

**TRUST IN LEARNING (ACADEMIES)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2024**

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

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**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Trust in Learning Limited Mr G Rice (resigned 10 July 2024) Ms M Curran Mrs V Fitzgerald Mr R Opie Ms J Rogers
<b>Trustees</b>	Ms C Jenkins (resigned 22 September 2023) <sup>2</sup> Ms S Redwood <sup>1</sup> Mr D Hussey <sup>2</sup> Mrs A Rutherford, Chair (up to 1 December 2024) <sup>2</sup> Ms L Alexander (resigned 15 January 2024) <sup>2</sup> Mr G Rice, Chair (resigned 10 July 2024) <sup>2</sup> Mrs S Elliott, CEO <sup>1,2</sup> Ms J Walton Ms H Cooper <sup>1</sup> Ms D Emmerton (appointed 4 October 2023) Ms J Gray (appointed 7 February 2024) <sup>1</sup> Mr T Howes (appointed 1 September 2023) Ms H Robinson (appointed 4 October 2023) Mr J Mulock (appointed 1 September 2023, resigned 10 July 2024) <sup>2</sup> Mr R Wellman Mr J Ellis (resigned 8 January 2024) <sup>1</sup> Ms C Howett (appointed 7 February 2024, resigned 16 September 2024) Mr H Barrett, Chair (appointed 1 December 2024)
	<sup>1</sup> Finance, Audit, Risk & Operations Committee <sup>2</sup> Quality of Education Committee
<b>Company registered number</b>	08089704
<b>Company name</b>	Trust in Learning (Academies)
<b>Principal and registered office</b>	Trust House Teyfant Road Bristol BS13 0RF
<b>Company secretary</b>	Mrs C Anderson (resigned 31 December 2023) Mrs C Virtue (appointed 1 January 2024)
<b>Chief executive officer</b>	Mrs S Elliott (appointed 1 September 2023)

**TRUST IN LEARNING (ACADEMIES)  
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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**Senior management  
team**

S Elliot, Chief Executive Officer  
D Cannon, Chief Financial & Operations Officer  
D Spence, Director of School Improvement  
R Maule, Head Bridge Learning Campus  
L Munroe, Head Parson Street Primary School  
J Hinchliffe, Director of Education  
D Rodeck, Head Filton Avenue Primary School  
J Cooke, Co Head Little Mead Primary Academy  
K Datta, Co Head Little Mead Primary Academy  
J Howarth-Brown, Head Henbury Court Primary Academy  
N Hughes, Co Head Fonthill Primary Academy  
K Lock, Co Head Fonthill Primary Academy  
K Kooyman, Head Charlton Wood Primary Academy  
R Peregrine, Director of Inclusion & Safeguarding  
K Richards-Short, Director of Professional Development

**Independent auditors**

Bishop Fleming LLP  
Chartered Accountants  
Statutory Auditors  
10 Temple Back  
Bristol  
BS1 6FL

**Bankers**

Lloyds Bank Commercial  
3rd Floor  
Queen Square  
Wolverhampton  
WV1 1TF

**Solicitors**

Veale Wasbrough Vizards LLP  
Narrow Quay House  
Narrow Quay  
Bristol  
BS1 4QA

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2024**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2024. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operates 8 academies in the City of Bristol. Its academies have a combined pupil capacity of 3,400 and had a roll of 2,987 in the school census on 1 October 2023.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The Academy Trust which incorporated on 30 May 2012, with its first academies (Filton Avenue Infants School and Orchard School) opening on 1 September 2012 and a third (Bridge Learning Campus) opening on 1 March 2013, is a company limited by guarantee and an exempt charity. On 1 September 2015 Filton Avenue Junior School merged with the Infants School to form Filton Avenue Primary School. On 1 September 2016, Parson Street Primary School, a single academy trust, joined the multi academy trust. On 1 August 2023 the Endeavour Academy Trust merged with Trust in Learning (Academies) and its four schools; Charlton Wood Primary, Fonthill Primary, Henbury Court Primary and Little Mead Primary joined the Trust.

The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Trustees of Trust in Learning (Academies) (TILA) are also the directors of the charitable company for the purposes of company law.

Details of the Trustees who served throughout the year, except as noted, are included in the Reference and Administrative Details on pages 1 to 2.

**Members' liability**

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

**Trade union facility time**

Facility time is the provision of paid or unpaid time off from an employee's normal role to undertake trade union duties and activities as a trade union representative. Under the Trade Union (Facility Time Publication Requirements) Regulations 2017, the Trust as a relevant public sector employer is now required to collect and publish, on an annual basis, a range of data in relation to their employees who are trade union representatives. In 2023-24 the Trust had 11 employees who were trade union representatives who spent less than 50% of their time on trade union activities. The total cost of facility time was £8,620 (1.31% of the Trust's total pay bill).

**Trustees' Indemnities**

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy Trust. The limit of this indemnity is £10,000,000.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**TRUSTEES**

**Method of Recruitment and Appointment or Election of Trustees**

In accordance with the Articles of Association, the sponsor (Trust in Learning) can appoint up to eight Trustees. The trustees then co-opt up to five other Trustees who may serve on individual school committees. In addition, the CEO is appointed via the Members as a Trustee.

In 2023-24 the Academy's Board of Trustees comprised of:

- 8 Trustees who are appointed by the members or sponsor
- 5 co-opted Trustees of which 4 served on school committees

Trustees are appointed for a four year period. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected. When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Academy Trust's development.

The Trust has in place a skills audit for Trustees which is used as part of the recruitment process and targeted training and development is put in place to support individual or collective needs.

**Policies and Procedures Adopted for the Induction and Training of Trustees**

Any new Trustee is offered induction support from the Chair of the Trustees. The training and induction provided for new Trustees will depend upon their existing experience. Each year the Trustees or Board of Directors review their own role and responsibilities in relation to being responsible for the objects of the Multi Academy Trust and the structure that has been established.

The Board of Trustees require each of the academies' committees to be reviewed and provide additional support and training in order for them to fulfil their role.

The centre provides both support and scrutiny of academy committees via the Chief Executive Officer (and Trustee) and the Director of Education in order to ensure that the work of each committee is in accordance with any Scheme of Delegation or Terms of Reference and that it is effective in supporting school improvement.

**Organisational Structure**

Local academy committees include the School Improvement Board, a Local Governing Body and a Community and Parent Advisory Group. These are all committees of the main Board and the Board delegates responsibilities and duties to these via terms of reference or a Scheme of Delegation (in the case of a Local Governing Body).

The Board itself meets once each term. The Board establishes an overall framework for the work of its committees and requires its central officers to ensure that there are effective lines of communication between each academy and the Board.

In addition to these committees supporting improvement at the local academy level, the Board has further and proper oversight of its functions and responsibilities via two additional committees - Finance, Audit, Risk & Operations; Remuneration; and Quality of Education Committee.

The main Board has delegated responsibility to each committee at the academy level to establish its membership within a set framework (Terms of Reference or Scheme of Delegation). That membership will include parent representatives.

The main Board of Trustees receives reports including policies from its committees for ratification. It monitors the activities of its own committees through the minutes of their meetings in addition to receiving reports from each LGB or School Improvement Board.

**TRUST IN LEARNING (ACADEMIES)  
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**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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Operation of each committee:

- Finance, Audit, Risk & Operations Committee - this meets six times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting. It also oversees and agrees the annual budget taking into account proposals from the academies including staffing levels. The committee also undertakes the role of the audit committee ensuring compliance with regulations and liaising closely with the auditors. It also plans and reviews the internal audit program and receives reports from the Internal Auditor.
- Quality of Education Committee - this meets four times per year and is responsible for monitoring, evaluating and reviewing academy improvement practices, considering the impact of teaching, provision and leadership. It receives direct reports from School Improvement Boards and other local school committees in order to support and challenge school improvement work.
- Remuneration Committee meets once per year to review, evaluate and agree pay for the Chief Executive Officer, Director of Education and Chief Finance and Operations Officer. It also reviews and ratifies on recommendations from the Performance and Development Reviews for all teaching staff in the Trust.

In addition, each academy (and its committees) are expected to establish the following panels/committees:

- Admissions/Exclusions (both being monitored via a central trust panel)
- Staff Discipline/Dismissal; and
- Health and Safety.

The following decisions are reserved to the Board of Trustees; to consider any proposals for changes to the status or constitution of the Academy Trust and its committee structure, to appoint or remove the Chairman and/or Vice Chairman, to appoint the Headteachers and Clerk to the Trustees and to approve the Annual Development Plan and budget of TiLA.

The Trustees are responsible for setting general policy and vision for the Trust, adopting an annual plan and budget, approving the statutory accounts, monitoring the academies within the Trust, by the use of budgets and other data, and making major decisions about the direction of the Trust and significant capital expenditure. Staff appointments, apart from the Headteacher, are the responsibility of each academy.

The Trustees and Board of Trustees have devolved responsibility for the leadership and the day to day management of each academy to the Headteacher and senior team of that academy, supported by the local committee structure.

TiLA has a full time Chief Executive Officer who oversees and leads the Trust, and she is supported by a Chief Financial & Operations Officer; Director of Education, Director of Learning, Director of SEN Inclusion and Safeguarding, Director of Learning and Development and a number of teaching and learning consultants. One of the key aims of the Chief Executive Officer is to ensure leadership within each academy is secure, that there is an ethos of devolved or distributed leadership and where the local committees and Headteachers have autonomy within the TiLA framework, and they are accountable for their actions, decisions and outcomes.

The Chief Financial & Operations Officer for TiLA has overall responsibility for all matters relating to Finance, Operations and IT and works closely with the individual academy Business Managers. Policies and procedures on spending control and authorisation levels in each academy are the Director's responsibility.

The Director of Education has overall responsibility for all matters relating to the quality of education. They work closely with Headteachers and the local academy School Improvement Committees.

The Trust comprises one secondary academy - Orchard School Bristol, one all through 3 - 16 academy - Bridge Learning Campus and six Primary academies - Filton Avenue Primary, Parson Street Primary, Charlton Wood Primary Academy, Fonthill Primary Academy, Henbury Court Primary Academy and Little Mead Primary Academy.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**ARRANGEMENTS FOR SETTING PAY AND REMUNERATION OF KEY MANAGEMENT PERSONNEL**

The Trustees consider the Board of Trustees and the Senior Leadership Team, comprising the Key Management Personnel of the Trust in charge of directing and controlling, running and operating the Trust on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year for acting as a trustee.

Details of Trustees' expenses and related party transactions are disclosed in the notes to the accounts.

There is a fair and transparent reward structure for the key management personnel of the Trust, supported by a comprehensive and robust performance development review process to ensure delivery against the Trust's strategic improvement plan and educational objectives.

The Trust sets pay levels for all Executives and Director posts following these principles:

- Pay will be benchmarked with similar positions in MATs within the geographical area
- Pay will have regard for the benchmark pay within specific professions outside the education sector (i.e. Finance, IT, HR)
- Pay will have regard to the size, complexity and socio demographic of the Trust
- Extent of technical expertise or breadth of subject knowledge required to fulfil remit
- Breadth / scope of areas of responsibility
- Level of impact of the role on the performance of Trust.

**Connected Organisations, including Related Party Relationships**

- Orchard School and Filton Avenue Primary School have established strong and sustainable links in North Bristol. They aim to promote learning among the whole community by engaging families in exciting and inspiring events. Orchard School Bristol is a research hub for the National Chartered College
- The Chief Executive Officer of the Trust is an invited member of the Excellence in Schools Group of Bristol City Council and the South West Multi Academy Trust CEO's forum that provides the Trust with an external profile. The Director of Education is a member of the South West Disadvantaged network and the Director of School Improvement is a member of the South West School Improvement Group. The Director of SEND chairs a SEND MAT network group for Bristol.
- Chief Financial & Operations Officer is a member of the South West Multi Academy Trust Finance group. These connections help to ensure that the Trust has access to a wide network of contacts which helps the sharing of knowledge and expertise.

**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

There are two principal objects of TiLA:

- To provide free education for pupils of different abilities between the ages of 3 and 16; and
- To advance for the public benefit improving and successful academy communities by establishing them, maintaining them, managing and developing them and ensuring that these academy communities experience provision that is broad and balanced.

These objects relate to Bridge Learning Campus, Orchard School Bristol, Parson Street Primary School, Filton Avenue Primary School Charlton Wood Primary Academy, Fonthill Primary Academy, Henbury Court Primary Academy and Little Mead Primary Academy and are the principal activities of the Charitable Company and its operation.



**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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The aims of the eight academies during the year ending 31 August 2024 are summarised below:

- to continue to raise the standard of educational attainment and achievement of all pupils;
- to provide a broad and balanced curriculum, including extracurricular activities;
- to develop students as more effective learners so that they can realise their potential;
- to ensure that every child enjoys the same high-quality education in terms of resourcing, tuition and care;
- to improve the effectiveness of each academy by keeping the curriculum, organisational structure and the quality of teaching under continual review;
- to ensure that our youngest pupils (EYFS) have the very best foundation to support their future learning by obtaining a good level of development (GLD at or above national averages);
- to ensure our pupils at the end of Year 1 do well in the national phonics test compared to national averages;
- for primary provision to maximise the number of students achieving age expected outcomes or better at the end of Key Stage 1 and Key Stage 2;
- for secondary provision to maximise the number of students who achieve 9-4 GCSE grades in English and Maths; and in EBacc subject areas and make good progress in relation to their starting points;
- to ensure that our academies and children benefit from extended and sustainable links with universities and business in order to raise awareness and expectations;
- to provide value for money for the funds expended;
- to develop greater coherence, clarity and effectiveness in academy systems and between academies within TiLA;
- to comply with all appropriate statutory and curriculum requirements;
- to develop each academy's capacity to manage change; and
- to conduct the Academy Trust's business in accordance with the highest standards of integrity, probity and openness.

The vision for TiLA is to inspire our pupils to trust in learning to achieve their full potential. To empower them to have confidence in their successes to make a positive contribution to the world and to remove barriers to learning to help transform the lives of our pupils. We support and challenge this improvement through fostering the autonomy and empowerment of effective leadership and governance.

Within TiLA we aim to get the best for, and from, each child. We intend to enable each child to realise his or her full academic, creative and physical potential and to develop positive social and moral values. Each of our academies is a community in which children, staff and parents should be part of a happy and caring environment.

**Objectives, Strategies and Activities**

The Trust has a Strategic Plan for Improvement covering a three year period up to the end of 2027. This represents a significant period in our journey towards accomplishing our vision for our schools. This plan signposts our work and over the period will focus upon securing six strategic goals:

- To deliver an ambitious and inclusive curriculum which benefits from cross-Trust collaboration, is underpinned by TiLA's curriculum principles, and maximises impact on pupil progress
- To deliver high-quality, inspired teaching and learning, based on evidence-informed pedagogical principles and equity of provision across all classrooms
- To have in a place a deliberately designed, effective education system and processes that ensure pupils and schools are equipped for their futures
- To develop a highly skilled workforce that is ambitious, agile, self-sustaining and adds capacity to the education system
- To ensure a robust and adaptable business services infrastructure that meets the diverse needs of schools and supports schools' effectiveness and efficiency through sustainable and ethical choices
- To embed professional governance throughout the Trust, strengthening local governance and high-quality leadership at all levels

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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This plan will help to guide our collective work as well as ensuring each academy contributes to the improvement journey as well as gains from it. Each of the academies within the Academy Trust also has their own Development or Improvement Plan, which prioritises actions and resources to secure key objectives for that year or period. This plan continues to inform our work however following the growth of the Trust will be developed in the coming year.

**Post Pandemic Impact**

In 2023-24 the education sector continued to experience the impact of the pandemic, and this has continued to cause concern and the need to adjust our work and our priorities.

There are two key issues facing our schools which are also reflected nationally, these are decreasing attendance and increasing social, emotional and mental health needs. Throughout the year all of our institutions have tried to combat both of these issues, increasing staff numbers in pastoral teams and with specialist training in SEMH including the appointment of a Director of SEND to support this. Unfortunately, those pupils/students from disadvantaged families have been affected more by these issues and given the large number of those families in the communities the Trust serves, this is having more of an adverse effect on our young people than more affluent communities.

The following provides a brief overview of each academy for 2023/24, and the objectives and priorities being set in order to move the schools forward:

**a. Filton Avenue Primary School**

Outcomes for 2024 have improved in all but one area which is a priority for the coming year. They have built strong community links and continue to see strong parental involvement.

Key priorities for the coming year include:

- Focusing 1st & foremost on ensuring disadvantaged pupils do as well as others
- Building upon the strong provision the school is providing - thus increasing depth and breadth of experience for pupils
- Ensure that expectations are high for all pupils - targets set for the school at the end of Key Stage 1 & 2 will be set at the top 20% of schools;
- Ensuring the quality of teaching that is evident at all stages in the school impacts more strongly on maths outcomes in 2024
- Continuing to build the strong community focused aspect of the school

**b. Orchard School Bristol**

The new Headteacher has focused upon ensuring that the curriculum offer is strong and that the provision offers academic rigour as well as opportunities to broaden minds. The richness of the curriculum is very good, and this is being delivered by quality teaching. Senior leaders have focused upon excellent quality assurance practices to measure their success.

The Headteacher is looking to ensure the school has outstanding practice and that this is recognised at the next Ofsted inspection.

**c. Bridge Learning Campus**

This all-through (aged 3 to 16) campus built on its success in 2023, primary outcomes which in phonics and Key Stage 1 and 2 were much higher than national. Whilst attendance has seen a drop it is not as significant as the secondary provision. Unfortunately, in the secondary year's attendance continues to be a real issue and this has been reflected in the 2024 CGSE outcomes which are poor. Those who attended well secured good success and progress. The Headteacher and leadership have in place a new and expanded pastoral team to increase the capacity to improve attendance.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**d. Parson Street Primary School**

This year has been very positive for the school. An OFSTED inspection in July rated the school Good in all areas taking the school out of its previous grade of Requires Improvement. Outcomes have once again improved on 2023. Whilst these improvements are pleasing and show the impact of the Headteacher further improvement is needed especially in KS1. The school has experienced significant challenges in attendance, rising SEND needs and pupil numbers at reception. It has responded well, creating a calm and welcoming school.

**e. Henbury Court Primary Academy**

This year has seen improvement in some outcomes across all phases for the school. However, they remain below national. There has been continued impact on improving the behaviour patterns both in and out of classrooms and in improving attendance. The Headteacher has developed strong community and parent links and the reputation of the school as highly multi-cultural and inclusive is having impact on increasing pupil numbers.

**f. Charlton Wood Primary Academy**

The school now has pupils in all years. Outcomes are strong in EYFS and KS1 and are above national averages in both. Attendance is strong and is not reflecting the national trends in this area. A new headteacher was appointed to the school in April and has strengthened the curriculum. The school has a different pupil profile to the other Trust schools however gaps in attainment for the most vulnerable children are showing the same national picture.

**g. Little Mead Primary Academy**

The school has experienced significant changes in leadership during 2023-24. A new Headteacher has been appointed and starts in Sept 24. The school is currently OFSTED rated RI and the Headteacher has developed an improvement plan to address areas highlighted by the report.

**h. Fonthill Primary Academy**

The school experienced significant challenge in its senior leadership with new SENDCo and assistant headteacher but despite this there have been improvements across the board in outcomes, however these are still below national and remain a priority. There is strength in the school with PHSE, but outcomes are not where they need to be and will be a focus for the year.

**Public Benefit**

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy Trust's aims and objectives and in planning its future activities.

Examples of how the Academy Trust is benefiting the public, and our communities, include the significant reduction in gaps between the attainment of disadvantaged students and other students at Orchard School; the percentage of pupils passing the phonics test at Bridge Learning Campus and the Key Stage 2 SATS results at Bridge.

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

**STRATEGIC REPORT**

Our secondary schools had both improved their outcomes up to 2019 showing an improvement journey over a number of years. This is the benchmark that we are seeking to return to, as rapidly as possible, demonstrating recovery from the impact of the pandemic. Whilst we were unable to meet the 2019 outcome levels in this year's outcomes, this had been anticipated and reflected the challenge attendance levels and increased social emotional and mental health needs has posed. Bridge Learning Campus has struggled this year to overcome those more than Orchard School Bristol and is being fully supported to rapidly recover to return to former performance levels.

**1. Early Years Foundation Stage**

School	2018	2019	2020	2021	2022	2023	2024
BLC	77%	78%		54%	68%	75%	76%
FAPS	74%	74%		62%	63%	72%	67%
PSPS	61%	72%		55%	64%	71%	62%
CWPA						67%	78%
HCPA						50%	68%
FHPA						55%	66%
LMPA						52%	58%

Phonics – Whole Cohort

School	% Achieving Expected Standard in Year 1						
	2018	2019	2020	2021	2022	2023	2024
BLC	79%	87%			88%	93%	88%
FAPS	86%	86%			67%	78%	78%
PSPS	61%	63%			49%	72%	60%
CWPA						90%	66%
HCPA						51%	65%
FHPA						62%	71%
LMPA						66%	59%
Nat. Av.	82%	82%			75%	79%	79%

Key Stage 1 – Whole Cohort – Reading

School	% EXS Reading						
	2018	2019	2020	2021	2022	2023	2024
BLC	72%	82%			70%	87%	72%
FAPS	63%	74%			54%	70%	65%
PSPS	59%	64%			50%	43%	51%
CWPA						82%	77%
HCPA						58%	59%
FHPA						52%	69%
LMPA						63%	76%
Nat. Av.						68%	TBA

**TRUST IN LEARNING (ACADEMIES)**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**2. Key Stage 2: Whole Cohort**

School	% EXS RWM Combined					% EXS Reading				
	2018	2019	2022	2023	2024	2018	2019	2022	2023	2024
BLC	56%	58%	68%	71%	78%	69%	67%	84%	74%	92%
FAPS	48%	54%	58%	61%	67%	57%	62%	72%	74%	80%
PSPS	40%	41%	43%	58%	41%	55%	49%	57%	64%	59%
FHPA				38%	38%				48%	59%
HCPA				36%	30%				45%	48%
LMPA				45%	48%				53%	77%

  

School	% EXS Writing					% EXS Maths				
	2018	2019	2022	2023	2024	2018	2019	2022	2023	2024
BLC	64%	67%	81%	79%	81%	66%	70%	73%	82%	83%
FAPS	53%	82%	78%	79%	78%	55%	72%	70%	63%	69%
PSPS	54%	77%	66%	69%	58%	47%	65%	54%	70%	52%
FHPA				48%	55%				62%	55%
HCPA				56%	52%				49%	39%
LMPA				61%	59%				60%	63%

**3. GCSE outcomes (headline measures for progress & attainment)**

School	Cohort					Basics 9-4				
	2018	2019	2022	2023	2024	2018	2019	2022	2023	2024
BLC	81	98	104	108	118	54.3%	52.0%	49.0%	49.1%	33.1%
OSB	139	123	153	172	168	46.8%	47.2%	58.8%	54.8%	52.4%

  

School	Basics 9-5					P8				
	2018	2019	2022	2023	2024	2018	2019	2022	2023	2024
BLC	24.7%	26.5%	22.1%	27.8%	16.9%	-0.41	0.02	-0.62	-0.52	-0.75
OSB	25.2%	35.0%	36.6%	30.4%	33.9%	-0.48	-0.01	-0.11	-0.34	-0.26

Attendance in all of our schools is a priority and we have witnessed levels of attendance drop massively since the lockdown period came to an end. COVID has most definitely affected patterns of attendance and attitudes towards attending on the part of both children, young people and their families. In order to ensure our commitment to, and delivery of, good or above average outcomes in all areas is achieved, we need to overcome these attendance issues.

**Key Performance Indicators**

Budgets are set for each nominal code both for income and expenditure. The actual income and expenditure is checked against these budgets each month and a report produced showing the variances and the total position against budget. The management accounts also include the cash position for each account and a weekly bank reconciliation is completed. Forecast to the year-end are completed monthly.

Actual salaries paid are monitored monthly on an individual basis and compared to the monthly budget.

**Trust KPIs**

The Trust uses the same KPIs as used in the ESFA School resource management self-assessment tool and uses the RAG ratings it produces to compare its schools and investigate any red ratings.

**Going Concern**

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

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**FINANCIAL REVIEW**

**Financial Review**

Most of the Academy Trust's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2024 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy Trust also receives grants for fixed assets from the DfE and are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy Trust's accounting policies.

During the year ended 31 August 2024, total expenditure of £35,072,484 (2023: £25,575,246) was covered by recurrent grant funding from the DfE, together with other incoming resources, of £34,677,911 (2023: £44,820,141). The excess expenditure for the year (excluding restricted fixed asset funds) was £129,037, compared to £426,451 in prior year.

At 31 August 2024 the net book value of fixed assets was £27,688,869 (2023: £28,377,299) and movements in tangible fixed assets are shown in Note 14 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy Trust.

The Academy Trust has taken on the deficit in the Local Government Pension Scheme in respect of its non-teaching staff transferred on conversion. The deficit is incorporated within the Statement of Financial Activity with details in Note 24 to the financial statements.

Key financial policies adopted or reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Board, Headteachers, managers, budget holders and other staff, as well as delegated authority for spending.

**Reserves Policy**

The Trustees review the reserve levels of the Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Trust, the uncertainty over future income streams and other key risks identified during the risk review.

The Trustees have determined that the appropriate level of free cash reserves should be not less than 5% of the total yearly funding. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies and to help individual academies with short term funding issues.

The Trust's current level of reserves (total funds less the amount held in fixed assets) is £3,449,144 (2023: £3,791,722), which includes £1,418,610 (2023: £1,745,343) of GAG reserves.

The Trust is maintaining a level of surplus which will enable us to tackle a period of financial uncertainty in the education system over the period of this parliament. There are indications that primary numbers in our academies (and nationally) are set to fall over the next five years and may need supporting (through periods of reduced income), via the reserves, in order for our objectives as a charity to be met.

There are a number of significant items that we estimate will require support from reserves over the next few years, but the predictions are only estimated at this time (and so have not been designated), these being:

- Bridge Learning Campus moving from estimated to lagged funding in 23/24 required additional funding to help with shortfall and due to it being a growing school, and this has carried over to 24/25 as well as investment in school improvement.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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- Fonthill requires a new roof that is likely to be phased over the next three years at an estimated cost of £800,000 - £900,000. While School Condition Allocation Funding is being used, there is an element that the trust will have to fund from reserves.
- The Filton Avenue Phase 3 building needs the asbestos loft insulation removing and we are not currently certain of the Trust's cost exposure.
- The Parson Street refurbishment second phase may cost in the region of £100,000, although this is on hold while we tackle more significant issues.
- Nova Primary School is proposed to join the Trust from 1 February 2025 and will likely require investment to bring up to Trust standards.

In addition, the Trust is actively pursuing growth as a Multi Academy Trust and is ensuring it has the extra financial capacity to support this growth.

The Trust collectively manages its reserves, and the combined reserves can be used to support any school in the Trust where need arises.

The Trustees have reviewed the future plans of the Academy Trust and have not set any designated reserves at this time.

The reserves of the Trust are pooled for the benefit of all schools.

**Investment Policy**

Due to the nature of funding, the Academy Trust may at times hold cash balances surplus to its short term requirements. The Trustees have authorised the opening of additional short term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

Trustees are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any cash not required for operating expenses is placed on deposit at the most favourable rate available from providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Chief Executive and Finance & Operations Director within strict guidelines approved by the Board of Trustees.

**Principal Risks and Uncertainties**

The principal risks and uncertainties facing the Academy Trust are as follows:

Financial - the Academy Trust has considerable reliance on continued Government funding through the ESFA. In the last year 97% of the Academy Trust's incoming resources was ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational - the continuing success of the Academy Trust is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees, ensure that student success and achievement are closely monitored and reviewed.

Safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.

Staffing - the success of the Academy Trust is reliant on the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

Fraud and mismanagement of funds - The Academy Trust has appointed an Internal Auditor to carry out checks on financial systems and records as required by the Academy Trust Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Academy Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained and reviewed and updated on a regular basis.

**FUNDRAISING**

The Academy Trust does not carry out fundraising with any commercial participators or professional fundraisers. Donations are welcomed but entirely voluntary and no individuals are approached or targeted in anyway Fundraising may be carried out by the schools or PTAs through events such as Christmas or summer Fetes, but this is voluntary and there is no undue pressure on anyone to donate.

**PLANS FOR FUTURE PERIODS**

The Academy Trust will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all levels. The Academy Trust will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

The Academy Trust will continue to work with partner schools to improve the educational opportunities for students in the wider community.

**STREAMLINED ENERGY AND CARBON REPORTING**

UK Greenhouse gas emissions and energy use data for the period	1 September 2023 to 31 August 2024	1 September 2022 to 31 August 2023
Energy consumption used to calculate emissions (kWh)	7,287,029	Out of scope
<b>Energy consumption break down (kWh) (optional)</b>		
• gas	4,805,832	
• electricity	2,454,056	
• transport fuel	27,140	
<b>Scope 1 emissions in metric tonnes CO2e</b>		
Gas consumption	878.99	
Owned transport – mini-buses	4.99	
<b>Total scope 1</b>	<b>883.98</b>	
<b>Scope 2 emissions in metric tonnes CO2e</b>		
Purchased electricity	<b>508.11</b>	
<b>Scope 3 emissions in metric tonnes CO2e</b>		
Business travel in employee-owned vehicles	<b>3.74</b>	
Total gross emissions in metric tonnes CO2e	<b>1,395.83</b>	
<b>Intensity ratio</b>		
Tonnes CO2e per pupil	<b>0.327</b>	

**Quantification and Reporting Methodology**

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2022 UK Government’s Conversion Factors for Company Reporting.

**Intensity measurement**

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



**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**Measures taken to improve energy efficiency**

We have installed smart meters across all sites and increased video conferencing technology for staff meetings, to reduce the need for travel between sites.

**FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS**

The Academy Trust and its Trustees do not act as the Custodian Trustees of any other Charity.

**EMPLOYEE INVOLVEMENT AND EMPLOYMENT OF THE DISABLED**

**Equality**

The Directors understand their legal and moral obligations with regard to equality of opportunity for its students and staff. Its aims are to provide an environment where both staff and students can thrive and contributions and needs of all are valued.

**Disabled Persons**

It is the policy of TiLA to support the recruitment and retention of staff and students with disabilities. It does this by ensuring that the physical environment is adapted to accommodate a range of needs including specific adaptations for individuals. It ensures that there is a linked suite of policies ensuring access to support and interventions when and if a person becomes disabled during employment, including recruitment and retention, managing absence and Equality Policies. In addition, it ensures that access to training and career development is fair and open.

**Employee Communication**

TiLA views employee engagement and communication as vital to its success. TiLA consults with staff representatives formally three times a year and has extra consultative arrangements for specific issues. Staff are consulted on Policies affecting their terms and conditions through the Employee Engagement Hub and informally through the leads in each school prior to the issues being taken for formal consultation with Trade Unions. Staff are informed of changes to Policy and training put in place to ensure consistent and accurate implementation.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**FINANCIAL AND RISK MANAGEMENT OBJECTIVES AND POLICIES**

The Academy Trust has agreed a Risk Management Strategy, updated the Risk Register to a better format and has a Risk Management Plan. These have been discussed by Trustees and include the financial risks to the Academy Trust. The register and plan are constantly reviewed in light of any new information and formally reviewed annually. The risk register format is also used by the schools. That format focuses upon operational and strategic risks.

The Trustees have assessed the major risks to which the Academy Trust is exposed, in particular those relating to its finances, teaching, facilities and other operational areas. The Trustees have implemented a number of systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains, they have ensured they have adequate insurance cover.

Despite the city wide issue of a fall in primary aged children on the whole our numbers remain positive. Numbers at BLC and OSB (Secondary) are showing increased numbers and forecasts indicate that this will increase over the next few years. At our primary schools 4 of the six are full at reception with 2 seeing challenges which are reflected across the city. In the coming year there are plans to reduce Parson Street Primary school from 2 form to 1 form entry to support its future as a strong community school.

The Trustees examine the financial health formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Trustees' and Finance Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

At the year end, the Academy Trust had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on liquidity.

The Board of Trustees recognises that the defined benefit scheme deficit (Local Government Pension Scheme), which is set out in Note 24 to the financial statements, represents a significant potential liability. However, as the Trustees consider that the Academy Trust is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

**DISCLOSURE OF INFORMATION TO AUDITORS**

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

**AUDITORS**

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Approved by order of the members of the Board of Trustees on 11 December 2024 and signed on their behalf, by:

**Mr H Barrett**  
Chair of Trustees

**Mrs S Elliott**  
Accounting Officer

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**SCOPE OF RESPONSIBILITY**

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

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

**GOVERNANCE**

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

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

Trustee	Meetings attended	Out of a possible
Ms L Alexander	2	2
Ms H Cooper	5	6
Mr J Ellis	1	1
Mrs S Elliot	6	6
Ms D Emmerton	3	4
Mr T Howes	4	6
Mr D Hussey	4	6
Mr J Mulock	0	4
Ms S Redwood	5	6
Mr G Rice	6	6
Ms H Robinson	3	4
Mrs A Rutherford	4	6
Ms C Virtue	1	1
Ms J Walton	5	6
Mr R Wellman	3	6

**Governance reviews:**

The Board of Trustees of TiLA carry out an annual review of their effectiveness as a Board in maintaining strong governance of the chain and in their support of key staff within the Trust.

The annual review consider the Nolan principles which should underpin the behaviour of individuals in relation to their work with the Trust, and self evaluation against the following headings:

- Setting Strategy
- Providing Scrutiny
- Administering Stewardship
- Providing Support; and
- Stretch to the Executive.

These reviews link directly to individualised training and support for Directors (trustees).

The Board will further review its practice in the Autumn and Spring terms (2024-25) especially focused on the alignment of the new schools joining the Trust.

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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The Finance, Audit, Risk & Operations Committee is a sub committee of the main Board of Trustees. Its purpose is to:

- Make recommendations to the Board on financial and operational strategies
- Consider the Academy Trust's funding and to assess its implications in advance of the financial year
- Consider the Academy Trust's budget and operational development plan including central costs; and
- To receive the audit reports in conjunction with the Audit Committee.

The Finance, Audit, Risk & Operations Committee was chaired by Mr J Ellis until January 2024. The Committee has adopted an improved management accounts reporting, met with the auditors to discuss the detailed procedures and addressed the minor issues in the report. It has met with the Internal Auditors and reviewed the risk approach for the Trust going forward. It has also reviewed a three year plan and recommended to the Board the need to develop capacity for future growth.

Its purpose is to seek to promote a climate of financial discipline and control to help ensure the highest standards of probity and efficiency; consider all matters of financial internal control and advise the Board on the adequacy and effectiveness of these controls; and investigate any activity that it deems relevant.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Ms H Cooper	5	6
Mrs S Elliot	6	6
Mr J Ellis	2	2
Mr T Howes	5	6
Ms S Redwood	5	6

**REVIEW OF VALUE FOR MONEY**

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

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

Ensuring that we utilise all the money we receive to achieve the best possible educational outcomes.

Decisions over the curriculum, staffing and the quality of delivery are the building blocks for ensuring positive outcomes and value for money. The Trust holds the CEO and executive team members to account for these responsibilities and has effective systems in place for reporting and monitoring the effectiveness of their work, which would include responsibilities delegated to a local governing body, where these are in place.

Collectively we focus upon costs and value for money and can effectively compare income, expenditure and cost effectiveness across the different institutions.

Two of the eight academies are run under a PFI agreement. We ensure that we receive value for money from the contract by regular operational and strategy meetings with senior managers. We have systems in place to ensure that we do not incur any additional charges due to damage and these have proved successful. There are a negligible number of vandalism incidents and besides saving money improves the working environment for students and staff.

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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There is a strong and robust budget approval system in place. Using identical models, a detailed staffing plan to deliver the curriculum is assessed, then other costs are added comparing past trends but also considering the academies' development or improvement plan requirements.

Expenditure is monitored very closely and at the end of each month a comparison is made between actual expenditure and budgeted expenditure on a line by line basis.

Staffing costs are monitored monthly, and the cost of each person is compared to the monthly budget profile and any variances are investigated.

As the Accounting Officer, I am acutely aware of the use of resources to engage disadvantaged pupils and students. All but one of our academies serves communities which have high levels of social deprivation and therefore we receive significant amounts of Pupil Premium funds. Targeted interventions are in place in all academies which are extensive, and the effectiveness evaluated. Staffing levels have increased to further support the attainment and progress of disadvantaged groups with particular investment in roles to improve attendance, as well as being targeted at those more able pupils and students.

We have in place systems to collect, share, and analyse data to enable us to monitor school performance and improvement. This information is then shared with teaching staff to guide their practice and raise expectations. It also aids the Trust to ensure cross-school priorities can be identified and supported.

There is a strong emphasis upon raising levels of Literacy/English and Numeracy/Maths and by improving links and introducing collaborative structures across the group we are able to share or transfer best practice. The use of annual joint in service days provides further opportunities to learn from each other and to develop consistent practices and economies of scale in a range of school functions - from quality of teaching to the quality of administrative support.

A significant amount of training is conducted in house reducing the cost of external training. Teachers and support staff have paired up with academies within the MAT spending days to understand successful techniques to employ in their own academy. Collaboration with other schools and partner academies within the chain to share best practice has improved Teaching and Learning. The Trust works closely with other Multi Academy Trusts to aid school improvement. External agencies are also used for specially targeted students. It is, however, important for the Academy Trust institutions to look for outstanding practice more widely and this has been a feature of some of the in service provision with staff visiting schools nationally as well as locally.

In terms of procurement, we have a culture that challenges every purchase to see if it is really necessary. Once a decision is made, the best possible price will be sought using price comparison sites, supplier knowledge, bulk purchases discounts and group purchasing. Purchases with a service element will be evaluated alongside the price to obtain the best value. Benchmarking is used to evaluate the distribution of costs and to ensure that funds are spent to the best possible advantage. The centralisation of the finance team means that it is now easier to arrange cross Trust purchases and use our size to secure better deals.

It is important that we regularly check that our systems and procedures are fit for purpose. To facilitate this process, we have appointed Monahans LLP as the Trust's internal auditors. They complete detailed regular checks at each academy and the central support function. They provide the Trust with detailed reports on their findings and any shortcomings are rectified immediately. Monahans LLP will attend the Finance, Audit, Risk & Operations committee when requested and this committee can specify additional checks. The financial systems are consistent over all the academies using the same accounting package and chart of accounts. A detailed Finance Manual is available in each of the academies within the group. This sets out the rules on purchasing and the expenditure levels when quotations and tendering are required. Detailed specifications are produced for tenders, and I am personally involved in the process. The new schools joining the Trust have aligned to the Financial Manual and systems.

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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As the Accounting Officer for Trust in Learning (Academies), I am assured that the Trust and its key senior leaders, as well as the Board, are providing good value for money and that there is no complacency in this endeavour as we move forward into our seventh year of operation.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Trust in Learning (Academies) for the year 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

**CAPACITY TO HANDLE RISK**

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the year 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

**THE RISK AND CONTROL FRAMEWORK**

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

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

The Board of Trustees has considered the need for a specific internal audit function and has appointed Monahans LLP as internal auditor.

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

- H&S records review
- Outdoor education software and planning
- Review of Single Central Record
- Review of payroll

On a regular basis, the internal auditor reports to the Board of Trustees via the Finance, Audit, Risk & Operations committee, on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

**TRUST IN LEARNING (ACADEMIES)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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No significant issues were found and where systems differed slightly in some schools, they have been brought into line, so the systems are standardised throughout the Academy Trust.

**REVIEW OF EFFECTIVENESS**

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

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance, Audit, Risk & Operations committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 11 December 2024 and signed on their behalf by:

**Mr H Barrett**  
Chair of Trustees

**Mrs S Elliott**  
Accounting Officer

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Trust in Learning (Academies) I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding including for estates safety and management, 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 Trust Handbook 2024, including responsibilities for estates safety and management.

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

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.

**Mrs S Elliott**  
Accounting Officer  
Date: 11 December 2024



**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2024**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- 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 financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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

**Mr H Barrett**  
Chair of Trustees

Date: 11 December 2024

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TRUST  
IN LEARNING (ACADEMIES)**

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**OPINION**

We have audited the financial statements of Trust in Learning (Academies) (the 'academy trust') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

**BASIS FOR OPINION**

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

**CONCLUSIONS RELATING TO GOING CONCERN**

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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.

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TRUST  
IN LEARNING (ACADEMIES) (CONTINUED)**

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**OTHER INFORMATION**

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

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

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

- the information given in the Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

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

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

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

**RESPONSIBILITIES OF TRUSTEES**

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

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

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TRUST  
IN LEARNING (ACADEMIES) (CONTINUED)**

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**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

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

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

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

- the nature of the Academy sector, control environment and the Academy Trust's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Academy Trust's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy Trust's documentation of their policies and procedures relating to: identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance; detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; the internal controls established to mitigate risks of fraud or noncompliance with laws and regulations;
- how the Academy Trust ensured it met its obligations arising from it being financed by the ESFA and other funders, and as such material compliance with these obligations is required to ensure the Academy Trust will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the Academy Trust ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- these matters were discussed among the audit engagement team who also considered any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud, which included incorrect recognition of revenue, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of revenue and management override using manual journal entries.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Academy Trust operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, Academies Trust Handbook, UK Companies Act and tax legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Academy Trust's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

Our procedures to respond to risks identified included the following:

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TRUST  
IN LEARNING (ACADEMIES) (CONTINUED)**

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- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of Trustees and management and those charged with governance concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

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

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from an error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and 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 financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**USE OF OUR REPORT**

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

**Joseph Scaife FCA (Senior Statutory Auditor)**

for and on behalf of  
**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
10 Temple Back  
Bristol  
BS1 6FL

Date: 18 December 2024

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

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

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In accordance with the terms of our engagement letter dated 05 October 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Trust in Learning (Academies) during the year 1 September 2023 to 31 August 2024 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 Trust in Learning (Academies) and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Trust in Learning (Academies) 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 Trust in Learning (Academies) and ESFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF TRUST IN LEARNING (ACADEMIES)'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Trust in Learning (Academies)'s funding agreement with the Secretary of State for Education dated 31 August 2012 and the Academy Trust Handbook, extant from 1 September 2023, 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 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 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.

The work undertaken to draw our conclusion includes:

An assessment of the risk of material irregularity and impropriety across all of the Trust's activities;

Further testing and review of the areas identified through the risk assessment including enquiry, identification of controls processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and

Consideration of evidence obtained through the work detailed above and the work completed as part of our audit of the financial statements in order to support the regularity conclusion.

In line with the Framework and guide for external auditors and reporting accountants of academy trusts issued in March 2024, we have not performed any additional procedures regarding the Trust's compliance with safeguarding, health and safety and estates management.

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**CONCLUSION**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reporting Accountant  
**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
10 Temple Back  
Bristol  
BS1 6FL

Date: 18 December 2024

**TRUST IN LEARNING (ACADEMIES)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>						
Donations and capital grants:	3					
Transferred in from existing academies		-	-	-	-	19,375,897
Other donations and capital grants		-	17,824	405,137	422,961	358,703
Other trading activities		330,481	-	-	330,481	269,542
Investments	6	277,135	-	-	277,135	94,045
Charitable activities		1,132,659	32,514,675	-	33,647,334	24,721,954
<b>Total income</b>		<b>1,740,275</b>	<b>32,532,499</b>	<b>405,137</b>	<b>34,677,911</b>	44,820,141
<b>Expenditure on:</b>						
Charitable activities		768,175	33,633,636	670,673	35,072,484	25,575,246
<b>Total expenditure</b>		<b>768,175</b>	<b>33,633,636</b>	<b>670,673</b>	<b>35,072,484</b>	25,575,246
<b>NET INCOME/ (EXPENDITURE)</b>		<b>972,100</b>	<b>(1,101,137)</b>	<b>(265,536)</b>	<b>(394,573)</b>	19,244,895
Transfers between funds	18	(987,945)	1,201,404	(213,459)	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(15,845)</b>	<b>100,267</b>	<b>(478,995)</b>	<b>(394,573)</b>	19,244,895
<b>Other recognised gains/(losses):</b>						
Actuarial gains on defined benefit pension schemes	24	-	92,000	-	92,000	2,518,000
<b>Net movement in funds</b>		<b>(15,845)</b>	<b>192,267</b>	<b>(478,995)</b>	<b>(302,573)</b>	21,762,895
<b>Reconciliation of funds:</b>						
Total funds brought forward		2,031,379	(1,400,657)	28,409,416	29,040,138	7,277,243
Net movement in funds		(15,845)	192,267	(478,995)	(302,573)	21,762,895
<b>Total funds carried forward</b>		<b>2,015,534</b>	<b>(1,208,390)</b>	<b>27,930,421</b>	<b>28,737,565</b>	29,040,138

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

The notes on pages 33 to 65 form part of these financial statements.



**TRUST IN LEARNING (ACADEMIES)**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER:08089704**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	14	27,688,869	28,377,299
		<u>27,688,869</u>	<u>28,377,299</u>
<b>Current assets</b>			
Debtors	15	3,517,499	2,722,769
Cash at bank and in hand		5,696,149	6,743,959
		<u>9,213,648</u>	<u>9,466,728</u>
Creditors: amounts falling due within one year	16	(5,456,210)	(5,548,884)
<b>Net current assets</b>		<u>3,757,438</u>	<u>3,917,844</u>
<b>Total assets less current liabilities</b>		<u>31,446,307</u>	<u>32,295,143</u>
Creditors: amounts falling due after more than one year	17	(66,742)	(94,005)
<b>Net assets excluding pension liability</b>		<u>31,379,565</u>	<u>32,201,138</u>
Defined benefit pension scheme liability	24	(2,642,000)	(3,161,000)
<b>Total net assets</b>		<u><u>28,737,565</u></u>	<u><u>29,040,138</u></u>
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	18	27,930,421	28,409,416
Restricted income funds	18	1,433,610	1,760,343
		<u>29,364,031</u>	<u>30,169,759</u>
Restricted funds excluding pension reserve	18	29,364,031	30,169,759
Pension reserve	18	(2,642,000)	(3,161,000)
<b>Total restricted funds</b>	18	<u>26,722,031</u>	<u>27,008,759</u>
<b>Unrestricted income funds</b>	18	<u>2,015,534</u>	<u>2,031,379</u>
<b>Total funds</b>		<u><u>28,737,565</u></u>	<u><u>29,040,138</u></u>

The financial statements on pages 30 to 65 were approved by the Trustees, and authorised for issue on 11 December 2024 and are signed on their behalf, by:

**Mr H Barrett**  
Chair of Trustees

The notes on pages 33 to 65 form part of these financial statements.

**TRUST IN LEARNING (ACADEMIES)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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	<b>Note</b>	<b>2024</b> £	2023 £
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	20	<b>(1,710,417)</b>	2,798,971
<b>Cash flows from investing activities</b>	21	<b>662,607</b>	87,745
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>		<b>(1,047,810)</b>	2,886,716
Cash and cash equivalents at the beginning of the year		<b>6,743,959</b>	3,857,243
		<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	22, 23	<b>5,696,149</b>	6,743,959
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 33 to 65 form part of these financial statements

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. ACCOUNTING POLICIES**

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

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 GOING CONCERN**

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

**1. ACCOUNTING POLICIES (continued)**

**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 year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

• **Donations**

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

• **Other income**

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

• **Transfer of existing academies into the Academy Trust**

Where assets and liabilities are received on the transfer of an existing academy into the Academy Trust, the transferred assets are measured at fair value and recognised in the Balance Sheet at the point when the risks and rewards of ownership pass to the Academy Trust. An equal amount of income is recognised for the transfer of an existing academy into the Academy Trust within 'Income from Donations and Capital Grants' to the net assets acquired.

**1. ACCOUNTING POLICIES (continued)**

**1.4 EXPENDITURE**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 INTEREST RECEIVABLE**

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

**1.6 TAXATION**

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

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

**1.7 TANGIBLE FIXED ASSETS**

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

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

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

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. ACCOUNTING POLICIES (continued)**

**1.7 TANGIBLE FIXED ASSETS (CONTINUED)**

Depreciation is provided on the following bases:

Long-term leasehold property	- straight line over the shorter of 50 years or remaining life of the lease
Long term leasehold land	- straight line over 125 years
Office equipment	- straight line over 5-10 years
Plant and machinery	- straight line over 5-10 years
Computer equipment	- straight line over 3 years
Motor vehicles	- straight line over 5 years
Other fixed assets	- straight line over 5 years

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

**1.8 DEBTORS**

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

**1.9 CASH AT BANK AND IN HAND**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account and cash on deposit that has a notice period of less than 30 days.

**1.10 LIABILITIES**

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

**1.11 OPERATING LEASES**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

Rentals payable under PFI arrangements are also charged to the Statement of Financial Activities on a straight line basis.

**1. ACCOUNTING POLICIES (continued)**

**1.12 PENSIONS**

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

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

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

**1.13 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 the funders where the asset acquired or created is held for a specific purpose.

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

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

Transfers are made between restricted funds and restricted fixed asset funds where restricted funds are used to purchase fixed assets.

**2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

The Academy Trust obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease required the Academy Trust to determine, based on an evaluation of the terms and the conditions of the arrangements, whether it retains or acquires the significant risks and rewards of the ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the balance sheet.



**TRUST IN LEARNING (ACADEMIES)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**3. INCOME FROM DONATIONS AND CAPITAL GRANTS**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Restricted fixed asset funds 2024 £</b>	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
<b>DONATIONS</b>					
Transferred in from existing academies	-	-	-	-	19,375,897
Other donations	-	17,824	-	<b>17,824</b>	17,703
<b>CAPITAL GRANTS</b>					
Devolved Formula Capital	-	-	87,875	<b>87,875</b>	200,051
Condition Improvement Fund	-	-	-	-	140,949
School Condition Allocation	-	-	317,262	<b>317,262</b>	-
<b>Total 2024</b>	<b>-</b>	<b>17,824</b>	<b>405,137</b>	<b>422,961</b>	<b>19,734,600</b>
<b>Total 2023</b>	<b>300,769</b>	<b>(680,885)</b>	<b>20,114,716</b>	<b>19,734,600</b>	

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**4. FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>EDUCATION</b>				
<b>DFE/ESFA GRANTS</b>				
General Annual Grant	-	25,749,822	<b>25,749,822</b>	19,303,824
<b>OTHER DFE/ESFA GRANTS</b>				
Pupil Premium	-	2,374,076	<b>2,374,076</b>	1,780,439
Teachers Pay and Pension Grants	-	672,684	<b>672,684</b>	7,030
Other DfE/EFSA Grants	-	492,702	<b>492,702</b>	336,491
Mainstream Schools Additional Grant	-	858,201	<b>858,201</b>	356,275
	-	30,147,485	<b>30,147,485</b>	21,784,059
<b>OTHER GOVERNMENT GRANTS</b>				
High Needs	-	1,696,707	<b>1,696,707</b>	1,003,982
Early Years Funding	823,075	-	<b>823,075</b>	363,482
Other Government Grants	-	247,239	<b>247,239</b>	376,240
	823,075	1,943,946	<b>2,767,021</b>	1,743,704
<b>Other income from the Academy Trust's education</b>	309,584	17,374	<b>326,958</b>	153,330
<b>COVID-19 ADDITIONAL FUNDING (DFE/ESFA)</b>				
Recovery Premium	-	374,876	<b>374,876</b>	315,757
Schools Supplementary Grant	-	-	-	725,104
School Led Tutoring	-	30,994	<b>30,994</b>	-
	-	405,870	<b>405,870</b>	1,040,861
	1,132,659	32,514,675	<b>33,647,334</b>	24,721,954
<b>TOTAL 2023</b>	486,260	24,235,694	<b>24,721,954</b>	

**TRUST IN LEARNING (ACADEMIES)**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**5. INCOME FROM OTHER TRADING ACTIVITIES**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	Total funds 2023 £
Lettings	72,689	<b>72,689</b>	49,860
Other trading activities	257,792	<b>257,792</b>	219,682
<b>TOTAL 2024</b>	<u>330,481</u>	<u><b>330,481</b></u>	<u>269,542</u>

**6. INVESTMENT INCOME**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	Total funds 2023 £
Bank interest	277,135	<b>277,135</b>	94,045
	<u>277,135</u>	<u><b>277,135</b></u>	<u>94,045</u>

**7. EXPENDITURE**

	<b>Staff Costs 2024 £</b>	<b>Premises 2024 £</b>	<b>Other 2024 £</b>	<b>Total 2024 £</b>	Total 2023 £
EDUCATION:					
Direct costs	22,107,932	670,674	5,032,306	<b>27,810,912</b>	19,956,390
Allocated support costs	4,233,461	1,386,336	1,641,775	<b>7,261,572</b>	5,618,856
<b>TOTAL 2024</b>	<u>26,341,393</u>	<u>2,057,010</u>	<u>6,674,081</u>	<u><b>35,072,484</b></u>	<u>25,575,246</u>
<b>TOTAL 2023</b>	<u>18,138,910</u>	<u>1,903,022</u>	<u>5,533,314</u>	<u>25,575,246</u>	

**TRUST IN LEARNING (ACADEMIES)  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

	<b>Activities undertaken directly 2024 £</b>	<b>Support costs 2024 £</b>	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Education	27,810,912	7,261,572	<b>35,072,484</b>	25,575,246
TOTAL 2023	19,956,390	5,618,856	25,575,246	

**ANALYSIS OF DIRECT COSTS**

	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Pension finance costs	<b>95,000</b>	138,000
Staff costs	<b>20,410,547</b>	14,556,693
Depreciation	<b>670,673</b>	443,370
Educational supplies	<b>886,859</b>	536,908
Examination fees	<b>200,944</b>	150,250
Staff development	<b>114,048</b>	102,156
Other costs	<b>277,341</b>	119,356
Supply staff	<b>1,369,960</b>	797,808
Technology costs	<b>45,688</b>	64,956
PFI Charges	<b>2,937,808</b>	2,497,569
Educational consultancy	<b>802,044</b>	549,324
<b>TOTAL 2024</b>	<b>27,810,912</b>	19,956,390

**TRUST IN LEARNING (ACADEMIES)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF SUPPORT COSTS**

	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Pension finance costs	<b>71,000</b>	53,000
Staff costs	<b>3,979,461</b>	2,784,409
Other costs	<b>153,523</b>	125,131
Recruitment and support	<b>83,691</b>	109,720
Maintenance of premises and equipment	<b>626,993</b>	905,179
Cleaning	<b>190,666</b>	44,705
Rent and rates	<b>61,943</b>	41,693
Energy costs	<b>392,338</b>	282,792
Insurance	<b>107,834</b>	66,452
Security and transport	<b>29,473</b>	25,727
Catering	<b>801,897</b>	600,755
Technology costs	<b>293,298</b>	212,856
Office overheads	<b>334,787</b>	264,719
Legal and professional	<b>89,954</b>	64,411
Bank interest and charges	<b>13,204</b>	7,952
Governance costs	<b>31,510</b>	29,355
<b>TOTAL 2024</b>	<b>7,261,572</b>	<b>5,618,856</b>

**9. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) for the year includes:

	<b>2024 £</b>	<b>2023 £</b>
Operating lease rentals	<b>1,534,744</b>	1,303,822
Depreciation of tangible fixed assets	<b>670,674</b>	443,358
Fees paid to auditors for:		
- audit	<b>28,500</b>	19,250
- other services	<b>2,500</b>	5,170

**TRUST IN LEARNING (ACADEMIES)**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**10. STAFF**

**a. STAFF COSTS AND EMPLOYEE BENEFITS**

Staff costs during the year were as follows:

	<b>2024</b>	2023
	£	£
Wages and salaries	<b>18,582,480</b>	13,134,508
Social security costs	<b>1,878,883</b>	1,338,267
Pension costs	<b>3,880,491</b>	2,868,327
	<b>24,341,854</b>	17,341,102
Agency staff costs	<b>1,358,385</b>	797,808
Staff restructuring costs	<b>48,154</b>	-
	<b>25,748,393</b>	18,138,910

Staff restructuring costs comprise:

	<b>2024</b>	2023
	£	£
Redundancy payments	<b>31,104</b>	-
Severance payments	<b>17,050</b>	-
	<b>48,154</b>	-

**b. SEVERANCE PAYMENTS**

The Academy Trust paid 4 severance payments in the year (2023 - -), disclosed in the following bands:

	<b>2024</b>	2023
	No.	No.
£0 - £25,000	<b>4</b>	-

**c. SPECIAL STAFF SEVERANCE PAYMENTS**

Included in staff restructuring costs are non-contractual severance payments totalling £17,050 (2023: £NIL). The non statutory individual payments during the year were £10,000, £7,050.

**TRUST IN LEARNING (ACADEMIES)  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**10. STAFF (CONTINUED)**

**c. STAFF NUMBERS (CONTINUED)**

The average headcount expressed as full-time equivalents was:

	2024 No.	2023 No.
Teachers	192	176
Teaching support	159	116
Administration	82	65
Management	56	10
	489	367

**d. HIGHER PAID STAFF**

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

	2024 No.	2023 No.
In the band £60,001 - £70,000	6	8
In the band £70,001 - £80,000	5	5
In the band £80,001 - £90,000	5	3
In the band £90,001 - £100,000	2	-
In the band £100,001 - £110,000	1	2
In the band £110,001 - £120,000	2	-
In the band £150,001 - £160,000	-	1
	-	1

**e. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £1,693,996 (2023: £1,122,385). As staff trustees are not remunerated in respect of their roles as a trustee, where staff trustees do not form part of the key management personnel other than in their role as trustee, their remuneration as set out in note 12 has not been included in the total benefits received by key management personnel above.

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**11. CENTRAL SERVICES**

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

- Human resources;
- Financial services;
- Legal services;
- Audit;
- School improvement and educations support services;
- IT Support and Trust wide office and licenses;
- CEO;
- Others as arising

The Academy Trust charges for these services on the following basis:

The Trust strategy cost is 5.6% charged on GAG and funds that will be added to GAG.

The Trust also charges the schools for central IT support and this is done on a fair use weighted pupil basis.

Other costs that are centrally managed by the Trust (such as payroll charges, vehicle insurance, H&S fees) are recharged to the schools on an appropriate use basis.

The actual amounts charged during the year were as follows:

	2024 £	2023 £
Filton Avenue Primary School	192,270	167,819
Orchard School Bristol	485,317	412,316
Bridge Learning Campus	541,882	433,234
Parson Street Primary School	104,607	104,732
Little Mead Primary Academy	129,575	8,175
Henbury Court Primary Academy	102,016	6,780
Charlton Wood Primary Academy	100,812	4,944
Fonthill Primary Academy	71,290	4,221
<b>TOTAL</b>	<b>1,727,769</b>	<b>1,142,221</b>



**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**12. TRUSTEES' REMUNERATION AND EXPENSES**

The Chief Executive and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Chief Executive and staff under their contracts of employment, and not in respect of their services as Trustees. Other Trustees did not receive any payments from the Academy Trust in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows: S Elliot: Total remuneration £140,000 - £150,000 (2023: £Nil), M Davies: Total remuneration £Nil (2023: £150,000 - £155,000), C Jenkins: Total remuneration £0 - £5,000 (2023: £25,000 - £30,000).

The total remuneration above is broken down as follows - S Elliot: Remuneration £120,000 - £125,000 (2023: £Nil), Employer's pension contributions £20,000 - £25,000 (2023: £Nil), M Davies: Remuneration £Nil (2023: £150,000 - £155,000), Employer's pension contributions £Nil (2023: £Nil), C Jenkins: Remuneration £0 - £5,000 (2023: £25,000 - £30,000), Employer's pension contributions £0 - £5,000 (2023: £0 - £5,000).

During the year, retirement benefits were accruing to no Trustees (2023 - none) in respect of defined benefit pension schemes.

During the year ended 31 August 2024, expenses totalling £Nil were reimbursed or paid directly. (2023 - £113 to 1 Trustee). All of these expenses relates to reimbursement of travel expenses.

**13. TRUSTEES' AND OFFICERS' INSURANCE**

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

**TRUST IN LEARNING (ACADEMIES)  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**14. TANGIBLE FIXED ASSETS**

	Long-term leasehold property £	Furniture and equipment £	Plant and machinery £	Computer equipment £	Motor vehicles £	Assets under construc tion £	Total £
<b>COST OR VALUATION</b>							
At 1 September 2023	29,583,145	539,696	26,408	1,196,148	22,409	37,421	31,405,227
Additions	-	5,278	-	14,387	-	-	19,665
Disposals	-	-	-	-	-	(37,421)	(37,421)
At 31 August 2024	<u>29,583,145</u>	<u>544,974</u>	<u>26,408</u>	<u>1,210,535</u>	<u>22,409</u>	<u>-</u>	<u>31,387,471</u>
<b>DEPRECIATION</b>							
At 1 September 2023	1,576,679	358,597	12,708	1,059,701	20,243	-	3,027,928
Charge for the year	480,656	72,000	1,596	114,423	1,999	-	670,674
At 31 August 2024	<u>2,057,335</u>	<u>430,597</u>	<u>14,304</u>	<u>1,174,124</u>	<u>22,242</u>	<u>-</u>	<u>3,698,602</u>
<b>NET BOOK VALUE</b>							
At 31 August 2024	<u><u>27,525,810</u></u>	<u><u>114,377</u></u>	<u><u>12,104</u></u>	<u><u>36,411</u></u>	<u><u>167</u></u>	<u><u>-</u></u>	<u><u>27,688,869</u></u>
At 31 August 2023	<u><u>28,006,466</u></u>	<u><u>181,099</u></u>	<u><u>13,700</u></u>	<u><u>136,447</u></u>	<u><u>2,166</u></u>	<u><u>37,421</u></u>	<u><u>28,377,299</u></u>

Bridge Learning Campus and Orchard School Bristol are under PFI agreements which means that access to Land and Buildings at these locations is restricted. TiL(A) own the freehold land situated at these schools, however due to the restricted access they are not considered to have the full risks and rewards of ownership and so the value of these land and buildings are not recognised in the accounts.

**TRUST IN LEARNING (ACADEMIES)  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**15. DEBTORS**

	2024 £	2023 £
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	38,532	14,920
Other debtors	6,263	56,270
Prepayments and accrued income	2,600,346	2,458,372
VAT recoverable	872,358	193,207
	<u>3,517,499</u>	<u>2,722,769</u>

**16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024 £	2023 £
Salix loans	25,008	25,008
Trade creditors	3,472,981	3,230,123
Other taxation and social security	403,991	397,888
Other creditors	569,218	510,074
Accruals and deferred income	985,012	1,385,791
	<u>5,456,210</u>	<u>5,548,884</u>

	2024 £	2023 £
Deferred income at 1 September 2023	309,763	516,912
Resources deferred during the year	325,931	309,763
Amounts released from previous periods	(309,763)	(516,912)
<b>Deferred income at 31 August 2024</b>	<u>325,931</u>	<u>309,763</u>

At the balance sheet date the Academy Trust was holding funds received in advance for funding from the ESFA regarding Universal Infant Free School Meals, Growth funding from Bristol City Council; and income received in advance for trips taking place during the 2024-25 academic year.

**TRUST IN LEARNING (ACADEMIES)  
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**NOTES TO THE FINANCIAL STATEMENTS  
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**17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Other loans	<b>66,742</b>	94,005

During 2021-22 the Trust was awarded two interest free salix loan agreements, one for £66,125 repayable in instalments over 11 years, and one totalling £40,101 repayable in instalments over 6 years.

Two further salix loans were transferred into the Trust on 1 August 2023 through Endeavour Academy Trust. The two loans relate to LED lighting installed at two schools. They are unsecured, interest free and repayable in instalments over the next 2 years. The current outstanding balances are £13,732 and £10,895 respectively at the year end.

**TRUST IN LEARNING (ACADEMIES)**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**18. STATEMENT OF FUNDS**

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>UNRESTRICTED FUNDS</b>						
General Funds	<u>2,031,379</u>	<u>1,740,275</u>	<u>(768,175)</u>	<u>(987,945)</u>	<u>-</u>	<u>2,015,534</u>
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant (GAG)	1,745,343	25,749,822	(27,277,959)	1,201,404	-	1,418,610
Pupil Premium	-	2,374,076	(2,374,076)	-	-	-
Teachers Pay and Pension Grants	-	672,076	(672,076)	-	-	-
Mainstream Schools Additional Grant	-	858,201	(858,201)	-	-	-
Other ESFA/DfE Grants	-	492,702	(492,702)	-	-	-
ESFA/DfE COVID-19 Grants	-	405,870	(405,870)	-	-	-
High Needs	-	1,696,707	(1,696,707)	-	-	-
Play Equipment	15,000	-	-	-	-	15,000
Other Government Grants	-	247,847	(247,847)	-	-	-
Other Restricted Funds	-	35,198	(35,198)	-	-	-
Pension reserve	(3,161,000)	-	427,000	-	92,000	(2,642,000)
	<u>(1,400,657)</u>	<u>32,532,499</u>	<u>(33,633,636)</u>	<u>1,201,404</u>	<u>92,000</u>	<u>(1,208,390)</u>

TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

18. STATEMENT OF FUNDS (CONTINUED)

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Fixed assets transferred on conversion	26,106,524	-	(367,971)	(2,934,940)	-	22,803,613
Fixed assets purchased from GAG and other restricted funds	939,002	-	(173,732)	1,601,031	-	2,366,301
Fixed assets purchased from DfE/ESFA capital grants	1,331,123	-	(128,970)	1,316,807	-	2,518,960
Devolved Formula Capital	-	87,875	-	(87,875)	-	-
Condition Improvement Fund	32,117	-	-	(32,117)	-	-
School Condition Allocation	-	317,262	-	(75,715)	-	241,547
Other Capital Grants	650	-	-	(650)	-	-
	<u>28,409,416</u>	<u>405,137</u>	<u>(670,673)</u>	<u>(213,459)</u>	<u>-</u>	<u>27,930,421</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>27,008,759</u>	<u>32,937,636</u>	<u>(34,304,309)</u>	<u>987,945</u>	<u>92,000</u>	<u>26,722,031</u>
<b>TOTAL FUNDS</b>	<u>29,040,138</u>	<u>34,677,911</u>	<u>(35,072,484)</u>	<u>-</u>	<u>92,000</u>	<u>28,737,565</u>

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

**RESTRICTED FUNDS**

The General Annual Grant (GAG) represents funding received from the Education and Skills Funding Agency (ESFA) during the year in order to fund the continuing activities of the school. During the year £213,459 (2023: £6,303) was transferred to the restricted fixed asset fund to represent fixed assets purchased from GAG.

Teachers pay and pensions grant represents additional funding from the central government to reflect additional pay increases awarded to teachers.

High needs funding is received from the Local Authority to cater for pupils with learning difficulties and

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**18. STATEMENT OF FUNDS (CONTINUED)**

other disabilities.

Donations represent amounts given by third parties for a specific purpose.

Pupil premium funding represents amounts received from the ESFA to cover the maintenance and purchase of the Academy's assets.

Play Equipment funding represents funding received from BCC in 2016 towards a project that did not go ahead. This money will be spent on a future playground project.

Other LEA Grants represents additional funding received from the local authority such as growth funding.

Other restricted funds includes amounts received from the ESFA for Universal Infant Free School Meals, PE grants and rates funding.

The pension reserve, as with most pension schemes, is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion. The Academy Trust is following the recommendations of the actuary to reduce the deficit by making additional contributions over a number of years.

**FIXED ASSET FUNDS**

Fixed assets transferred on conversion represent the building and equipment donated by Bristol City Council (BCC) on conversion to an Academy Trust and devolved capital funding.

DfE/ESFA Capital grants includes devolved capital funding and funding from the Academies Capital Maintenance Fund / Academies Condition Improvement Fund.

**OTHER INFORMATION**

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 2024.

**TRUST IN LEARNING (ACADEMIES)  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
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**18. STATEMENT OF FUNDS (CONTINUED)**

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>UNRESTRICTED FUNDS</b>						
General Funds	1,451,737	1,150,616	(548,181)	(22,793)	-	2,031,379
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant (GAG)	989,856	19,303,824	(18,873,710)	325,373	-	1,745,343
Pupil Premium	-	1,780,439	(1,780,439)	-	-	-
Other ESFA/DfE Grants	-	699,977	(699,977)	-	-	-
ESFA/DfE COVID-19 Grants	-	1,040,861	(1,040,861)	-	-	-
High Needs	-	1,003,982	(1,003,982)	-	-	-
Play Equipment	15,000	-	-	-	-	15,000
Other Government Grants	-	376,240	(376,240)	-	-	-
Other Restricted Funds	-	48,074	(48,074)	-	-	-
Transferred in from existing academies	-	652,412	(652,412)	-	-	-
Pension reserve	(4,220,000)	(1,351,000)	(108,000)	-	2,518,000	(3,161,000)
	<u>(3,215,144)</u>	<u>23,554,809</u>	<u>(24,583,695)</u>	<u>325,373</u>	<u>2,518,000</u>	<u>(1,400,657)</u>



**TRUST IN LEARNING (ACADEMIES)  
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**18. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Fixed assets transferred on conversion	6,740,790	19,773,716	(407,982)	-	-	26,106,524
Fixed assets purchased from GAG and other restricted funds	947,275	-	(14,576)	6,303	-	939,002
Fixed assets purchased from DfE/ESFA capital grants	1,351,925	-	(20,802)	-	-	1,331,123
Devolved Formula Capital	-	200,051	-	(200,051)	-	-
Condition Improvement Fund	-	140,949	-	(108,832)	-	32,117
Other capital grants	660	-	(10)	-	-	650
	<u>9,040,650</u>	<u>20,114,716</u>	<u>(443,370)</u>	<u>(302,580)</u>	<u>-</u>	<u>28,409,416</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>5,825,506</u>	<u>43,669,525</u>	<u>(25,027,065)</u>	<u>22,793</u>	<u>2,518,000</u>	<u>27,008,759</u>
<b>TOTAL FUNDS</b>	<u><u>7,277,243</u></u>	<u><u>44,820,141</u></u>	<u><u>(25,575,246)</u></u>	<u><u>-</u></u>	<u><u>2,518,000</u></u>	<u><u>29,040,138</u></u>

**TRUST IN LEARNING (ACADEMIES)**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**18. STATEMENT OF FUNDS (CONTINUED)**

**Total funds analysis by academy**

Fund balances at 31 August 2024 were allocated as follows:

	2024 £	2023 £
Trust in Learning (Academies)	<b>3,380,938</b>	3,811,894
Restricted fixed asset fund	<b>27,930,421</b>	28,409,416
Pension reserve	<b>(2,642,000)</b>	(3,161,000)
<b>TOTAL</b>	<b>28,669,359</b>	29,060,310

**TOTAL COST ANALYSIS BY ACADEMY**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2024 £	Total 2023 £
Filton Avenue Primary School	2,334,016	346,130	102,570	1,228,475	<b>4,011,191</b>	4,095,164
Orchard School Bristol	4,043,662	692,486	368,307	2,871,609	<b>7,976,064</b>	7,464,553
Bridge Learning Campus	4,924,331	869,947	401,686	3,600,002	<b>9,795,966</b>	8,812,339
Parson Street Primary School	1,270,252	288,676	100,977	704,585	<b>2,364,490</b>	2,595,300
Trust in Learning (Academies)	508,067	677,929	94,105	483,808	<b>1,763,909</b>	1,401,611
Charlton Wood Primary Academy	1,017,612	224,778	60,678	547,312	<b>1,850,380</b>	105,615
Fonthill Primary Academy	838,802	205,130	40,313	463,087	<b>1,547,332</b>	111,939
Henbury Court Primary Academy	1,210,459	250,296	46,724	689,291	<b>2,196,770</b>	176,462
Little Mead Primary Academy	1,481,976	350,970	134,919	927,844	<b>2,895,709</b>	177,908
<b>ACADEMY TRUST</b>	<b>17,629,177</b>	<b>3,906,342</b>	<b>1,350,279</b>	<b>11,516,013</b>	<b>34,401,811</b>	24,940,891

**TRUST IN LEARNING (ACADEMIES)**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT PERIOD**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	27,688,869	27,688,869
Current assets	2,015,534	6,956,562	241,552	9,213,648
Creditors due within one year	-	(5,456,210)	-	(5,456,210)
Creditors due in more than one year	-	(66,742)	-	(66,742)
Provisions for liabilities and charges	-	(2,642,000)	-	(2,642,000)
<b>TOTAL</b>	<b>2,015,534</b>	<b>(1,208,390)</b>	<b>27,930,421</b>	<b>28,737,565</b>

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	(32,117)	-	28,409,416	28,377,299
Current assets	2,051,566	7,415,162	-	9,466,728
Creditors due within one year	-	(5,548,884)	-	(5,548,884)
Creditors due in more than one year	11,930	(105,935)	-	(94,005)
Provisions for liabilities and charges	-	(3,161,000)	-	(3,161,000)
<b>TOTAL</b>	<b>2,031,379</b>	<b>(1,400,657)</b>	<b>28,409,416</b>	<b>29,040,138</b>

**TRUST IN LEARNING (ACADEMIES)  
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**NOTES TO THE FINANCIAL STATEMENTS  
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**20. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2024 £	2023 £
Net (expenditure)/income for the period (as per Statement of Financial Activities)	<b>(394,573)</b>	19,244,895
<b>ADJUSTMENTS FOR:</b>		
Depreciation	<b>670,674</b>	443,370
Capital grants from DfE and other capital income	<b>(405,137)</b>	(341,000)
Interest receivable	<b>(277,135)</b>	(94,045)
(Profit)/Loss on disposal	<b>37,421</b>	-
Defined benefit pension scheme cost less contributions payable	<b>(593,000)</b>	(83,000)
Defined benefit pension scheme finance cost	<b>166,000</b>	191,000
(Increase)/Decrease in debtors	<b>(794,730)</b>	1,435,342
(Decrease)/increase in creditors	<b>(119,937)</b>	1,339,894
Net assets received on transfer in of existing academies	-	(19,375,897)
Net cash acquired upon conversion or joining the Trust	-	38,412
<b>NET CASH (USED IN)/PROVIDED BY OPERATING ACTIVITIES</b>	<b>(1,710,417)</b>	<b>2,798,971</b>

**21. CASH FLOWS FROM INVESTING ACTIVITIES**

	2024 £	2023 £
Interest received	<b>277,135</b>	94,045
Purchase of tangible fixed assets	<b>(19,665)</b>	(6,300)
Capital grants from DfE Group	<b>405,137</b>	-
<b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>	<b>662,607</b>	<b>87,745</b>

**22. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2024 £	2023 £
Cash in hand and at bank	<b>5,696,149</b>	6,743,959
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>5,696,149</b>	<b>6,743,959</b>

**TRUST IN LEARNING (ACADEMIES)  
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**23. ANALYSIS OF CHANGES IN NET DEBT**

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	6,743,959	(1,047,810)	5,696,149
Debt due within 1 year	(25,008)	-	(25,008)
Debt due after 1 year	(94,005)	27,263	(66,742)
	<u>6,624,946</u>	<u>(1,020,547)</u>	<u>5,604,399</u>

**24. PENSION COMMITMENTS**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £485,697 were payable to the schemes at 31 August 2024 (2023 - £266,985) and are included within creditors.

**TEACHERS' PENSION SCHEME**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. 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.

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**24. PENSION COMMITMENTS (CONTINUED)**

**VALUATION OF THE TEACHERS' PENSION SCHEME**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies 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 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,000 million, giving a notional past service deficit of £39,800 million

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £2,803,337 (2023 - £1,881,461).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>) for 2016 and [www.teacherspensions.co.uk/news/employers/2023/10/valuation-result.aspx](https://www.teacherspensions.co.uk/news/employers/2023/10/valuation-result.aspx) for 2020.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy Trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Trust has set out above the information available on the scheme.

**LOCAL GOVERNMENT PENSION SCHEME**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £2,175,000 (2023 - £1,380,000), of which employer's contributions totalled £1,720,000 (2023 - £1,087,000) and employees' contributions totalled £ 455,000 (2023 - £293,000). The agreed contribution rates for future years are 17.4% - 19.5% per cent for employers and 5.5% - 11.4% per cent for employees.

As described in note 1.12 the LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

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

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**24. PENSION COMMITMENTS (CONTINUED)**

**PRINCIPAL ACTUARIAL ASSUMPTIONS**

Avon Pension Fund

	2024	2023
	%	%
Rate of increase in salaries	4.1	4.3
Rate of increase for pensions in payment/inflation	2.7	2.9
Discount rate for scheme liabilities	5	5.3
Inflation assumption (CPI)	2.6	2.8

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

	2024	2023
	Years	Years
Retiring today		
Males	21.9	22
Females	24.1	24
Retiring in 20 years		
Males	23.1	23.2
Females	26	25.7

**SENSITIVITY ANALYSIS**

	2024	2023
	£000	£000
Discount rate +0.1%	(469)	(415)
Discount rate -0.1%	478	423
Mortality assumption - 1 year increase	496	426
Mortality assumption - 1 year decrease	(486)	(418)
CPI Rate +0.1%	479	423
CPI Rate -0.1%	(469)	(415)

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**24. PENSION COMMITMENTS (CONTINUED)**

**SHARE OF SCHEME ASSETS**

The Academy Trust's share of the assets in the scheme was:

	At 31 August 2024	At 31 August 2023
	£	£
Equities	7,768,000	6,119,000
Government Bonds	4,613,000	3,787,000
Corporate Bonds	1,958,000	1,623,000
Property	1,088,000	1,157,000
Cash and other liquid assets	-	187,000
Other	6,332,000	5,783,000
<b>TOTAL MARKET VALUE OF ASSETS</b>	<b>21,759,000</b>	<b>18,656,000</b>

In order to achieve the Fund's target equity allocation, the Fund uses a derivative-based equity strategy. Unlike a traditional physical equity allocation, this strategy requires no upfront payment to gain exposure to the desired equities. As such the actuary has reflected a £3m negative cash/ liquidity asset allocation in their calculations. For ease of users of the financial statements, the disclosure notes in these financial statements have offset this against the equity holding.

The actual return on scheme assets was £357,000 (2023 - £-358,000).

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

	2024	2023
	£	£
Current service cost	(1,127,000)	(1,004,000)
Interest income	988,000	591,000
Interest cost	(1,154,000)	(782,000)
<b>TOTAL AMOUNT RECOGNISED IN THE STATEMENT OF FINANCIAL ACTIVITIES</b>	<b>(1,293,000)</b>	<b>(1,195,000)</b>



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**24. PENSION COMMITMENTS (CONTINUED)**

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

	2024 £	2023 £
<b>At 1 September</b>	<b>21,817,000</b>	17,721,000
Transferred in on existing academies joining the trust	-	5,801,000
Interest cost	<b>1,154,000</b>	782,000
Employee contributions	<b>455,000</b>	293,000
Actuarial losses/(gains)	<b>471,000</b>	(3,377,000)
Benefits paid	<b>(622,000)</b>	(407,000)
Current service cost	<b>1,127,000</b>	1,004,000
<b>AT 31 AUGUST</b>	<b>24,402,000</b>	21,817,000

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

	2024 £	2023 £
<b>At 1 September</b>	<b>18,656,000</b>	13,501,000
Transferred in on existing academies joining the trust	-	4,450,000
Interest income	<b>1,033,000</b>	620,000
Actuarial (losses)/gains	<b>563,000</b>	(859,000)
Employer contributions	<b>1,720,000</b>	1,087,000
Employee contributions	<b>455,000</b>	293,000
Benefits paid	<b>(622,000)</b>	(407,000)
Administration expenses	<b>(45,000)</b>	(29,000)
<b>AT 31 AUGUST</b>	<b>21,760,000</b>	18,656,000

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**25. OPERATING LEASE COMMITMENTS**

At 31 August 2024 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	1,551,603	1,534,744
Later than 1 year and not later than 5 years	6,139,635	6,083,173
Later than 5 years	2,804,231	3,172,018
	<u>10,495,469</u>	<u>10,789,935</u>

The PFI charge consists of two elements; the Affordability Gap and the School Contribution. The Affordability Gap represents a proportion of the gap between the costs of PFI contracts and the funding available. Charges are in line with allocations for the PFI Factor in the schools funding formula and are increased each year according to inflation.

The School Contribution represents a contribution to the costs of the PFI contract to refurbish and operate schools over a defined period. These charges are related directly to pupil numbers based on numbers on roll.

Bridge Learning Campus and Orchard School Bristol are under PFI agreements dated July 2006 and April 2004 respectively. £10,069,659 (2023: £10,757,478) of costs shown above represent the total PFI charge under the agreements.

**26. MEMBERS' LIABILITY**

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

**27. GENERAL INFORMATION**

Trust in Learning (Academies) is a company limited by guarantee, incorporated in England and Wales. The registered office is Trust House, Teyfant Road, Bristol, BS13 0RF.

**28. RELATED PARTY TRANSACTIONS**

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account other than certain Trustees' remuneration and expenses already disclosed in note 12.