

**Company Registration No. 08506178 (England and Wales)**

**BRIGANTIA LEARNING TRUST LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

# **BRIGANTIA LEARNING TRUST LIMITED**

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# BRIGANTIA LEARNING TRUST LIMITED

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

D Drayson  
S Draper (resigned 27 May 2021)  
D Liversidge  
P White  
Z Hamid  
R Calvert

### Trustees

D Drayson (Chair)  
K Clifford (Resigned 23 September 2020)  
M Buxton (Appointed 28 September 2020 and resigned 21 October 2021)  
J Edwards (Appointed 3 March 2021)  
R Parveen (Appointed 10 June 2021)  
M Pepper  
J Robinson  
M Sherburn  
N Shipman  
A Warner

### Senior management team

- CEO & Accounting Officer	M Westerdale
- Director of Primary Academies	J Cornelius
- Director of Secondary Academies	S Winslow
- Business Director	J Simpson
- Director of Academies (Post 16)	M Nisbet (retired August 2021)
- Executive principal	V Simcock
- Executive principal	L Hoyle
- Executive principal	J Davies
- Principal	A Kelly

### Company secretary

J Simpson

### Company registration number

08506178 (England and Wales)

### Registered office

Hinde House 3-16 School Secondary Phase  
Shiregreen Lane  
Sheffield  
S5 6AG

### Academies operated

Hinde House 2-16 Academy  
Concord Junior School  
Wincobank Nursery and Infant School  
Longley Park Sixth Form College  
Yewlands Academy

### Location

Sheffield  
Sheffield  
Sheffield  
Sheffield  
Sheffield

### Academy Leader

V Simcock  
L Hoyle  
L Hoyle  
J Davies  
A Kelly

# **BRIGANTIA LEARNING TRUST LIMITED**

## **REFERENCE AND ADMINISTRATIVE DETAILS**

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**Independent auditor**

Hart Shaw LLP  
Europa Link  
Sheffield Business Park  
Sheffield  
S9 1XU

**Solicitors**

Browne Jacobson LLP  
Mowbray House  
Castle Meadow Road  
Nottingham  
NG2 1BJ

# **BRIGANTIA LEARNING TRUST LIMITED**

## **TRUSTEES' REPORT**

### ***FOR THE YEAR ENDED 31 AUGUST 2021***

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The Trustees (are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements and auditor's report of Brigantia Learning Trust (the Trust) for the year ended 31 August 2021. The annual report serves the purposes of both a Trustees' report and a Directors' Report under Company law.

The Trust operates five academies on six sites, a Nursery Infant (2-7), a Junior (7-11), an all through (2-16) a secondary (11-16) and a Post 16 (16-19).

By the end of the year 2020-21 the total number of pupils/students across the age range 2-19 was 3,848 and the total number of employees was 457.

Two of the sites for the all through academy are PFI and are serviced through MITIE and KIER and the trust does not employ the staff that are part of this facilities management arrangement.

Mike Westerdale has continued his clear and strong leadership of the trust which resulted in a re-appraisal of the leadership demands at MAT level combined with the structures developed in the individual academies. From September 2020 there were constant changes as a result of COVID-19 and the operation of the academies was informed by the frequently changing Department for Education requirements. In Sheffield there was close working of all schools in the city along with the Local Authority and Public Health. The pandemic focussed our attention in a number of ways; critically on how to maintain pupils' learning when academy buildings were closed to most pupils and staff and then how to develop the confidence of parents and carers during the reopening process with an intense focus on safeguarding the pupils throughout the period.

The academies are stronger together and have the vision of "Creating Excellence Together" the impact of COVID has illuminated a further component of this vision "within a Culture of Care".

Brigantia Trust schools are identified as located in the 107th most deprived areas in England, with a cluster of areas similarly deprived within school catchments. It is therefore not surprising that the greatest number of cases of Covid were found in precisely those areas of the city. (Study by Dr I Bell of the Public Health Intelligence Team).

# **BRIGANTIA LEARNING TRUST LIMITED**

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

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### **Structure, Governance and Management**

#### **a. Constitution**

The Trust is a company limited by guarantee and an exempt charity.

The charitable company's Articles of Association is the primary governing document of the Academy Trust, a scheme of delegation is in place and both were reviewed and where appropriate revised in 2020-2021.

The majority of the members are not trustees and the CEO is neither a member nor a Trustee. The trust has a contract with an independent governance professional.

The Trustees of Brigantia Learning Trust Limited 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.

The principal activity of the Trust is to advance for the public benefit education in the United Kingdom. The core business of the Trust's Academies is to provide education for children from 2-19. During the year the Trust operated the following academies serving North East Sheffield:

Wincobank Nursery and Infant Academy  
Concord Junior Academy  
Hinde House 2-16 Academy  
Yewlands Academy  
Longley Park Sixth Form Academy

#### **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. Method of recruitment and appointment or election of trustees and governors**

The management of the Trust is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. The operation of the trust is monitored by the members who meet twice a year. During the year 2020/21 the Trustees have recruited further trust board members through a variety of means and in areas where the trustee skills audit showed deficiencies and where the profile of characteristics aligned with our community profile was unbalanced. All applications have been scrutinised and interviews for new trustees have taken place before recommendations have been made to the appropriate Board. Through the local Academy Advisory Councils (AAC), a parent member of the Trust Board has also been recruited. The four AACs draw from their local communities, parents/carers of pupils/students, staff and local stakeholders.

#### **d. Policies and procedures adopted for the induction and training of trustees and governors**

It is expected that newly appointed Trustees and Members will attend induction training on appointment provided by the Trust and by Sheffield Local Authority Governance Section, together with specialist input on areas e.g. GDPR, Prevent Duty. The access to on-line learning materials has greatly helped this process along with the allocation of a mentor from within the trustees to enable new recruits to function in Board, Committee and Academy Advisory Councils.

# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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### e. Trade union facility time – return for the year 01.04.20-31.3.21

#### Number of Trade Union Officials

Full-time equivalent employee number	2.8
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#### Percentage of time spent on facility time

Percentage of Time	Number of Employees as relevant officials
0%	0
1% - 50%	3
51%-99%	0
100%	0

Cost- Percentage of Paybill spent on facilities time	£
Total Cost	£2.8k
Total Paybill	£16.5m
% Paybill	0.02%

Paid Trade Union Activities	£
Time spent on paid union activities as a percentage of total paid time hours	0%

### f. Organisational structure

The Board of Trustees are responsible for setting general policy with specific power delegated to the Chief Executive and Trust Executive. The CEO is held to account through the following framework.

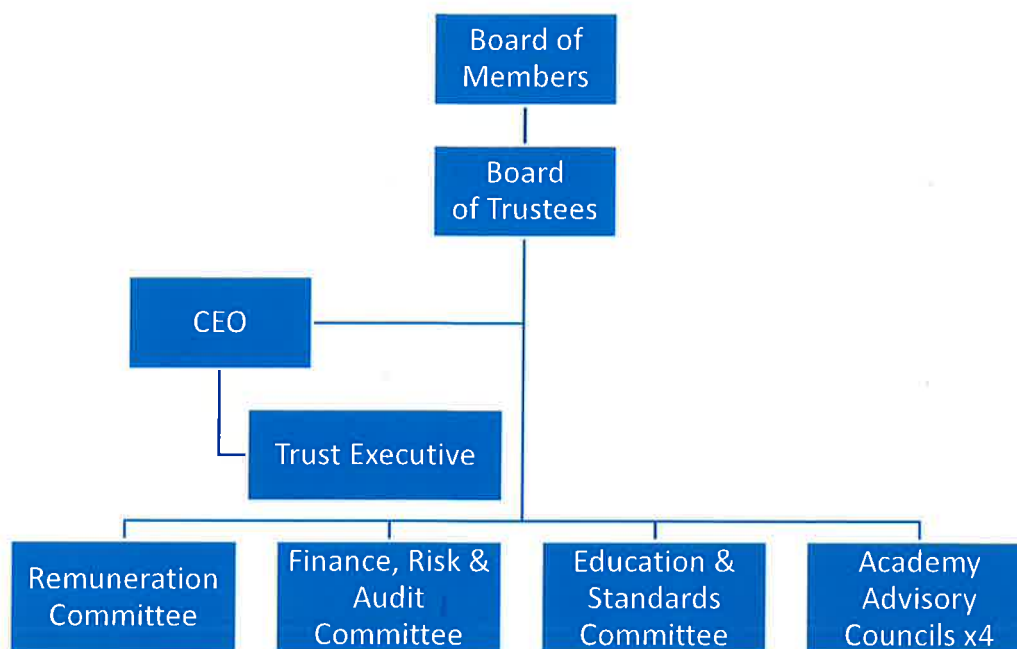
The Board of Trustees has 3 sub-committees, concerned with Finance, Risk & Audit, Education & Standards and Remuneration along with the four Academy Advisory Councils: Concord & Wincobank, Hinde House (2-16), Yewlands and Longley Park Sixth Form.

# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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The Trustees and Executive met 6 times in the year 2020-2021 some of these special meetings outside the published schedule have been associated with the consequences of COVID19 e.g. approving the risk assessment and the additional spend associated with cleaning, cleaning materials, the provision of IT equipment and facilities for pupils without such devices or where they were restricted to a smart phone. The trustees have conducted statutory business, business associated with the objectives for the year and the monitoring of progress against these, reports have been received from Directors of each of the Phases and Academy Advisory Councils. These relatively newly established councils have received reports from the academy and scrutinised the actions being taken by the individual academy or across the phase or MAT. They have celebrated the local successes and probed the responses to accelerating progress on key issues. They have a major role in the behaviour, well-being and safeguarding of all children in the academy

The Finance, Risk and Audit Committee met to consider risks to the organisation, to inform decision-making about the future strategic direction of the organisation and for capital expenditures which were then recommended for the Board of Trustees' approval. Many of the risks this year have been associated with the impact of the pandemic and the provision of high-quality on-line learning as well as the organisation of the "bubbles" when academies opened up.

The Education & Standards Committee met to focus on challenging and supporting the quality of provision and educational outcomes for young people at trust and academy level. The committee was responsible for overseeing the educational effectiveness of the Trust, working in conjunction with the Trustees, CEO, the Trust Executive Team and Academy Leadership Teams. The scope of the committee includes; exclusion review panels, complaints panels and staffing related panels supported by the Trust Executive Team. It provided appropriate and impartial levels of challenge to Trust leaders, particularly with regard to the quality of education, it also ensured that Ear Marked Grants are properly managed at Academy and Trust level, specifically that Disadvantaged, Sports Premium, High Needs and Catch Up funding was used to ensure greatest impact.

The Remuneration Committee met to maintain an oversight of the Trust's approach to remuneration and pay progression. The Remuneration Committee is a committee of the Board of Trustees and was authorised to make recommendations on items within its Terms of Reference or specifically delegated to it by its Board of Trustees

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# **BRIGANTIA LEARNING TRUST LIMITED**

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

### **FOR THE YEAR ENDED 31 AUGUST 2021**

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such as the performance management of the CEO. The committee also met to ensure all decisions linked to leaders and teachers performance related pay followed a rigorous, robust, and transparent process in line with the Trust Professional Development and Review Policy. The Remuneration Committee was authorised to request any outside legal or independent professional advice it considered necessary, normally in consultation with the Accounting Officer.

The Trust Executive consisted of the CEO, the COO, Director of Academies (Primary), Director of Academies (Secondary) and Director of Academy (Post 16). A new Executive Principal was appointed to Longley Park Sixth Form following the retirement of the Director of Academy (post 16). Tribute is paid to Mo Nisbet who retired in August 2021 as an outstanding leader of education, "she championed students of all abilities and backgrounds, but especially those the rest of the system did not want to include. Mo has been the architect in so many ways of the post-16 agenda in the North of Sheffield and we have never known her not to leave any stone unturned to ensure every student gets the very best possible opportunity she or her team can give them" (Mike Westerdale, CEO).

Each Academy has a team responsible for the leadership of the Trust's Academies and the implementation of the policies decided upon by the Board of Trustees.

A central service function has been fully implemented with the aim of streamlining common processes, achieving consistency in the systems in use and allowing all staff wherever they were based to have standardised resources, and support from operational services such as HR, Payroll and IT.

#### **g. Arrangements for setting pay and remuneration of key management personnel**

The pay of the senior academy leaders is determined by reference to the statutory provisions of the School Teachers' Pay and Conditions Document, recommendations of the Sixth Form Colleges Association, and in accordance with the Trust's Pay Policy. In determining remuneration, the trust is cognisant of the DfE guidance on the use of public monies. Executive roles have been benchmarked by an independent organisation. The considerations involved job size and pay relative to the job reports; complexity of the role, relative external data, individual experience, performance and contribution to identified MAT processes or cross-phase developments.

The CEO's pay is determined as a result of appraisal by three members of the Board of Trustees and is in line with the contractual obligations at appointment. The trust has made all the returns required to the ESFA on the issue of senior salaries and awaits a response to the latest annual return.

#### **h. Related parties and other connected charities and organisations**

The Trust does not operate any formal federation relationships with other education establishments but its staff, across the curriculum, work collaboratively with many other schools and organisations. Related parties are disclosed in Note 24 of the financial statements.

#### **i. Engagement with employees (including disabled persons)**

Engagement with our staff remains a key strategic aim of the trust. There are regular opportunities for staff across the Trust to collaborate, particularly with senior colleagues. This includes group meetings, leadership meetings, cross Trust meetings, academy meetings and ensuring managers have regular one to one meetings with staff. This has been particularly important during the Covid-19 pandemic.

This has involved sharing our risk assessments, detailed guidance, frequently asked questions document, help sheets and links to support and having a dedicated trust action line for staff. Performance management meetings have had a focus on mental health and wellbeing. Specifically, staff who are higher risk during the pandemic have had individual risk assessments so we could make any adjustments to their working environment or ways of working. We also engaged through the union representatives both at a local level by academy leadership and at Trust level through the Joint Consultation Committee which is made up of representatives of all the unions

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# **BRIGANTIA LEARNING TRUST LIMITED**

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

***FOR THE YEAR ENDED 31 AUGUST 2021***

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involved in the Trust. We have undertaken several small staff surveys during the pandemic to ensure we are aware of how staff are feeling and any concerns or feedback that they have. Survey results and actions taken are shared with staff, leaders, and Trustees. We are continuously looking to improve our engagement

Promoting equality of opportunity is at the heart of the Trust's mission. The Trust builds equality considerations into its employment policies from the outset, it has a policy on the fair recruitment and selection of candidate for roles with the Trust and guarantees an interview to any disabled applicant who meets the essential requirements of the role. Equal Opportunities monitoring information that is voluntarily provided at the application stage is anonymised and used by the Trust to measure diversity within the application pool and workforce to ensure that we are meeting our obligations under the Equality Act 2010.

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

The Board of Trustees continuously consider key stakeholder relationships and develops them through the Trust Executive. The Trust considers relationships with customers and suppliers on a local and national scale and maintains strong relationships at a local, regional, and national level.

# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Objectives and Activities

Brigantia Learning Trust is an educational provider underpinned by the moral purpose of improving the life chances and securing the social mobility of the children and young people it serves along with their families and local communities. This is undertaken by having a philosophy and intent of 'creating excellence for all' through a culture of care.

As a mixed phase multi academy trust that serves children and young people from the age of 2-19, we are united in our values of Ambition, Care, Confidence, Creativity, Integrity and Respect. These values are to be firmly embedded within all trust academies and to be personalised by leaders, staff, parents and our young people. These values underpin the way that we operate as a trust in our day-to-day activities.

#### a. Objects and aims

The operation of the vision for the Trust during the year 2020/2021 was to maintain, and where possible improve school performance whilst experiencing a global pandemic, hitting at the heart of our communities in a more disproportionate way than the country as a whole.

Much of the drive was maintained by the work of pupils, staff, parents, with additional resource ("Catch up funds") but the ultimate goals were sometimes limited by lockdown and remote learning, limited IT access, as well as the identification of pupils needs in a classroom situation. Even when schools were open the interruptions in continuity were frequent and repeatedly affected some groups whilst missing others.

Part of the national systemic improvement of education in England through the academies (and schools) programme is developed in our trust by focussing on:

1. High quality teaching and learning and improving standards of pupil attainment and achievement.
2. Providing outstanding care and support for children of all abilities and backgrounds.
3. Promoting a strong ethos of respect, tolerance, good conduct and behaviour.
4. Creating a culture which celebrates success in all its forms.
5. Implementing leadership and accountability practices that demand and produce successful outcomes, which are effective and provide value for money.
6. Building and sustaining outstanding staff teams committed to securing year on year improvement in each school.

#### b. Objectives, strategies, and activities

Our work is driven by our Core Purpose and Principles:

- To change life chances, and secure social mobility and justice for young people in our community.
- Local children have boundless potential and deserve the very best.
- A broad and rounded education so that every child is properly prepared to take their place in a complex changing world.
- Individual academy identities, each closely aligned to the community it serves.
- Common operating systems and processes, particularly when related to standards, business management and governance.
- A seamless 2-19 learning journey and experience for every child and their family.
- Common ethos and goals, and partnership over the long-term.

The 2020/2021 Trust Plan identified the following strategic priorities:

- **Educational Standards:** To improve the quality of Education in all trust Academies.
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# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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- **Leadership and People:** To provide outstanding Executive Leadership and Academy Leadership with clear succession planning: attracting, developing, and retaining the best people to work in our academies.
- **Developing and growing our partnerships:** To strategically grow existing partnerships and to deliver the benefits of cross-phase education (2 - 19).
- **Operational Effectiveness;** To ensure a financially successful and sustainable multi-academy trust delivering high-quality and cost-effective services to academies thereby maximising the resources they have to improve the quality of education.

#### **Attainment & Outcomes**

From March 2020 there have been no externally set and marked national examinations or assessment and no results were published following the 2020/2021 Teacher Assessed Grades. Rebasement of these qualifications will be complex and the identification of progress measures for some groups in schools will not be able to take place in the way in which they did prior to COVID. Given this non-publication of internally assessed grades it would be inappropriate to provide a commentary on such performance. Two external visits by OFSTED to our RI academy provided external assurance that the educational provision was on track to ensure a good judgment at the next inspection.

#### **Attendance**

All returns have been made to enable the DfE to monitor attendance. Provision was made in school for as many critical worker children, those known to be vulnerable or where parents were really struggling to provide the facilities for pupils to work at home.

# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

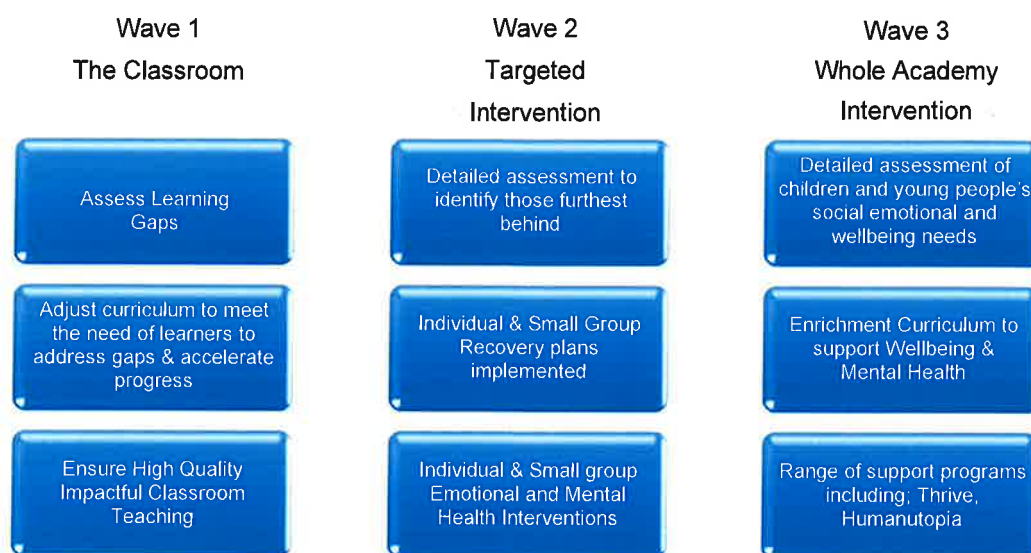
### FOR THE YEAR ENDED 31 AUGUST 2021

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#### “Catch up” Funding

The first tranche of this funding was obtained in 2021 and this enabled the framework for the Post Covid Recovery Plan to be established so that when pupils returned the analysis of where the gaps were could be established on a pupil-by-pupil basis.

In line with Education Endowment Fund research the following methodology was adopted across the Trust.



#### Business Management

Trust budgets are tightly controlled so that target outturn positions are met in all settings. However, the consequence of the COVID pandemic has led to different priorities.

#### Leadership

A secure trust-wide leadership structure proved invaluable when all their skills and experience were drawn to establish the routines for Covid security. Leaders and staff have functioned as fast readers of ever-changing documentation from DfE, worked closely across the Local Authority and with Public Health they have resolved the “how to mitigate the risk” on the risk assessment, developed individualised assessments for those at greatest risk and sought roles or actions that would protect potentially vulnerable staff. Staff have taken up roles of sourcing food for children both in vulnerable conditions, and those entitled to free school meals, they have contacted pupil/students, delivered paper-based resources for those without connectivity. Training of staff to deliver lessons on-line and use resources that are available and modify their own resources as well as to make available the hardware and software to achieve that. The safeguarding staff have been dealing with issues associated with children for whom it was not possible to make contact, maintaining the attendance at meetings concerned with children in need, those on a register and those families where incidents of domestic violence have been reported through Encompass.

# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### Achievements and performance going forward

##### a. Trust –Strategic Plan

1. Establish ourselves as a strong and viable Trust and able to grow in the future.
2. Ensure individual school performance improvement.
3. Ensure Trust financial management is robust to secure budget outcomes
4. Continue to align Trust systems and processes to improve efficiency and consistency.
5. Continued provision and established Covid secure facilities when pupils/students returned

#### From the outcomes of 2019/2020 the Key Themes for 2020/2021 were:

1. Oracy,
2. Outcomes and Attainment in Boys,
3. Closing the gap,
4. Attendance,
5. Reducing persistent absence,
6. Adapting the curriculum post lockdown; and
7. Wellbeing and mental health of students and Staff.

Oracy has been developed under the brand of "Voice Brigantia" and like all initiatives of this nature is a longer term project, however there are encouraging outcomes where staff have been trained and are beginning to embed the work both outside the curriculum areas and within PSHE/RSE as well as subject areas. The word count in some of the mother tongue languages that our pupils use at home are minimal since they are spoken languages or have a very limited vocabulary, so the purpose is to both develop pupil confidence in vocalising and enhance the words at their disposal.

The trust has also engaged in THRIVE (concerned with social and emotional development) and HUMANUTOPIA (empowering young people to make positive choices) both of which again will take time to show real benefits to pupils in their mental health and well-being as well as supporting pupils that are held back by their lack of confidence or their fear to participate fully in class or in school. Despite the pandemic the work in these areas has started and will seek to address pupils' health and wellbeing.

#### Key Performance Indicators

The Trust produces monthly management accounts to monitor its on-going progress against target. For the year ended 31 August 2021 total income was 8% higher than expected, staff costs were 2% higher than expected against target and overheads were 20% higher than expected.

The Trust understands that its biggest expense is staff costs and that this must be carefully monitored. The Trust expects that staff costs should be less than 80% of income to remain efficient. In the year to 31 August 2021 staff costs were 73.6% (2020: 76.0%) of incoming resources.

##### b. Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For these reasons it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### **c. Fund-raising standards information**

The Trust doesn't actively fundraise. The Trust does not use any professional fundraiser or commercial participator to carry out activities on the Trust's behalf.

Due to the low level of fundraising the Trust undertakes, the charity is not a participant of a voluntary scheme for regulating fundraising, or any voluntary standard of fundraising for the activities carried out on behalf of the Trust. Should the Trust at some point in the future undertake a specific fundraising campaign or start to generate more income through fundraising, the trustees will look to sign up to a voluntary fundraising code.

#### **d. Public benefit and promoting the success of the trust**

During the financial year 2020/21, the Trustees as Directors have complied with their duty to operate the Trust in a way that carries out its purposes for the public benefit under Sec.172 of the Companies Act 2016. To this end, the Trustees have managed risks of detriment or harm to pupils and staff, and made decisions that are to the benefit of pupils, staff and the communities that we serve in ways consistent with the Trust's charitable objectives by:

1. the consequence of any decision is related to vision and purpose of the trust and is to improve the educational achievements, the cultural/life experiences and long-term opportunities of the learners many of whom have a low starting point.
2. the interests of the Trust's employees by offering high quality training, career opportunities and employee support (EAP)
3. by seeking best value in procurement we are conscious of the impact on local businesses that our academies can have, the employment we can provide for local people, and the need to foster a long-term relationship with the parents and carers of the present and future generations of children. We work closely with local primary schools, we work across the city through Learn Sheffield and participate and often lead groups that impact on the education from nursery provision to higher education, safeguarding, diversity and special educational needs
4. the impact of the Trust's operations on the community and the environment. As an organisation we are conscious of the impact that we have on the environment, not only by the appearance and the development of our grounds but also by the choices we make for major expenditure on for example replacement boilers and heating and at each opportunity have sought to "go green". The desire to replace a minibus with an electric version has predated the production of buses that can meet our carrying capacity requirements as well as the distance before recharging but we look forward to that for our next purchase.
5. the desirability of the Trust maintaining a reputation for high standards of conduct through our relationship with our neighbours where parental parking can be a source of annoyance and concern to those living near the school and processes like the unthinking behaviour on buses or on the way home from or to school. The low levels of bus use in the pandemic has alleviated some of these issues! We have built good relations with suppliers of IT equipment because they respect the skill and knowledge of our staff and consequently will arrange urgent deliveries for "breakdowns" but know that we will not identify everything as urgent!
6. the need to act fairly as between members of the company – the trust works with its members, keeping them suitably informed of the trust's activities, plans and governance arrangements so that they are able to fulfil their role effectively. Most members in trusts and the trust board trustees have themselves struggled with the structure of governance and the respective roles of member and trustee. Members would always be drawn to the role out of a desire to support local children or education and skills development in general. As a consequence more clarification by the DfE has been helpful but in an effort to make a role some of the distinction between governance and operations does start to blur.

# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### Financial review

The statement of financial activities for the period ending 31st August 2021 shows a surplus before pension adjustments on unrestricted funds of £92,412 and a surplus on GAG fund of £1,449,912, £184,047 of GAG funds were invested in capital expenditure.

Most of the Trust's annual income is obtained from the Department for Education (DfE) in the form of recurring grants which are provided under the funding agreement with the Trust. The use of this income is restricted to particular purposes. The DfE grants received by the Trust for the year ended 31 August 2021 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The restricted pension fund reserve is in deficit to the value of £17,416,000 as at 31 August 2021 (2020: £15,174,000). The Trust contributes to the deficit each year and Trustees will continue to monitor this situation closely.

The schools also receive capital grants from the EFSA for the purchase of capital items. Such grants are shown in the Statement of Financial Activities as restricted income in the restricted fixed asset fund. The restricted asset fund balance is reduced by annual depreciation charges over the assets' expected useful lives, in accordance with the Trust's accounting policy.

#### a. Financial position

The Trust held fund balances at 31 August 2021 of £34,696,868 (2020: £35,556,822) consisting of £33,605,009 (2020: £34,557,375) of restricted funds and £1,091,859 (2020: £999,447) of unrestricted funds.

#### b. Reserves Policy

The trust has reviewed the reserves policy and agreed the impact of Covid has thrown up some expenditure which, because of the nature of the need, will have to be sourced from reserves. The pay freeze for public sector workers along with the increase in the National Insurance contributions would in normal circumstances have produced a diminution of the morale of the workforce but it is salutary to remind ourselves that one of the outcomes of lock down has been the fact that some parents have changed their minds about how complex and exhausting the job of teaching and supporting the welfare of their children is without teachers there. Many staff have learned new skills and been inventive in the way that they have continued to support students.

Trustees discussed and agreed holding reserves at a level of 5% of income currently £1,255,866

Funds in excess of the reserves may be accessed by Trust Leadership with prior agreement of the Trust to support teaching and learning, and to provide flexibility to address possible variations to income and expenditure. The Trust will spend monies reserved for capital projects in line with a strategic capital plan agreed in advance by Trustees.

On 31 August 2021, the Trust's level of free reserves (being the unrestricted income fund and the GAG fund) was £2,789,888. The trust will reconsider the reserves policy again during the next year.

#### c. Investment Policy

We only invest funds in low risk and easily accessible accounts. Funds will be placed in bank accounts with immediate withdrawal notices available.

Risk is managed through diversification of investments, ensuring that the security of funds takes precedence over revenue maximisation.

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# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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Funds will only be placed with banking institutions that are regulated by the Financial Conduct Authority and with good credit ratings.

#### d. Principal risks and uncertainties

The Trust has undertaken work during the period to monitor and improve the system of internal control, including financial, operational and risk management which is designed to protect the Trust's assets and reputation. The Trust's Risk Register contains the details of risks to which the organisation is exposed. It identifies the key risks, the likelihood of those risks occurring, their potential impact on the Trust and the actions being taken to avoid, reduce and mitigate the risks. The register includes the controls in place to minimise and mitigate potential impact on the Trust. It also reflects the progress made by the Trust during the year and includes appropriate review dates for those risks. All proposed new activities are assessed for risk. Risks are rated using a consistent scoring system. The most significant risks currently are the impact of the falling rolls across the city currently experienced at EYFS, maintaining the quality of education in terms of achievement, progress and attendance measures given the impact of COVID, loss of key personnel and breaches of statutory requirements and the impact on the reputation.

#### Risks raised with continued high residual:

Three most significant risks are for varying reasons.

1. Adherence to Academies Financial Handbook relates to every one of the 450+ employees who are made aware of and have the consequences explained as to what could happen if we are found to be in breach but do not feel a true sense of ownership.
2. Loss of key personnel in technically specialist areas such as finance, audit and IT can leave the organisation open to serious ramifications both strategically and operationally and this is even after mitigation has been acted upon.
3. Quality of Education with falling rolls the organisation cannot sustain the present staffing model and in right-sizing key personnel may be lost, use of external consultants are being used to develop staff and improve leadership skills.

#### Risks raised with reduced residual following controls and mitigation

Three high risks which can be controlled and mitigated

1. Server Failures risk can be reduced by a series of proactive control measures which have previously not been undertaken by individual academies.
2. In an environment where all children are vulnerable as a consequence of lost face-to-face teaching emphasis on closing all-pupil "gaps" – the Post-Covid Curriculum
3. Buildings & Maintenance Systems need to be replaced to ensure greater efficiency and effectiveness and to avoid the need of academy closure owing to failed systems.

The Finance, Risk and Audit Committee commissioned an internal audit which considered:-

1. A review of the network infrastructure to highlight potential security risks
2. A cross check of the payroll data from the internal budget system to the one held externally by the Trusts payroll provided.
3. A safeguarding review to review practice which would allow the development of a Culture of Care which supports the protection and wellbeing of students
4. A review of SEND provision across all five academies

These were conducted by UCCERT, Principal Plus, Fairchild Safeguarding and Prescient Education.

#### Government funding

The Trust has considerable reliance on continued government funding through the ESFA under funding agreement with the Department for Education. The Trust is informed by the ESFA of funding mechanisms and policies to the same degree as similar organisations. The government funding policies and practices may remain the same or change in relation to their levels or terms. This risk is mitigated in a number of ways including close financial monitoring and planning, contractual arrangements, by delivering high quality education and

# **BRIGANTIA LEARNING TRUST LIMITED**

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

### ***FOR THE YEAR ENDED 31 AUGUST 2021***

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maintaining our relationship with ESFA acting as the delivery agency for funding and compliance on behalf of the Department for Education.

The government's funding formula uses pupil numbers, amongst other factors, as the primary driver to determine funding levels.

Significant additional funding and resource to the General Annual Grant have been received from central government in the form of 'Catch Up Premium' 'Recovery Funding' and IT equipment. Appropriately allocation of this resource was closely monitored

#### **Underlying rate of inflation and staffing costs**

The Trust is mindful of the rise in the underlying rate of inflation. The Trust's staff transferred from the local authority employer to the Academy Trust on existing terms and conditions and so the Trust must give consideration to national pay awards paid or pending, irrespective of whether any corresponding increase in government funding is forthcoming. Equally the pay arrangements for Sixth Form College staff operate in a different way.

#### **Plans for future periods**

In determining our objectives and planning our priorities for the future, the Trustees are mindful of the Charity Commission's general guidance on public benefit.

#### **2021/2022 priorities and onward**

To be recognised as an exemplary educational provider of choice in every phase of a learner's journey from 2 – 19.

- To provide centres of excellence contributing to local, regional, and national system improvement.
- To deliver an excellent recruitment and talent management process through innovative and creative programmes and career opportunities.
- To empower leaders at all levels to develop a culture for staff that allows them to be confident and ensures that young people are prepared for their next life phase.
- To deliver a rigorous and robust development programme for all tiers of governance to enable a cohesive vision for the Trust, to demonstrate full accountability for the educational performances of young people and to ensure financial effectiveness and value for money is achieved.
- To respond and reflect the distinctive characteristics of all stakeholders by providing an educational offer to secure social mobility and justice.
- To ensure the Trust is dynamic and an integral part of the community, to support the transformation, cohesion, and improvement of individuals' life chances.
- To grow in a responsible and sustainable way to ensure our mission is realised, not only in our current academies and communities, but for those who choose to join in the future.
- The Trust is an effective and efficient institution with value for money systems delivering an excellent educational experience, excellent investment on our staff and governor development and excellent partnerships with stakeholders and communities.

# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2020 to 31 August 2021			
Energy consumption used to calculate emissions (kWh)			
2020-2021		2019-2020	
Energy consumption breakdown	kWh	Energy consumption breakdown	kWh
Gas	2,999,805	Gas	2,772,288
Electricity	1,628,718	Electricity	1,278,358
Transport Fuel	5,855	Transport Fuel	18,246
Scope 1 emissions in metric tonnes CO2e	CO2e	Scope 1 emissions in metric tonnes CO2e	
Gas consumption	549.44	Gas consumption	526.35
Owned transport – Mini-buses	1.27	Owned transport – Mini-buses	1.44
Owned transport – Car	0.12	Owned transport – Car	0.16
Total	550.84	Total	527.95
Scope 2 emissions in metric tonnes CO2e	CO2e	Scope 2 emissions in metric tonnes CO2e	
Purchased Electricity	345.83	Purchased Electricity	292.83
Total	345.83	Total	292.83
Scope 1 emissions in metric tonnes CO2e	CO2e	Scope 1 emissions in metric tonnes CO2e	
Business travel in employee-owned vehicles	0.07	Business travel in employee-owned vehicles	1.91
Total	0.07	Business travel in rental car	0.21
		Total	2.12
<b>Total gross emissions in metric tonnes CO2e</b>	<b>896.73</b>	<b>Total gross emissions in metric tonnes CO2e</b>	<b>822.90</b>
<b>Intensity ratio Tonnes CO2e per pupil</b>	<b>0.24</b>	<b>Intensity ratio Tonnes CO2e per pupil</b>	<b>0.22</b>

# BRIGANTIA LEARNING TRUST LIMITED

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Quantification and reporting methodology

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

### Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO<sub>2</sub>e per pupil, the recommended ratio for the sector.

### Measures taken to improve energy efficiency

1. Installed LED lighting during all refurbishments
2. Building management system renewed and upgraded. This now allows the management of multiple sites via the internet. This reduces response times and allows for the more efficient running of the academies.
3. Increased use of remote technologies to support sites and the continued use of online meetings to reduce energy consumption and travel

### Procurement Policy Notes PPN 02/20 and PPN 04/20

From the initial COVID-19 lockdown period until the end of the 2021 academic year, the trust ensured key suppliers were fairly recompensed and supported to ensure critical supply during periods of lockdown was maintained and so that these supplier partners were able to continue to operate and continue to trade through the academic year. These arrangements, were agreed on an individual supplier basis, were conducted according to the PPN guidance and value for money notes as issued by central government. The trust committed to pay suppliers reflecting the levels of service that we would normally have throughout the year.

### Funds held as custodian

Brigantia Learning Trust does not hold funds as a custodian for any other organisation, other than sixth form bursaries.

### 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 Board in order to be aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

### Auditor

The auditor, Hart Shaw LLP, has indicated its willingness to continue in office. The designated Members at the Annual General Meeting will propose a motion re-appointing the auditor at a meeting of the Members at the Annual General Meeting.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 8 December 2021 and signed on its behalf by:



Mr D Drayson  
Chair of Trustees

# **BRIGANTIA LEARNING TRUST LIMITED**

## **GOVERNANCE STATEMENT**

***FOR THE YEAR ENDED 31 AUGUST 2021***

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### **Scope of responsibility**

As trustees, we acknowledge we have overall responsibility for ensuring that Brigantia Learning Trust Limited 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 has covered all the responsibilities it has in the course of the year.

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

The Board of Trustees has delegated the day to day responsibility to the CEO as Accounting Officer, for ensuring financial controls, conforming 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 Brigantia Learning Trust Limited and the Secretary of State for Education. The Trust Board receives reports from CEO, leadership staff, including the Chief Operating Officer and specialist in areas such as GDPR, and the auditors. The external auditors of the trust are Hart Shaw LLP they are also responsible for reporting material weaknesses or breakdowns in internal control to the Board of Trustees and Members at the Annual General Meeting, held in December. At the same time the Board has received recommendation on the areas of internal interest identified by the Finance, Risk and Audit Committee. These internal audits are conducted by independent examiners and in the 2020-2021 the trust has appointed independent auditors with specialist skills in the areas under audit.

The scheme of delegation to individual academies has been reviewed as have the attendance, behaviour and safeguarding policies and procedures. (In 2020/2021 these policies had to be amended during the year to reflect the impact of Covid 19 on the timescales and procedures)

All Committee terms of Reference and their membership have been reviewed annually.

The Trust applies the highest standards of conduct, signs a document annually that is the Code of Behaviour and incorporates the provisions of the Seven Standards of Public Life.

The Trust complies with both the requirements of Charity and Company Law:

- Acts within the powers of the trust,
- promotes the success of the company,
- exercises independent judgement,
- exercises skill, care and diligence,
- avoids conflict of Interest,
- does not accept benefits from third parties; and
- declares any interests in proposed transactions or arrangements.

# BRIGANTIA LEARNING TRUST LIMITED

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### **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 6 times during the year. In the interim between meetings monthly Management Accounts have been available to members on the Governance Hub and questions are invited directly to the Trust Executive.

Most of the meetings during 2020-2021 have been virtual meetings (this has been recorded on the minutes) either because the buildings were closed or to reduce the possibility of infection. For the face-to-face selection and appointment of the Executive Principal to Longley Park Sixth Form strict Covid 19 procedures were followed. Mr Jamie Davies took up the post in September 2021.

The Board has appointed a Governance Professional and she minutes the meetings of the Board and the Committees as well as formal disciplinary meetings of staff and pupils, offering the trustees advise on matters of procedure and points of law.

Trustees have access to a wide range of development resources under normal circumstances these are both face to face and virtual however this year use has been made of virtual training provided through; Local Authority Governance Services, National Association of Governance, Confederation of School Trusts, Department of Education and Specialist groupings covering Learning Difficulties and Disabilities. Whilst access has been easy to obtain the serendipity of meeting others and exchanging ideas or deeper questioning of issues has been missed.

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

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
D Drayson (Chair)	5	6
K Clifford (Resigned 23 September 2020)	0	1
M Buxton (Appointed 28 September 2020 and resigned 21 October 2021)	4	5
J Edwards (Appointed 3 March 2021)	2	2
R Parveen (Appointed 10 June 2021)	0	1
M Pepper	6	6
J Robinson	5	6
M Sherburn	6	6
N Shipman	6	6
A Warner	6	6

New members of the Board were recruited through advertisement on specific websites, as well as speculative applications. These applications were scrutinised by a group of trustees that always included the Chair, before being invited to meet the CEO and Chair to understand the nature of our work and our objectives. Those who continue to be interested move forward to an interview with a group of trustees again including the Chair. Most of the applicants at this stage have been board members of industry or retail, governors of educational institution or charitable trusts and bring with them a range of skills. It was clear from the skills audit of trustees that we had some skills shortages in the public services other than education and the balance of the Board needed to be addressed in terms of diversity. The use of Inspiring Governance and Academy Ambassadors was useful in stating the specific requirements. On the resignation of one of the trustees we needed a trustee from health given that we have five major hospitals that cover general surgery, oncology, maternity, children and dental and have extensive research areas in the local universities and medical school which leads to patients referred to these hospitals from across a wide geographical area. We have an expanding area of work in digital developments, not just in graphical and cultural work but robotics for industry and medicine.

# BRIGANTIA LEARNING TRUST LIMITED

## GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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An Academic Advisory Councils operates for each academy rather than for groups of academies e.g., primary, secondary, tertiary. The councils and their councillors were inducted to their range of responsibilities, the operation and frequency of their meetings as well as the need to identify a Chair from amongst their members. Trustees are linked to the Councils but not members, thereby hearing issues first hand. The full Board receives the minutes of these meetings and particular areas are picked up for further discussion and debate. At this stage the importance of widening the membership and democratising their operation has still to be developed given they are at an early stage of responsibility there were lockdowns and remote meetings.

The Governance of the Trust has an action plan based around Improvement Capacity Framework for Governance and will be undertaking a further independent external review of governance in 2022.

The Finance, Risk and Audit Committee is a sub-committee of the main Board of Trustees and met 3 times in the year. Its purpose is to monitor financial and general management performance, inform decision making about the future strategic direction of the organisation and capital expenditure and to provide an internal audit function to perform a range of checks on the Trust's financial systems and controls.

Attendance during the year at meetings of the Finance, Risk and Audit Committee was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
D Drayson (Chair)	3	3
R Parveen (Appointed 10 June 2021)	0	1
J Robinson	3	3
M Sherburn	3	3
A Warner	3	3

The Education and Standards Committee is a sub-committee of the main Board of Trustees and met 4 times in the year. The Education & Standards Committee met to focus on challenging and supporting the quality of provision and educational outcomes for young people at trust and academy level.

Attendance during the year at meetings of the Education and Standards Committee was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
D Drayson (Chair)	4	4
M Buxton (Appointed 28 September 2020 and resigned 21 October 2021)	3	4
J Edwards (Appointed 3 March 2021)	1	2
M Pepper	4	4
N Shipman	4	4
A Warner	4	4

### Review of value for money

As Accounting Officer, the CEO, has responsibility for ensuring that the Trust delivers good value in the use of public resources. The Accounting Officer pursues value for money in both the way outcomes can be achieved with taxpayer resources for education and wider societal impact.

# BRIGANTIA LEARNING TRUST LIMITED

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees on this issue. To date the focus has been on:

- Continuing to develop central Trust services to provide internal expert support to academies. This has included Finance, IT, HR, Estates, Data and Health and Safety.
- Further developed central purchasing and joint buying to take advantage of savings, e.g. IT equipment and telecommunications.
- Assessing the way that systems bought to facilitate better finance reporting, accuracy of payroll and pupil attendance monitoring have operated and the extent to which they deliver on the specifications.
- Through energy statement requirements we have developed a plan to address environmental issues. E.g. Fuel costs represent over £250K in a year.

It is certain that some of the areas are limited by the PFI nature of two of our sites where we are not in control of the value that changes would make and if the provider could be incentivised to make such changes eg low energy lighting not only would they benefit the trust but as an academy we would be making further contribution to the "green agenda"

Our buildings range from a Victorian school, a 1970s flat-roofed "thin building" with poor insulation and three early 2000 buildings all built to different specifications.

#### **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. Many of the risks that have occupied the trust in 2020-2021 have been associated with COVID 19 and have ranged from the health and safety aspects of cleaning, circulation in the building and building what barriers there were to avoid the issue of crowding and close working using the maxim "COVID loves a Crowd". Tracking our pupils and the most vulnerable (through family poverty and low income) to ensure their safeguarding has been key and the decision was made to unless the Trust could be sure that children sent abroad or taken abroad had resumed education in another country they would not be taken off-role. The other risks were largely in the area of IT ensuring that it was safe for staff working from home to access appropriate documentation, getting paper-based resources to those without IT facilities and using that knowledge of the digital divide to source facilities through DfE and local charities. The other impact of this distributed IT resource was the need to control the access to appropriate material and to "clean the machines" when they were returned. The system of internal control has been in place in Brigantia Learning Trust Limited for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts.

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

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of trustees.

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

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets (PIs) to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.



# BRIGANTIA LEARNING TRUST LIMITED

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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The Board of Trustees has considered the need for a specific internal audit function and decided to appoint external auditors with specialist skills for the range of internal testing – it is becoming harder to find internal auditors with the capacity to undertake short term internal tasks or to do that audit on site which would limit the value to the institution.

The Finance, Risk and Audit Committee commissioned an internal audit which considered:-

- A review of the network infrastructure to highlight potential security risks
- A cross check of the payroll data from the internal budget system to the one held externally by the Trusts payroll provided.
- A safeguarding review to review practice which would allow the development of a Culture of Care which supports the protection and wellbeing of students
- A review of SEND provision across all five academies

These were conducted by UCCERT, Principal Plus, Fairchild Safeguarding and Prescient Education.

The internal auditors delivered their schedule of work as planned and although there were no material control issues, recommendations for enhanced performance were made and an action plan from the internal audit has been developed and is monitored by the Committee.

### **Review of effectiveness**

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

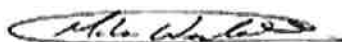
- the work of the internal auditor;
- the work of the external auditor;
- the financial management and governance self assessment process;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the board of trustees on 08 December 2021 and signed on its behalf by:



D Drayson  
Chair



M Westerdale  
Accounting Officer

# **BRIGANTIA LEARNING TRUST LIMITED**

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

***FOR THE YEAR ENDED 31 AUGUST 2021***

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As accounting officer of Brigantia Learning Trust Limited, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

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

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



M Westerdale  
**Accounting Officer**

08 December 2021

# BRIGANTIA LEARNING TRUST LIMITED

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

*FOR THE YEAR ENDED 31 AUGUST 2021*

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The trustees (who are also the directors of Brigantia Learning Trust Limited for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2020 to 2021 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

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

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

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

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

Approved by order of the members of the board of trustees on 08 December 2021 and signed on its behalf by:



D Drayson  
Chair

# BRIGANTIA LEARNING TRUST LIMITED

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRIGANTIA LEARNING TRUST LIMITED

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### Opinion

We have audited the accounts of Brigantia Learning Trust Limited for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

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

### Basis for opinion

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

### Conclusions relating to going concern

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 academy trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

### Other information

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

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

We have nothing to report in this regard.

# BRIGANTIA LEARNING TRUST LIMITED

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRIGANTIA LEARNING TRUST LIMITED (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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

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

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

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

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

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

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

### **Responsibilities of trustees**

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

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

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

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

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.

# BRIGANTIA LEARNING TRUST LIMITED

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRIGANTIA LEARNING TRUST LIMITED (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **Extent to which the audit was considered capable of detecting irregularities, including fraud and the audit response**

At the planning stage we identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general academy sector experience and through discussion with management, as required by auditing standards. The potential effect of any laws and regulation on the financial statements can vary considerably. There are laws and regulations that directly affect the financial statements (e.g. the Companies Act, the Charities SORP 2019, the Academies Accounts Direction 2020 to 2021) as well as many other operational laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements.

We have assessed the overall susceptibility of the financial statements to material misstatement due to irregularities as moderate risk due to the inherent regulatory environment and financial reporting requirements within the sector. Furthermore, increased public scrutiny due to use of public funds increases the risk around certain financial reporting disclosures. However, as a result, there are stronger financial controls around sensitive financial reporting disclosures imposed by the ESFA therefore this reduces the risk of material misstatements as a result of irregularities being undetected. The procedures performed by the audit team included:

- Communicating identified laws and regulations at planning to all members of the audit team to remain alert to any indications of non-compliance throughout the audit.
- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including the current Academies Accounts Direction.
- Review of any OFSTED reports within the period.
- Review of the Internal Scrutiny Reports delivered in the year.
- Ensuring that any findings noted as part of our work on regularity (as detailed in our Independent Reporting Accountant's Assurance Report) which indicate the possibility of irregularities and fraud, including any breaches of the Academies Financial Handbook, are also considered as part of our conclusions here.
- Review of the Accounting Officer's Statement of Regularity, Propriety and Compliance and the academy trust's Governance Statement disclosures.

We have assessed the overall susceptibility of the financial statements to material misstatement due to fraud as low risk because of the strong control environment and regulatory framework imposed on academy trusts by the ESFA. Management override is the most common way in which fraud might present itself and is therefore inherently high risk on any audit. Management override, which may cause there to be a material misstatement within the financial statements, may present itself in a number of ways, for example:

- Override of internal controls (e.g. segregation of duties)
- Entering into transactions outside the normal course of operations, especially with related parties
- Fraudulent revenue recognition and income being recorded in the wrong period
- Presenting bias in accounting judgements and estimates, particularly the ones disclosed in note 2 to the financial statements.

# BRIGANTIA LEARNING TRUST LIMITED

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRIGANTIA LEARNING TRUST LIMITED (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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In order to reduce the risk of material misstatement to an acceptable level, numerous audit procedures were performed including:

- Enquiries of management as to whether they had any knowledge of any actual or suspected fraud
- Review of all material journal entries made throughout the year as well as those made to prepare the financial statements.
- Review of financial data for evidence of previously unidentified related party transactions that may not have been conducted in accordance with the Academies Financial Handbook.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing the underlying rationale behind transactions in order to assess whether they were outside the normal course of business
- Increased substantive testing across all material income streams
- Assessing whether management's judgements and estimates indicated potential bias, particularly those disclosed in note 2 to the financial statements

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected material misstatements in the financial statements, even though we have performed our audit in accordance with auditing standards. Furthermore, as with all audits, there is a higher risk of irregularities (especially those relating to fraud) being undetected, as these may involve the override of internal controls, collusion, intentional omissions and misrepresentations etc. We are not responsible for preventing non-compliance or fraud and therefore cannot be expected to detect all instances of such. Our audit was not designed to identify misstatements or other irregularities that would not be considered to be material to the financial statements. The further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

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

### **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.



**Martin McDonagh (Senior Statutory Auditor)**  
for and on behalf of Hart Shaw LLP

10/12/2021.....

**Chartered Accountants**  
**Statutory Auditor**

Europa Link  
Sheffield Business Park  
Sheffield  
S9 1XU

# **BRIGANTIA LEARNING TRUST LIMITED**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BRIGANTIA LEARNING TRUST LIMITED AND THE EDUCATION AND SKILLS FUNDING AGENCY**

***FOR THE YEAR ENDED 31 AUGUST 2021***

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

This report is made solely to Brigantia Learning Trust Limited and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Brigantia Learning Trust Limited 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 Brigantia Learning Trust Limited and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Brigantia Learning Trust Limited's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Brigantia Learning Trust Limited's funding agreement with the Secretary of State for Education dated 1 December 2014 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Approach**

We conducted our engagement in accordance with the 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 academy trust's income and expenditure.



# BRIGANTIA LEARNING TRUST LIMITED

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

**FOR THE YEAR ENDED 31 AUGUST 2021**

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The work undertaken to draw to our conclusion includes:

- reviewing for transactions which require ESFA approval in accordance with the Academies Financial Handbook 2020;
- reviewing any special payments to staff (compensation, severance and ex-gratia) to ensure compliance with the Academies Financial Handbook 2020;
- reviewing for any borrowings that contravene the Academies Financial Handbook 2020;
- reviewing for connected party transactions to ensure compliance with the Academies Financial Handbook 2020;
- reviewing for any evidence of non-compliance with laws and regulations;
- reviewing committee meeting minutes for indications of irregular transactions;
- carrying out systems and controls testing and considering the effectiveness of such controls; and
- carrying out targeted substantive testing to review for any unusual or irregular transactions.

### Conclusion

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



### Reporting Accountant

Hart Shaw LLP  
Europa Link  
Sheffield Business Park  
Sheffield  
S9 1XU

Dated: 10/12/2021

# BRIGANTIA LEARNING TRUST LIMITED

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds £	Restricted funds: General £ Fixed asset £	Total 2021 £	Total 2020 £
<b>Income and endowments from:</b>					
Donations and capital grants	3	3,000	34,754	931,162	968,916
Charitable activities:					
- Funding for educational operations	4	28,635	24,004,381	-	24,033,016
Other trading activities	5	65,923	48,942	-	114,865
Investments	6	515	-	-	515
Exceptional income		-	-	-	-
<b>Total</b>		<b>98,073</b>	<b>24,088,077</b>	<b>931,162</b>	<b>25,117,312</b>
<b>Expenditure on:</b>					
Charitable activities:					
- Educational operations	8	5,661	23,390,165	1,091,440	24,487,266
<b>Total</b>	7	<b>5,661</b>	<b>23,390,165</b>	<b>1,091,440</b>	<b>24,487,266</b>
<b>Net income/(expenditure)</b>		<b>92,412</b>	<b>697,912</b>	<b>(160,278)</b>	<b>630,046</b>
Transfers between funds	17	-	(184,047)	184,047	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	19	-	(1,490,000)	-	(1,490,000)
<b>Net movement in funds</b>		<b>92,412</b>	<b>(976,135)</b>	<b>23,769</b>	<b>(859,954)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		999,447	(14,741,836)	49,299,211	35,556,822
Total funds carried forward		<b>1,091,859</b>	<b>(15,717,971)</b>	<b>49,322,980</b>	<b>34,696,868</b>

# BRIGANTIA LEARNING TRUST LIMITED

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

FOR THE YEAR ENDED 31 AUGUST 2021

Comparative year information Year ended 31 August 2020	Notes	Unrestricted funds £	Restricted funds: General	Fixed asset £	Total 2020 £
<b>Income and endowments from:</b>					
Donations and capital grants	3	-	41,434	686,924	728,358
Charitable activities:					
- Funding for educational operations	4	-	21,763,333	-	21,763,333
Other trading activities	5	79,809	58,564	-	138,373
Investments	6	3,171	-	-	3,171
Exceptional income		-	12,060	-	12,060
<b>Total</b>		<u>82,980</u>	<u>21,875,391</u>	<u>686,924</u>	<u>22,645,295</u>
<b>Expenditure on:</b>					
Charitable activities:					
- Educational operations	8	24,618	22,029,077	1,106,561	23,160,256
<b>Total</b>	7	<u>24,618</u>	<u>22,029,077</u>	<u>1,106,561</u>	<u>23,160,256</u>
<b>Net income/(expenditure)</b>		58,362	(153,686)	(419,637)	(514,961)
Transfers between funds	17	3,197	(12,249)	9,052	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	19	-	(149,000)	-	(149,000)
<b>Net movement in funds</b>		61,559	(314,935)	(410,585)	(663,961)
<b>Reconciliation of funds</b>					
Total funds brought forward		937,888	(14,426,901)	49,709,796	36,220,783
Total funds carried forward		<u>999,447</u>	<u>(14,741,836)</u>	<u>49,299,211</u>	<u>35,556,822</u>

# BRIGANTIA LEARNING TRUST LIMITED

## BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021		2020	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	13		48,130,433		48,382,578
<b>Current assets</b>					
Debtors	14	919,999		898,574	
Cash at bank and in hand		5,234,473		3,169,513	
		<u>6,154,472</u>		<u>4,068,087</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	15	<u>(2,172,037)</u>		<u>(1,719,843)</u>	
<b>Net current assets</b>			<u>3,982,435</u>		<u>2,348,244</u>
<b>Net assets excluding pension liability</b>			<u>52,112,868</u>		<u>50,730,822</u>
Defined benefit pension scheme liability	19		<u>(17,416,000)</u>		<u>(15,174,000)</u>
<b>Total net assets</b>			<u><u>34,696,868</u></u>		<u><u>35,556,822</u></u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	17				
- Fixed asset funds			49,322,980		49,299,211
- Restricted income funds			1,698,029		432,164
- Pension reserve			<u>(17,416,000)</u>		<u>(15,174,000)</u>
<b>Total restricted funds</b>			<u>33,605,009</u>		<u>34,557,375</u>
<b>Unrestricted income funds</b>	17		<u>1,091,859</u>		<u>999,447</u>
<b>Total funds</b>			<u><u>34,696,868</u></u>		<u><u>35,556,822</u></u>

The accounts on pages 32 to 57 were approved by the trustees and authorised for issue on 08 December 2021 and are signed on their behalf by:



D Drayson  
Chair

Company Number 08506178

# BRIGANTIA LEARNING TRUST LIMITED

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	20		1,974,003		349,130
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		515		3,171	
Capital grants from DfE Group		661,347		686,924	
Purchase of tangible fixed assets		(569,480)		(282,357)	
<b>Net cash provided by investing activities</b>			92,382		407,738
<b>Cash flows from financing activities</b>					
Repayment of other loan		(1,425)		(2,850)	
<b>Net cash used in financing activities</b>			(1,425)		(2,850)
<b>Net increase in cash and cash equivalents in the reporting period</b>			2,064,960		754,018
Cash and cash equivalents at beginning of the year			3,169,513		2,415,495
<b>Cash and cash equivalents at end of the year</b>			<u>5,234,473</u>		<u>3,169,513</u>

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

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### 1 Accounting policies

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

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

#### 1.1 Basis of preparation

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

Brigantia Learning Trust Limited meets the definition of a public benefit entity under FRS102.

#### 1.2 Going concern

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

#### 1.3 Income

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

##### Grants

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

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

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

##### Sponsorship income

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

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

---

### 1 Accounting policies

(Continued)

#### Donations

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

#### Other income

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

#### Donated goods, facilities and services

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

#### Donated fixed assets

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

### 1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

#### Expenditure on raising funds

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

#### Charitable activities

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

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

---

### 1 Accounting policies

(Continued)

#### 1.5 Tangible fixed assets and depreciation

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost of each asset over its expected useful life, as follows:

Leasehold land and buildings	30 to 60 years straight line
Furniture and equipment	3 to 10 years straight line
Motor vehicles	3 years straight line

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

#### 1.6 Liabilities

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

#### 1.7 Leased assets

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

#### 1.8 Financial instruments

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

##### Financial assets

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

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

##### Financial liabilities

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

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



# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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### 1 Accounting policies

(Continued)

#### 1.9 Taxation

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

#### 1.10 Pensions benefits

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

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

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

#### 1.11 Fund accounting

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

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

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

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 1 Accounting policies (Continued)

#### 1.12 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.13 Agency arrangements

The Academy Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the statements of financial activities as the Trust does not have control over the charitable application of funds. The Trust can use a percentage of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 26.

### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Donated fixed assets	-	269,815	269,815	-
Capital grants	-	661,347	661,347	686,924
Other donations	3,000	34,754	37,754	41,434
	<u>3,000</u>	<u>965,916</u>	<u>968,916</u>	<u>728,358</u>

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	20,369,726	20,369,726	18,171,298
Other DfE/ESFA grants:				
UIFSM	-	65,579	65,579	128,794
Pupil premium	-	1,206,125	1,206,125	1,204,977
Other DfE/ESFA grants	-	1,189,847	1,189,847	1,451,995
	-	22,831,277	22,831,277	20,957,064
<b>Other government grants</b>				
Local authority grants	-	702,443	702,443	806,269
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Catch-up premium	-	344,309	344,309	-
Other DfE/ESFA COVID-19 funding	-	47,642	47,642	-
<b>Non-DfE/ESFA</b>				
Other COVID-19 funding	-	78,710	78,710	-
	-	470,661	470,661	-
Other incoming resources	28,635	-	28,635	-
<b>Total funding</b>	28,635	24,004,381	24,033,016	21,763,333

The academy trust has been eligible to claim additional funding in the year from government support schemes in response to the Coronavirus outbreak.

The academy received £344,309 of funding for catch-up premium and costs incurred in respect of this funding totalled £174,165, with the remaining £170,143 to be spent in 2021/22.

### 5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Placement income	19,498	-	19,498	-
RPA claims	-	48,942	48,942	58,564
Other sundry income	46,425	-	46,425	79,809
	65,923	48,942	114,865	138,373

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

6	Investment income	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £	
	Short term deposits	515	-	515	3,171	
<hr/>						
7	Expenditure	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2021 £	Total 2020 £
	Academy's educational operations					
	- Direct costs	15,019,955	-	1,338,790	16,358,745	16,156,259
	- Allocated support costs	3,230,302	3,351,904	1,546,315	8,128,521	7,003,997
		<u>18,250,257</u>	<u>3,351,904</u>	<u>2,885,105</u>	<u>24,487,266</u>	<u>23,160,256</u>
<hr/>						
	<b>Net income/(expenditure) for the year includes:</b>			<b>2021</b> £	<b>2020</b> £	
	Fees payable to auditor for:					
	- Audit			21,923	20,552	
	- Other services			3,300	3,130	
	Operating lease rentals			63,089	60,488	
	Depreciation of tangible fixed assets			1,091,440	1,106,561	
	Net interest on defined benefit pension liability			265,000	249,000	
<hr/>						

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

8 Charitable activities	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>Direct costs</b>				
Educational operations	5,661	16,353,084	16,358,745	16,156,259
<b>Support costs</b>				
Educational operations	-	8,128,521	8,128,521	7,003,997
	<u>5,661</u>	<u>24,481,605</u>	<u>24,487,266</u>	<u>23,160,256</u>
			<b>2021</b> £	<b>2020</b> £
<b>Analysis of support costs</b>				
Support staff costs			3,268,229	2,241,257
Depreciation			1,091,440	1,106,561
Technology costs			219,068	196,046
Premises costs			2,260,464	2,119,754
Legal costs			22,963	38,833
Other support costs			1,220,633	1,277,742
Governance costs			45,724	23,804
			<u>8,128,521</u>	<u>7,003,997</u>

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 9 Staff

#### Staff costs

Staff costs during the year were:

	2021	2020
	£	£
Wages and salaries	13,076,027	12,256,657
Social security costs	1,338,113	1,241,846
Pension costs	3,420,010	3,238,617
Staff costs - employees	17,834,150	16,737,120
Agency staff costs	346,068	433,952
Staff restructuring costs	70,039	48,885
	18,250,257	17,219,957
Staff development and other staff costs	239,388	-
Total staff expenditure	18,489,645	17,219,957

Staff restructuring costs comprise:

Severance payments	25,300	-
Other restructuring costs	44,739	48,885
	70,039	48,885

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

Included in staff restructuring costs are non-statutory/non-contractual severance/compensation payments totalling £25,300 (2020: £11,260). Individually, the payments were: £12,000, £10,000 and £3,300.

#### Staff numbers

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

	2021	2020
	Number	Number
Teachers	228	224
Administration and support	221	232
Management	8	8
	457	464

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

### 9 Staff (Continued)

The number of persons employed, expressed as a full time equivalent, was as follows:

	2021 Number	2020 Number
Teachers	213	197
Administration and support	157	150
Management	8	8
	<u>378</u>	<u>355</u>

#### Higher paid staff

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

	2021 Number	2020 Number
£60,001 - £70,000	6	3
£70,001 - £80,000	2	2
£80,001 - £90,000	3	3
£90,001 - £100,000	1	1
£100,001 - £110,000	3	2
£110,001 - £120,000	1	1
£150,001 - £160,000	-	1
£160,001 - £170,000	1	-
	<u>1</u>	<u>-</u>

#### Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £1,113,889 (2020: £1,072,740).

### 10 Trustees' remuneration and expenses

None of the trustees received any remuneration or benefits in the year. Subsistence payments of £nil were received during the year (2020: £nil).

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

### 11 Central services

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

- Human resources;
- Financial services;
- Legal services;
- Project management;
- ICT services;
- Educational support services
- Others as arising.

No central charges arose as the academy pools its funds.

### 12 Trustees' and officers' insurance

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

### 13 Tangible fixed assets

	Leasehold land and buildings £	Furniture and equipment £	Motor vehicles £	Total £
<b>Cost</b>				
At 1 September 2020	52,714,078	4,764,661	7,678	57,486,417
Additions	150,753	688,542	-	839,295
Disposals	-	(2,215,294)	-	(2,215,294)
At 31 August 2021	52,864,831	3,237,909	7,678	56,110,418
<b>Depreciation</b>				
At 1 September 2020	4,787,115	4,309,046	7,678	9,103,839
On disposals	-	(2,215,294)	-	(2,215,294)
Charge for the year	969,027	122,413	-	1,091,440
At 31 August 2021	5,756,142	2,216,165	7,678	7,979,985
<b>Net book value</b>				
At 31 August 2021	47,108,689	1,021,744	-	48,130,433
At 31 August 2020	47,926,963	455,615	-	48,382,578



# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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14 Debtors	2021	2020
	£	£
Trade debtors	24,076	32,996
VAT recoverable	200,428	194,900
Other debtors	-	5,109
Prepayments and accrued income	695,495	665,569
	<u>919,999</u>	<u>898,574</u>

15 Creditors: amounts falling due within one year	2021	2020
	£	£
Other loans	-	1,425
Trade creditors	869,171	579,947
Other taxation and social security	326,418	290,056
Other creditors	388,155	281,750
Accruals and deferred income	588,293	566,665
	<u>2,172,037</u>	<u>1,719,843</u>

Included in other loans for the previous year above were salix loans. These loans were fully paid off in the year.

16 Deferred income	2021	2020
	£	£
Deferred income is included within:		
Creditors due within one year	<u>219,206</u>	<u>179,316</u>
Deferred income at 1 September 2020	179,316	403,458
Released from previous years	(179,316)	(403,458)
Resources deferred in the year	<u>219,206</u>	<u>179,316</u>
<b>Deferred income at 31 August 2021</b>	<u><u>219,206</u></u>	<u><u>179,316</u></u>

At the balance sheet date the academy trust was holding funds of £219,206 relating to free schools meals, HEPPSY, adult education budget and growth funding, all for the 2021/22 academic year.

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

17 Funds	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	432,164	20,369,726	(19,089,957)	(184,047)	1,527,886
UIFSM	-	65,579	(65,579)	-	-
Pupil premium	-	1,206,125	(1,206,125)	-	-
Catch-up premium	-	344,309	(174,166)	-	170,143
Other DfE/ESFA COVID-19 funding	-	47,642	(47,642)	-	-
Other Coronavirus funding	-	78,710	(78,710)	-	-
Other DfE/ESFA grants	-	1,189,847	(1,189,847)	-	-
Other government grants	-	702,443	(702,443)	-	-
Other restricted funds	-	83,696	(83,696)	-	-
Pension reserve	(15,174,000)	-	(752,000)	(1,490,000)	(17,416,000)
	<u>(14,741,836)</u>	<u>24,088,077</u>	<u>(23,390,165)</u>	<u>(1,674,047)</u>	<u>(15,717,971)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	49,299,211	661,347	(1,091,440)	-	48,869,118
Capital expenditure from GAG	-	-	-	184,047	184,047
Donated fixed assets	-	269,815	-	-	269,815
	<u>49,299,211</u>	<u>931,162</u>	<u>(1,091,440)</u>	<u>184,047</u>	<u>49,322,980</u>
<b>Total restricted funds</b>	<u>34,557,375</u>	<u>25,019,239</u>	<u>(24,481,605)</u>	<u>(1,490,000)</u>	<u>33,605,009</u>
<b>Unrestricted funds</b>					
General funds	999,447	98,073	(5,661)	-	1,091,859
	<u>999,447</u>	<u>98,073</u>	<u>(5,661)</u>	<u>-</u>	<u>1,091,859</u>
<b>Total funds</b>	<u>35,556,822</u>	<u>25,117,312</u>	<u>(24,487,266)</u>	<u>(1,490,000)</u>	<u>34,696,868</u>

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 17 Funds

(Continued)

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

#### Restricted Funds

##### **General Annual Grant (GAG)**

The Trust's principle funding stream received from the Education Funding Agency. This must be used to fund the normal running costs of the Academy Trust for the benefit of existing pupils. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

A total of £184,047 (2020: £9,052) has been transferred from restricted funds to restricted fixed asset funds to cover the costs of additional IT equipment, and to cover the cost of the modular buildings.

A total of £nil (2020: £3,197) has been transferred from restricted funds to unrestricted funds to clear deficits.

##### **Universal Infant Free School Meals (UIFSM)**

To support schools in delivering the legal requirement to offer free school meals to all pupils in reception, year 1 and year 2.

##### **Pupil Premium**

DfE funding to address the current underlying inequalities between children eligible for free school meals ('FSM') and their wealthier peers by ensuring that funding to tackle disadvantage reaches the pupils who need it most.

##### **Catch-up Premium**

Catch-up premium is to support children and young people to catch up on missed learning caused by coronavirus.

##### **Other DfE/ESFA Covid-19**

This fund includes funding for summer school at the academies as well as exceptional support funding to cover additional costs incurred due to the pandemic.

##### **Other coronavirus funding**

This fund includes funding for mass testing at the academies.

##### **Other DfE/ESFA grants**

This includes Rates Relief, Teachers' Pay Grant (TPG), Teachers' Pension Employer Contribution Grant and Adult Education Budget.

Teachers Pay and Pension Grant - Additional funding to help with the increase in employers pension contributions to the Teachers Pension Scheme and the increase in Teachers Pay Award.

Adult Education Budget (AEB) - The AEB aims to engage adults and provide the skills and learning they need to equip them for work, an apprenticeship or other learning.

##### **Other government grants**

This includes High Needs and Looked After Children funding.

Funding Early Learning (FEL) - Government funded childcare for all 3 and 4 year olds, and eligible 2 year olds.

##### **Other restricted funds**

This funding is from non government entities to help improve the trust further.

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 17 Funds

(Continued)

#### Unrestricted Funds

Unrestricted funds includes income from educational trips and activities, cover for teachers, hire of facilities and funds generated from the provision of academy staff to other educational establishments. This also includes any unspent amounts from the surplus of funds prior to conversion.

#### Restricted Fixed Asset Funds

Represents assets donated to the Academy on conversion by the Local Authority, as well as further specific funding for capital items.

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	(187,901)	18,171,298	(17,538,984)	(12,249)	432,164
UIFSM	-	128,794	(128,794)	-	-
Pupil premium	-	1,204,977	(1,204,977)	-	-
Other DfE/ESFA grants	-	1,451,995	(1,451,995)	-	-
Other government grants	-	806,269	(806,269)	-	-
Other restricted funds	-	112,058	(112,058)	-	-
Pension reserve	(14,239,000)	-	(786,000)	(149,000)	(15,174,000)
	<u>(14,426,901)</u>	<u>21,875,391</u>	<u>(22,029,077)</u>	<u>(161,249)</u>	<u>(14,741,836)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	49,709,796	686,924	(1,106,561)	9,052	49,299,211
	<u>49,709,796</u>	<u>686,924</u>	<u>(1,106,561)</u>	<u>9,052</u>	<u>49,299,211</u>
<b>Total restricted funds</b>	<u>35,282,895</u>	<u>22,562,315</u>	<u>(23,135,638)</u>	<u>(152,197)</u>	<u>34,557,375</u>
<b>Unrestricted funds</b>					
General funds	937,888	82,980	(24,618)	3,197	999,447
	<u>937,888</u>	<u>82,980</u>	<u>(24,618)</u>	<u>3,197</u>	<u>999,447</u>
<b>Total funds</b>	<u>36,220,783</u>	<u>22,645,295</u>	<u>(23,160,256)</u>	<u>(149,000)</u>	<u>35,556,822</u>

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

17 Funds	(Continued)	
<b>Total funds analysis by academy</b>		
	<b>2021</b>	<b>2020</b>
	£	£
Fund balances at 31 August 2021 were allocated as follows:		
Central services	2,789,888	1,431,611
Total before fixed assets fund and pension reserve	2,789,888	1,431,611
Restricted fixed asset fund	49,322,980	49,299,211
Pension reserve	(17,416,000)	(15,174,000)
Total funds	34,696,868	35,556,822

The Trustees approved that all reserves held by the Trust would be centralised. This decision was taken so that all academies within the Trust are supported and therefore the Trust pool all reserves. Accordingly, no surpluses or deficits are attributed to particular academies but are all held centrally. The Trustees are committed to ensuring that the balance of reserves (£2.8m as at 31 August 2021) will be used effectively for the benefit of each child who is educated within a Brigantia academy.

### Total cost analysis by academy

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

	Teaching and educational support staff	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2021	Total 2020
	£	£	£	£	£	£
Hinde House 2-16 Academy	5,370,130	575,352	232,053	1,891,313	8,068,848	7,864,836
Concord Junior School	748,487	157,052	24,236	151,826	1,081,601	987,476
Wincobank Nursery and Infant School	643,446	171,782	27,029	134,810	977,067	1,092,398
Longley Park Sixth Form College	4,170,473	585,945	282,439	790,674	5,829,531	5,160,039
Yewlands Academy	3,526,167	704,710	230,162	529,325	4,990,364	4,783,740
Central services	672,173	1,163,928	48,529	533,785	1,884,630	2,165,206
	15,130,876	3,358,769	874,448	4,031,733	23,395,826	22,053,695

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2021 are represented by:</b>				
Tangible fixed assets	-	-	48,130,433	48,130,433
Current assets	1,091,859	3,784,158	1,278,455	6,154,472
Creditors falling due within one year	-	(2,086,129)	(85,908)	(2,172,037)
Defined benefit pension liability	-	(17,416,000)	-	(17,416,000)
<b>Total net assets</b>	<b>1,091,859</b>	<b>(15,717,971)</b>	<b>49,322,980</b>	<b>34,696,868</b>
<b>Fund balances at 31 August 2020 are represented by:</b>				
Tangible fixed assets	-	-	48,382,578	48,382,578
Current assets	999,447	2,152,007	916,633	4,068,087
Creditors falling due within one year	-	(1,719,843)	-	(1,719,843)
Defined benefit pension liability	-	(15,174,000)	-	(15,174,000)
<b>Total net assets</b>	<b>999,447</b>	<b>(14,741,836)</b>	<b>49,299,211</b>	<b>35,556,822</b>

### 19 Pension and similar obligations

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Mercer. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £310,728 were payable to the schemes at 31 August 2021 (2020: £280,505) and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

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

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

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

#### 19 Pension and similar obligations

(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 latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019.

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to the TPS in the period amounted to £2,067,354 (2020: £1,921,985).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

##### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 17.1% for employers and 5.5 to 12.5% for employees.

The academy trust agreed to make additional deficit payments into the pension fund. The payments in the year ended 31 August 2021 were £294,438. The trust has agreed to make monthly deficit payments of £24,875 until March 2022. Deficit contributions will continue to be made after March 2022 but this is yet to be agreed.

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

Total contributions made	2021	2020
	£	£
Employer's contributions	869,000	902,000
Employees' contributions	207,000	189,000
Total contributions	<u>1,076,000</u>	<u>1,091,000</u>

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

### 19 Pension and similar obligations (Continued)

Principal actuarial assumptions	2021 %	2020 %
Rate of increase in salaries	4.05	3.55
Rate of increase for pensions in payment/inflation	2.90	2.40
Discount rate for scheme liabilities	1.70	1.80
Inflation assumption (CPI)	2.80	2.30

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

	2021 Years	2020 Years
Retiring today		
- Males	22.5	22.4
- Females	25.3	25.2
Retiring in 20 years		
- Males	24.0	23.9
- Females	27.2	27.1

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

	2021	2020
Discount rate + 0.1%	(746,000)	(632,000)
Mortality assumption + 1 year	1,059,000	810,000
CPI rate + 0.1%	764,000	645,000
Pay growth + 0.1%	101,000	94,000

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

	2021 Fair value £	2020 Fair value £
Equities	7,893,000	6,333,000
Gilts	2,251,000	1,964,000
Other bonds	1,207,000	1,176,000
Cash and other liquid assets	163,000	481,000
Property	1,403,000	1,122,000
Other assets	3,392,000	2,285,000
<b>Total market value of assets</b>	<b>16,309,000</b>	<b>13,361,000</b>

The actual return on scheme assets was £2,452,000 (2020: £342,000).



# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

19 Pension and similar obligations	(Continued)	
Amount recognised in the statement of financial activities	2021 £	2020 £
Current service cost	1,339,000	1,196,000
Past service cost	-	9,000
Interest income	(245,000)	(229,000)
Interest cost	510,000	478,000
Benefit changes, curtailments and settlements gains or losses	17,000	234,000
<b>Total operating charge</b>	<b>1,621,000</b>	<b>1,688,000</b>
<b>Changes in the present value of defined benefit obligations</b>	<b>2021 £</b>	<b>2020 £</b>
At 1 September 2020	28,535,000	26,658,000
Current service cost	1,339,000	1,196,000
Interest cost	510,000	478,000
Employee contributions	207,000	189,000
Actuarial loss	3,697,000	262,000
Benefits paid	(563,000)	(476,000)
(Gains)/losses on curtailment	-	219,000
Past service cost	-	9,000
<b>At 31 August 2021</b>	<b>33,725,000</b>	<b>28,535,000</b>
<b>Changes in the fair value of the academy trust's share of scheme assets</b>	<b>2021 £</b>	<b>2020 £</b>
At 1 September 2020	13,361,000	12,419,000
Interest income	245,000	229,000
Actuarial gain	2,207,000	113,000
Employer contributions	869,000	902,000
Employee contributions	207,000	189,000
Benefits paid	(563,000)	(476,000)
Effect of non-routine settlements	(17,000)	(15,000)
<b>At 31 August 2021</b>	<b>16,309,000</b>	<b>13,361,000</b>

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

20 Reconciliation of net income/(expenditure) to net cash flow from operating activities	2021 £	2020 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	630,046	(514,961)
Adjusted for:		
Capital grants from DfE and other capital income	(931,162)	(686,924)
Investment income receivable	(515)	(3,171)
Defined benefit pension costs less contributions payable	487,000	537,000
Defined benefit pension scheme finance cost	265,000	249,000
Depreciation of tangible fixed assets	1,091,440	1,106,561
(Increase)/decrease in debtors	(21,425)	29,313
Increase/(decrease) in creditors	453,619	(367,688)
<b>Net cash provided by operating activities</b>	<b>1,974,003</b>	<b>349,130</b>

21 Analysis of changes in net funds	1 September 2020 £	Cash flows £	31 August 2021 £
Cash	3,169,513	2,064,960	5,234,473
Loans falling due within one year	(1,425)	1,425	-
	<b>3,168,088</b>	<b>2,066,385</b>	<b>5,234,473</b>

## 22 Long-term commitments, including operating leases

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

	2021 £	2020 £
Amounts due within one year	43,307	49,792
Amounts due in two and five years	79,459	72,499
	<b>122,766</b>	<b>122,291</b>

Buildings at Hinde House 2-16 School are subject to a PFI contract between the Trust and Local Authority which covers the facilities management costs including: caretaking, cleaning, maintenance & repairs, water & sewerage, grounds maintenance and related insurances. The charge also covers provisions and renewal of fixtures and fittings. The same agreement also includes energy costs which are charged by the Local Authority of the Trust. The Trust has a commitment to pay annual charges under the PFI contract of £1,407,000 which expires in 2029.

# BRIGANTIA LEARNING TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

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23 Capital commitments	2021 £	2020 £
Expenditure contracted for but not provided in the accounts	79,623	-

### 24 Related party transactions

No related party transactions took place in the period of account.

### 25 Members' liability

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

### 26 Agency arrangements

The academy trust distributes bursary funds and free school meal funds to students as an agent for the ESFA. In the accounting period ending 31 August 2021 the trust received £379,392 (2020: £304,496) and disbursed £301,965 (2020: £375,387) from the funds.

Undistributed funds amount to £77,427 (2020 - £nil) included in creditors at the year-end.