaries                      | 3,516,541 | 2,384,382               |
| Social security costs                   | 305,982   | 195,222                 |
| Pension costs                           | 1,050,650 | 610,148                 |
| Amounts paid to employees               | 4,873,173 | 3,189,752               |
| Agency staff costs                      | 113,776   | 57,301                  |
| Staff restructuring costs               | -         | 12,550                  |
| Amounts paid to staff                   | 4,986,949 | 3,259,603               |
| Staff development and other staff costs | 33,219    | 17,827                  |
| Total staff expenditure                 | 5,020,168 | 3,277,430               |
| Staff restructuring costs comprise:     |           |                         |
| Severance payments                      | -         | 12,550                  |

#### Staff numbers

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

|                            | 2019<br>Number | 2018<br>Number |
|----------------------------|----------------|----------------|
| Teachers                   | 71             | 69             |
| Administration and support | 120            | 130            |
| Management                 | 5              | 5              |
|                            | 196            | 204            |

#### Higher paid staff

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

|                   | 2019<br>Number | 2018<br>Number |
|-------------------|----------------|----------------|
| £60,000 - £70,000 | 3              | -              |
| £80,000 - £90,000 | 1              | -              |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

### 11 Staff

(Continued)

#### Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £309,302 (2018 - £194,789).

### 12 Trustees' remuneration and expenses

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

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

B Wilding (accounting officer and trustee)

Remuneration £80,000 - £90,000 (2018 (8 months) - £55,000 - £60,000)

Employer's pension contributions £10,000 - £15,000 (2018 (8 months) - £5,000 - £10,000)

During the year ended 31 August 2019, no expenses were reimbursed or paid directly to trustees (2018 - £nil).

### 13 Trustees and officers insurance

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



# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 14 Tangible fixed assets

|                       | Leasehold<br>land and<br>buildings<br>£ | Computer<br>equipment<br>£ | Fixtures,<br>fittings &<br>equipment<br>£ | Total<br>£ |
|-----------------------|-----------------------------------------|----------------------------|-------------------------------------------|------------|
| <b>Cost</b>           |                                         |                            |                                           |            |
| At 1 September 2018   | 7,352,009                               | 5,154                      | 17,192                                    | 7,374,355  |
| Additions             | -                                       | 12,680                     | 3,528                                     | 16,208     |
| At 31 August 2019     | 7,352,009                               | 17,834                     | 20,720                                    | 7,390,563  |
| <b>Depreciation</b>   |                                         |                            |                                           |            |
| At 1 September 2018   | 79,125                                  | 378                        | 1,060                                     | 80,563     |
| Charge for the year   | 83,540                                  | 4,703                      | 4,535                                     | 92,778     |
| At 31 August 2019     | 162,665                                 | 5,081                      | 5,595                                     | 173,341    |
| <b>Net book value</b> |                                         |                            |                                           |            |
| At 31 August 2019     | 7,189,344                               | 12,753                     | 15,125                                    | 7,217,222  |
| At 31 August 2018     | 7,272,884                               | 4,776                      | 16,132                                    | 7,293,792  |

### 15 Financial instruments

|                                                 | 2019<br>£ | 2018<br>£ |
|-------------------------------------------------|-----------|-----------|
| <b>Carrying amount of financial assets</b>      |           |           |
| Trade debtors                                   | 5,350     | 1,482     |
| Accrued income                                  | 108,723   | 85,139    |
| Cash at bank and in hand                        | 1,245,327 | 911,955   |
| Debt instruments measured at cost               | 1,359,400 | 998,576   |
| <b>Carrying amount of financial liabilities</b> |           |           |
| Trade creditors                                 | 45,580    | 38,677    |
| Accruals                                        | 78,048    | 31,834    |
| Debt instruments measured at cost               | 123,628   | 70,511    |

### 16 Debtors

|                                | 2019<br>£ | 2018<br>£ |
|--------------------------------|-----------|-----------|
| Trade debtors                  | 5,350     | 1,482     |
| VAT recoverable                | 25,282    | 45,313    |
| Prepayments and accrued income | 167,599   | 151,223   |
|                                | 198,231   | 198,018   |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

|                                                          |                       |                       |
|----------------------------------------------------------|-----------------------|-----------------------|
| <b>17 Creditors: amounts falling due within one year</b> | <b>2019</b>           | <b>2018</b>           |
|                                                          | <b>£</b>              | <b>£</b>              |
| Trade creditors                                          | 45,580                | 38,677                |
| Other taxation and social security                       | 152,965               | 143,730               |
| Accruals and deferred income                             | 205,978               | 181,110               |
|                                                          | <u>404,523</u>        | <u>363,517</u>        |
|                                                          | <u><u>404,523</u></u> | <u><u>363,517</u></u> |
| <b>18 Deferred income</b>                                | <b>2019</b>           | <b>2018</b>           |
|                                                          | <b>£</b>              | <b>£</b>              |
| Deferred income is included within:                      |                       |                       |
| Creditors due within one year                            | 127,930               | 149,276               |
|                                                          | <u>127,930</u>        | <u>149,276</u>        |
|                                                          | <u><u>127,930</u></u> | <u><u>149,276</u></u> |
| Deferred income at 1 September 2018                      | 149,276               | -                     |
| Released from previous years                             | (149,276)             | -                     |
| Resources deferred in the year                           | 127,930               | 149,276               |
|                                                          | <u>127,930</u>        | <u>149,276</u>        |
| <b>Deferred income at 31 August 2019</b>                 | <b>127,930</b>        | <b>149,276</b>        |
|                                                          | <u><u>127,930</u></u> | <u><u>149,276</u></u> |

Deferred income includes amounts received in advance relating to Universal Infant School Meals, restricted donations that are repayable if not utilised and trips.

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 19 Funds

|                                     | Balance at<br>1 September<br>2018<br>£ | Income<br>£      | Expenditure<br>£   | Gains,<br>losses and<br>transfers<br>£ | Balance at<br>31 August<br>2019<br>£ |
|-------------------------------------|----------------------------------------|------------------|--------------------|----------------------------------------|--------------------------------------|
| <b>Restricted general funds</b>     |                                        |                  |                    |                                        |                                      |
| General Annual Grant (GAG)          | 138,407                                | 4,776,030        | (4,658,262)        | 11,225                                 | 267,400                              |
| Other DfE / ESFA grants             | 41,652                                 | 737,509          | (657,854)          | -                                      | 121,307                              |
| Other government grants             | -                                      | 157,361          | (157,361)          | -                                      | -                                    |
| Families Centre                     | 104,339                                | 15,483           | (44,290)           | -                                      | 75,532                               |
| JumpJet Book Club                   | 2,794                                  | -                | -                  | -                                      | 2,794                                |
| Helpston School Foundation          | 4,541                                  | -                | -                  | -                                      | 4,541                                |
| Other restricted funds              | 9,284                                  | 179,814          | (146,398)          | -                                      | 42,700                               |
| Pension reserve                     | (2,211,000)                            | -                | (253,000)          | (795,000)                              | (3,259,000)                          |
|                                     | <u>(1,909,983)</u>                     | <u>5,866,197</u> | <u>(5,917,165)</u> | <u>(783,775)</u>                       | <u>(2,744,726)</u>                   |
| <b>Restricted fixed asset funds</b> |                                        |                  |                    |                                        |                                      |
| Inherited on conversion             | 7,265,934                              | -                | (83,399)           | -                                      | 7,182,535                            |
| DfE group capital grants            | 16,201                                 | 130,737          | (103,703)          | (16,208)                               | 27,027                               |
| Purchased fixed assets              | 27,858                                 | -                | (9,379)            | 16,208                                 | 34,687                               |
| Big lottery fund                    | -                                      | 9,805            | (7,500)            | -                                      | 2,305                                |
|                                     | <u>7,309,993</u>                       | <u>140,542</u>   | <u>(203,981)</u>   | <u>-</u>                               | <u>7,246,554</u>                     |
| <b>Total restricted funds</b>       | <u>5,400,010</u>                       | <u>6,006,739</u> | <u>(6,121,146)</u> | <u>(783,775)</u>                       | <u>4,501,828</u>                     |
| <b>Unrestricted funds</b>           |                                        |                  |                    |                                        |                                      |
| General funds                       | 393,895                                | 305,564          | (222,723)          | (11,225)                               | 465,511                              |
| Wittering School Fund               | 38,109                                 | 4,321            | (9,746)            | -                                      | 32,684                               |
|                                     | <u>432,004</u>                         | <u>309,885</u>   | <u>(232,469)</u>   | <u>(11,225)</u>                        | <u>498,195</u>                       |
| <b>Total funds</b>                  | <u>5,832,014</u>                       | <u>6,316,624</u> | <u>(6,353,615)</u> | <u>(795,000)</u>                       | <u>5,000,023</u>                     |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

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### 19 Funds

(Continued)

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

General Annual Grant (GAG) must be used for the normal running costs of the Academy Trust.

Other DFE / ESFA Grants comprise of various grants awarded for specific projects, in particular to boost standards of attainment. Grants include Pupil Premium funding which is intended to support education for pupils from a disadvantaged background.

Local Government Grants include funding provided for pupils with Statements of Special Educational Needs and is used by the academy to assist with the pupils education.

Devolved capital funding is that provided to academies to use as it sees fit in areas such as improvements to buildings or facilities, or the repair or refurbishment of such.

Other capital grants are provided to the academy based on specific bids for individual projects.

Other income comprises various other receipts including school meals. The income is classed as restricted or unrestricted based on the nature of the income.

The pension reserve arises from the actuarial measurement of the Academy Trust's share of the Local Government Pension Scheme deficit. This is recorded as a provision. The actuarial cost of employing staff during the year is initially reflected in the normal running costs of the school in the restricted pension fund.

General Annual Grant must be used for the normal running costs of the Academy Trust. Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2019.

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

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 19 Funds

(Continued)

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

|                                     | Balance at<br>11 September<br>2017<br>£ | Income<br>£ | Expenditure<br>£ | Gains,<br>losses and<br>transfers<br>£ | Balance at<br>31 August<br>2018<br>£ |
|-------------------------------------|-----------------------------------------|-------------|------------------|----------------------------------------|--------------------------------------|
| <b>Restricted general funds</b>     |                                         |             |                  |                                        |                                      |
| General Annual Grant (GAG)          | -                                       | 3,137,316   | (2,988,934)      | (9,975)                                | 138,407                              |
| Other DfE / ESFA grants             | -                                       | 447,000     | (405,348)        | -                                      | 41,652                               |
| Other government grants             | -                                       | 96,899      | (96,899)         | -                                      | -                                    |
| Families Centre                     | -                                       | 134,453     | (30,114)         | -                                      | 104,339                              |
| JumpJet Book Club                   | -                                       | 3,440       | (646)            | -                                      | 2,794                                |
| Helpston School Foundation          | -                                       | 4,541       | -                | -                                      | 4,541                                |
| Other restricted funds              | -                                       | 15,120      | (5,836)          | -                                      | 9,284                                |
| Pension reserve                     | -                                       | (2,420,000) | (188,000)        | 397,000                                | (2,211,000)                          |
|                                     | -                                       | 1,418,769   | (3,715,777)      | 387,025                                | (1,909,983)                          |
| <b>Restricted fixed asset funds</b> |                                         |             |                  |                                        |                                      |
| Transfer on conversion              | -                                       | 7,399,083   | (124,804)        | (8,345)                                | 7,265,934                            |
| DfE group capital grants            | -                                       | 30,175      | (2,939)          | (11,035)                               | 16,201                               |
| Purchased fixed assets              | -                                       | -           | (1,497)          | 29,355                                 | 27,858                               |
|                                     | -                                       | 7,429,258   | (129,240)        | 9,975                                  | 7,309,993                            |
| <b>Total restricted funds</b>       | -                                       | 8,848,027   | (3,845,017)      | 397,000                                | 5,400,010                            |
| <b>Unrestricted funds</b>           |                                         |             |                  |                                        |                                      |
| General funds                       | -                                       | 552,932     | (159,037)        | -                                      | 393,895                              |
| Wittering School Fund               | -                                       | 42,004      | (3,895)          | -                                      | 38,109                               |
|                                     | -                                       | 594,936     | (162,932)        | -                                      | 432,004                              |
| <b>Total funds</b>                  | -                                       | 9,442,963   | (4,007,949)      | 397,000                                | 5,832,014                            |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 19 Funds

(Continued)

#### Total funds analysis by academy

|                                                            | 2019<br>£   | 2018<br>£   |
|------------------------------------------------------------|-------------|-------------|
| Fund balances at 31 August 2019 were allocated as follows: |             |             |
| Werrington Primary School                                  | 310,922     | 217,288     |
| Gunthorpe Primary School                                   | 427,371     | 252,132     |
| Wittering Primary School                                   | 165,302     | 185,154     |
| John Clare Primary School                                  | 41,910      | 24,500      |
| Central services                                           | 66,964      | 53,947      |
| Total before fixed assets fund and pension reserve         | 1,012,469   | 733,021     |
| Restricted fixed asset fund                                | 7,246,554   | 7,309,993   |
| Pension reserve                                            | (3,259,000) | (2,211,000) |
| Total funds                                                | 5,000,023   | 5,832,014   |

#### Total cost analysis by academy

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

|                           | Teaching and<br>educational<br>support staff<br>£ | Other<br>support staff costs<br>£ | Educational<br>supplies<br>£ | Other costs<br>excluding<br>depreciation<br>£ | Total<br>2019<br>£ | Total<br>2018<br>£ |
|---------------------------|---------------------------------------------------|-----------------------------------|------------------------------|-----------------------------------------------|--------------------|--------------------|
| Werrington Primary School | 1,198,189                                         | 168,715                           | 54,618                       | 312,683                                       | 1,734,205          | 1,114,983          |
| Gunthorpe Primary School  | 1,256,589                                         | 273,199                           | 110,759                      | 226,155                                       | 1,866,702          | 1,128,891          |
| Wittering Primary School  | 1,142,737                                         | 234,368                           | 19,830                       | 214,164                                       | 1,611,099          | 1,006,700          |
| John Clare Primary School | 358,776                                           | 103,227                           | 40,272                       | 106,055                                       | 608,330            | 385,635            |
| Central services          | 52,858                                            | 231,510                           | 14,375                       | 141,758                                       | 440,501            | 291,177            |
|                           | 4,009,149                                         | 1,011,019                         | 239,854                      | 1,000,815                                     | 6,260,837          | 3,927,386          |

### 20 Analysis of net assets between funds

|                                                     | Unrestricted<br>Funds<br>£ | Restricted funds:<br>General<br>£ | Fixed asset<br>£ | Total<br>Funds<br>£ |
|-----------------------------------------------------|----------------------------|-----------------------------------|------------------|---------------------|
| Fund balances at 31 August 2019 are represented by: |                            |                                   |                  |                     |
| Tangible fixed assets                               | -                          | -                                 | 7,217,222        | 7,217,222           |
| Current assets                                      | 628,433                    | 788,559                           | 29,332           | 1,446,324           |
| Creditors falling due within one year               | (130,238)                  | (274,285)                         | -                | (404,523)           |
| Defined benefit pension liability                   | -                          | (3,259,000)                       | -                | (3,259,000)         |
| Total net assets                                    | 498,195                    | (2,744,726)                       | 7,246,554        | 5,000,023           |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 20 Analysis of net assets between funds

(Continued)

|                                                            | Unrestricted<br>Funds<br>£ | Restricted funds:<br>General<br>£ | Fixed asset<br>£ | Total<br>Funds<br>£ |
|------------------------------------------------------------|----------------------------|-----------------------------------|------------------|---------------------|
| <b>Fund balances at 31 August 2018 are represented by:</b> |                            |                                   |                  |                     |
| Tangible fixed assets                                      | -                          | -                                 | 7,293,792        | 7,293,792           |
| Current assets                                             | 646,245                    | 450,293                           | 16,201           | 1,112,739           |
| Creditors falling due within one year                      | (214,241)                  | (149,276)                         | -                | (363,517)           |
| Defined benefit pension liability                          | -                          | (2,211,000)                       | -                | (2,211,000)         |
| <b>Total net assets</b>                                    | <b>432,004</b>             | <b>(1,909,983)</b>                | <b>7,309,993</b> | <b>5,832,014</b>    |

### 21 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 Cambridgeshire County Council. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012, and that of the LGPS related to the period ended 31 March 2016.

Contributions amounting to £80,889 were payable to the schemes at 31 August 2019 (2018: £78,006) and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

##### The Teachers Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 21 Pension and similar obligations

(Continued)

#### Valuation of the Teachers' Pension Scheme

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

A copy of the latest valuation report can be found by on the [the Teachers' Pension Scheme website](#)

#### Scheme changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

The employer's pension costs paid to the TPS in the period amounted to £337,432 (2018: £237,476).

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 scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 18.8 to 20.9% for employers and 5.5 to 6.8% for employees. The estimated value of employer contributions for the forthcoming year is £306,000.

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

| Total contributions made | 2019<br>£ | 2018<br>£ |
|--------------------------|-----------|-----------|
| Employer's contributions | 314,000   | 213,000   |
| Employees' contributions | 77,000    | 52,000    |
| Total contributions      | 391,000   | 265,000   |



# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 21 Pension and similar obligations (Continued)

| Principal actuarial assumptions                    | 2019<br>% | 2018<br>% |
|----------------------------------------------------|-----------|-----------|
| Rate of increase in salaries                       | 2.6       | 2.6       |
| Rate of increase for pensions in payment/inflation | 2.3       | 2.3       |
| Discount rate for scheme liabilities               | 1.9       | 2.8       |

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

|                      | 2019<br>Years | 2018<br>Years |
|----------------------|---------------|---------------|
| Retiring today       |               |               |
| - Males              | 21.5          | 22.4          |
| - Females            | 22.4          | 24.4          |
| Retiring in 20 years |               |               |
| - Males              | 23.5          | 24.0          |
| - Females            | 24.9          | 26.3          |

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

|                                        | 2019<br>£ | 2018<br>£ |
|----------------------------------------|-----------|-----------|
| 0.5% decrease in Real Discount Rate    | 730,000   | 527,000   |
| 0.5% increase in Salary Increase Rate  | 100,000   | 86,000    |
| 0.5% increase in Pension Increase Rate | 616,000   | 435,000   |

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

|                              | 2019<br>Fair value<br>£ | 2018<br>Fair value<br>£ |
|------------------------------|-------------------------|-------------------------|
| Equities                     | 1,920,750               | 1,628,980               |
| Bonds                        | 332,930                 | 226,820                 |
| Property                     | 281,710                 | 144,340                 |
| Other assets                 | 25,610                  | 61,860                  |
| Total market value of assets | 2,561,000               | 2,062,000               |

The actual return on scheme assets was £108,000 (2018: £117,000).

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 21 Pension and similar obligations

(Continued)

| Amount recognised in the Statement of Financial Activities              | 2019<br>£ | 2018<br>£ |
|-------------------------------------------------------------------------|-----------|-----------|
| Current service cost                                                    | 480,000   | 358,000   |
| Past service cost                                                       | 23,000    | -         |
| Interest income                                                         | (63,000)  | (31,000)  |
| Interest cost                                                           | 127,000   | 74,000    |
| Total operating charge                                                  | 567,000   | 401,000   |
| Changes in the present value of defined benefit obligations             |           | 2019<br>£ |
| At 1 September 2018                                                     |           | 4,273,000 |
| Current service cost                                                    |           | 480,000   |
| Interest cost                                                           |           | 127,000   |
| Employee contributions                                                  |           | 77,000    |
| Actuarial loss/(gain)                                                   |           | 840,000   |
| Past service cost                                                       |           | 23,000    |
| At 31 August 2019                                                       |           | 5,820,000 |
| Changes in the fair value of the academy trust's share of scheme assets |           | 2019<br>£ |
| At 1 September 2018                                                     |           | 2,062,000 |
| Interest income                                                         |           | 63,000    |
| Actuarial gain                                                          |           | 45,000    |
| Employer contributions                                                  |           | 314,000   |
| Employee contributions                                                  |           | 77,000    |
| At 31 August 2019                                                       |           | 2,561,000 |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

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

|                                                                                                  | 2019<br>£      | 2018<br>£      |
|--------------------------------------------------------------------------------------------------|----------------|----------------|
| Net (expenditure)/income for the reporting period (as per the statement of financial activities) | (36,991)       | 5,435,014      |
| Adjusted for:                                                                                    |                |                |
| Net surplus on conversion to academy                                                             | -              | (5,535,352)    |
| Capital grants from DfE and other capital income                                                 | (140,542)      | (30,175)       |
| Investment income receivable                                                                     | (751)          | (419)          |
| Defined benefit pension costs less contributions payable                                         | 189,000        | 145,000        |
| Defined benefit pension scheme finance cost                                                      | 64,000         | 43,000         |
| Depreciation of tangible fixed assets                                                            | 92,778         | 80,563         |
| (Increase) in debtors                                                                            | (213)          | (198,018)      |
| Increase in creditors                                                                            | 41,006         | 363,517        |
| Stocks, debtors and creditors transferred on conversion                                          | -              | 4,541          |
| <b>Net cash provided by operating activities</b>                                                 | <b>208,287</b> | <b>307,671</b> |

### 23 Commitments under operating leases

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

|                                   | 2019<br>£     | 2018<br>£     |
|-----------------------------------|---------------|---------------|
| Amounts due within one year       | 5,549         | 5,698         |
| Amounts due in two and five years | 19,420        | 11,690        |
|                                   | <b>24,969</b> | <b>17,388</b> |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

### 24 Related party transactions

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

E4Education - a company in which J Roach (a trustee - appointed 31 August 2018) has a majority interest:

- The academy trust purchased website services from E4Education totalling £3,714 (2018 - £nil).
- The academy trust made the purchase at arms length.

Some of the trustees have children who are pupils at the trust's academies, consequently there will be transactions between those trustees and the trust in respect of their children's education. These are on the same basis as other pupils at the trust's academies.

Some of the trustees have family members who are employees of the Academy Trust. The contracts are on the same basis as the other comparable employees at the Academy Trust.

A number of the trustees were also governors at the predecessor schools which transferred into the Trust.

### 25 Members' liability

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

### 26 Prior period adjustment

A prior period adjustment affected the figures reported for the comparative period for funds and net income or expenditure, as follows.

|                                              | 1 September<br>2017<br>£ | 31 August<br>2018<br>£ |
|----------------------------------------------|--------------------------|------------------------|
| <b>Reconciliation of funds</b>               |                          |                        |
| Funds as previously reported                 | -                        | 11,331,197             |
| Adjustments arising:                         |                          |                        |
| Valuation of leasehold land and buildings    | -                        | (5,572,683)            |
| Adjustment to prior year depreciation charge | -                        | 73,500                 |
| Funds as restated                            | -                        | 5,832,014              |

# SOKE EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

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|           |                                                                       |                    |
|-----------|-----------------------------------------------------------------------|--------------------|
| <b>26</b> | <b>Prior period adjustment</b>                                        | <b>(Continued)</b> |
|           |                                                                       | <b>2018</b>        |
|           | <b>Reconciliation of net income for the previous financial period</b> | <b>£</b>           |
|           | Net income as previously reported                                     | 10,934,197         |
|           | Adjustments arising:                                                  |                    |
|           | Valuation of leasehold land and buildings                             | (5,572,683)        |
|           | Adjustment to prior year depreciation charge                          | 73,500             |
|           | Net income as restated                                                | <u>5,435,014</u>   |

### Notes to restatement

#### Leasehold land and buildings valuation

During the current year official ESFA valuations were carried out on Leasehold land and buildings occupied by the academies within the trust. As a result the estimation techniques used in the prior period have been amended to bring these in line with ESFA valuation methods.