

**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
(A company limited by guarantee)

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2021**

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	M Allbrook The Rt Rev G Usher A Kefford F J Corbett (appointed 8 July 2021) M R Butler (resigned 30 April 2021) R Pearce (resigned 31 August 2021) T Sweeting (appointed 1 November 2021)
<b>Trustees</b>	R Wood (resigned 9 December 2020) M R Butler (resigned 30 April 2021) F J Corbett, Chair P N Dunning, Vice Chair E Frankland S Potter G Rivers M Soper P J Weeks R Beeson P Crane (appointed 1 September 2020) E Dewsnap (appointed 22 January 2021)
<b>Company registered number</b>	11276240
<b>Company name</b>	The Diocese of Norwich St Benet's Multi-Academy Trust
<b>Principal and registered office</b>	Diocesan House 109 Dereham Road, Easton Norwich Norfolk NR9 5ES
<b>Senior management team</b>	F J Corbett, Chairman R Cranmer, Chief Executive and Accounting Officer H P Nelson, Chief Operating Officer D Fannon, Chief Financial Officer
<b>Independent auditors</b>	Larking Gowen LLP Chartered Accountants Statutory Auditors King Street House 15 Upper King Street Norwich NR3 1RB

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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<b>Bankers</b>	Barclays plc 3 St James Court Whitefriars Norwich NR3 1RJ
<b>Solicitors</b>	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

Since the Academy Trust qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

The Trust had seven academies in Norfolk during the year ended 31 August 2021 with a further one joining the Trust since year-end, and is looking forward to further growth.

**Structure, governance and management**

**a. Constitution**

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

The charitable company's Trust deed is the primary governing document of the Academy Trust.

The Trustees of The Diocese of Norwich St Benet's Multi-Academy Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as St Benet's.

Details of the Trustees who served during the , and to the date these accounts are approved are included in the Reference and administrative details on page 1.

The Academy Trust was incorporated on 26 March 2018 and commenced trading on that date.

**b. Members' liability**

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

**c. Method of recruitment and appointment or election of Trustees**

The management of the Academy Trust is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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

**d. Policies adopted for the induction and training of Trustees**

The Trust ensures all new Trustees receive an induction from the Chair of the Board and/or the Chief Executive Officer. An annual self-assessment takes place in July and includes an element of training. Trustees plan to attend training events across the region including events provided by the Regional Schools Commissioner, the Confederation of School Trusts, and through the Future Leaders Trust in conjunction with the Church of England Education Office. The Head of Governance regularly updates the online GovernorHub system with news and information to support Trustees in carrying out their duties. Link Trustees have been designated for the year (e.g. safeguarding, health and safety, SEND) and they will work closely with a member of the Senior Leadership Team.

**e. Organisational structure**

The Trustees are responsible for the management of the company, and operationally during the period have delegated powers to the Chairman and Accounting Officer (Chief Executive Officer) for day-to-day responsibility. The School Improvement capacity of the Trust is done through the employment of the Director of School Improvement. A Chief Operating Officer has strategic oversight of all financial and operational matters.

The Academies within the trust have powers delegated to them for operational and budgetary matters within the Academies through a Scheme of Delegation which is reviewed at least annually.

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

The arrangements for setting pay and remuneration are considered by the Finance, Audit and Committee on an annual basis. Remuneration of key management personnel is set at the point of recruitment in line with the Trust's pay policy and after a review of appropriate benchmarks. Key management personnel are then appointed at a pay point on the Trust's pay scales. Remuneration of key management personnel is then subject to review as part of the annual performance review cycle.

**g. Related parties and other connected charities and organisations**

The Trust is connected to the Norwich Diocesan Board of Finance through though its powers of appointment of the trust's members. The Trust is connected to the Diocese of Norwich Education and Academies Trust which is also subject to influence from the Norwich Diocesan Board of Finance.

The Diocese of Norwich Educational Services Company Ltd (DONESC) is an associate, whereby the Trust has a 50% shareholding in the Company. The other shareholder is DNEAT, of which also has a 50% shareholding. DNEAT supplied management services to 30/11/2020, after which they were supplied by DONESC.

The Trust has also benefited from savings and efficiencies from using services provided by DoNESC. DoNESC provides a number of high-quality value for money services thereby taking much of this responsibility from the Headteacher and local governing bodies and gaining cost advantages. This allows school leaders to concentrate on educating children, teaching and learning and working with the local community. DoNESC is jointly owned by the Diocesan MATs but its board of directors includes three independent directors to give balance and bring appropriate expertise. It is a 'not for profit company'. By developing this work within one company efficiencies and savings have been made.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Objectives and activities**

**a. Objects and aims**

The Trust's object is to advance for the public benefit education in particular by establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum, and which shall include:

- To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by: -
  - a. Establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum, and which shall include:
    - i. Church of England schools designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and having regard to any advice issued by the Diocesan Board of Educations; and
    - ii. Other academies whether with or without a designated religious character, but in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England; and
  - b. Providing childcare facilities and adult training to develop the capacity and skills of parents to-be and parents with children primarily but not exclusively children under five in such a way that they are better able to identify and help meet the needs of children;
- Promoting in the United Kingdom the physical, intellectual and social development of primarily but not exclusively children under five especially those who are socially and economically disadvantaged;
- Developing the capacity and skills of those inhabitants of the United Kingdom who are socially and economically disadvantages in such a way that they are better able to identify and help meet their needs and to participate more fully in society;
- Relieving poverty among the inhabitants of the United Kingdom; and
- Providing recreational and leisure time facilities in the interests of social welfare for the inhabitants of the United Kingdom especially those who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstances.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Objectives and activities (continued)**

**b. Objectives, strategies and activities**

Our objective is to establish an environment in which pupils / students, staff and all in the learning community can flourish and be successful. This is achieved by providing an education of the highest quality within the context of Christian belief and practice. Our approach is collaborative where all are valued and encouraged to achieve of their best. Whilst working closely as a family of academies we are also outward looking and work with other organisation to ensure new and innovative best practice is a feature of our ways of working.

Our strategy for improving teaching, learning and leadership sets high expectations and effective ways of working which ensure rapid school improvement. Consistent reporting and tracking of pupil progress are core elements of this approach as well as external scrutiny to ensure accuracy of our own judgements. A career entitlement for Joint Professional Development has been developed demonstrating the Trust's commitment to investing in staff.

During 2020/21 the Trust has continued focused on improving education outcomes for its young people and laying the foundations for future successful growth. This included the employment of a Director of School Improvement, Professional Lead for new schools and a full time CEO. The Trust is relatively young, and its aim is to ensure that academies in the MAT will be at or above national average (85%) for the percentage that are OFSTED Grade 2 or better. No Ofsted inspections have taken place since the academies joined the Trust. We are pleased that all academies are SIAM's good or excellent.

**c. Public benefit**

The primary purpose of the Diocese of Norwich St Benet's Multi Academy Trust is the advancement of education within the local area. The Trust has given a high priority to providing public benefit to a cross section of the community and regardless of family background, but perhaps the greatest benefit that the Trust can offer is the provision of an education that maximises each student's potential to develop into principled, informed, open minded and confident citizens who respect the beliefs of others and who are determined to make a positive contribution to society. The Trust is seeking to grow so that it can maximise the opportunity to improve educational outcomes for as many young people as possible.

The Trustees have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing their aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Strategic report**

**Achievements and performance**

**a. Key performance indicators**

Financial performance is monitored against budgets set and approved by the Trust Board. The main benchmarking criteria evaluated are income (excluding capital grants), funding for educational purposes and staff costs as a percentage of income. The outcome for the KPIs for this year is shown below.

	<b>2021</b>	<b>2020</b>
Income less capital grants	£9,835,000	£7,199,000
Funding for educational operations	£8,990,000	£7,019,000
Staff costs	£7,642,000	£6,334,000
Staff costs as a percentage of income	77.70%	87.98%

Staff costs as a percentage of income have fallen during the year due to economies of scale realised as the Trust has grown and due to the addition of two primary academies that have a lower staff cost as a percentage of income.

**b. Going concern**

After making appropriate enquiries, the board of trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For 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 Accounting Policies.

**c. The Impact of COVID-19**

The Covid-19 pandemic has had an enormous impact on the global economy. Social distancing measures, while being necessary to tackle and contain the outbreak, have caused mass disruption to social and economic activities across the globe.

We have followed Government guidelines and during the period our academies were open to key workers during the period of lockdown. Our academies reopened fully after the Easter holiday. We have worked closely with our suppliers to help mitigate the impact of Covid19 on the Trust as well as on the suppliers.

The Trust has done everything it can to address the advice given and that is reflected in this risk assessment and our actions to mitigate the risks. Where it is possible we have gone further, however it is important to recognise that the Government's advice is generic for every school – maintained and independent – in the country and each school is unique in how it operates in its own environment, the Trust staff have tried to interpret the information in a coherent way to formulate the best solution for children and staff.

We have adopted new ways of working to respond to a fast-moving situation. This included a dedicated group for COVID-19-related issues. Online tools and apps have been pivotal in enabling the work of the Trust to continue. We have implemented a recovery curriculum to help pupils catch up. Our priority is our staff and due to the global Coronavirus pandemic, the Trust swiftly took the following actions to protect the health and safety of our staff and to ensure the Trust was well placed to resume operations as smoothly as possible. These included work with our staff and union colleagues to complete risk assessments and operating procedures to ensure we have a covid secure workplace for those staff who need to work in our academies and requesting employees work from home where possible to protect their wellbeing and to comply with Government guidelines.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Strategic report (continued)**

**Achievements and performance (continued)**

The Covid-19 pandemic has had a financial impact by reducing income on school dinners, trips and letting activities and increasing costs for cleaning and staff to meet class bubbles. The Trust has been active in managing these costs and mitigating the loss of revenue. Given the uncertainty around the trajectory of the COVID-19 virus, the Board and senior management team are remaining vigilant and continuing to proactively manage its response to the crisis.

Clearly, we have not been working in a normal way as groups need to be maintained to reduce potential infection and some lessons will be modified to conform to the guidance and regulations. However, we intend to provide an appropriate broad and balanced curriculum with opportunities for catch-up and extra support where necessary. As the new systems and approach are instigated it is likely we will learn how to improve matters for both children and staff. We would like to thank all our staff for their exceptional efforts during the year.

**Financial review**

Most of the Academy Trust's income is obtained from the DfE via ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received during year ended 31 August 2021 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 which 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 Trust's accounting policies.

During the year ended 31 August 2021, the Trust received total income of £10,152,551 (including the transfers in of new academies) and incurred total expenditure of £9,749,658 (including FRS102 adjustments). The excess of income was £402,893. After removing the impact of joining academies and the Local Government Pension Scheme in year movement was £107,674. When capital purchases taken from GAG are taken into account, this has resulted in a decrease in revenue of £13,564.

At 31 August 2021, the net book value of fixed assets was £4,823,015 and movements in tangible fixed assets are shown in note 14. The assets were used exclusively for providing education and the associated support service to the pupils of the Trust academies.

The land and buildings and other assets were transferred to the Trust on conversion. For Newton Flotman CofE Primary Academy, land and buildings were professionally valued on 1 November 2020 at £390,000. For Garboldisham CofE Primary Academy, land and buildings were professionally valued on 1 December 2020 at £230,000. Other assets have been included in the financial statements at zero value after taking into account purchase price and age of the assets.

The balance of the former schools' budget share has been transferred on conversion and is shown as unrestricted funds.

The 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 Affairs with details in note 24.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**a. Reserves policy**

The in-year surplus figure excluding pension and restricted fixed asset reserves for 2021 is £449,486 (2020: deficit of £316,339)

At the end of the year, unrestricted reserves stood at £492,651 (2020: £84,941) and the General Annual Grant (GAG) reserves stood at £nil (2020: £48,224). The combined balance of these two funds at 31 August 2021 was £492,651 (2020: £133,165). The policy is to maintain/build free reserves to one month's salary cost, which currently equates to £598,422. The Trust continues to aim to meet the target level.

The balance on reserves (being unrestricted funds plus restricted general funds, excluding pension funds) was £632,651 (2020: £183,165).

The fixed asset fund stood at £5,149,814 (2020: £4,359,407).

The pension reserve stood at a deficit of £5,028,000 (2020: £3,257,000), representing obligations to the Local Government Pension Scheme. The trust is making payments at the levels recommended by the scheme actuary.

Total funds stood at £754,465 (2020: £1,285,572).

The Trustees review the reserve level 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 of future income streams and risks identified in the year.

The Trust plans to spend the majority of its revenue income each year on the students in its care, sums are set aside each year for the planned replacement of capital items such as IT and infrastructure.

Unrestricted funds allow greater flexibility to meet the future needs of the Trust and these will be maximised within the agreed reserves policy. The level of free reserves at the year end was £492,651. The level of reserves will be kept under review by the Finance, Audit and Resources Committee and reflect the assessment of the predominant risks to the Trust.

The aim of the reserves policy is to ensure that the Trust's core activities can be maintained during a period of unforeseen difficulty. The level of reserves takes into account the nature of income and expenditure streams, the need to match these with commitments, including future capital projects, and the nature of reserves. In-year reserves are to cover costs and other commitments and to meet unplanned emergencies such as urgent maintenance. Reserves are also required to protect the ongoing operation of the Trust whilst the effect of funding changes and competitive increases in capacity are managed locally. Trustees deem it prudent to retain a target level of one month's salary for free reserves. However, during this period of financial pressure on the Trust, due to the pandemic, the Trustees have agreed that the level of reserves may be below this level to enable services delivering education to be maintained. The reason for this is to provide sufficient working capital to cover delays between spending and the receipt of grants and to give a cushion to deal with unexpected emergencies such as urgent maintenance.

Trustees review the level of reserves annually and are mindful that the current turbulence in the educational marketplace and how reserves are required as a protection against this volatility in the short and medium term.

Trustees recognise that there is a significant pension deficit for the Local Government pension Scheme (LGPS) fund which is accounted for in the restricted fund, which at the year end had a deficit of £5,082,000.

However, there is no likelihood that an immediate liability will crystallise. The deficit position of the LGPS pension scheme would result in cashflow effect on the form of an increase in the employers' pension

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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contributions over a period of years. We have reviewed our forecasts and have ascertained how pension costs may affect the financial performance in the future. On the basis that increased pension contributions will be met from the Trust's forecast annual income, whilst the deficit may not be eliminated, there should be no actual cashflow impact on the fund, or direct impact on the free reserves on the Trust because of recognising the deficit.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension fund is that the Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cashflow impact on the fund, or direct impact on the free reserves on the Trust.

**b. Investment policy**

The Trust's governance document allows Trustees to invest or deposit any funds not immediately required for the furtherance of its objects. Due to the start-up nature of the Trust and the growth, the Trustees have decided to keep all funds immediately available. The Trustees will review this on a regular basis.

**c. Principal risks and uncertainties**

The Board of Trustees has reviewed the major 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 principal risks and uncertainties facing the Academy are as follows:

- Financial - the Academy Trust has considerable reliance on continued Government funding through the ESFA. In the last year 95% of the Academy's incoming resources were 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.
- Governance and/or management - the risk in this area arises from potential failure to effectively manage the Academy 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 Trust is dependent on continuing to attract pupil numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that pupil 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 upon 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.
- 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 Academies Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.
- COVID-19 - full details are included in the Strategic Report section c.

The 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.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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The Trust has agreed a Risk Register with associated actions to mitigate against those risks. These have been discussed by Trustees and include the financial risks to the Academy Trust. The register and plan are regularly reviewed in light of any new information and formally reviewed annually.

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.

The Trustees examine the financial health formally every term. They review performance against budgets and overall expenditure by means of regular update reports at all Board and Finance, Audit and Resources 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 that would have a significant effect on liquidity.

The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in Note 26 to the financial statements, represents a significant potential liability.

However as the Trustees consider that the Trust is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

### **Fundraising**

The Trust does not use professional fundraisers. We have a number of "friends of schools" associations who are associated with our academies who raise funds to support the school. We do not work with any commercial or professional fundraisers. Any complaints about any aspect of fundraising are dealt with using the Trust complaints policy. As we do not use professional fundraisers there is no risk arising from the protection of the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches, and undue pressure to donate.

### **Plans for future periods**

The Trust is committed to growing the number of Academies and the resources to support this so that the schools in the Diocese can join a Diocesan Multi Academy Trust committed to high educational outcomes for their pupils.

Our vision for the next 3 years is to:

- to provide the best quality of education for our pupils: the highest academic achievement within a broad and balanced curriculum.
- To be known as an excellent employer that has a highly motivated and engaged workforce.
- To be an organisation in which all stakeholders feel included, valued and invested in.
- To see collaboration between schools as a key driver for improvement.
- To be in a strong financial position in which well managed resources are used effectively to improve outcomes.

We celebrate the expertise that exists within our academies through collaboration, peer support and career development. We recognise the importance of both support and challenge to achieve the highest quality outcomes for all. We value all roles within the academy community and our professional relationships are based on mutual respect and trust.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Plans for future periods (continued)**

The Christian values of responsibility, aspiration, dignity, love and respect are seen in action in all our academies. Our academies are inclusive; welcoming those of all faiths and none.

Our values are our 'DNA'; we believe it is these that we should constantly use to challenge the way we operate. They must not just be fine words; they must be seen in action throughout our Trust. The values that we promote and encourage must be seen in every aspect of the life of our academies and the way we work with them.

We believe that these values can be shared and developed in any educational setting and we therefore welcome pupils and their families, staff, trustees and governors of all faiths and of none.

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

The Trust will continue to work with its strategic partners to improve the educational opportunities for pupils in the wider community. The Trust will seek to sponsor additional schools and also seek voluntary converters to join the Trust. Allowing voluntary schools to join is fundamental to the ethos of the Academy Trust in collaboration and sharing best practice.

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 13/12/2021 and signed on its behalf by:



Chair of Trustees

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that The Diocese of Norwich St Benet's Multi-Academy Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

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

The board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Diocese of Norwich St Benet's Multi-Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 4 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
R Wood	4	4
M R Butler	0	3
F J Corbett, Chair	4	4
P N Dunning, Vice Chair	4	4
E Frankland	4	4
S Potter	4	4
G Rivers	4	4
M Soper	4	4
P J Weeks	4	4
R Beeson	3	4
P Crane	3	4
E Dewsnap	2	2

During the year M R Butler and R Wood resigned and we thank them for their service. P Crane and E Dewsnap also joined the Board in the year. The board maintains an active programme to recruit new Trustees and local governors.

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees formally met 4 times during the year. The Board is comfortable that the framework of Board, and sub committee meetings is enough to maintain robust oversight of the Trust.

The Board has continued to focus its work on the academic and financial performance of its academies, seeking to ensure that children are able to succeed. The Board has received praise in a number inspection reports although there are examples of some schools that still require significant input and support after joining the Trust.

The Board receives detailed performance data from the CEO, Director of School Improvement and Chief Operating Officer, such that it can identify areas of concern accurately, learn from best practice and foresee challenges ahead.

The Board has carried out its own on-going review of governance during the year. Its internal processes and systems are working effectively, and it holds officers and schools to account for performance. Individual reviews of governance have been carried out in a number of its Academies and actions have been put into place where improvements can be made.

The Finance, Audit and Resources Committee is a sub-committee of the main board of trustees. Its purpose is to assist the decision making of the board of trustees, by enabling more detailed consideration to be given to the best means of fulfilling the board of trustees responsibility to ensure sound management of the Trust's finance and resources, including proper planning, monitoring and probity.

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
F J Corbett	4	4
M R Butler	0	3
E Dewsnap	1	2
P N Dunning	4	4
E Frankland (Chair)	4	4
G Rivers	4	4
P J Weeks	4	4

**Review of value for money**

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

The Accounting Officer considers how the 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 Trust has delivered improved value for money during the year by:

**Approach to Value for Money**

The Trust applied the principles of best value when making decisions about:

- The allocation of resources to best promote the aims and values of the trust
- The targeting of resources to best improve standards and the quality of provision
- The use of resources to best support the various educational needs of all pupils

**Improving Educational Results**

- To ensure that standards are continually raised the Trust has an Academies Improvement Director and this has been effective at supporting schools in improving teaching, learning and assessment through strong and effective support to our academies.
- The Trust has engaged with other educational providers and experts to share good practice and drive up standards for the least cost.

**Purchasing, the efficient and effective use of resources**

The Trust currently operates at seven sites and savings have been made by sharing administration and procurement costs across the Trust. The Trust has also run a number of forums to share best practice and ensure that the most effective and efficient processes are increasingly being used across the Trust.

A review of procurement across the Trust has been completed and procedures have been reviewed for assessing need, obtaining goods and services which provide 'best value' in terms of suitability, efficiency, time and cost. An active and vigorous plan has been implemented to achieve savings across the Trust. This has included the tendering of services such as catering, the use of national frameworks to leverage improved value, as well as the use of competitive tenders for smaller items. The plan has been prioritised so that time and resource is not wasted on investigating minor areas where few improvements and savings can be achieved as this is not considered cost effective and can distract management from more valuable areas

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of value for money (continued)**

Undertaking detailed due diligence work as part of the processing of the new academies joining the Trust. This forms the basis of the improvements plan and a procurement savings plan.

The Trust has also benefited from savings and efficiencies from using services provided by DoNESC. DoNESC provides a number of high-quality value for money services thereby taking much of this responsibility from the Headteacher and local governing bodies and gaining cost advantages. This allows school leaders to concentrate on educating children, teaching and learning and working with the local community.

Established in September 2019, our education support services company provides back-office services, but not school improvement support. It is jointly owned by the Diocesan MATs but its board of directors includes three independent directors to give balance and bring appropriate expertise. It is a 'not for profit company'. The company's objective is to provide high quality, value for money services for all the Diocesan academies and any VC or VA schools who wish to procure their services from it.

By developing this work within one company efficiencies and savings have been made. The objectives set for the company are to:

- ensure high quality, VFM services are provided for academies and schools;
- ensure systems and performance meet legal and funding body requirements;
- maximise opportunities for driving through cost savings to allow greater investment in front line services;
- actively encourage and positively respond to customer feedback; and to
- ensure a risk-based approach is taken supported by robust risk management.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Diocese of Norwich St Benet's Multi-Academy Trust for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

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

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**The risk and control framework**

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

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

The Board of Trustees has decided to employ RSM Risk Assurance Services 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 key financial controls at Harleston Primary School and Archbishop Sancroft High School.

On a quarterly basis, the internal auditor reports to the board of Trustees through the finance, audit and resources committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities. Annually, the internal auditor prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress. There were no material matters reported.

**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:

- on discharge of the Board of Trustees financial decisions to help the committee consider actions and assess year on year progress internal auditor;
- the work of the internal auditors;
- the work of the external auditors;
- 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 and resources 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 13/12/2021 and signed on their behalf by:



**F J Corbett**  
Chair of Trustees



**R Cranmer**  
Accounting Officer

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of The Diocese of Norwich St Benet's Multi-Academy Trust I have considered my responsibility to notify the Academy Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

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

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



.....  
**R Cranmer**  
Accounting Officer

Date: 13/12/2021

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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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:

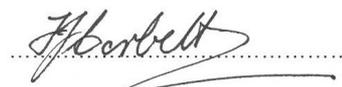
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

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



**F J Corbett**  
Chair of Trustees  
Date: 13/12/2021

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**

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**Opinion**

We have audited the financial statements of The Diocese of Norwich St Benet's Multi-Academy Trust (the 'academy trust') for the year ended 31 August 2021 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 2020 to 2021 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 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 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.

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST (CONTINUED)**

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**Other information**

The other information comprises the information included in the Annual report other than the financial statements and our 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.

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST (CONTINUED)**

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**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.

**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:

Due to the field in which the Company operates, we identified the areas most likely to have a direct material impact on the financial statements as compliance with tax legislation, accounting standards and requirements, including Charities SORP (FRS 102) and the Academies Accounts Direction 2020 to 2021, the Companies Act 2006 and charity law. In addition, we considered the provisions of other laws and regulations which whilst not having a direct impact on the financial statements, are fundamental to the Company's ability to operate, including Academies Financial Handbook 2020, funding agreements, safeguarding requirements, health and safety; employment law, data protection and compliance with various other regulations relevant to the conduct of the Company's operations.

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management, the accounting officer and the trustees about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace, safeguarding breaches, data breaches, potential litigation or claims and fraud;
- Considering the conclusion of our assurance report on regularity to the Company and the Education and Skills Funding Agency;
- Reviewing the Accounting Officers Statement on Regularity, Propriety and Compliance;
- Review the findings of the Company's internal scrutiny;
- Reviewing legal and professional fees to confirm matters where the Company engaged lawyers during the year;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST (CONTINUED)**

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- Reviewing board and finance committee minutes and any relevant correspondence with external authorities, including regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates, particularly around the actuarial assumptions used to estimate the Local Government Pension Scheme defined benefit obligation; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of any significant transactions outside the normal course of business.

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

A further description of our responsibilities 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.

*Larking Gowen*

**Giles Kerkham FCA DChA (Senior statutory auditor)**

for and on behalf of  
**Larking Gowen LLP**

Chartered Accountants  
Statutory Auditors  
King Street House  
15 Upper King Street  
Norwich  
NR3 1RB

Date: 16/12/2021

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE  
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST AND THE EDUCATION & SKILLS  
FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 28th October 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Diocese of Norwich St Benet's Multi-Academy Trust during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of The Diocese of Norwich St Benet's Multi-Academy Trust's  
accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Diocese of Norwich St Benet's Multi-Academy Trust's funding agreement with the Secretary of State for Education dated 26th March 2018 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
(A company limited by guarantee)

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE  
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST AND THE EDUCATION & SKILLS  
FUNDING AGENCY (CONTINUED)**

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### **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.

In planning and conducting our work we had due regard to professional guidance, including the Academies Accounts Direction 2019 to 2020 and the ICAEW Assurance Sourcebook. The work undertaken to draw our conclusion, includes, but is not limited to:

- Enquiry of senior management and the Multi Academy Trust's Directors
- Inspection and review of the accounting records, meeting minutes, prior year regularity report internal control procedures, management representations and declarations of interest
- Observation and re-performance of the financial controls.
- Review the results of the Academy's process of independent checking of financial controls, systems, transactions and risks.

### **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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Larking Gowen*

### **Larking Gowen LLP**

Chartered Accountants  
Statutory Auditors  
King Street House  
15 Upper King Street  
Norwich  
NR3 1RB

Date: 16/12/2021

**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>						
Donations and capital grants:	3					
Transfer from local authority upon conversion		341,812	(313,000)	620,000	648,812	-
Other donations and capital grants		(35,058)	-	317,359	282,301	294,830
Other trading activities	5	231,706	-	-	231,706	179,834
Investments	6	200	-	-	200	-
Charitable activities		126,769	8,862,763	-	8,989,532	7,019,257
<b>Total income</b>		<b>665,429</b>	<b>8,549,763</b>	<b>937,359</b>	<b>10,152,551</b>	<b>7,493,921</b>
<b>Expenditure on:</b>						
Charitable activities	7	136,481	9,344,987	268,190	9,749,658	7,905,992
<b>Total expenditure</b>		<b>136,481</b>	<b>9,344,987</b>	<b>268,190</b>	<b>9,749,658</b>	<b>7,905,992</b>
Transfers between funds	18	(121,238)	-	121,238	-	-
<b>Net income / (expenditure)</b>		<b>407,710</b>	<b>(795,224)</b>	<b>790,407</b>	<b>402,893</b>	<b>(412,071)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	26	-	(934,000)	-	(934,000)	(556,000)
<b>Net movement in funds</b>		<b>407,710</b>	<b>(1,729,224)</b>	<b>790,407</b>	<b>(531,107)</b>	<b>(968,071)</b>

**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**(CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

	<b>Unrestricted funds 2021 £</b>	<b>Restricted funds 2021 £</b>	<b>Restricted fixed asset funds 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
<b>Reconciliation of funds:</b>					
18					
Total funds brought forward	84,941	(3,158,776)	4,359,407	1,285,572	2,253,643
Net movement in funds	407,710	(1,729,224)	790,407	(531,107)	(968,071)
<b>Total funds carried forward</b>	<u><u>492,651</u></u>	<u><u>(4,888,000)</u></u>	<u><u>5,149,814</u></u>	<u><u>754,465</u></u>	<u><u>1,285,572</u></u>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 31 to 65 form part of these financial statements.

**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
(A company limited by guarantee)

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

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	14	4,823,015	4,184,818
Investments	15	1	-
		<u>4,823,016</u>	<u>4,184,818</u>
<b>Current assets</b>			
Debtors	16	734,909	251,918
Cash at bank and in hand		891,943	677,913
		<u>1,626,852</u>	<u>929,831</u>
Creditors: amounts falling due within one year	17	(667,403)	(572,077)
		<u>959,449</u>	<u>357,754</u>
<b>Net current assets</b>		<u>959,449</u>	<u>357,754</u>
<b>Net assets excluding pension liability</b>		<u>5,782,465</u>	<u>4,542,572</u>
Defined benefit pension scheme liability	26	(5,028,000)	(3,257,000)
<b>Total net assets</b>		<u><u>754,465</u></u>	<u><u>1,285,572</u></u>

**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
(A company limited by guarantee)

**BALANCE SHEET (CONTINUED)**  
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £	2020 £
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	18	5,149,814	4,359,407
Restricted income funds	18	140,000	98,224
		<hr/>	<hr/>
Restricted funds excluding pension asset	18	5,289,814	4,457,631
Pension reserve	18	(5,028,000)	(3,257,000)
		<hr/>	<hr/>
<b>Total restricted funds</b>	18	<b>261,814</b>	1,200,631
<b>Unrestricted income funds</b>	18	<b>492,651</b>	84,941
		<hr/>	<hr/>
<b>Total funds</b>		<b>754,465</b>	1,285,572
		<hr/> <hr/>	<hr/> <hr/>

The financial statements on pages 26 to 65 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



**F J Corbett**  
Chair of Trustees  
Date: 13/12/2021

The notes on pages 31 to 65 form part of these financial statements.

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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	<b>Note</b>	<b>2021</b> £	<i>2020</i> £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	20	<b>335,268</b>	95,196
<b>Cash flows from investing activities</b>	21	<b>(121,238)</b>	<i>(193,135)</i>
<b>Change in cash and cash equivalents in the year</b>		<b>214,030</b>	<i>(97,939)</i>
Cash and cash equivalents at the beginning of the year		<b>677,913</b>	<i>775,852</i>
<b>Cash and cash equivalents at the end of the year</b>	22, 23	<b>891,943</b>	<i>677,913</i>

The notes on pages 31 to 65 from part of these financial statements

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the 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 2020 to 2021 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.

**1.3 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 year is deducted from income and recognised as a liability.

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

• **Donations**

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

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.3 Income (continued)**

- **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 on conversion**

The conversion from a state maintained school to an academy trust involves the transfer of identifiable assets and liabilities and the operation of the school for £nil consideration. The substance of the transfer is that of a gift and conversions have been accounted for on that basis as set out below.

The assets and liabilities transferred on conversion to the academy trust have been valued at their fair value. The fair value has been derived based on that of the equivalent items. The amounts have been recognised under the appropriate Balance sheet categories, with a corresponding amount recognised in Donations - transfer from local authority on conversion in the Statement of financial activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds.

**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 Tangible fixed assets**

Assets costing £2,500 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

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.6 Tangible fixed assets (continued)**

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.

As described in note 14, the trust occupies school buildings under arrangements that are generally as follows: there are 2 year licence agreements with Norwich Diocesan Board of Finance. The trustees have considered the licence arrangements for the school buildings in the context of the accounting requirement set out in Academies Accounts Direction 2020 to 2021 and have determined that the conditions required to conclude that the trust has control over the properties are not met and consequently those buildings are not recognised in the financial statements. The licence arrangements allow the trust to occupy the buildings free of charge. No income or expenditure is recognised for the rent free occupation because the trustees do not consider that a reliable measure of the amount the trust would otherwise have to pay to secure the premises can be made. The costs of improvements to these properties is expensed.

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 these assets, less their estimated residual value, over its expected useful life, as follows:

Depreciation is provided on the following bases:

Furniture and equipment	- 25% straight line
Computer equipment	- 25% straight line

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

**1.7 Investments**

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities.

Investments in associates are stated at the amount of the Academy Trust's share of net assets. The Statement of financial activities includes the Academy Trust's share of the associated companies' net income or expenditure using the equity accounting basis. As the associate is a charity, the investment is presented within restricted funds.

**1.8 Debtors**

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

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**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.

**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 Financial instruments**

The Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Trust and their measurement bases are as follows:

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

**1.12 Operating leases**

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

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**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.13 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.

**1.14 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.

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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

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

Critical accounting estimates and assumptions:

The 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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

As described in 1.6, the trustees have determined that a reliable estimate of the amount the trust would otherwise have to pay to occupy its rent free premises cannot be made.

Transfer balances and land valuation on conversion is an area where accounting estimates are made in the accounts. The Trust has engaged third party specialists to provide the land valuation estimates.

**3. Income from donations and capital grants**

	<b>Unrestricted funds 2021 £</b>	<b>Restricted funds 2021 £</b>	<b>Restricted fixed asset funds 2021 £</b>	<b>Total funds 2021 £</b>
<b>Donations</b>				
Transfer from local authority on conversion	341,812	(313,000)	620,000	<b>648,812</b>
Donations	(35,058)	-	-	<b>(35,058)</b>
Capital Grants	-	-	317,359	<b>317,359</b>
	<u>306,754</u>	<u>(313,000)</u>	<u>937,359</u>	<u><b>931,113</b></u>

Included in donations is the reversal of a £50,000 donation which was accrued in the previous financial period upon being pledged and which was not subsequently received by the Trust.

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**3. Income from donations and capital grants (continued)**

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Restricted fixed asset funds 2020 £</i>	<i>Total funds 2020 £</i>
Donations	22,017	50,000	-	72,017
Capital Grants	-	-	222,813	222,813
	<u>22,017</u>	<u>50,000</u>	<u>222,813</u>	<u>294,830</u>

**4. Funding for the Academy Trust's educational operations**

	<b>Unrestricted funds 2021 £</b>	<b>Restricted funds 2021 £</b>	<b>Total funds 2021 £</b>
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	7,140,038	<b>7,140,038</b>
Other DfE/ESFA grants			
Pupil Premium	-	445,151	<b>445,151</b>
Other DfE Grants	-	336,071	<b>336,071</b>
Universal Infant Free School Meals	-	158,055	<b>158,055</b>
Start Up Grant	-	140,000	<b>140,000</b>
	<u>-</u>	<u>-</u>	<u><b>8,219,315</b></u>
<b>Other funding</b>			
Local Authority Grants	-	483,018	<b>483,018</b>
	<u>-</u>	<u>483,018</u>	<u><b>483,018</b></u>
<b>Other income from the Academy Trust's educational operations</b>	<b>126,769</b>	<b>-</b>	<b>126,769</b>
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up Premium	-	138,530	<b>138,530</b>
Other DfE/ESFA COVID-19 Funding	-	21,900	<b>21,900</b>
	<u>-</u>	<u>160,430</u>	<u><b>160,430</b></u>
<b>Total 2021</b>	<u><u>126,769</u></u>	<u><u>8,862,763</u></u>	<u><u><b>8,989,532</b></u></u>

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**4. Funding for the Academy Trust's educational operations (continued)**

	<i>As restated Unrestricted funds 2020 £</i>	<i>As restated Restricted funds 2020 £</i>	<i>As restated Total funds 2020 £</i>
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	5,730,210	5,730,210
Other DfE/ESFA grants			
Pupil Premium	-	388,181	388,181
Other DfE Grants	-	331,380	331,380
Universal Infant Free School Meals	-	120,243	120,243
	<hr/>	<hr/>	<hr/>
	-	-	6,570,014
<b>Other Government grants</b>			
Local Authority Grants	-	313,537	313,537
	<hr/>	<hr/>	<hr/>
	-	313,537	313,537
<b>Other income from the Academy Trust's educational operations</b>	135,706	-	135,706
	<hr/>	<hr/>	<hr/>
<i>Total 2020</i>	135,706	6,883,551	7,019,257
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The academy trust received £138,530 of funding for catch-up premium and costs incurred in respect of this funding totalled £138,530.

**5. Income from other trading activities**

	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>
Income from other charitable activities	22,982	<b>22,982</b>
Income from other ancillary trading	208,724	<b>208,724</b>
	<hr/>	<hr/>
	231,706	<b>231,706</b>
	<hr/> <hr/>	<hr/> <hr/>

**THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**5. Income from other trading activities (continued)**

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Income from other charitable activities	63,015	63,015
Income from other ancillary trading	116,819	116,819
	<u>179,834</u>	<u>179,834</u>

**6. Investment income**

	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Bank interest	200	<b>200</b>	-

**7. Expenditure**

	<b>Staff Costs 2021 £</b>	<b>Premises 2021 £</b>	<b>Other 2021 £</b>	<b>Total 2021 £</b>
Educational Operations:				
Direct costs	6,415,914	-	776,733	<b>7,192,647</b>
Support costs	1,226,151	443,893	886,967	<b>2,557,011</b>
<b>Total 2021</b>	<u>7,642,065</u>	<u>443,893</u>	<u>1,663,700</u>	<u><b>9,749,658</b></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**7. Expenditure (continued)**

	<i>Staff Costs</i> 2020 £	<i>Premises</i> 2020 £	<i>Other</i> 2020 £	<i>Total</i> 2020 £
Educational Operations:				
Direct costs	5,464,613	-	464,848	5,929,461
Support costs	869,599	328,576	778,356	1,976,531
<i>Total 2020</i>	<u>6,334,212</u>	<u>328,576</u>	<u>1,243,204</u>	<u>7,905,992</u>

**8. Analysis of expenditure by activities**

	<b>Direct costs</b> 2021 £	<b>Support costs</b> 2021 £	<b>Total funds</b> 2021 £
Educational Operations	7,192,647	2,557,011	<b>9,749,658</b>
<b>Total 2021</b>	<u>7,192,647</u>	<u>2,557,011</u>	<u><b>9,749,658</b></u>

	<i>Activities undertaken directly</i> 2020 £	<i>Support costs</i> 2020 £	<i>Total funds</i> 2020 £
Educational Operations	5,929,461	1,976,531	7,905,992
<i>Total 2020</i>	<u>5,929,461</u>	<u>1,976,531</u>	<u>7,905,992</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Educational Operations 2021 £</b>	<b>Total funds 2021 £</b>
Staff costs	1,226,151	<b>1,226,151</b>
Depreciation	103,041	<b>103,041</b>
Technology Costs	110,419	<b>110,419</b>
Recharged professional services DNEAT/DONESC	139,298	<b>139,298</b>
Maintenance of premises and equipment	442,267	<b>442,267</b>
Legal fees - Other	14,283	<b>14,283</b>
Other support costs	377,226	<b>377,226</b>
Improvements to diocesan premises occupied under licence	1,428	<b>1,428</b>
Governance costs	142,898	<b>142,898</b>
	2,557,011	<b>2,557,011</b>
	2,557,011	<b>2,557,011</b>
	<i>Educational Operations 2020 £</i>	<i>Total funds 2020 £</i>
Staff costs	869,599	869,599
Depreciation	69,456	69,456
Technology Costs	79,453	79,453
Recharged professional services DNEAT	148,184	148,184
Maintenance of premises and equipment	326,188	326,188
Legal fees - Other	4,569	4,569
Other support costs	370,057	370,057
Improvements to diocesan premises occupied under licence	2,388	2,388
Governance costs	106,637	106,637
	1,976,531	1,976,531
	1,976,531	1,976,531

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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

Net income/(expenditure) for the year includes:

	2021 £	2020 £
Depreciation of tangible fixed assets	103,041	69,456
Fees paid to auditors for:		
- audit	12,100	10,550
- other services	4,215	3,680
	127,561	97,366

**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	5,341,782	4,497,636
Social security costs	454,968	375,650
Pension costs	1,635,297	1,324,729
	7,432,047	6,198,015
Agency staff costs	195,535	122,203
Staff restructuring costs	14,483	13,994
	7,642,065	6,334,212

Staff restructuring costs comprise:

	2021 £	2020 £
Contractual redundancy payments	14,483	13,994
	14,483	13,994

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**10. Staff (continued)**

**b. Staff numbers**

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

	<b>2021</b>	2020
	<b>No.</b>	No.
Teachers	<b>80</b>	71
Administration and support	<b>165</b>	133
Management	<b>12</b>	15
	<u><b>257</b></u>	<u>219</u>

**c. Higher paid staff**

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

	<b>2021</b>	2020
	<b>No.</b>	No.
In the band £60,001 - £70,000	<b>2</b>	2
In the band £70,001 - £80,000	<b>2</b>	-
In the band £80,001 - £90,000	<b>2</b>	1
	<u><b>2</b></u>	<u>1</u>

**d. 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 £256,212 (2020 £239,122).

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**11. Central services**

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

- Finance Support
- HR support
- Health and safety management
- Safeguarding
- Procurement
- Capital works
- Operational support
- Legal support
- Governor support/clerking

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

5% of General Annual Grant and Education Services Grant.

The actual amounts charged during the year were as follows:

	2021 £	2020 £
Archbishop Sancroft High School (A CofE Academy)/Harleston CofE VA Primary Academy Federation	116,944	103,444
Dickleburgh CofE Primary Academy	37,942	22,062
Diss CofE Junior/Infant and Nursery Academy	78,625	46,622
Harleston CofE VA Primary Academy	79,125	-
Garboldisham C of E Primary	16,852	-
Newton Flotman C of E Primary	23,725	-
<b>Total</b>	<b>353,213</b>	<b>172,128</b>

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**12. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £NIL).

**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.

**14. Tangible fixed assets**

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 September 2020	4,026,000	134,276	108,749	4,269,025
Additions	620,000	80,299	40,939	741,238
At 31 August 2021	<u>4,646,000</u>	<u>214,575</u>	<u>149,688</u>	<u>5,010,263</u>
<b>Depreciation</b>				
At 1 September 2020	-	40,357	43,850	84,207
Charge for the year	-	53,644	49,397	103,041
At 31 August 2021	<u>-</u>	<u>94,001</u>	<u>93,247</u>	<u>187,248</u>
<b>Net book value</b>				
At 31 August 2021	<u>4,646,000</u>	<u>120,574</u>	<u>56,441</u>	<u>4,823,015</u>
At 31 August 2020	<u>4,026,000</u>	<u>93,919</u>	<u>64,899</u>	<u>4,184,818</u>

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**14. Tangible fixed assets (continued)**

Terms of Occupation of Premises

Year of conversion and academy name	Buildings	Land
2017/18 Archbishop Sancroft High School (A CofE Academy)	Licence, 2 years notice from NDBF	125 year lease from NCC
2017/18 Dickleburgh CofE Primary Academy	Licence, 2 years notice from NDBF	125 year lease from NCC
2017/18 Diss CofE Junior Academy	Licence, 2 years notice from NDBF	125 year lease from NCC
2017/18 Harleston CofE VA Primary Academy	Licence, 2 years notice from NDBF	125 year lease from NCC
2018/19 Diss Infant Academy and Nursery	125 year lease from NCC	125 year lease from NCC
2020/21 Garboldisham Church Primary Academy	Licence, 2 years notice from NDBF	125 year lease from NCC
2020/21 Newton Flotman Church of England Academy	Licence, 2 years notice from NDBF	125 year lease from NCC

**15. Fixed asset investments**

	<b>Investments in associates £</b>
<b>Cost</b>	
Additions	1
At 31 August 2021	<u>1</u>
<b>Net book value</b>	
At 31 August 2021	<u>1</u>

**Principal associates**

The following was an associate of the Academy Trust:

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**15. Fixed asset investments (continued)**

Name	Cost of investment at 31 August 2021 £	Registered office or principal place of business	Class of shares	Holding
Diocese of Norwich Education Services Company Ltd	1	Diocesan House, 109 Dereham Road, Easton, Norwich, Norfolk, NR9 5ES	Ordinary	<b>50%</b>

Results of the associate are as follows:

Income	£643,612
Expenditure	£1,232,864
OCI	£(96,000)
Net (liabilities)	£(685,250)

The associate is not consolidated into these financial statements. If the academy trust presented group accounts, the associate would be accounted for using the equity method, increasing expenditure and reducing net assets by £342,626.

**16. Debtors**

	2021 £	2020 £
<b>Due within one year</b>		
Trade debtors	<b>199,047</b>	9,962
Other debtors	<b>95,670</b>	29,053
Prepayments and accrued income	<b>440,192</b>	212,903
	<b>734,909</b>	251,918

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

	<b>2021</b>	<i>2020</i>
	<b>£</b>	<b>£</b>
Trade creditors	<b>226,106</b>	<i>132,534</i>
Other taxation and social security	<b>108,324</b>	<i>93,628</i>
Other creditors	<b>139,729</b>	<i>115,594</i>
Accruals and deferred income	<b>193,244</b>	<i>230,321</i>
	<hr/> <b>667,403</b> <hr/>	<hr/> <i>572,077</i> <hr/>
	<b>2021</b>	<i>2020</i>
	<b>£</b>	<b>£</b>
Deferred income at 1 September 2020	<b>89,931</b>	<i>112,053</i>
Resources deferred during the year	<b>114,291</b>	<i>89,931</i>
Amounts released from previous periods	<b>(89,931)</b>	<i>(112,053)</i>
	<hr/> <b>114,291</b> <hr/>	<hr/> <i>89,931</i> <hr/>

At the balance sheet date the academy trust was holding funds of £114,291 received in advance for universal infant free school meals, rates relief and trips booked for the autumn term 2021.

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**18. Statement of funds**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds	84,941	665,429	(136,481)	(121,238)	-	492,651
<b>Restricted general funds</b>						
General Annual Grant (GAG)	48,224	7,140,038	(7,188,262)	-	-	-
Pupil premium	-	445,151	(445,151)	-	-	-
Other LA grants	-	483,018	(483,018)	-	-	-
Other EFA Grants	-	494,126	(494,126)	-	-	-
Other restricted funds	50,000	-	(50,000)	-	-	-
Catch-up premium	-	138,530	(138,530)	-	-	-
Other DfE/ESFA Covid-19 funding	-	21,900	(21,900)	-	-	-
Start up grant	-	140,000	-	-	-	140,000
Pension reserve	(3,257,000)	(313,000)	(524,000)	-	(934,000)	(5,028,000)
	<b>(3,158,776)</b>	<b>8,549,763</b>	<b>(9,344,987)</b>	<b>-</b>	<b>(934,000)</b>	<b>(4,888,000)</b>
<b>Restricted fixed asset funds</b>						
Restricted Fixed Asset Funds	4,184,818	620,000	(103,041)	121,238	-	4,823,015
Capital grants	174,589	317,359	(165,149)	-	-	326,799
	<b>4,359,407</b>	<b>937,359</b>	<b>(268,190)</b>	<b>121,238</b>	<b>-</b>	<b>5,149,814</b>
<b>Total Restricted funds</b>	<b>1,200,631</b>	<b>9,487,122</b>	<b>(9,613,177)</b>	<b>121,238</b>	<b>(934,000)</b>	<b>261,814</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**18. Statement of funds (continued)**

<b>Total funds</b>	<b>1,285,572</b>	<b>10,152,551</b>	<b>(9,749,658)</b>	<b>-</b>	<b>(934,000)</b>	<b>754,465</b>
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The specific purposes for which the funds are to be applied are as follows:

The General Annual Grant (GAG) represents core funding for the educational activities of the school that has been provided to the academy via the Education and Skills Funding Agency by the department of Education. The GAG fund has been set up because GAG must be used for the normal running costs of the academy.

The pension reserve identifies the pension deficit on the local authority pension scheme.

The local authority grants fund recognises the restricted grant funding received from the local authority to be used for the purpose of specific projects and assisting with the education of children who require special assistance when it comes to learning.

The restricted fixed assets fund recognises the tangible fixed assets gifted to the trust upon conversion by the local authority and also those purchased by the academy following conversion that have been funded from GAG and other funds (via fund transfers). Depreciation charged on those tangible fixed assets is allocated to the fund.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

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

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

	<i>Balance at 26 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2020 £</i>
<b>Unrestricted funds</b>						
Unrestricted funds	392,903	337,557	(452,384)	(193,135)	-	84,941
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	5,730,210	(5,412,986)	(269,000)	-	48,224
Pupil premium	-	388,181	(388,181)	-	-	-
Other LA grants	-	320,937	(320,937)	-	-	-
Other EFA Grants	106,601	444,223	(457,989)	(92,835)	-	-
Other restricted funds	-	50,000	-	-	-	50,000
Pension reserve	(2,307,000)	-	(663,000)	269,000	(556,000)	(3,257,000)
	<u>(2,200,399)</u>	<u>6,933,551</u>	<u>(7,243,093)</u>	<u>(92,835)</u>	<u>(556,000)</u>	<u>(3,158,776)</u>
<b>Restricted fixed asset funds</b>						
Restricted Fixed Asset Funds	4,061,139	-	(69,456)	193,135	-	4,184,818
Capital grants	-	222,813	(141,059)	92,835	-	174,589
	<u>4,061,139</u>	<u>222,813</u>	<u>(210,515)</u>	<u>285,970</u>	<u>-</u>	<u>4,359,407</u>
<b>Total Restricted funds</b>	<u>1,860,740</u>	<u>7,156,364</u>	<u>(7,453,608)</u>	<u>193,135</u>	<u>(556,000)</u>	<u>1,200,631</u>
<b>Total funds</b>	<u><u>2,253,643</u></u>	<u><u>7,493,921</u></u>	<u><u>(7,905,992)</u></u>	<u><u>-</u></u>	<u><u>(556,000)</u></u>	<u><u>1,285,572</u></u>

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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 2021 were allocated as follows:

	2021 £	2020 £
Archbishop Sancroft High School/Harleston CofE VA Primary Academy Federation	-	115,394
Dickleburgh CofE Primary Academy	-	27,292
Diss CofE Junior/Infant and Nursery Academy	-	393,614
Central services	<b>632,651</b>	<b>(353,135)</b>
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	<b>632,651</b>	183,165
Restricted fixed asset fund	<b>5,149,814</b>	4,359,407
Pension reserve	<b>(5,028,000)</b>	<b>(3,257,000)</b>
	<hr/>	<hr/>
<b>Total</b>	<b>754,465</b>	<b>1,285,572</b>
	<hr/> <hr/>	<hr/> <hr/>

Fund balances for each academy at 31 August 2021 were zero as the Trust has adopted reserves pooling.

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

**Total cost analysis by academy**

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

	<b>Teaching and educational support staff costs</b>	<b>Other support staff costs</b>	<b>Educational supplies</b>	<b>Other costs excluding depreciation</b>	<b>Total 2021</b>
	£	£	£	£	£
Archbishop Sancroft High School/Harleston CofE VA Primary Academy Federation	3,202,642	462,661	233,420	596,490	<b>4,495,213</b>
Dickleburgh CofE Primary Academy	761,892	126,151	39,953	99,388	<b>1,027,384</b>
Diss CofE Junior/Infant and Nursery Academy	1,370,637	200,018	96,778	218,383	<b>1,885,816</b>
Garboldisham CofE Primary Academy	312,044	63,287	38,234	56,164	<b>469,729</b>
Newton Flotman CofE Primary Academy	322,510	42,443	37,922	96,937	<b>499,812</b>
Central services	233,351	64,597	54,677	916,038	<b>1,268,663</b>
<b>Academy Trust</b>	<b>6,203,076</b>	<b>959,157</b>	<b>500,984</b>	<b>1,983,400</b>	<b>9,646,617</b>

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

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

	<i>Teaching and educational support staff costs</i> £	<i>Other support staff costs</i> £	<i>Educational supplies</i> £	<i>Other costs excluding depreciation</i> £	<i>Total 2020</i> £
Archbishop Sancroft High School/Harleston CofE VA Primary Academy Federation	3,328,756	388,384	246,660	607,584	4,571,384
Dickleburgh CofE Primary Academy	664,943	114,513	56,763	86,347	922,566
Diss CofE Junior/Infant and Nursery Academy	1,403,052	204,271	81,825	183,942	1,873,090
Garboldisham CofE Primary Academy	184,355	16,192	7,646	261,303	469,496
<b>Academy Trust</b>	<u>5,581,106</u>	<u>723,360</u>	<u>392,894</u>	<u>1,139,176</u>	<u>7,836,536</u>

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**19. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2021 £</b>	<b>Restricted funds 2021 £</b>	<b>Restricted fixed asset funds 2021 £</b>	<b>Total funds 2021 £</b>
Tangible fixed assets	-	-	4,823,015	<b>4,823,015</b>
Fixed asset investments	1	-	-	<b>1</b>
Current assets	1,160,053	140,000	326,799	<b>1,626,852</b>
Creditors due within one year	(667,403)	-	-	<b>(667,403)</b>
Provisions for liabilities and charges	-	(5,028,000)	-	<b>(5,028,000)</b>
<b>Total</b>	<b>492,651</b>	<b>(4,888,000)</b>	<b>5,149,814</b>	<b>754,465</b>

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Restricted fixed asset funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	-	-	4,184,818	4,184,818
Current assets	657,018	98,224	174,589	929,831
Creditors due within one year	(572,077)	-	-	(572,077)
Provisions for liabilities and charges	-	(3,257,000)	-	(3,257,000)
<b>Total</b>	<b>84,941</b>	<b>(3,158,776)</b>	<b>4,359,407</b>	<b>1,285,572</b>

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

	2021 £	2020 £
Net income/(expenditure) for the year (as per Statement of financial activities)	<b>402,893</b>	<i>(412,071)</i>
<b>Adjustments for:</b>		
Depreciation	<b>103,041</b>	69,456
Pension transfer upon conversion	<b>313,000</b>	-
Defined benefit pension scheme cost less contributions payable	<b>461,000</b>	347,000
Defined benefit pension scheme finance cost	<b>63,000</b>	47,000
Increase in debtors	<b>(482,991)</b>	<i>(45,450)</i>
Increase in creditors	<b>95,325</b>	89,261
Fixed assets inherited on conversion	<b>(620,000)</b>	-
<b>Net cash provided by operating activities</b>	<b>335,268</b>	95,196

**21. Cash flows from investing activities**

	2021 £	2020 £
Purchase of tangible fixed assets	<b>(121,238)</b>	<i>(193,135)</i>
<b>Net cash used in investing activities</b>	<b>(121,238)</b>	<i>(193,135)</i>

**22. Analysis of cash and cash equivalents**

	2021 £	2020 £
Cash in hand and at bank	<b>891,943</b>	677,913
<b>Total cash and cash equivalents</b>	<b>891,943</b>	677,913

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**23. Analysis of changes in net debt**

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	677,913	214,030	891,943
	<u>677,913</u>	<u>214,030</u>	<u>891,943</u>

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**24. Conversion to an academy trust**

On 1 November 2020 Newton Flotman Church of England Primary Academy converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The Diocese of Norwich St Benet's Multi-Academy Trust from Norfolk County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Statement of financial activities as Income from Donations and Capital Grants - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities.

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Restricted fixed asset funds</b>	<b>Total funds</b>
	£	£	£	£
Leasehold land	-	-	390,000	<b>390,000</b>
Budget surplus/(deficit) on LA funds	111,901	-	-	<b>111,901</b>
LGPS pension surplus/(deficit)	-	(154,300)	-	<b>(154,300)</b>
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net assets/(liabilities)</b>	<b>111,901</b>	<b>(154,300)</b>	<b>390,000</b>	<b>347,601</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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**24. Conversion to an academy trust (continued)**

On 1 December 2020 Garboldisham Church of England Primary Academy converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The Diocese of Norwich St Benet's Multi-Academy Trust from Norfolk County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Statement of financial activities as Income from Donations and Capital Grants - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities.

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total funds £
Leasehold land	-	-	230,000	<b>230,000</b>
Budget surplus/(deficit) on LA funds	192,785	-	-	<b>192,785</b>
LGPS pension surplus/(deficit)	-	(158,700)	-	<b>(158,700)</b>
<b>Net assets/(liabilities)</b>	<b>192,785</b>	<b>(158,700)</b>	<b>230,000</b>	<b>264,085</b>

**25. Capital commitments**

	2021 £	2020 £
<b>Contracted for but not provided in these financial statements</b>		
Repairs, maintenance or enhancements to Diocesan property	-	136,067

**26. Pension commitments**

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

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

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**26. Pension commitments (continued)**

Contributions amounting to £135,720 were payable to the schemes at 31 August 2021 (2020 - £112,007) 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.

**Valuation of the Teachers' Pension Scheme**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £377,000 (2020 - £269,000).

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

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

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**26. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £480,000 (2020 - £342,000), of which employer's contributions totalled £377,000 (2020 - £269,000) and employees' contributions totalled £ 103,000 (2020 - £73,000). The agreed contribution rates for future years are 16.4 per cent for employers and 5-12.5% 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.

**Principal actuarial assumptions**

	<b>2021</b>	2020
	%	%
Rate of increase in salaries	<b>3.60</b>	2.90
Rate of increase for pensions in payment/inflation	<b>2.90</b>	2.20
Discount rate for scheme liabilities	<b>1.65</b>	1.70

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

	<b>2021</b>	2020
	Years	Years
<i>Retiring today</i>		
Males	<b>21.9</b>	21.7
Females	<b>24.3</b>	23.9
<i>Retiring in 20 years</i>		
Males	<b>23.2</b>	22.8
Females	<b>26.2</b>	25.5

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**26. Pension commitments (continued)**

**Sensitivity analysis**

	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>
Discount rate +0.1%	<b>215</b>	<i>141</i>
Discount rate -0.1%	<b>(215)</b>	<i>(141)</i>
Mortality assumption - 1 year increase	<b>360</b>	<i>130</i>
Mortality assumption - 1 year decrease	<b>(360)</b>	<i>(130)</i>
CPI rate +0.1%	<b>193</b>	<i>124</i>
CPI rate -0.1%	<b>(193)</b>	<i>(124)</i>

**Share of scheme assets**

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

	<b>2021</b>	<i>2020</i>
	<b>£</b>	<i>£</i>
Equities	<b>2,020,620</b>	<i>1,211,500</i>
Corporate bonds	<b>1,347,080</b>	<i>848,050</i>
Property	<b>435,820</b>	<i>266,530</i>
Cash and other liquid assets	<b>158,480</b>	<i>96,920</i>
<b>Total market value of assets</b>	<b>3,962,000</b>	<i>2,423,000</i>

The actual return on scheme assets was £740,894 (2020 - £29,076).

The amounts recognised in the Statement of financial activities are as follows:

	<b>2021</b>	<i>2020</i>
	<b>£</b>	<i>£</i>
Current service cost	<b>(838,000)</b>	<i>(593,000)</i>
Past service cost	<b>-</b>	<i>(23,000)</i>
Interest income	<b>52,000</b>	<i>44,000</i>
Interest cost	<b>(115,000)</b>	<i>(91,000)</i>
<b>Total amount recognised in the Statement of financial activities</b>	<b>(901,000)</b>	<i>(663,000)</i>

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**26. Pension commitments (continued)**

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

	2021 £	2020 £
<b>At 1 September</b>	<b>5,680,000</b>	<b>4,456,000</b>
Conversion of academy trusts	<b>851,000</b>	-
Current service cost	<b>838,000</b>	593,000
Interest cost	<b>115,000</b>	91,000
Employee contributions	<b>103,000</b>	73,000
Actuarial losses	<b>1,451,000</b>	480,000
Benefits paid	<b>(48,000)</b>	(36,000)
Past service costs	-	23,000
	<u>8,990,000</u>	<u>5,680,000</u>
<b>At 31 August</b>	<b>8,990,000</b>	<b>5,680,000</b>

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

	2021 £	2020 £
<b>At 1 September</b>	<b>2,423,000</b>	<b>2,149,000</b>
Interest income	<b>52,000</b>	44,000
Actuarial gains/(losses)	<b>517,000</b>	(76,000)
Employer contributions	<b>377,000</b>	269,000
Employee contributions	<b>103,000</b>	73,000
Benefits paid	<b>(48,000)</b>	(36,000)
Business combinations and disposals	<b>538,000</b>	-
	<u>3,962,000</u>	<u>2,423,000</u>
<b>At 31 August</b>	<b>3,962,000</b>	<b>2,423,000</b>

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**27. Operating lease commitments**

At 31 August 2021 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>2021</b>	<i>2020</i>
	<b>£</b>	<b>£</b>
Not later than 1 year	<b>8,167</b>	<i>10,163</i>
Later than 1 year and not later than 5 years	<b>11,585</b>	<i>14,497</i>
Later than 5 years	<b>-</b>	<i>442</i>
	<hr/> <b>19,752</b> <hr/>	<hr/> <i>25,102</i> <hr/>

**28. Members' liability**

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

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**29. Related party transactions**

Owing to the nature of the Academy Trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a trustee has an interest. All transactions involving such organisations are conducted in accordance with the Academy Trust's financial regulations and normal procurement procedures relating to connect and related party transactions. All purchases from related parties were provided at no more than cost and the Trust received statements of assurance confirming this.

The Norwich Diocesan Board of Finance (NDBF) is a related party due to its powers of appointment of company members.

NDBF recharged costs incurred in relation to services provided to the Trust totalling £5,390 (2020: £2,538). There are no balances outstanding at the year end (2020: £Nil).

DNEAT charged the trust £59,104 (2020: £174,628) in respect of management of the trust. During the year £17,127 (2020: £40,128) of charges were received by the Trust from DNEAT in respect of management and consultancy fees. At the year end £373 (2020: £215) was included within creditors and £Nil included within debtors in respect of these transactions (2020: £11,198). All such amounts have been provided at no more than cost and DNEAT has provided a statement of assurance confirming this.

Diocese of Norwich Educational Services Company Ltd (DONESC) is an associate, whereby the Trust has a 50% shareholding in the Company. The other shareholder is DNEAT, of which also has a 50% shareholding. DNEAT supplied management services to 30/11/2020, after which they were supplied by DONESC.

DONESC charged the Trust £144,935 (2020: Nil) in respect of management of the trust. £21,532 is due to the Trust from DONESC and is included within trade debtors.

**30. Post balance sheet events**

On 1 September 2021, St Mary's C of E Junior School joined the trust.