

Company Registration Number: 10653595 (England and Wales)

GENESIS EDUCATION TRUST

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL  
STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

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GENESIS EDUCATION TRUST  
(A Company Limited by Guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Laurence Jones Fr Telen Salvador Mark Spencer Ellis (resigned 15 June 2023) Graham Moss Paul Powell
<b>Trustees</b>	Graham Moss, Chair of Trustees Rev. Canon Ade Ademola, Vice Chair Beverley Hall, Chief Executive Hilton Osagioduwa Idahosa (resigned 8 October 2022) Deborah Haworth Alisha Anderson (appointed 13 December 2022) Fredericka Bines (appointed 21 March 2023) Prof. Susannah Quinsee Lisa Collison (resigned 20 September 2022) Heather Fleetwood (resigned 20 September 2022)
<b>Company registered number</b>	10653595 (England and Wales)
<b>Company name</b>	Genesis Education Trust
<b>Principal and registered office</b>	St Mary's C OfE Primary School Brooke Road Walthamstow London E17 9HJ
<b>Company secretary</b>	Alison Brown
<b>Chief executive officer</b>	Beverley Hall
<b>Senior management team</b>	Amir Lemouchi, Deputy Executive Principal Elaine McDonald-James, Chref Operations Officer Jenni Matthews, Associate Head Sophie Bannon Emma Cherry Joe Pitchford
<b>Independent auditor</b>	Buzzacott LLP Statutory Auditor 130 Wood Street London EC2V 6DL

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GENESIS EDUCATION TRUST  
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**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2023**

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The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2022 to 31 August 2023. The Annual Report serves the purposes of both a Trustees' Report and a Directors' report under company law.

The trust operates three Church of England schools within East London. The academies have a combined pupil capacity of 1,470. The MAT formed in April 2017 and is working with other schools and academies to support school to school improvement.

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

#### **a. Constitution**

The academy is a charitable company limited by guarantee and an exempt charity. The charitable company's Memorandum of Association is the primary governing document of the academy trust. The Trustees of Genesis Education Trust are also the directors of the charitable company for the purpose of company law. Details of the Trustees who served during the year are included in the Reference and administrative details on page 1.

#### **b. 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.

#### **c. Trustees' indemnities**

The trust holds an insurance policy with the DfE Risk Protection Arrangement (RPA) which includes Trustees liability insurance. This qualifies as third-party indemnity insurance as defined under Section 236 of the Companies Act 2006.

#### **d. Method of recruitment and appointment or election of Trustees**

The Trustees are appointed under the rules contained within the Trust's Memorandum and Articles of Association and Membership of the board of Trustees in accordance with the structure contained within it. The number of Trustees and the appointments made are in line with the guidance in the Articles of Association.

#### **e. Policies and procedures adopted for the induction and training of Trustees**

All newly appointed Trustees are given induction training which reflects their previous experience. The Trust will undertake an annual skills audit of Trustees and, when gaps are identified, training courses will be offered to address these issues. Any declarations of interest are requested at each full Trust Board meeting. A declaration of interest form is completed by each member of the Trust Board and each member of the Senior Management Team; these forms are monitored in order to identify any conflicts of interest.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Structure, governance and management (continued)**

**f. Organisational structure**

The Trustees are responsible for exercising oversight of the governance and management of the Trust. In exercising their responsibilities, trustees consider the advice given by the CEO, other executive officers and Local Governing Bodies (LGBs), as appropriate.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the Trust by use of results and budgets; making major decisions about the direction of the Trust, capital expenditure and senior staff appointments.

**g. Pay policy for key management personnel**

The remuneration of key management personnel is determined by the LGB Personnel Committee. The committee is guided by the Pay Policy and supported by an HR partner ensuring that all available relevant information is considered including legislative obligations, teaching and support pay scales in relation to salaries and settlement levels, internal differentials, recruitment difficulties, the proposed cost and ability to pay.

**h. Connected organisations, including related party relationships**

There are no related parties which either control or significantly influence the decisions and operations of the Trust. The principal related party with which the Academy Transacts is the Little Learners Nursery Group, of which Elaine McDonald-James is a director. Transactions with this organisation and with trustees are disclosed in the notes to the financial statements.

**i. Trade union facility time**

Genesis Education Trust has no employees who were relevant union officials during this reporting period.

**Objectives and activities**

**a. Objects and aims**

- To create a safe, secure and positive environment where young people feel listened to and valued.
- To develop a stimulating, flexible curriculum in order to meet the needs and aspirations of different individuals.
- ◆ To create varied learning and enrichment opportunities to encourage the personal development of young people so that they gain the positive attributes and ethical grounding needed to make a valuable contribution to society.
- To develop high quality teaching and learning provision alongside effective pupil support structures, so that every child is able to achieve their full, academic potential.
- To ensure access to relevant, engaging and effective professional development opportunities so that staff, as well as pupils, become lifelong learners.
- To collaborate with the wider community and work in partnership with relevant organisations in order to enhance our educational provision and strengthen community spirit.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Objectives and activities (continued)**

- To ensure high quality and effective communication and consultation with staff, pupils, parents/carers and the wider community.
- To be an innovative and flexible organisation, receptive to new ideas that will bring further improvement to our learning community.

**b. Vision Statement**

To deliver high quality and distinctive educational services that reflects our community.

**c. Vision and values**

The Genesis Education Trust is the collaboration with partnership agreement between The Federated Schools of St Mary's and St Saviour's, Walthamstow with St Margaret's in Barking - forming an Independent Church Multi Academy Trust with a desire to strengthen Church of England unity within East London by implementing the good/outstanding provision we offer.

Our schools have the shared belief that each child deserves a quality education and we are committed to improving each child's life chances by providing aspirational learning experiences. Our schools offer a quality education to all our pupils and our ongoing monitoring and quality assurance supports classroom teachers, middle leaders and senior leaders in achieving consistently outstanding performance in all areas of school life, across all Trust schools. Each individual school has a plan for improvement that brings together the school's priorities and the main measures it will take to raise standards, the resources dedicated to these and the key outcomes and targets it intends to achieve. However, across the Trust there are key priorities that drive school improvement, raise standards and promote equality. These are based on the Trusts vision for effective teaching and learning, effective leadership and outstanding performance.

Our vision and its associated values develops aspiration and the Growing greatness in our pupils, giving them the Emotional resilience to cope well when things are difficult and the perseverance to overcome barriers to their own learning and to make positive choices through Transformational learning. We ensure that new learning is linked to previous learning so that important connections are made and so that knowledge becomes meaningful and memorable. In addition, we ensure that children further their cultural capital through our enrichment programmes. Children are empowered by exposure to the best of arts, culture and humanities, using this as their inspiration and foundation for future growth.

We offer an aspirational education to all children in our Trust schools. Through our Young Transformers programme, all children have the chance to be a public servant in school and by being active change makers and critical thinkers, children can develop understanding and speak with confidence about complex issues such as displacement, global warming, the energy crisis and human inequalities. As a Trust we recognise that it's through knowledge, children learn how to speak out and make changes. Our Young Transformers provides opportunities for children to engage with many external businesses and agencies thus learning about pathways for future careers. Outstanding SIAMS reports at each of our schools show that each school delivers, within a Christian context, the best educational, spiritual, physical, social and emotional outcomes for children and their families.

All stakeholders understand the core principles and practice that underpin our Christian vision and they commit to this. All staff understand that the core basis of our Christian Values is a key drive to social and emotional development alongside achievement. Each school's Christian vision is apparent in their teaching and learning approach and our expertise drives improved outcomes for all children. Children across our MAT can articulate the vision and leaders integrate the Christian vision into their approach to all aspects of leadership. This

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**Objectives and activities (continued)**

includes the approach to all aspects of teaching and learning with outstanding plans in place for all subjects and all year groups, with staff training that focuses on the vision in terms of quality first teaching. Regular assessments are fully analysed by leaders and rigorous monitoring cycles inform leaders about impact of quality teaching in books with data and book scrutinies used to inform provision maps - which target support at children who are at risk of not making expected progress; thus fulfilling the vision for our pupils.

We actively seek opportunities through our outreach work and school improvement to provide high-quality professional development to teachers at all stages of their careers through school to school support. Working within the hub system our outreach teachers and school leaders share expert advice and help schools in our local community, ensuring that those schools facing the greatest challenges are supported as simply and efficiently as possible. We provide robust collaborative provision to support the implementation of the DfE's recruitment and retention strategy, designed to raise teacher quality and effectiveness. Our MAT is now well established and our systems, vision and aims are embedded. We are secure in our effectiveness and our ongoing drive for improvement means our vision is realised.

Our Trust continues to develop bespoke and targeted CPD including the Head of School Strategic Programme, The Accelerated Leader Programme and our two-year Early Career Teacher Programme. These have all been designed to provide personalised training packages based specifically on the needs of each group of teachers. Our Trust is working strategically to develop staff at each stage of their career, with this investment supporting their developmental requirements and contributing to an experienced and knowledgeable workforce,

Our ongoing CPD is rooted in curriculum subject knowledge and teaching content knowledge. Our subject leaders are trained and held to account to be experts in every area of their subject - leading bespoke training sessions for teachers with a focus on progression, assessment and end of year outcomes. Our coaches collaborate with teachers to ensure that curriculum content knowledge is taught well with Leaders rigorously monitoring the impact of outstanding teaching over time and responding immediately to sliding standards where observed. Resulting in children who are deeply knowledgeable about subject specific learning content and pupil outcomes show children have learnt and remembered more.

Our aim is for our pupils to be lifelong learners and as educators we are no different. We have now amended and improved our approach to coaching and our coaching policy for 2022-23. This has involved training coaches and teachers on how to review and make the most out of coaching sessions, with a process designed to allow for a focus on self-reflection. We have incorporated this into our clear, systematic approach to coaching, with three clear steps to success: demonstration, team teaching and observation. This format provides a clear purpose and clarity for both the coach and coachee to follow, outlining clearly our desired outcome for all those involved.

We recognise that effective coaching creates opportunities for trusting, open, professional relationships to be enhanced and these help to develop our ongoing cycle of school improvement. The desired outcome of the mentor/coaching model is that it leads teachers to become self-directed. Staff become proficient at identifying their own needs, their ability to determine their goals and their ability to define the resources they need in order to further develop. They have the ability and experience to choose appropriate strategies and evaluate outcomes without the support of others. They take primary charge of their own development, setting clear goals for themselves and shaping their development in line with these goals, monitoring their own progress and evaluating outcomes.

At the Genesis Education Trust we recognise that the most important factor in any school is to make certain that everything possible has been put in place to ensure that each child succeeds. We recognise that our teachers' practices must be outstanding and have created a unique and proven approach alongside a creative curriculum that provides this. We invest heavily in teaching and learning as we are committed to giving all children the best possible chance. We support and develop our staff and are always seeking to develop the path to success for our current staff members.

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023

**Strategic report**

**Achievements and performance**

**a. Key performance indicators**

**OFSTED**

St Mary's C of E School - Outstanding (March 2022)  
St Saviour's C of E School - Outstanding (September 2019)  
St Margaret's Barking - Good (October 2019)

**SIAMS**

St Mary's C of E School - Outstanding (June 2016)  
St Saviour's C of E School - Outstanding (May 2022)  
St Margaret's Barking - Excellent (January 2020)

**Data**

**St Mary's**

	Reading		Writing		Maths		GPS		Combined	
	ARE+	Higher	ARE+	Higher	ARE+	Higher	ARE+	Higher	ARE+	Higher
Sch	89%	40%	99%	37%	99%	43%	<b>94%</b>	57%	28%	34%
Nat	73%	TBC	71%	TBC	73%	TBC	72%	TBC	59%	TBC

The pupils at St Mary's have exceeded the national scores in each area tested and at each performance level. In many cases the difference between the school and national figure is significant

**St Saviour's**

	Reading		Writing		Maths		GPS		Combined	
	ARE+	Higher	ARE+	Higher	ARE+	Higher	ARE+	Higher	ARE+	Higher
Sch	<b>85%</b>	38%	94%	19%	96%	63%	88%	63%	<b>85%</b>	17%
Nat	73%	TBC	71%	TBC	73%	TBC	72%	TBC	59%	TBC

The pupils at St Saviour's have exceeded the national scores in each area tested and at each performance level. In many cases the difference between the school and national figure is significant

**St Margaret's**

	Reading		Writing		Maths		GPS		Combined	
	ARE+	Higher	ARE+	Higher	ARE+	Higher	ARE+	Higher	ARE+	Higher
Sch	93%	30%	93%	18%	90%	53%	93%	58%	88%	13%
Nat	73%	TBC	71%	TBC	73%	TBC	72%	TBC	59%	TBC

The pupils at St Margaret's have exceeded the national scores in each area tested.



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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023

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Strategic report (continued)

Achievements and performance (continued)

*Flood damage*

The extensive damage caused by flooding in July 2021 and August 2022 has resulted in building projects continuing at each of the Trust Schools. The execution and management of the building project at St. Mary's has been challenging with a number of hftches and logistical problems. However, the portacabins have been removed and all the pupils are now back in the main building. It is still a work in progress but we hope that the outstanding works will be completed by the end of 2023. St. Margaret's flood work has been completed and we await final payment to close this insurance claim. St. Saviour's has a couple of issues outstanding but hope to close this insurance claim by the end of year current year.

**b. Going concern**

The Trust has reviewed and considered budgets and forecasts alongside the Academy Trust's ongoing development plan. Our financial position is stable and this will remafn the case for the foreseeable future. Despite financial uncertainties level of reserves has increased. Our funding has been used to support pupils in three ways: teaching, targeted academic support and through wider strategies, for example courageous advocacy for pupils targeting loneliness in our community.

It is essential that as a Trust we work closely with the organisations Involved in the flood repair and flood resilience works to ensure that both projects are executed successfully; leaving St Mary's with a quality finish in aH areas and with increased resilience to the infrastructure at the school and in the area surrounding the school. All achieved with minimal disruption to pupils and following str,ict health and safety guidelines and resulting in a decreased risk of future flooding by providing an effective defence to flood water and heavy rainfall.

The nurseries have continued to operate throughout the year and the letting of additional space to the nurseries has accrued additional money through the rent charges.

The Trustees have a reasonable expectation based upon these measures that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

**Financial review**

Financial report for the year

Net income across all funds for the year was £115,000 (2022 - net expenditure of £308,000). In addition, an actuarial gain on the defined benefit pension scheme of £498,000 (2022 - a gain of £3,033,000) was recognised, After excluding expenditure recognised in the pension fund of £76,000 (2022 - £439,000), and movements in the fixed asset fund, being capital grants of £78,000 (2022 - £256,000) depreciation of £141,000 (2022 - £184,000) and improvements made to church school buildings of £nil (2022 - £221,000), the operational surplus (before transfers between funds) of the trust for the year was £33,000 (2022 - a surplus of £55,000).

The results for the period are shown on page 27.

The Academy had net liabilities at 31 August 2023 of £396,000 (2022 - £1,008,000). including a fixed asset fund of £593,000 (2022 - £435,000) and a deficit on the pension reserve of £1,482,000 (2022 - £1,904,000). Excluding these funds, the Academy had £493,000 (2022 - £460,000) of reserves at 31 August 2023 comprised solely of unrestricted funds in at both balance sheet dates. The net liability position is therefore largely driven by pension obligations of £1,482,000 (2022 - £1,904,000). The buildings of the schools within the Trust are owned by the Diocese, and for this reason they are not recognised within the accounts. This has the effect of severely

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Strategic report (continued)**

reducing the value fixed assets relative to the LGPS liability, which directly impacts *the* total Net Asset/Liability position, Having taken this into consideration, the Trustees have assessed the Trust's level of operational reserves and consider it appropriate to prepare the accounts on a going concern basis.

**a. Reserves policy**

Our MAT has effective financial stewardship to enable it strategically to achieve efficiencies and economies of scale. We plan ahead and put robust, consistent systems in place for our medium- and long-term efficiency and sustainability; including financial planning and budget forecasting. All this is aligned with the vision for our MAT, anticipating possible changes and planning ahead making us more resilient and well placed to mitigate any risks.

As a result of the regular monitoring and reviewing of our financial position we keep a reserve or contingency that is appropriate to all possible situations. The Trustees have set a target level of reserves of between £400,000 and £500,000, being the majority of one month's payroll costs. The level of free reserves at 31 August 2023 stood at £493,000. The Trustees consider this level of reserves to be appropriate. Although the cost of repairing the damage caused by the recent flooding at St Mary's School will be met by the ESFA's Risk Protection Arrangement, the trustees also consider it prudent to hold a buffer of reserves in case of unforeseen costs.

**b. Capital policy**

*Purpose*

Academies are expected to create reserves from their annual GAG funding. During the early years of operation GAG Funding levels create little opportunity to achieve a surplus. Currently, the DfE provides minimal funding in the way of Devolved Formula Capital Grant. In addition, academies are able to bid for a share of the Academies Capital Maintenance Fund.

The Board of Genesis Education Trust ("the Trust") require a capital reserve to be created to fund future capital expenditure.

*Scope*

The Chief Operations Officer, in conjunction with the Chief Executive Officer, is responsible for ensuring compliance with Trust Policies and Procedures.

*Procedure*

The Chief Operations Officer should propose a capital reserve schedule to the Trustees identifying the need to replace assets and the related sums required.

*Purpose*

The Trustees should agree the value of capital reserves to be created in a year as part of the budget approval process. Funds should be transferred to a separate bank account at such a time that is clear that to do so would not create a deficit cash flow situation.

Any separate bank account should have instant access in order to ensure any "unknown" major expenditure can be moved to the current account in order to ensure cash flow does not indicate a deficit. Spend of the capital reserve fund should only occur as agreed budgeted spend which is approved by the Trustees as part of the budget process.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**c. Revenue policy**

*Purpose*

Academies are expected to hold contingency reserves from their annual GAG funding or other income. The Trustees require a revenue reserve to be created to fund future expenditure related to the Trust's strategic long-term aims and developments.

*Scope*

The Chief Operations Officer, in conjunction with the Chief Executive Officer, is responsible for ensuring compliance with the Trust's Policies and Procedures.

*Procedure*

The policy of the Trust is to carry forward a prudent level of resources designed to meet the long-term cyclical needs of renewal and any other unforeseen contingencies, subject to the constraint that the level of resources does not exceed the level permitted by the DfE.

This Policy will be reviewed by the Board on a 3-yearly cycle and must be signed by the Chair of Trustees and Chief Executive Officer.

**d. Material investments policy**

*Purpose and scope*

The purpose of the Investments Policy is to set out the processes by which Genesis Education Trust ("the Trust"). The Trustees will meet their duties under the Trust's Articles of Association and Academies Financial Handbook issued by the EFSA to invest monies surplus to operational requirements in furtherance of the Trust's charitable aims and to ensure that investment risk is properly and prudently managed.

*Definition of duties*

The Trust's Articles give the Trustees the power "to expend the funds of the Trust in such manner as they shall consider most beneficial for the achievement of the Objects and to invest in the name of the Trust such part of the funds as they may see fit and to direct the sale or transposition of any such investments and to expend the proceeds of any such sale in furtherance of the Objects."

Whilst the Board of Trustees has responsibility for the Trust's finances, the Scheme of Delegation approved by the Board of Trustees delegates responsibility to the Finance and Resources Committee to approve the Investments Policy to manage, control and track financial exposure, and ensure value for money; to review the trust's investments and investment policy on a regular basis.

The Chief Operations Officer is responsible for producing reliable cash flow forecasts as a basis for decision making. They are responsible for making investment decisions that comply with this Policy and for providing sufficient management information to the Finance Committee so it can review and monitor investment performance.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**d. Material investments policy** (continued)

Objectives

The investment objectives are:

- To achieve best financial return available whilst ensuring that security of deposits takes precedence over revenue maximisation.
- Only invest funds surplus to operational need based on all financial commitments being met without the Trust bank account becoming overdrawn.

By complying with this policy, all investment decisions should be exercised with care and skill and consequently be in the best interests of the Trust, commanding broad public support.

*Investment strategy*

Investment risk will be managed through asset class selection and diversification to ensure that security of deposits takes precedence over revenue maximisation.

For selection, assets will only be considered with banking institutions which have credit ratings assessed by Fitch and / or Moody to show good credit quality.

To manage the risk of default, deposits should be spread by banking institution and be subject to a maximum exposure of £500,000 with any Prudential Regulation Authority authorised institution by the Bank of England (refer to Financial Conduct Authority (FCA). Whilst this exceeds the protection limit of £75,000 provided by the FCA it is accepted that it is not always practicable to find a sufficient number of investments of this size that meet the prudent criteria outlined in this policy.

**e. Spending and liquidity policy**

Decisions on how much to invest and how long to invest for, will be based on operational requirements, demonstrated by cash flow forecasts produced by the Chief Operations *Officer*. The cash flow forecasts will take account of the annual budget and spending plans approved by the Board of Trustees and updated on a monthly basis.

A sufficient balance must be held in the current account so that the Trust's financial commitments can always be met without the bank account going overdrawn. The size of the balance will be determined by a forecast of future need and kept under review.

Investments for a fixed term should not normally exceed one year in order to provide flexibility for the following year's plans, unless a clear rationale is provided for exceeding one year to the benefit of the Trust.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**f. Monitoring and review**

The Trust has authorised signatories, two of which are required to sign instructions to the deposit taking institution.

The Chief Operations Officer will monitor the cash position and cash flow forecast and report investments held and the performance of investments against objectives to the Finance Committee at appropriate intervals, depending on the terms of the investments. For example, if investments are held one year then an annual report is appropriate.

This Investment Policy has been approved by the Finance Committee; it is reviewed by the Finance Committee on an annual basis to ensure continuing appropriateness.

**Principal risks and uncertainties**

The risks facing any academy trust are varied and complex and the Board of Trustees are very well aware of these risks. The Trustees confirm that the major risks facing the Academy Trust have been identified and addressed. This has been undertaken through the work of the Board of Trustees, Committees and the work of the Academy Leadership Teams.

The Trustees consider that the principal risks currently facing the Academy Trust are:

- Flood: All 3 schools have suffered flooding during the past 2 years, especially St. Mary's whose insurance claim has amounted to over £8 million. The risk is mitigated by the Board of Trustees together with the Leadership Team working in partnership with the Environmental Agency, the DfE and the Local Authority to set up flood resilience plans. These are plans which include arranging for continuation tanks being placed around the school in the roads, sand planters outside the school where the rain water flows from the gutters, flood walls and doors. These measures are already being implemented and will take about 18 months to complete.
- Pupil numbers: Due to the demographics of the area of all three schools there is a risk of falling pupil numbers. This risk is mitigated by the parents from the nursery choosing to send their children to the schools, resulting in numbers being stable, alongside consistently high national exam data and high OFSTED ratings.
- The impact of Long Covid-19 on income: Might still have an impact on staff absences which is mitigated by the fact that we have additional teaching staff that do focused support groups but are then available to cover for absent staff.

The risk register aims to ensure that the Genesis Trust complies with risk management best practice and sets out the current processes and responsibilities for risk management in the MAT. The requirements can be summarised as:

- The Trustees acknowledge their responsibility for the system of internal control.
- An ongoing process is in place for identifying, evaluating and managing all significant risks.
- An annual process is in place for reviewing the effectiveness of the system of Internal control.
- ◆ There is a system in place to deal with internal control weakness or failures.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**Principal risk and uncertainties (continued)**

In assessing what constitutes a sound system of internal control, consideration should be given to,

- ◆ The nature and extent of the risks facing the organisation.
- ◆ The extent and categories of risk which it regards as acceptable.
- The likelihood of the risks concerned materialising.
- ◆ The organisation's ability to reduce the incidence and impact of the risks that do materialise.

**Fundraising**

The Academy Trust aims to achieve best practice in the way in which it communicates with supporters. It takes care with both the tone of its communications and the accuracy of its data to minimise the pressures on supporters. It applies best practice to protect supporters' data and never sells data, it never swaps data with other organisations, and ensures that its communication preferences can be changed at any time. The Academy Trust manages its own fundraising activities and does not employ the services of Professional Fundraisers. It undertakes to react to and investigate any complaints regarding its fundraising activities and to learn from them and improve its service. During 2022/23, the Charity received no complaints about its fundraising activities.

**Plans for future periods**

We want to continue driving our schools forward, implementing our plans for school improvement to enable all our pupils to reach their potential, and beyond. This will be achieved through the vision we have for our pupils with quality first teaching; a curriculum designed to engage, challenge and extend understanding; interventions that are targeted to address gaps and make rapid progress; specialist, bespoke professional development, alongside assessment and monitoring that ensures that we are responding quickly to pupil and staffing needs.

We are confident that our training packages provide all our staff with the highest quality support and development. Our Accelerated Leadership Programme goes from strength to strength and through this programme we have created leaders who have moved their careers onwards both within the trust and beyond. Our two-year Early Career Teacher Programme is designed to provide a bridge between initial teacher training and a teaching career. We have created a thorough and well-structured course which will enable our ECTs to become outstanding practitioners. Our Head of School Programme will support strategic leadership and ensure that we provide development in all the key areas. With a half-termly focus, bespoke CPD and with practical tasks alongside support from the CEO and EP, we are creating a team of outstanding leaders which provides succession planning and future proofing for our Trust.

We will continue our outreach work working with other schools who need support in aspects of teaching and learning or leadership and management. We want to carry on helping schools tackling educational disadvantage and to improve outcomes for all pupils. We have the understanding and expertise to support teachers and school leaders to enable them to make improvements. We want to continue raising standards across communities.

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TRUSTEES' REPORT (CONTINUED)  
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Disclosure of information to auditor

Insofar as the Trustees are aware:

- ◆ there is no relevant audit information of which the charitable company's auditors are unaware; and
- that Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

The Trustees' Report, incorporating a strategic report, was *approved* by order of the Board of Trustees, as the company directors, on 13/12/2023 and signed on its behalf by:

**E<sup>®</sup>lprJa**

( Graham Moss  
(Chair of Trustees)

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**GENESIS EDUCATION TRUST**  
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**GOVERNANCE STATEMENT**

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**SCOPE OF RESPONSIBILITY**

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

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

**GOVERNANCE**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 3 times during the year.

Attendance during the year at meetings of the Board of Trustees was as follows:

Member	Meetings attended	Out of a possible
Graham Moss, Chair of Trustees	3	3
Rev. Canon Ade Ademola, Vice Chair	3	3
Hilton Osagioduwa Idahosa	2	3
Prof. Susannah Quinsee	2	3
Beverley Hall, Chief Executive	3	3
Deborah Haworth	2	3
Alisha Anderson	3	3
Fredericka Bines	1	2

Whilst the Academy Trust's Board of Trustees has met fewer than six times during the course of the financial year, the Trustees are of the opinion that they have been able to maintain sufficient oversight of the Academy Trust's finances through the establishment of the Audit & Finance Committee. The purpose of this sub-committee is to assist the decision-making of the full Board of Trustees by enabling more detailed consideration of the Academy's finances and resources. The Committee draws any matters of significance or concern to the attention of the full Board of Trustees.

All directors and governors take part in an annual skills audit in which they identify areas of strengths and areas that need development. The trust use this information to provide training and support as well as identifying key skills required from new governors or board members. Board members are recruited from the local community, church and Academy Ambassadors to help fill areas where there are skills required. The Trust is a member of the National Governance Association and the trustees receive periodic external training through this forum, which also provides external reviews of the Trust's governance practices,



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**GENESIS EDUCATION TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**GOVERNANCE (continued)**

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

- Draw any matters of significance or concern to the attention of the Governing Body;
- Consider and recommend acceptance or non-acceptance of the Academy Budget for approval at the start of each financial year;
- Monitor and review expenditure on a regular basis and ensure compliance with overall financial planning and ESFA financial regulations;
- Consider the appointment of the external auditor, the nature and scope of the external audit and any problems or reservations arising from the external audit; and
- To review the internal audit function, considering any major findings and management's responses, as well as ensuring coordination between the internal and external auditors.

Attendance during the year at meetings was as follows:

Member	Meetings attended	Out of a possible
Rev Canon Ade Ademola (Chair)	3	3
Beverley Hall (CEO)	3	3
Elaine McDonald-James (COO)	3	3
Graham Moss (Vice-chair)	3	3
Deborah Haworth	2	3

**REVIEW OF VALUE FOR MONEY**

As accounting officer, the Chief Executive Officer has responsibility for ensuring that the academy 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 the Trust's estates by ensuring the management of said estates is carried out in an exemplary manner which includes ensuring not only that the buildings are safe and well maintained but that they all comply with relevant regulations. This is covered by the Chief Operations Officer and the Estates Manager who ensure that Health & Safety policies and statements of intent are relevant and up to date and all relevant statutory inspections are carried out in a timely manner.

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

We ensure that our Trust's use of resources has provided good value for money by securing the best possible outcomes for pupils, in the most efficient and effective way. Our main educational aims are to improve teaching and learning, pupil attainment, curriculum and leadership and management. All this needs to be achieved through the best value practice that ensures quality in all areas and reviews and evaluates impact.

Our MAT is also mindful of best value within every transaction we make. We explore alternative purchasing options, implementing tender processes where necessary and actively seek opportunities to procure products and services across a number of schools to create economies of scale, driving down costs and negotiating favourable rates. We review all contracts annually to ensure they remain fit for purpose. Continuing to make

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**GENESIS EDUCATION TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**REVIEW OF VALUE FOR MONEY (continued)**

effective use of information about student progress for teachers to use to tailor teaching approaches and interventions, motivate students and to involve and inform parents and carers.

**Conflicts of interest**

The Trust maintains an up-to-date and complete register of interests that can found on the Trust's website. Trustees are asked to declare any interests at the beginning of all Committee and Board meetings.

**THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy 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 Genesis Education Trust for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

**CAPACITY TO HANDLE RISK**

The board of trustees has reviewed the key risks to which the academy 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's significant risks, that has been in place for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

**THE RISK AND CONTROL FRAMEWORK**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- ◆ regular reviews by the finance committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of risks. The board of trustees has considered need for a specific internal audit function in the light of the newly revised FRC ethical standard and has appointed Landau Baker and Strictly Education as its Internal auditors.

The Board of Trustees has decided to employ Academy Audits as internal auditor.

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GENESIS EDUCATION TRUST  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**THE RISK AND CONTROL FRAMEWORK (continued)**

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

- related party transactions and VAT review (Autumn Term);
- a review of the Trust's payroll systems, Website and risk management and register (Spring Term); and
- a Cyber Security Review (Summer Term).

There were no significant adverse findings from these visits and recommendations have been duly considered and actioned where necessary.

On an annual basis, the auditor reports to the board of trustees through the audit committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

**REVIEW OF EFFECTIVENESS**

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

- the work of the internal auditors;
- the work of the external auditor;
- the financial management and governance self-assessment process; and
- the work of the executive managers within the academy 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 Local Governing Body and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees and signed on their behalf by:

Date: 13<sup>th</sup> December 2023



Graham Moss  
(Chair of Trustees)

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**GENESIS EDUCATION TRUST**  
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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Genesis Education Trust I have considered my responsibility to notify the academy 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, including for estates safety and management, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management..

I confirm that I and the academy board of Trustees are able to identify any material Irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academy Trust Handbook 2022

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.



**Beverley Hall**  
Accounting Officer

Date: **1/1/13**




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GENESIS EDUCATION TRUST  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

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

- ◆ select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities' SORP FRS 102 and the Academy Accounts Direction 2022 to 2023;
- make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Academy will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Academy's transactions and disclose with reasonable accuracy at any time the financial position of the Academy and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Academy 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 Academy applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have been applied for the purposes intended.

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

Approved by order of the members of the Board of Trustees on 11.11.23, and signed on its behalf by:

Graham Moss  
(Chair of Trustees)

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**GENESIS EDUCATION TRUST**  
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
GENESIS EDUCATION TRUST**

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**OPINION**

We have audited the financial statements of Genesis Education Trust (the 'charity') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 August 2023 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

**BASIS FOR OPINION**

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

**CONCLUSIONS RELATING TO GOING CONCERN**

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

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

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

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**GENESIS EDUCATION TRUST**  
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
GENESIS EDUCATION TRUST (CONTINUED)**

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**OTHER INFORMATION**

The other Information comprises the information included in the Annual Report other than the financial statements and our Auditor's Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other Information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**OPINION 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 Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the 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 our knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the 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 financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**RESPONSIBILITIES OF TRUSTEES**

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

In preparing the financial statements, the Trustees are responsible for assessing the Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

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**GENESIS EDUCATION TRUST**  
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
GENESIS EDUCATION TRUST (CONTINUED)**

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**AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with management, and from our knowledge of the academy trust sector:
  - ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;
- we considered the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Companies Act 2006, the Charities SORP FRS102, the Academy Accounts Direction 2022 to 2023, the Academy Trust Handbook 2022, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the charitable company is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of trustees' meetings and papers provided to the trustees
- t we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management and those charged with governance as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.



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**GENESIS EDUCATION TRUST**  
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
GENESIS EDUCATION TRUST (CONTINUED)**

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To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reviewing the minutes of trustees' meetings;
- enquiring of management and those charged with governance as to actual and potential litigation and claims;
- ◆ reviewing any available correspondence with Ofsted, ESFA and HMRC; and
- the work undertaken in relation to the limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's Report.

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**GENESIS EDUCATION TRUST**  
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
GENESIS EDUCATION TRUST (CONTINUED)**

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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.



**Hugh Swainson (Senior Statutory Auditor)**

for and on behalf of  
Buzzacott LLP  
Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

Date: 18 December 2023

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**GENESIS EDUCATION TRUST**  
**(A Company Limited by Guarantee)**

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

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In accordance with the terms of our engagement letter dated 13 August 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Genesis Education Trust during the year 1 September 2022 to 31 August 2023 *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 Genesis Education Trust and ESFA in accordance with the terms of our engagement letter. Our work *has* been undertaken so that we might state to Genesis 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 Genesis Education Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF GENESIS EDUCATION TRUST'S ACCOUNTING OFFICER  
AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Genesis Education Trust's funding agreement with the Secretary of State for Education dated 29 March 2017 and the Academy Trust Handbook, extant from 1 September 2022, 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, t 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 2022 to 2023. 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 year 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**APPROACH**

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

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

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

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

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**GENESIS EDUCATION TRUST**  
**(A Company Limited by Guarantee)**

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

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The work undertaken to draw our conclusions includes sample testing of the following:

- An assessment of the risk of material irregularity and impropriety across all of the Academy Trust's activities;
- Further testing and review of the areas identified through the risk assessment including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

**CONCLUSION**

In the course of our work, nothing has come to our attention which suggests in all material respects the expenditure disbursed and income received during the year 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Reporting Accountant  
**Buzzacott LLP**

Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

Date: 18 December 2023

GENESIS EDUCATION TRUST  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>						
Donations and capital grants	3	29,125		78,014	107,139	259,036
Other trading activities	5	2,762,197			2,762,197	8,908,429
Investments	6	108			108	109
Charitable activities			7,864,579		7,864,579	6,991,233
<b>Total income</b>		<b>2,791,430</b>	<b>7,864,579</b>	<b>78,014</b>	<b>10,734,023</b>	<b>16,158,807</b>
<b>Expenditure on:</b>						
Academy trust educational operations	7	2,537,816	7,940,579	140,859	10,619,254	16,246,093
Grants	8					220,794
<b>Total expenditure</b>		<b>2,537,816</b>	<b>7,940,579</b>	<b>140,859</b>	<b>10,619,254</b>	<b>16,466,887</b>
<b>Net income/(expenditure)</b>		<b>253,614</b>	<b>(76,000)</b>	<b>(62,845)</b>	<b>114,769</b>	<b>(308,080)</b>
Transfers between funds	18	(220,342)		220,342		
<b>Net movement in funds before other recognised gains</b>		<b>33,272</b>	<b>(76,000)</b>	<b>157,497</b>	<b>114,769</b>	<b>(308,080)</b>
<b>Other recognised gains:</b>						
Actuarial gains on defined benefit pension schemes	25		498,000		498,000	3,033,000
<b>Net movement in funds</b>		<b>33,272</b>	<b>422,000</b>	<b>157,497</b>	<b>612,769</b>	<b>2,724,920</b>
<b>Reconciliation of funds:</b>						
<b>Total funds brought forward</b>		<b>459,662</b>	<b>(1,904,000)</b>	<b>435,972</b>	<b>(1,008,366)</b>	<b>(3,733,286)</b>
Net movement in funds		33,272	422,000	157,497	612,769	2,724,920
<b>Total funds carried forward</b>		<b>492,934</b>	<b>(1,482,000)</b>	<b>593,469</b>	<b>(395,597)</b>	<b>(1,008,366)</b>

The Statement of Financial Activities includes all gains and losses recognised in the year,

The notes on pages 30 to 61 form part of these financial statements.


GENESIS EDUCATION TRUST  
(A Company limited by Guarantee)  
REGISTERED NUMBER: 10653595 (England and Wales)

BALANCE SHEET  
AS AT 31 AUGUST 2023

	Note	2023 £	2023 £	2022 £	2022 £
<b>Fixed assets</b>					
Tangible assets	15		548,043		420,036
			548,043		420,036
<b>Current assets</b>					
Debtors	16	878,293		668,536	
Cash at bank and in hand		690,402		1,206,172	
		1,568,695		1,874,708	
Creditors: amounts falling due within one year	17	(1,030,335)		(1,399,110)	
<b>Net current assets</b>			538,360		475,598
<b>Net assets excluding pension liability</b>			1,086,403		895,634
Defined benefit pension scheme liability	25	(1,482,000)		(1,904,000)	
<b>Total net assets</b>			(395,597)		(1,008,366)
<b>Functions of the Charity</b>					
<b>Restricted funds:</b>					
Fixed asset funds	18	593,469		135,972	
Pension reserve	18	(1,482,000)		(1,904,000)	
<b>Total restricted funds</b>	18		(888,531)		(1,468,028)
Unrestricted income funds	18		492,934		459,662
<b>Total funds</b>			(395,597)		(1,008,366)

The financial statements on pages 27 to 61 were approved by the Trustees, and authorised for issue on 13/12/2023 by the Trustees.

 **UAAApμ**  
Raham Moss  
{Chair of Trustees}

 **Beh,, by,**  
Beverley Hall  
(Accounting Officer)

The notes on pages 30 to 61 form part of these financial statements.

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**GENESIS EDUCATION TRUST**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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	<b>Note</b>	<b>2023</b> £	<b>2022</b> £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	20	<b>(324,810)</b>	(82,658)
<b>Cash flows from investing activities</b>	21	<b>(190,960)</b>	12,694
<b>Change in cash and cash equivalents in the year</b>		<b>(515,770)</b>	(69,964)
Cash and cash equivalents at the beginning of the year		<b>1,206,172</b>	1,276,136
<b>Cash and cash equivalents at the end of the year</b>	22,23	<b>690,402</b>	1,206,172

The notes on pages 30 to 61 form part of these financial statements

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(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the Charity, which is a public benefit entity under FRS 102, have been prepared under the historic 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 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

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

**1.2 Going concern**

The Trust's balance sheet shows negative funds of £395,597. The net liability position is largely driven by pension obligations of £1,482,000. The buildings of the schools within the Trust are owned by the Diocese, and for this reason they are not recognised within the accounts. This has the effect of severely reducing the value fixed assets relative to the LGPS liability, which directly impacts the total Net Asset/Equity position. Having taken this into consideration, the Trustees have assessed the Trust's level of operational reserves, which stood at £492,934 at 31 August 2023, and consider it appropriate to prepare the accounts on a going concern basis.

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy to continue as a going concern.

The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.



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**GENESIS EDUCATION TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies (continued)**

**1.3 Income**

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

• **Grants**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year 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.

• **Other income**

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

**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 allocated on the portion of the asset's use.

• **Charitable activities**

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

All expenditure is inclusive of irrecoverable VAT.

All resources expended are inclusive of irrecoverable VAT.

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**GENESIS EDUCATION TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies (continued)**

**1.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Institution with whom the funds are deposited.

**1.6 Tangible fixed assets**

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

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

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

Depreciation is provided on the following basis:

Furniture and equipment	10% Straight line
Computer equipment	25% Straight line
Motor vehicles	25% reducing balance

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

**1.7 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.8 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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**GENESIS EDUCATION TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies (continued)**

**1.9 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 Charity 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.

**1.10 Financial instruments**

The Charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Charity and their measurement bases 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. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

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**GENESIS EDUCATION TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies (continued)**

**1.11 Pensions**

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

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

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Charity 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 Charity at the discretion of the Trustees.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the 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.

Investment income, gains and losses are allocated to the appropriate fund.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**2. Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

The Charity 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 25, 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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. 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. Income from donations and capital grants**

	<b>Unrestricted funds 2023</b>	<b>Restricted fixed asset funds 2023</b>	<b>Total funds 2023</b>
	£	£	£
Donations	29,125		<b>29,125</b>
Capital Grants		78,014	<b>78,014</b>
	<b>29,125</b>	<b>78,014</b>	<b>107,139</b>

	<i>Unrestricted funds 2022</i>	<i>Restricted fixed asset funds 2022</i>	<i>Total funds 2022</i>
	£	£	£
Donations	3,479		3,479
Capital Grants		255,557	255,557
	<b>3,479</b>	<b>255,557</b>	<b>259,036</b>

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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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4. Funding for the Charity's charitable activities

	<b>Restricted funds 2023</b>	<b>Total funds 2023</b>
	£	£
<b>Direct costs</b>		
<b>DfE/ESFA grants</b>		
General Annual Grant (GAG)	6,013,730	<b>6,013,730</b>
Other DfE/ESFA grants		
Universal Infant Free School Meals grant	226,433	<b>226,433</b>
Pupil Premium	285,590	<b>285,590</b>
DfE Resilience Grant	750,000	<b>750,000</b>
Other DfE Group grants	322,768	<b>322,768</b>
	<hr/>	<hr/>
	7,598,521	<b>7,598,521</b>
<b>Other Government grants</b>		
Local Authority grants	190,630	<b>190,630</b>
	<hr/>	<hr/>
	190,630	<b>190,630</b>
<b>Other income from the academy trust's educational operations</b>	13,713	<b>13,713</b>
<b>COVID-19 additional funding (DfE/ESFA)</b>		
Recovery Premium	61,715	<b>61,715</b>
	<hr/>	<hr/>
	61,715	<b>61,715</b>
<b>Total 2023</b>	<hr/>	<hr/>
	7,864,579	<b>7,864,579</b>

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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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4. Funding for the Charity's charitable activities (continued)

	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
<b>Direct costs</b>		
<b>DfE/ESFA grants</b>		
General Annual Grant (GAG)	6,036,510	6,036,510
Other DfE/ESFA grants		
Universal Infant Free School Meals grant	212,021	212,021
Pupil Premium	257,666	257,666
Teachers' Pension Employer Contribution grant	3,860	3,860
Other DfE Group grants	147,576	147,576
	<hr/>	<hr/>
	6,657,633	6,657,633
<b>other Government grants</b>		
Local Authority grants	261,867	261,867
	<hr/>	<hr/>
	261,867	261,867
<b>Other income from the academy trust's educational operations</b>	3,800	3,800
<b>COVID-19 additional funding (DfE/ESFA)</b>		
Catch-up Premium	24,614	24,614
Other DfE/ESFA COVID-19 funding	39,650	39,650
	<hr/>	<hr/>
	64,264	64,264
<b>COVID-19 additional funding (non-DfE/ESFA)</b>		
Coronavirus Job Retention Scheme grant	3,669	3,669
	<hr/>	<hr/>
	3,669	3,669
<i>Total 2022</i>	<hr/>	<hr/>
	6,991,233	6,991,233

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(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**5. Income from other trading activities**

	<b>Unrestricted funds 2023</b>	<b>Total funds 2023</b>
	£	£
Lettings income	347,499	<b>347,499</b>
Self-generated income	758,087	<b>758,087</b>
Insurance rebates	826,050	<b>826,050</b>
Staff consultancy	753,377	<b>753,377</b>
Trip income	66,567	<b>66,567</b>
Catering income	10,617	<b>10,617</b>
	<b>2,762,197</b>	<b>2,762,197</b>
	<i>Unrestricted funds 2022</i>	<i>Total funds 2022</i>
	£	£
Lettings income	291,579	291,579
Self-generated income	622,080	622,080
Insurance rebates	7,354,446	7,354,446
Staff consultancy	618,811	618,811
Trip income	20,684	20,684
Catering income	829	829
	<b>8,908,429</b>	<b>8,908,429</b>

**6. Investment income**

	<b>Unrestricted funds 2023</b>	<b>Total funds 2023</b>
	£	£
Bank interest	108	<b>108</b>



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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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6. Investment income (continued)

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Bank interest	109	109

7. Expenditure

	<b>Staff Costs 2023 £</b>	<b>Premises 2023 £</b>	<b>Other 2023 £</b>	<b>Total 2023 £</b>
Expenditure on the academy trust's educational operations:				
Direct costs	4,602,611	140,859	591,723	<b>5,335,193</b>
Allocated support costs	2,540,872	1,769,346	973,843	<b>5,284,061</b>
Other expenditure				
	<b>7,143,483</b>	<b>1,910,205</b>	<b>1,565,566</b>	<b>10,619,254</b>
<hr/>				
	<i>Staff Costs 2022 £</i>	<i>Premises 2022 £</i>	<i>Other 2022 £</i>	<i>Total 2022 £</i>
Direct costs:				
Direct costs	4,289,571	119,822	574,886	4,984,279
Allocated support costs	2,608,407	7,700,550	952,857	11,261,814
Other expenditure			220,794	220,794
	<b>6,897,978</b>	<b>7,820,372</b>	<b>1,748,537</b>	<b>16,466,887</b>

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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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8. Grants

		<b>Total funds 2023 £</b>
Improvements to church school buildings		<hr/>
	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Improvements to church school buildings	220,794	220,794

9. Expenditure on the academy trust's educational operations:

	<b>Activities undertaken directly 2023 £</b>	<b>Support costs 2023 £</b>	<b>Total funds 2023 £</b>
Total costs	5,335,193	5,284,061	10,619,254

	<i>Activities undertaken directly 2022 £</i>	<i>Support costs 2022 £</i>	<i>Total funds 2022 £</i>
Direct costs	4,984,279	11,261,814	16,246,093

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(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**9. Expenditure on the academy trust's educational operations: (continued)**

**Analysis of support costs**

	<b>Total funds 2023</b>	<i>Total funds 2022</i>
	£	£
Staff costs	<b>2,544,093</b>	2,608,407
Premises costs	<b>1,769,346</b>	7,700,550
Technology costs	<b>87,135</b>	96,762
Other support costs	<b>776,826</b>	771,510
Governance costs	<b>106,661</b>	84,585
	<b>5,284,061</b>	11,261,814

**10. Net income/(expenditure)**

Net income/(expenditure) for the year Includes:

	<b>2023</b>	<i>2022</i>
	£	£
Operating lease rentals	<b>22,458</b>	38,840
Depreciation of tangible fixed assets	<b>140,859</b>	119,822
(Gain) loss on disposal of fixed assets		63,073
Fees paid to auditor for:		
- audit	<b>19,795</b>	14,625
- other services	<b>9,400</b>	14,685

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2023	2022
	£	£
Wages and salaries	5,243,851	4,776,813
Social security costs	553,693	506,582
Pension costs	1,098,786	1,259,090
	<b>6,896,330</b>	<b>6,542,485</b>
Agency staff costs	247,153	355,493
	<b>7,143,483</b>	<b>6,897,978</b>

b. Staff numbers

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

	2023	2022
	No.	No.
Teachers	64	78
Administration and Support	83	52
Management	6	5
	<b>153</b>	<b>135</b>

c. Higher paid staff

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

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(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**11. Staff (continued)**

**c. Higher paid staff (continued)**

	<b>2023 No.</b>	<i>2022 No.</i>
In the band £60,001 - £70,000	7	4
In the band £70,001 - £80,000	<b>5</b>	2
In the band £80,001 - £90,000		1
In the band £100,001 - £110,000	1	
In the band £130,001 - £140,000		1
In the band £160,001 - £170,000	1	

Employer's pension contributions in respect of the above employees amounted to £197,966 (2022 - £92,224)

**d. Key management personnel**

The key management personnel of the Charity comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Charity was £615,176 (2022 - £676,931).

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(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**12. Central services**

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

- Central audit services
- Finance
- HR and governance
- IT services

The Charity charges for these services on the following basis:

The Genesis Education Trust core services make sure that each school is concentrating on children first, setting the standards and is capacity rich. As the Trust grows it will recruit experienced personnel to key positions for example, School Improvement, HR and Estate Management.

The charge for each school is a 5% contribution, which is applied to the General Annual Grant excluding SEN funding, and Pupil Premium.

The actual amounts charged during the year were as follows:

	<b>2023</b>	2022
	£	£
St Mary's academy	<b>123,624</b>	126,632
St Saviour's academy	<b>82,180</b>	82,279
St Margaret's academy	<b>94,883</b>	89,546
<b>Total</b>	<b>300,687</b>	298,457

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(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**13. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Charity. 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. The value of Trustees' remuneration and other benefits was as follows:

		<b>2023</b>	<b>2022</b>
		£	£
Beverley Hall, Chief Executive Officer*	Remuneration	<b>160,000</b>	<i>125,000-</i>
		<b>165,000</b>	<i>130,000</i>
	Employer's pension contributions	<b>35,000</b>	<i>25,000-</i>
		<b>40,000</b>	<i>30,000</i>

\* During 2022/23, there was an exceptional payment from the flood insurance relating to additional overtime in connection with floods. Excluding this payment, the remuneration was below £150,000.

Du(ing the year ended 31 August 2023, no Trustee expenses have been incurred (2022- £NIL).

**14. Trustees' and Officers' insurance**

The academy has opted into the Department of 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 membership.

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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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**15. Tangible fixed assets**

	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>			
At 1 September 2022	796,654	348,476	1,145,130
Additions	265,221	3,645	268,866
At 31 August 2023	1,061,875	352,121	1,413,996
<b>Depreciation</b>			
At 1 September 2022	451,736	273,358	725,094
Charge for the year	106,187	34,672	140,859
At 31 August 2023	557,923	308,030	865,953
<b>Net book value</b>			
At 31 August 2023	503,952	44,091	548,043
At 31 August 2022	344,918	75,118	420,036

The land and buildings of the schools within the academy trust are owned by the Diocese and therefore have not been recognised in the financial statements of the academy.

**16. Debtors**

	2023 £	2022 £
<b>Due within one year</b>		
Trade debtors	22,971	26,324
Prepayments and accrued income	794,035	434,136
VAT recoverable	61,287	208,076
	878,293	668,536



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(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**17. Creditors: Amounts falling due within one year**

	<b>2023</b>	2022
	£	£
Trade creditors	<b>188,266</b>	553,397
Other taxation and social security	<b>125,056</b>	122,370
Other creditors	<b>5,721</b>	(977)
Accruals and deferred income	<b>711,292</b>	724,320
	<b>1,030,335</b>	1,399,110

	<b>2023</b>	2022
	£	£
Deferred Income at 1 September 2022	<b>162,283</b>	269,897
Resources deferred during the year	<b>256,532</b>	162,283
Amounts released from previous periods	<b>(162,283)</b>	(269,897)
	<b>256,532</b>	162,283

At the balance sheet date the academy was holding funds received in advance for UIFSM income and insurance works to repair flood damage at St Mary's School.

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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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18. Statement of funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>Unrestricted funds</b>						
General Funds	459,662	2,791,430	(2,537,816)	(220,342)		492,934
<b>Restricted general funds</b>						
General Annual Grant (GAG)		6,013,730	(6,013,730)			
Pupil premium		285,590	(285,590)			
Universal Infant Free School Meals other DfE/ESFA COVID-19 funding		226,433	(226,433)			
		61,715	(61,715)			
Local authority grants		190,630	(190,630)			
Other grants		1,072,768	(1,072,768)			
Other restricted funds		13,713	(13,713)			
Pension reserve	(1,904,000)		(76,000)		498,000	(1,482,000)
	(1,904,000)	7,864,579	(7,940,579)		498,000	(1,482,000)
<b>Restricted fixed asset funds</b>						
Fixed assets transferred on conversion	127,198		(51,405)			75,793
DfE/ESFA capital grants	86,881	78,014	(30,219)			134,676
Capital expenditure from GAG	22,514		(4,195)	220,342		238,661
Assets donated by DfE	4,030		(2,115)			1,915
Insurance rebate	195,349		(52,925)			142,424
	435,972	78,014	(140,859)	220,342		593,469

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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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18. Statement of funds (continued)

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>Total Restricted funds</b>	<b>(1,468,028)</b>	<b>7,942,593</b>	<b>(8,081,438)</b>	<b>220,342</b>	<b>498,000</b>	<b>(888,531)</b>
<b>Total funds</b>	<b>(1,008,366)</b>	<b>10,734,023</b>	<b>(10,619,254)</b>		<b>498,000</b>	<b>(395,597)</b>

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

**Restricted general funds**

*General Annual Grant (GAG) grant fund* - Funds received from the ESFA under the General Annual Grant arrangements for the recurrent expenditure of the school as defined in the Funding Agreement. The Academy Trust is not subject to any GAG carry forward limits.

*Pupil Premium* - Funds received from the ESFA under the Pupil Premium grant arrangements for the recurrent expenditure of the school as defined in the Funding Agreement.

*Universal Infant Free School Meals*- Funds restricted for the provision of free school meals.

*Teachers' Pension Employer Grant* - Funds restricted to funding the increased employer contribution rates payable to the Teachers' Pension Scheme from 30 September 2019.

*Catch-up Premium* - Specific Covid-19 support funding restricted to assisting children in catching up on learning lost as a result of the Coronavirus pandemic.

*Other DfEI ESFA covid funding* - All other funding restricted to assisting the Trust dealing with the impact of the Coronavirus pandemic.

*Coronavirus Job Retention Scheme grant* - Funding restricted to covering the cost of the salaries of staff furloughed during the Coronavirus pandemic.

*Other DfEI ESFA grants* - Other government grants received for restricted educational purposes not forming part of the above funds.

*Local authority grants* - Grants received from the local authority received for restricted educational purposes.

*Pension reserve* - The pension reserve recognises the deficit of the local government pension scheme.

**Restricted fixed asset funds**

*Fixed assets transferred on conversion* - This fund represents the net book value of the Schools' assets transferred from the Local Authority on conversion to academy trust status.

*DfEI ESFA capital grants* - This fund represents resources which are to be applied for specific capital purposes imposed by the Department for Education or Education and Skills Funding Agency.

*Capital expenditure from GAG* - This fund represents the net book value of tangible fixed assets purchased using the General Annual Grant.

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(A Company Limited by Guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**18. Statement of funds (continued)**

*Assets donated by the DfE* - This fund represents the net book value of tangible fixed assets donated following their construction or purchase by the DfE.

**Transfers between funds**

The transfer from the restricted fixed asset fund to the restricted general fund relates to the use of capital grant income for property repairs which have been treated as revenue expenditure. This expenditure is in line with the terms of the grant agreement.

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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18. Statement of funds (continued)

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

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses, £</i>	<i>Balance at 31 August 2022 £</i>
<b>Unrestricted funds</b>						
General Funds	404,537	8,912,017	(8,632,763)	(224,129)		459,662
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted general funds</b>						
General Annual Grant (GAG)		6,036,510	(6,036,510)			
Pupil premium		257,666	(257,666)			
Universal Infant Free School Meals		212,021	(212,021)			
Teachers' Pension Employer Contribution Grant		3,860	(3,860)			
Other DfE/ESFA COVID-19 funding		64,264	(64,264)			
Coronavirus Job Retention Scheme grant		3,669	(3,669)			
Other DfE/ ESFA grants		151,376	(151,376)			
Local authority grants		261,867	(261,867)			
Pension reserve	(4,498,000)		(439,000)		3,033,000	;1,904,000)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	(4,498,000)	6,991,233	(7,430,233)		3,033,000	1,904,000)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted fixed asset funds</b>						
Fixed assets transferred on conversion	206,043		(78,845)			127,198
DfE/ESFA capital grants	98,745	255,557	(265,630)	(1,791)		86,881
Capital expenditure from GAG	45,194		(22,680)			22,514
Assets donated by DfE	10,195		(6,165)			4,030
Insurance rebate			(30,571)	225,920		195,349
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	360,177	255,557	(403,891)	224,129		435,972
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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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18. Statement of funds (continued)

	<i>Balance at 1 September 2021</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance at 31 August 2022</i>
	£	£	£	£	£	£
<b>Total Restricted funds</b>	(4,137,823)	7,246,790	(7,834,124)	224,129	3,033,000	;1,468,028)
<b>Total funds</b>	(3,733,286)	16,158,807	(16,466,887)		3,033,000	(1,008,366)

**Total funds analysis by academy**

Fund balances at 31 August 2023 were allocated as follows:

	<b>2023</b>	<b>2022</b>
	£	£
St Mary's Academy	<b>102,819</b>	92,773
St Saviour's Academy	<b>63,731</b>	56,715
St Margaret's Academy	<b>225,130</b>	216,336
Genesis Education Trust	<b>101,254</b>	93,838
Total before fixed asset funds and pension reserve	<b>492,934</b>	459,662
Restricted fixed asset fund	<b>593,469</b>	435,972
Pension reserve	<b>(1,482,000)</b>	(1,904,000)
<b>Total</b>	<b>(395,597)</b>	(1,008,366)

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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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18. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2023 £
St Mary's Academy	1,122,966	610,933	178,777	124,450	<b>2,037,126</b>
St Saviour's Academy	1,090,469	876,771	171,585	700,550	<b>2,839,375</b>
St Margaret's Academy	2,168,452	1,111,366	241,349	1,711,431	<b>5,232,598</b>
Genesis Education Trust		185,526		183,760	<b>369,286</b>
	<b>4,381,887</b>	<b>2,784,596</b>	<b>591,711</b>	<b>2,720,191</b>	<b>10,478,385</b>

The expenditure above includes improvements to Church buildings of £220,794 (2021 -£285,443).

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2022 £
St Mary's Academy	1,970,657	1,098,117	201,120	7,277,808	10,547,702
St Saviour's Academy	895,119	826,858	186,363	537,087	2,445,427
St Margaret's Academy	1,096,081	549,617	206,435	520,130	2,372,263
Central services		461,526	967	263,297	725,790
	<b>3,961,857</b>	<b>2,936,118</b>	<b>594,885</b>	<b>8,598,322</b>	<b>16,091,182</b>

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets			548,043	<b>548,043</b>
current assets	<b>492,934</b>	1,030,335	45,426	<b>1,568,695</b>
Creditors due within one year		<b>(1,030,335)</b>		<b>(1,030,335)</b>
Provisions for liabilities and charges		<b>(1,482,000)</b>		<b>(1,482,000)</b>
<b>Total</b>	<u>492,934</u>	<u>(1,482,000)</u>	<u>593,469</u>	<u><b>(395,597)</b></u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets			420,036	420,036
Current assets	459,662	1,399,110	15,936	1,874,708
Creditors due within one year		(1,399,110)		(1,399,110)
Provisions for liabilities and charges		(1,904,000)		(1,904,000)
<b>Total</b>	<u>459,662</u>	<u>(1,904,000)</u>	<u>435,972</u>	<u>(1,008,366)</u>



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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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20. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income/(expenditure) for the year (as per Statement of Financial Activities)	114,769	(308,080)
<b>Adjustments for:</b>		
Depreciation	140,859	119,822
Capital grants from DfE and other capital income	(78,014)	(255,557)
Loss on disposal of fixed assets		63,073
Interest receivable	108	109
Defined benefit pension scheme cost less contributions payable	(92,000)	276,000
Defined benefit pension scheme finance cost	168,000	163,000
Increase in debtors	(209,757)	(373,573)
(Decrease)/increase in creditors	(368,775)	232,548
<b>Net cash used in operating activities</b>	<b>(324,810)</b>	<b>(82,658)</b>

21. Cash flows from investing activities

	2023 £	2022 £
Dividends, interest and rents from investments	(108)	(109)
Purchase of tangible fixed assets	(268,866)	(252,054)
Proceeds from the sale of tangible fixed assets		9,300
Capital grants from DfE Group	78,014	255,557
<b>Net cash (used in)/provided by investing activities</b>	<b>(190,960)</b>	<b>12,694</b>

22. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand and at bank	690,402	1,206,172
<b>Total cash and cash equivalents</b>	<b>690,402</b>	<b>1,206,172</b>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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23. Analysis of changes in net debt

	At1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	1,206,172	(515,770)	690,402
	<u>1,206,172</u>	<u>(515,770)</u>	<u>690,402</u>

24. Capital commitments

	2023 £	2022 £
<b>Contracted for but not provided in these financial statements</b>		
Repairs, maintenance or enhancements to investment property		<u>129,127</u>

Due to the extensive flood damage at the schools, the school has committed to significant restoration work to repair the damage caused. The cost of these works *are covered* by the schools RPA cover and the full extent of the costs is ongoing and cannot be accurately estimated.

25. Pension commitments

The academy'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 London Borough of Waltham Forest and London Borough of Barking. Both are multi-employer defined benefit schemes.

Prior to 31 August 2023 the latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2022. A further valuation of the TPS Scheme, relating to the period 31 March 2020 was published in October 2023.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

**Teachers' Pension Scheme**

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

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

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEA ENDED 31 AUGUST 2023**

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**25. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The actuarial valuation of the TPS which applied during the year ended 31 August 2023 was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

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

The latest actuarial TPS valuation results, as at 31 March 2020, were released in October 2023. The valuation result is due to be implemented from 1 April 2024, from this date employer contribution rates will increase to 28.68% (including a 0.08% administration levy).

The employer's pension costs paid to TPS in the year amounted to £659,461 (2022 - £588,362).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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

**NOTES TO THE FINANCIAL STATEMENTS  
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**25. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £516,000 (2022 - £451,000), of which employer's contributions totalled £421,000 (2022 - £367,000) and employees' contributions totalled £95,000 (2022 - £84,000). The agreed contribution rates for future years are 11.3% - 23.8% per cent for employers and 5.5% - 12.5% per cent for employees.

As described in note the LGPS obligation relates to the employees of the Charity, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Charity at the balance sheet date.

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.

**Principal actuarial assumptions**

	<b>2023</b>	2022
	%	%
Rate of increase in salaries	<b>4.2</b>	4.2%
Rate of Increase for pensions in payment/inflation	<b>2.9</b>	3.0%
Discount rate for scheme liabilities	<b>5.3</b>	4.3%
Inflation assumption (CPI)	<b>2.8</b>	2.9%

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

	<b>2023</b>	2022
	Years	Years
<i>Retiring today</i>		
Males	<b>21.1</b>	22.1
Females	<b>23.6</b>	24.6
<i>Retiring in 20 years</i>		
Males	<b>22.3</b>	23.5
Females	<b>25.2</b>	26.3

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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25. Pension commitments (continued)

Sensitivity analysis

Sensitivity analysis - increase (decrease) in obligation (St Margaret's)

	2023 £000	2022 £000
Discount rate +0.1%	(27)	(33)
Mortality assumption - 1 year increase	43	3
Pay growth +0.1%	1	34

Sensitivity analysis - increase (decrease) in obligation (St Saviour's)

	2023 £000	2022 £000
Discount rate +0.1%	5	(28)
Mortality assumption - 1 year increase	(29)	29
Pay growth +0.1%	2	29

Sensitivity analysis - increase (decrease) in obligation (St Mary's)

	2023 £000	2022 £000
Discount rate +0.1%	(39)	(48)
Mortality assumption - 1 year increase	47	49
Pay growth +0.1%	2	49

Share of scheme assets

The Charity's share of the assets in the scheme was:

	At 31 August 2023 £	At 31 August 2022 £
Equities	2,585,000	2,585,000
Gilts	519,000	519,000
Corporate bonds	297,000	297,000
Property	29,000	29,000
Other	149,000	149,000
<b>Total market value of assets</b>	<b>3,579,000</b>	<b>3,579,000</b>

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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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25. Pension commitments (continued)

The amounts recognised in the Statement of Financial Activities are as follows:

	2023 £	2022 £
Current service cost	(385,000)	(635,000)
Interest cost	(99,000)	(73,000)
Administrative expenses	(13,000)	(8,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(497,000)</b>	<b>(716,000)</b>

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

	2023 £	2022 £
<b>At 1 September</b>	<b>5,483,000</b>	<b>8,048,000</b>
Interest cost	236,000	135,000
Employee contributions	95,000	84,000
Actuarial gains	(634,000)	(3,235,000)
Benefits paid	(69,000)	(184,000)
Current service cost	385,000	635,000
<b>At 31 August</b>	<b>5,496,000</b>	<b>5,483,000</b>

Changes in the fair value of the Charity's share of scheme assets were as follows:

	2023 £	2022 £
<b>At 1 September</b>	<b>3,579,000</b>	<b>3,550,000</b>
Interest income	68,000	27,000
Actuarial losses	(136,000)	(202,000)
Employer contributions	421,000	367,000
Employee contributions	95,000	84,000
Benefits paid	69,000	(184,000)
Administrative expenses	(13,000)	(8,000)
Expected return on assets	(69,000)	(55,000)
<b>At 31 August</b>	<b>4,014,000</b>	<b>3,579,000</b>

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(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

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**26. Operating lease commitments**

At 31 August 2023 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	22,548	22,548
Later than 1 year and not later than 5 years	5,637	28,185
	<u>28,185</u>	<u>50,733</u>

**27. Members' liability**

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

**28. Related party transactions**

Owing to the nature of the academy'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 Trustees and the Senior Management Team have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

During the year the academy received rent of £348,000 (2022 - £292,000) and staff secondment income of £547,000 (2022 - £439,766) from Little Learners Nursery Group, of which Elaine McDonald-James is a director. An additional £20,238 (2022 - £15,636) was paid to Little Learners Nursery Group for support services rendered.

At year end, nothing was due from Little Learners Nursery Group (2022 - £nil due from Little Learners Nursery Group).

The Trust conducted the above related party transactions in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with their financial regulations and procurement procedures. Where, for goods or services exceeding £2,500 cumulatively in the year, the element above £2,500 has been provided at no more than cost.