

**Company registration number (England & Wales): 08464996**

**The Diocese of Ely Multi-Academy Trust**  
**(A Company Limited by Guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2023**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2023**

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<b>Members</b>	Canon Peter Maxwell Canon Paul Evans The Ven. Dr Alex Hughes Revd. Canon Brian Atling (resigned 2 March 2023) Canon Andrew Read The Rt Rev. Dr Dagmar Winter The Diocese of Ely Educational Trust
<b>Trustees</b>	Helen Jackson (Chair) Mike Younger (resigned 8 June 2023) Keith Carne (Vice Chair) Adrian Ball John Bradshaw Wendy Garrad Neil Gilbride (appointed 1 Jan 2023) Kate Griffiths-Lambeth (appointed 1 Jan 2023) Alex Hughes Peter Jarritt (appointed 1 Jan 2023) Andrew Read
<b>Company registered number</b>	08464996
<b>Company Name</b>	The Diocese of Ely Multi Academy Trust
<b>Registered office</b>	Bishop Woodford House, Barton Road Ely, Cambridgeshire, CB7 4DX
<b>Company Secretary</b>	Annabelle Evans
<b>Chief Executive Officer</b>	Adrian Ball
<b>Senior Management Team</b> Chief Operating Officer Director of Education Hub Directors	Alexandra Duffety (resigned 31 July 2023) Catherine Lock Claire Gray David Barrett Steve Davis Gemma Sant Kate Lund Jo Brown
Head of Finance Head of Human Resources	Helen de Spretter Helen Rothwell
<b>Independent Auditor</b>	Haysmacintyre LLP 10 Queen Street Place London, EC4R 1AG
<b>Bankers</b>	Lloyds Bank Minister Place Ely, CB7 4EN
<b>Solicitors</b>	Stone King LLP Upper Borough Court, 3 Upper Borough Walls Bath, BA1 1RG

## TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023

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The Trustees present their annual report together with the financial statements and auditors' report of The Diocese of Ely Multi-Academy Trust (DEMAT) for the period from 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a strategic report under company law.

DEMAT was established in March 2013. It oversees the development of Church of England & community academies within the Diocesan area, which extends throughout Cambridgeshire, part of Peterborough, part of West Norfolk and Suffolk. The Trust operates 39 academies.

### OBJECTIVES AND ACTIVITIES

Our vision, "To learn. To know. To lead out." encompasses all we seek to deliver through our work and is supported by Philippians 4:13, "*We can do all things through Christ, who strengthens us*". We want our schools to be places where our children **learn** inspiring and powerful **knowledge** that they can carry with them always. We strive to empower our children to have high aspirations and to **lead out** making important contributions to the world around them. As we move past the halfway point of our 2025 strategic plan and faced with the challenges seen throughout the sector never has the importance of our vision been more true.

#### Strategic objectives

By 2025 we will:

- ensure all our schools are rated as Good or better by Ofsted and SIAMs
- be recognised as a system leader for transformational change at scale
- seek to grow as a Trust to achieve a diverse portfolio of schools
- be recognised for valuing our people
- develop a single digital ecosystem across our Trust

Our values reflect how we act throughout the organisation.

- **Love**  
We engender love and tolerance between and for our staff, pupils and others to foster an inspiring atmosphere of mutual support.
- **Community**  
We are committed to ensuring our schools are a living part of the community and contribute positively to its needs.
- **Respect**  
We do everything possible to provide a caring, safe, and secure place for our staff and pupils to be happy and respected in our schools so they may achieve their potential.
- **Trust**  
We acknowledge accountability and responsibility for our actions but ensure that we encourage each other to make brave decisions and then learn from any mistakes.
- **Ambition**  
We are determined that our schools offer a place for the joy of learning, enabling those of all abilities to thrive and go on to lead rewarding lives.

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

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*Strategies and Activities*

The Trust's objectives for the financial year 2022/2023 have been to further improve pupil outcomes, increase the number of schools rated as Good or better by Ofsted and SIAMs, and to ensure the continued delivery of the necessary activities within the 2025 strategic plan. These activities included, the publication of our People strategy, and the launch of the IT transformation project.

*1. Improve pupil outcomes*

The trust continues to ensure they are providing a high quality, knowledge-rich curriculum to all pupils, recognising that external benchmarks such as Ofsted and KS2 outcomes are critical success factors of this provision.

In seeking to be prepared for the external outcome measures in the financial year, the Trust built upon the standardised assessment processes established in the previous year and supported all schools in their identification of and provision of scaffolded support for all pupils. This supports early intervention in individual schools if results are not as expected, wider Trust approaches if a whole area is identified as weaker and the opportunity to share best practice from schools within the Trust where outcomes are stronger.

A well sequenced, knowledge-rich curriculum underpins the success for our pupils, in the year the Trust has continued to develop and refine the Primary Knowledge Curriculum (PKC) with a number of schools trialing the PKC music curriculum. The Trust also launched the DEMAT Writing curriculum across all schools. Headteachers and teachers have universally acknowledged the improvements in retention of knowledge, quality of work pupil confidence within these subjects, and increased subject expertise and confidence of the teaching staff.

*2. Improved Ofsted outcomes*

The development of a consistent curriculum across all trust schools has been a key factor in preparing for the rigour of inspection. Whilst we are clear that we do not undertake any activity for the benefit of Ofsted we will be and are prepared for any inspection.

The continued growth and confidence of the subject communities provides a wider network and increased reach of best practice, facilitating the strengths in individual schools through the collective collaboration of the group.

The recruitment and expansion of the central education team was realised when the three new Hub Directors joined the team. This provided greater capacity to both support our school leaders with the challenges of school leadership but also challenge the rate of improvement. The additional capacity also ensured that the demands of fifteen inspections did not detract from the day to running of the trust.

*3. Publication of the People Strategy*

Linked to the strategic plan, this academic year saw the publication of the trust's People Strategy. Lead and developed by the Head of HR, this document was launched through the new trust magazine *DEMAT Together*. The strategy's co-construction with support staff, teachers, Headteachers and central team members was a vital part of providing a strong position to launch the strategy.

The People Strategy sets out the four pillars in which the objectives will be delivered, these cover all aspects of the trust and are designed to promote the importance of our people and the contribution they make to improving the quality of education in all our schools.

*4. IT Transformation Project*

Financially supported through a successful TCaF grant, the trust commissioned an external report to fully audit the trust's IT and digital activities and identify priorities for the transformation project. The audit was received by Trustees and a number of activities begun including the procurement of a new MIS, the rationalisation of the number of Managed Service providers, and the development of a single platform for the trust.

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

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Public Benefit

In setting our objectives and planning our activities over the past year, the trustees have considered the Charity Commission's general guidance on public benefit. The trustees are satisfied that due regard has been given to the public benefit guidance published by the Charity Commission, as required by Section 17 of the Charities Act 2011.

The Trust aims to advance for the public benefit of education in the Diocese of Ely, by ensuring a high-quality education is provided within the Diocese for those pupils of all faiths and none.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

Constitution

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

The trustees of DEMAT are also the directors of the Company for the purposes of company law. Details of the trustees who served throughout the period are included in the Reference and Administrative Details on page one.

Members' Liability

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

Trustees' Indemnities

Employees and trustees are covered by professional indemnity insurance for failings arising from the performance of their duties that may lead to civil liability. There are no other specific third-party indemnities beyond this, which require reporting in the context of section 236 of the Companies Act 2006.

Method of Recruitment and Appointment or Election of Trustees

The members appoint trustees, paying attention to the skills and expertise required to set the strategic direction of the Trust and to ensure that the Trust meets all its statutory obligations as set out in the Academies Financial Handbook, which is published by the Education and Skills Funding Agency.

Policies and Procedures Adopted for the Induction and Training of Trustees

Training on induction is provided for trustees and governors of Local Governing Bodies. Governor training is provided by sector specialists, and trustees are encouraged to attend courses, sector events and read sector literature to maintain their knowledge and understanding.

All trustees are provided access to policies, procedures, terms of reference of trust committees, minutes, budget plans and other documents that they need to undertake their roles as trustees in line with the scheme of delegation.

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## **The Diocese of Ely Multi-Academy Trust** **(A Company Limited by Guarantee)**

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### Organisational Structure

The organisational structure of DEMAT consists of the following:

- The Trust Board (eleven directors).
- Local Governing Bodies
- Committees of the Trust Board, including Finance and Estates, Personnel, Standards and Ethos, Audit & Risk and Remuneration.

The Trust Board meets at least four times per year and is responsible for the overall strategic direction of the Trust and for those statutory duties which may not be delegated to sub-committees. The Trust Board has a scheme of delegation, which specifies delegated authorities at each level in the organisation. Each committee of the Trust Board meets at least three times per year, with Local Governing Bodies meeting as necessary to effectively carry out the activities delegated to them.

The day-to-day management for the year ended 31 August 2023 is delegated to the Chief Executive Officer (CEO). The Senior Management Team comprised of the CEO, the Chief Operating Officer (COO), Director of Education, Hub Directors, Head of Finance, and the Head of HR.

Headteachers and their school-based senior leadership teams meet separately throughout the academic year.

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

The responsibility for setting the pay and remuneration of key management personnel sits ultimately with the Board of Trustees, but it is delegated to the Personnel & Remuneration Committees for Headteachers and Central team respectively.

Objectives and outcomes are agreed with each member of key management at the beginning of the performance year, regular progress meetings are held to discuss progress against objectives and evaluated at the end of the year. Remuneration is driven by performance against objectives.

### Engagement with employees

The Trust has launched a People Strategy that supports the 2025 DEMAT Promise and has four pillars, focusing on valuing, supporting and developing our staff.

Our strategic people plan also ensures that our recruitment and selection policies and processes are regularly reviewed to ensure they comply with the Trust equality and diversity principles, ensuring all applicants are treated solely based on their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender identity, gender reassignment, marital and civil partnership status, sexual orientation, disability, socio-economic background, or any other inappropriate distinction.

In the year, the Trust has undertaken the following trust-wide activities to engage and communicate with employees;

- Termly JCNC meetings
- Focused support/teaching union meetings for specific projects
- Full staff induction days and feedback via Trust Inset days

HR advisors allocated to hubs, providing immediate support and assistance to staff in each academy with a variety of people related matters. Our central HR support ensures that induction and onboarding is effective to support retention. In addition to this, analysis on leavers takes place on a regular basis.

At each academy, the Trust supports and encourages whole staff briefings and training, in addition to consistent and robust performance management which focus on pupil outcomes.

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

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Engagement with suppliers

The Trust has a centralised invoice and payment process to incorporate fully electronic invoice receipt which has reduced the days to pay ensuring the Trust continues to enjoy good relationships with its suppliers.

In the year, additional capacity and training has been embedded in the finance team, improving reporting and analysis of invoices giving a more proactive way of managing our balances and engaging with suppliers. Review on the processes and controls around purchase ledger and treasury was undertaken in 2022/2023 resulting in proposed changes to fully implement a purchase order and approval system, further reducing days to pay.

The Trust also works closely with key suppliers and understands that contract management is critical for the success of larger contracts. This takes the form of weekly operational updates and monthly/quarterly strategic and commercial reviews.

**STRATEGIC REPORT - ACHIEVEMENTS AND PERFORMANCE**

Trust academies

At the balance sheet date, the Trust operated 39 academies across Norfolk, Suffolk, Cambridgeshire, and Peterborough educating 6,800 pupils. The Board is looking forward to welcoming Little Thetford CofE Primary School into the Trust on 1<sup>st</sup> September 2023.

Key successes

Leadership structures

The successful recruitment into all leadership posts is a success, bucking the national trend and difficulties experienced elsewhere in the sector. The successful candidates all identified the clear direction around values and educational principles as being a key factor in their decision to apply for the roles. It is important for us to build on this success to encourage similar attractions for new staff members at all levels of the organisation.

The broadening of subject communities has continued the development of our middle leaders across the Trust with Ofsted reports repeatedly commenting on the strengths emerging within these cohorts of leaders.

The DEMAT Playbook was positively received by school leaders and has been retained for 2023-24. The codification of our internal processes and procedures allows our leaders to focus on the intellectual work of improving our schools rather than interpreting basic procedures.

Ofsted outcomes

In the accounting period, a total of fifteen academies were inspected, the outcomes of which brought the percentage of academies rated as Good or better to 78% up from 72% in the previous period. Unfortunately, one school, Duchy of Lancaster, was downgraded from a historical Good judgement to RI. This was not unexpected and work was already underway to support the new Head and teaching team in making the necessary improvements. Another school, St Luke's, was inspected for the first time since joining the Trust with an Inadequate rating and was judged to have improved to Requires Improvement although secured Good grades for Behaviour and Personal Development. One school, All Saints, received a s8 monitoring inspection which provided positive feedback towards the achievement of a Good judgement at the next inspection. The remaining twelve inspections were all s5 graded inspections with Good judgements achieved at all. Particularly pleasing were the movement of Stilton from Inadequate to Good with Outstanding sub categories and the Good judgement of Holy Cross CofE Academy for the first time in its history.



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

School	Overall	QoE	Behaviour	Personal Development	Leadership	EYFS
Guyhirn	Good	Good	Outstanding	Outstanding	Good	Outstanding
Stilton	Good	Good	Outstanding	Outstanding	Good	Good
Duchy	RI	RI	Good	Good	RI	Good
St Christopher's	Good	Good	Good	Good	Good	Good
Swaffham Prior	Good	Good	Good	Good	Good	Good
Tilney	Good	Good	Good	Good	Good	Good
Ely St Mary's	Good	Good	Good	Outstanding	Outstanding	-
Weeting	Good	Good	Good	Good	Good	Outstanding
St Botolph's	Good	Good	Good	Good	Good	Good
Wisbech St Mary	Good	Good	Good	Good	Good	Good
Holy Cross	Good	Good	Good	Good	Good	Good
St Andrew's	Remans Good (s8)	-	-	-	-	-
St Luke's	RI)	RI	Good	Good	RI	RI
All Saints	Monitoring visit	-	-	-	-	-
Mepal & Witcham	Remains Good (s8)	-	-	-	-	-

SIAMS inspection activity saw four inspections with three graded as Good (Weeting, Norman, and Tilney) and one as Excellent (Ely St Mary's).

*KS2 outcomes*

2023 saw another increase in outcomes for the Trust, improving on nearly all 2022 measures. Whilst the KS2 national average remained stable at 59%, DEMAT outcomes improved to 57% narrowing the gap further. The tables below provide an overview of the 2023 outcomes across a range of different measures and key stages. Further work is still required if we are to exceed national averages at KS2 and to further reduce the variability of results across schools and from one year to another.

Measure	National 2023 (2022 in brackets)	DEMAT 2023 (2022 in brackets)
KS2 RWM	59% (59%)	57% (52%)
KS2 Reading (attainment)	73% (75%)	70% (72%)
KS2 Writing (attainment)	71% (69%)	67% (65%)
KS2 Maths (attainment)	73% (71%)	68% (67%)
KS2 Reading (progress)	0 (0)	0.32 (-0.16)
KS2 Writing (progress)	0 (0)	-0.41 (-0.51)
KS2 Maths (progress)	0 (0)	-0.16 (-0.35)
Multiplication check	20/25 (19/25)	21/25 (19/25)
Phonics	79% (77%)	77% (72%)
EYFS GLD	67% (65%)	70% (68%)

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

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*Latin*

DEMAT has established a strong relationship with Classics for All and was awarded a Classics for All Teacher of the Year award in July in recognition of our outstanding achievement in introducing Latin to so many pupils across our trust.

Engagement with key stakeholders

The Trust identifies key stakeholder groups at a Trust and academy level and adopts stakeholder management approaches accordingly.

*Pupils*

In line with the core strands of our work, our academies do a great deal of work engaging with and involving our pupils in the daily routines of academy life. All academies operate pupil councils with representatives from all year groups; in response to demand from pupils and in recognition of the changing world around us, many academies now operate Eco-groups to focus on the response to climate change within the school locality. We are particularly proud, as a diocesan trust of our pupil led worship councils.

The adoption of online platforms has allowed for greater communication between pupils and school whilst remote learning, as the pandemic passes, the use of these tools for increased communication will remain.

*Parents & Carers*

All academies have their own ethos, within the wider Trust values, and local parental engagement is key to each Academy's success. This year parental stakeholder engagement has been in the form of traditional parents' evenings, visibility of leaders' and staff at the beginning and end of the school day and encouraging academies to be welcoming environments for parents to enter and discuss their children's education. Regular parent forums have taken place in many schools providing an opportunity to share plans and seek ideas from the parent body.

*Governors and Local Governing Bodies*

- Governor conference in Autumn Term
- Head of Governance liaison with Chairs
- Individual attendance/review of LGBs
- Operating model review of LGBs
- Trust Chair/GB Chair meetings

The Board recognises there is still progress to be made, particularly around the clarity of the role of a Governor and the LGB within the Trust, and this is a focus for the Trust Board in 22-23.

**KEY PERFORMANCE INDICATORS**

The Trust has developed a series of key indicators at Trust, whole school and individual pupil level, to better analyse real-time and historic performance across regions and within schools. These indicators can also be benchmarked to national performance, as they are designed to easily map onto national measures.

**DEMAT KPIs (2022-23)**

<b>KPI</b>	<b>Target</b>	<b>Actual</b>
KS2 attainment	57%-60%	57%
Phonics	77%-80%	77%
Staff costs to expenditure	77%-80%	79%
Pupil attendance	94%-95%	93%
Turnover	12%	15%
% of schools rated as Good or better	75%	78%

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

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**PROMOTING THE SUCCESS OF THE ORGANISATION**

The Trust Board believes that the success of the organisation in delivering a high quality of education to all pupils within its academies is served in the following ways;

- Commitment to excellence; the Trust Board ensures that the organisation is focused and committed to supporting its staff to deliver a well-sequenced curriculum rich in content. Further, that colleagues in teaching and support roles are encouraged to look beyond the Trust to expand their own knowledge and expertise.
- Robust, transparent governance at all levels; this ensures that decision-making is challenged robustly, and implications on all key stakeholders, including employees and suppliers, have been appropriately considered. It also allows the long-term impact of any such decisions to be assessed.
- Consultation with key stakeholders; in order to understand the perspectives of the wide range of key stakeholders in the organisation, the Trust Board is working to establish sustainable mechanisms to allow a balanced dialogue. This facilitates an understanding by the Board of the impact of its decision-making.
- Conduct across the organisation; the Trust Board believes that clear expectations of conduct are the best way to ensure the Trust maintains its reputation for integrity and fairness. This is best evidenced by the 'DEMAT Principles' contained in the 2025 strategic plan and as part of the DEMAT Playbook.

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

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**FINANCIAL REVIEW**

The adjusted operating result for the 2022/23 financial year is a £37,414 surplus, excluding the additional LGPS finance and service costs of £787,000 and restructuring costs of £258,775 (excluding PILON) and historic pension payments of £50,317. The large actuarial gain on the fund of £3,495k is recognised below the operating income and expenditure balance and is therefore not part of the operating result.

The carried forward reserve on revenue funds is £3,195,088 (2022: £3,466,767) at 1 September 2023.

The Trust pools an element of the academies funding. The lump sum received for each academy within the Trust is pooled to provide funds for activity undertaken on behalf of the Trust as a whole, once central expenditure is taken into account, the residual balance is allocated to academies based on individual need or specific areas identified for improvement. The Trust uses internal benchmarks for class size and contact ratio to bring in consistency in trust academies and address the staff costs to income ratio.

In the year, the Trust continued actively bring staffing structures and costs in line with internal and external benchmarks. the restructures aligned staffing structures with the pupil numbers. Six academies were restructured incurring restructuring costs of £377,043. The ongoing savings from the restructures are approximately £288,000 per annum and the projects have a payback period of 7-14 months.

During the year DEMAT received several grants that will support the sustainability and growth of DEMAT. TCAF grant £137,472 to support the growth of the Trust's IT and digital activities; Energy Efficiency grant £527,450 that improved the carbon footprint of the schools and will reduce costs in future years. Connect the classroom £365,545 will improve the IT connections and enable improved use of technology.

The cash position of the Trust is approximately 12% of income, and continues to provide an appropriate level of cash to fund ongoing operations.

The Trust 3-year budget takes into account a £496k surplus for 23/24, reflecting the impact of the alignment of class and staffing structures and the further changes required in academies to align with pupil roll, and the associated restructuring costs. It is expected that the budget will remain in surplus in 24/25 and 25/26, following further efficiency and staffing alignment. The Trust is increasingly utilising Trust, local and national benchmarks to challenge decisions, and develop consistent staffing models and class structures for its academies. This is to ensure it makes the most efficient use of resource.

**GOING CONCERN**

After making appropriate enquiries, the Trust Board has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future.

The net balance sheet deficit principally relates to the local government pension scheme (LGPS) pension deficit of £4,991,000 (2022: £7,699,000), which is a long-term liability and is not expected to crystallize in the foreseeable future. Excluding the LGPS deficit would give a net balance sheet surplus of £4,554,265.

There are no significant cash commitments or other expenditure outflows planned in the coming year which give rise to material changes to the going concern assumption. Assumptions underpinning income for a primary MAT are consistent and predictable.

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 Statement of Accounting Policies.

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

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*Reserves Policy*

The Trust Board agreed that an appropriate level of reserve for the Trust would be 8% (£3,700,000) of the forecast following year total expenditure. This applies to the Trust as a whole and will ensure that unrestricted reserves are maintained and are appropriate for the size of MAT and associated liabilities. This also covers the use of reserves at an individual school level if it is felt appropriate.

The unrestricted reserves of £4,303,389 (2022: £3,956,247) (9.3% of forecast expenditure) is allocated to each academy on the basis of the funds transferred on conversion and any further unrestricted reserves they have been able to generate. The Trust does not currently pool unrestricted reserves for general use across the Trust.

Our restricted reserves thus show a surplus of £250,875 over what we think is appropriate. When considering our total reserves, however, we need to include the deficit of our part the LGPS (Local Government Pension Scheme). This is currently estimated to be ££4,991,000 (2022 £6,988,139), giving us a net deficit of £436,735 (2022 £3,031,891).

The value of the LGPS deficit is £4,991,000. This is not an immediate liability and arises on the valuation of future liabilities for pensions of scheme members. The Trust is required to offer the Local Government Pension Scheme (LGPS) to eligible employees under the terms of its funding agreement. The Trustees monitor the current and future levels of contribution to ensure the Trust can meet any increased contributions as they fall due. A significant gain on the fund (£3,495,000) has been recognised in the year due to the changes in discount rate following the wider economic fluctuations.

Current levels of reserves are maintained to ensure ongoing liquidity and support planned investment. It is also prudent to have the ability to meet unforeseen costs as they arise – this is monitored through regular cash flow reviews.

*Investment Policy*

The Trust Board is firmly committed to ensuring that all funds under its control are administered without exposing the Trust to undue risk. As such the Board does not consider the investment of surplus funds as a primary activity, but rather a requirement for the effective management of the various funds entrusted to the Board. Due to the nature of the funding cycle, the Academy may at times hold large cash balances, which may not be required for immediate use.

**PRINCIPAL RISKS AND UNCERTAINTIES**

The principal risks and uncertainties faced by the Trust are captured within the Trust's strategic risk register which is organised across 5 core risks as follows:

1. Our ability to respond to the needs of our diverse school profile when delivering a high-quality education.
2. Our ability to provide warm, safe, and secure environments across the Trust estate.
3. Our ability to govern, challenge and secure the continuous improvement of the Trust.
4. Our ability to respond to changes in funding/ expenditure caused by external factors.
5. Our ability to manage growth whilst ensuring standards across the Trust are maintained.

Each year, the strategic risk register is updated, and sub-risks under each of these headings are revised. The annual development plans for each executive owner are created around activities to address these sub-risks, progress on these is reported at each sub-committee meeting.

The strategic risk register as a whole is a standing item on the Audit & Risk Committee agenda.

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

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*Financial and Risk Management Objectives and Policies*

Financial policies and financial risks are reviewed regularly by the Finance and Estates Committee. Budgets are prepared on an annual basis and performance against budget and cash flow forecasts are reviewed regularly. At the year end, the Trust did not have any material liabilities which would have a significant effect on its liquidity.

**FUNDRAISING**

The academy Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees. No complaints have been raised within the current or prior year.

**PLANS FOR FUTURE PERIODS**

The Trust will seek to deliver on the details contained within its strategic plan, The DEMAT Promise. The five strategic goals that sit alongside The DEMAT Promise are:

- All DEMAT schools to be Good or better in Ofsted and SIAMS by 2025
- DEMAT to be recognised as a system leader Trust by 2025
- DEMAT to diversify its portfolio alongside considered growth within the diocese
- DEMAT to be recognised nationally for valuing its people and its organisational health
- DEMAT to develop a delivery plan for a single IT ecosystem

In 22-23 we delivered the publication of our People Strategy, we launched the IT Transformation project supported by the DfE Connecting the Classroom project, and launched CompleteMaths across the schools. Operational activity in 2023-2024 will focus on actions that continue achieve the strategic plan milestones. This will include the appointment of a Head of Digital Infrastructure and Data Analytics, the continuation of the IT transformation project, and a specific focus on the development of Behaviour playbooks in each school.

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

STREAMLINED ENERGY AND CARBON REPORTING

UK Greenhouse gas emissions and energy use data for the period	1 September 2022 to 31 August 2023	1 September 2021 to 31 August 2022
Energy consumption used to calculate emissions (kWh)	5,836,750	6,217,617
(Litres)	117,175	119,635
(Miles)	90,724	45,307
<u>Energy consumption break down</u>		
• Gas (kWh)	3,511,016	3,730,149
• Electricity (kWh)	2,219,908	2,487,468
• Burning Oil (Litres)	117,175	119,636
• LPG (Litres)	30,729	12,225
• Transport fuel (Miles)	90,724	45,307
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas consumption	640.97	667.25
Burning oil consumption	30.29	30.15
LPG consumption	7.42	2.56
Owned transport – mini-buses		
<u>Total scope 1</u>	678.68	365.54
<u>Scope 2 emissions in metric tonnes CO2e</u>		
Purchased electricity	459.69	459.56
<u>Scope 3 emissions in metric tonnes CO2e</u>		
Business travel in employee-owned vehicles	24.41	12.06
<u>Total gross emissions in metric tonnes CO2e</u>	1,162.78	1,171.58
<u>Intensity ratio</u>		
Tonnes CO2e per pupil	0.145	0.146

*Prior year comparatives have been updated to reflect a change in calculation*

Quantification and reporting methodology:

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2023 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

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

Measures taken to improve energy efficiency

We have been working with schools to improve the operational energy efficiencies in their sites by controlling their heating correctly in seasonal times to reduce usage. Also to implement controls to turn off lights in areas when not in uses.

As a Trust we have continued with our capital program to improve heating systems and insulation of our buildings to reduce heat loss and improve efficiencies.

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

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We are working to implement a Trust wide Environmental policy which will continue to reduce our footprint further.

The mileage data increased due to the recruitment of additional central team staff whose roles require them to visit numerous schools.

Other specific measures include;

- Working through a capital schedule to improve insulation within schools by
  - Renewing/adding insulation in roofs and wall spaces
  - Replacing roofs as deemed necessary
  - Replacing windows/doors as deemed necessary
  - Replacing lights in schools with energy efficient LED systems.
  - Updating of heating control systems to improve control of heating systems.
- Monitoring utility use across the portfolio to understand where reduction in usage can be made.
- Work with individual academies to highlight where reductions can be made.
- All worn equipment is to be replaced with equipment that has a higher energy rating than current.
- Opening of satellite offices to reduce mileage. These are in use within school sites so do not show more than cursory energy increase.

The Facilities team are also reviewing available grants to increase the funds for accelerating the energy efficiency development of the Trust estate.

Measures taken to reduce carbon usage

The main measures the Trust has taken in the year to reduce carbon usage is to develop the localised, training hubs, to reduce the need for Trust staff to travel across the Trust and continue to utilise video conferencing for internal and external meetings.

As the energy efficiency strategy develops, and capital projects incorporate more energy efficient elements, the scope 2 emissions should begin to reduce, this will be supplemented by additional internal reporting and analysis to ensure progress is made.

**AUDITORS**

In so far as the Trustees are aware:

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

Trustees' report, incorporating a strategic report, was approved by order of the members of the board of trustees on 15 December 2023 and signed on their behalf, by:



**Helen Jackson**  
**Chair of Trustees**



**Adrian Ball**  
**Accounting Officer**



## **GOVERNANCE STATEMENT**

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### **Scope of Responsibility**

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

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

### **Governance**

#### Conflicts of interest

All Trustees and Senior Management Team are required to complete an annual declaration of interests form, and each Board and Committee agenda has a standing item for declaration of conflicts of interest. This ensures all existing and new conflicts of interest can be appropriately managed at executive and Board level.

#### Coverage of work

The Board and its Committee have undertaken all challenge and monitoring of the areas required in the scheme of delegation, including educational attainment and progress, review and update of the strategic risk register, health and safety compliance, trust-wide restructures, key procurement approvals, capital spend and property improvement and review of internal scrutiny reports.

#### Board performance, assessment of effectiveness and challenges arising the in year

The Board identified that as a number of Trustee terms ended, it would be appropriate to review the composition and skill set of the remaining members, including the number of Trustees in total, relative to the size and complexity of the Trust. The incoming Chair also undertook a review with remaining Trustees on any areas of governance they believed could be improved, and has actioned those suggestion. This included a review of the Terms of Reference, the agendas for each Committee and the Board itself and the appointment of an external, professional clerk to the Board.

The most significant challenge in the year has been the transition between the outgoing Chair and Trustees and the recruitment of new Trustees.

An external governance review was undertaken in Summer 2020, and the majority of actions have been implemented and embedded, the Board will consider the need and scope of any further reviews in the 22/23 academic year, following the conclusion of the recruitment of new Trustees.

#### Quality of data

The data used by the Board is produced by the Executive team, supplemented by external, specialist advice where relevant (such as legal or compliance matters). The majority of data used by the Board is produced as part of a regular reporting cycle by the executive and has been through at least two reviews to check its accuracy and validity.

Where there are particularly complex matters which require the aggregation of large volumes of data, such as the budget, individual Trustees have taken the opportunity to review and challenge this underlying data, so they can report back to the Board or Committee regarding the controls around the production of the presented data.

The decisions made by the Board following review and challenge of the data have led to the expected changes, and as such the Board believes the quality of data to be acceptable.

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

**GOVERNANCE STATEMENT (continued)**

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There has been a change to the Board in the year, the Chair of the Board, Mike Younger, resigned. The Chair role was filled by Helen Jackson, an existing Trustee and Chair of the Personnel Committee.

The Board and the members engaged in a recruitment process with a third-party recruiter to fill vacant posts, in line with the skills and expertise needed to deliver the DEMAT 2025 strategic plan, this resulted in the appointment of three new trustees, Peter Jarritt, Kate Griffiths-Lambeth, and Neil Gilbride.

Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
Adrian Ball	5	5
John Bradshaw	5	5
Keith Carne	4	5
Wendy Garrard	4	5
Neil Gilbride	2	3
Kate Griffiths-Lambeth	4	4
The Venerable Dr Alex Hughes	4	5
Helen Jackson	5	5
Peter Jarritt	4	4
Andrew Read	3	5
Mike Younger	4	4

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**The Diocese of Ely Multi-Academy Trust**  
**(A Company Limited by Guarantee)**

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**GOVERNANCE STATEMENT (continued)**

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The Finance and Estates Committee is a sub-committee of the Trust Board. Its purpose is to review and advise the Trust Board on the financial performance of the Trust and the safeguarding and use of its assets.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Adrian Ball	4	4
John Bradshaw	4	4
Keith Carne	4	4
Kate Griffiths-Lambeth	2	4
Peter Jarritt	3	3
Andrew Read	1	4

The Standards and Ethos Committee is a sub-committee of the Board. It monitors standards and the performance for each academy and how ethos contributes to establishing a purposeful learning environment which enables, regardless of ability or gender, to make maximum progress in relation to their starting points.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Adrian Ball	3	3
Wendy Garrad	3	3
Kate Griffiths-Lambeth	1	2
Helen Jackson	3	3
Andrew Read	2	3
Mike Younger	3	3

The Audit & Risk Committee is a sub-committee of the Trust Board. Its purpose is to review and advise the Trust Board on the responsibilities in relation to an entity's financial reporting, internal control system, risk management system and internal and external audit functions.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Adrian Ball	3	3
John Bradshaw	3	3
Wendy Garrad	1	2
Kate Griffiths-Lambeth	3	3
Helen Jackson	2	3
Peter Jarritt	2	2
Andrew Read	0	3
Mike Younger	3	3

**GOVERNANCE STATEMENT (continued)**

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The Personnel Committee is a sub-committee of the Trust Board. Its purpose is to assist and advise the Board on matters relating to the remuneration of Trust personnel and strategic HR direction, in order to motivate and retain Trust staff and ensure that the Trust is able to attract the best talent.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Adrian Ball	3	3
John Bradshaw	3	3
Kate Griffiths-Lambeth	2	2
Helen Jackson	3	3
Andrew Read	3	3
Mike Younger	2	3

The Remuneration Committee is a sub-committee of the Trust Board. Its purpose is to assist and advise the Board on matters relating to the remuneration of senior management personnel. It meets formally once a year, more if required due to senior leader changes. The sub-committee meets in a monitoring and advisory capacity in advising the Trust Board, Personnel Committee and Finance & Estates Committee on remuneration of senior management.

Trustee	Meetings attended	Out of a possible
Adrian Ball	3	3
John Bradshaw	3	3
Keith Carne	2	3
Andrew Read	3	3
Helen Jackson	3	3
Mike Younger	3	3

**Review of Value for Money**

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

## **GOVERNANCE STATEMENT (continued)**

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

- Embedded robust ICFP model for 2022/2023, including ensuring target monitoring and support for individual academies.
- Targeted restructures in individual academies to align their expenditure with their pupil numbers and areas of need within their academy.
- Continue to challenge leaders across the Trust on their deployment of staff, including agency staff, and align more closely with national staffing benchmarks.
- Reviewed the resources available for improvements in contract management and procurement.
- Transitioned academies into existing group contracts.

### **The Purpose of the System of Internal Control**

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

### **Capacity to Handle Risk**

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks, that has been in place for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed.

## **GOVERNANCE STATEMENT (continued)**

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### **The Risk and Control Framework**

This comprises a framework of regular management information and administrative procedures. In particular, it includes:

- Identification and management of risks in all functional areas
- Comprehensive monitoring systems, including monthly operational reporting to CEO and strategic reporting to Board/Committees as necessary, including extraordinary meetings should the need arise
- External review and moderation of the Trust response to risk, and its processes and controls
- Review and comparison against appropriate benchmarks in each functional area

All of the above include but are not limited to financial risks.

The Board identified two areas for review in the period;

- IT infrastructure
- Budgeting/value for money

An external review of IT infrastructure and systems was carried out in Spring 2023. Findings indicated a number of actions required to bring the IT provision across the Trust up to standard. This review has informed the development of the IT Transformation project action plan and will be reviewed through Finance & Estates committee throughout the delivery period.

Budgeting and value for money was reviewed internally, with the intention of commissioning a third-party review in the Summer term, however the offer of a voluntary SRMA (School Resource Management Advisor) visit was instead incorporated into the internal scrutiny plan for this purpose. This appeared proportionate to the risks and would supplement the progress being made in this area by a subject matter expert.

The report from the SRMA was issued in July 2022 and highlighted the additional work that had been done to improve the budgeting process, particularly around the budgeting of staff costs.

### **Review of Effectiveness**

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

- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework;
- Third parties engaged to provide specific assurance.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance & Estates and Audit & Risk Committees 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 15 December 2023 and signed on their behalf, by:



**Helen Jackson**  
**Chair of Trustees**



**Adrian Ball**  
**Accounting Officer**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of DEMAT 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 Trust Handbook 2022.

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

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



**Adrian Ball**  
**Accounting Officer**

Date: 15 December 2023

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

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The Trustees (who act as governors of DEMAT and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Strategic Report, the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction issued 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 year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 the 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 on 15 December 2023 and signed on its behalf by:



**Helen Jackson**  
**Chair of Trustees**



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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF DEMAT**

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**Opinion**

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

In our opinion, the financial statements:

- give a true and fair view of the state of the academy trust's affairs as of 31 August 2023 and of its incoming resources and application of resources, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF DEMAT  
(CONTINUED)**

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

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

- the information given in the Trustees' Report (which includes the strategic report and the directors' report for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' Report have been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the strategic report and the directors' 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 by the charitable company; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees for the financial statements**

As explained more fully in the Statement of Trustees' Responsibilities set out on page 23, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF DEMAT  
(CONTINUED)**

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**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in 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:

Based on our understanding of the academy trust and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to health and safety, employment law, GDPR, safeguarding, academy regulations and charity law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Academies Account Direction 2021- 2022, Companies Act and Charities Act 2011, and consider other factors such as VAT and payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements including the risk of override of controls, and determined the principal risks were related to the improper recognition of revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Enquires of management regarding correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Testing journals posted during the year; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of 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 auditor's report.

**Use of our report**

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

Kathryn Burton (Senior Statutory Auditor)  
For and on behalf of Haysmacintyre LLP, Statutory Auditor  
[date]  
10 Queen Street Place  
London, EC4R 1AG

**INDEPENDENT REPORTING AUDITORS' ASSURANCE REPORT ON REGULARITY TO DEMAT AND THE  
EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 15 October 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by DEMAT during the year 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to DEMAT and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Diocese of Ely Multi-Academy Trust and the 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 DEMAT and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of DEMAT's Accounting Officer and the reporting accountant**

The Accounting Officer is responsible, under the requirements of DEMAT's funding agreement with the Secretary of State for Education dated 28 June 2013 (Bury), 1 October 2013 (Stanground), 27 March 2014 (Weeting and Duchy), 30 April 2014 (St Martin), 27 June 2014 (Norman), 30 September 2014 (Runcton Holme, Wormegay and All Saints Academy), 30 October 2014 (Mepal & Witcham and St Peters), 31 October 2014 (William De Yaxley and St Andrews), 30 January 2015 (Ely St Mary) and 26 February 2015 (Anthony Curton, Tilney All Saints, Hilgay, Ten Mile Bank and Marshland St James, St Mary's St Neots), 11 July 2016 (Ermine Street), 9 June 2016 (Guilden Morden and Wisbech St Mary), 31 October 2016 (St Christopher's), 26 April 2017 (Guyhirn), 31 May 2017 (Milton), 30 June 2017 (St John's Huntingdon), 19 December 2017 (Babraham), 25 October 2017 (Elm Church of England Primary School), 31 January 2018 (Farcet Church of England Primary School & Orchards Church of England Primary School), 27 April 2018 (Stilton Church of England Primary School), 28 November 2017 (Thriplow Church of England Primary School), 31 August 2018 (St Botolph's), 29 August 2018 (Swaffham Prior), 27 March 2019 (Holme Church of England Primary School), 26 October 2018 (Swaffham Bulbeck), 28 February 2019 (St Luke's Church of England Primary School), 30 April 2019 (Oakington Church of England Primary School), 28 January 2019 (The Pathfinder Church of England Primary Academy) and the Academies Financial Handbook extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed, and income received during the year 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**INDEPENDENT REPORTING AUDITORS' ASSURANCE REPORT ON REGULARITY TO DEMAT AND THE  
EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)**

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**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2022 to 2023 issued by the 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's income and expenditure.

The work undertaken to draw to our conclusion includes:

- Assessment of the control environment operated by the Academy Trust.
- Walkthrough testing of controls to ensure operational effectiveness.
- Substantive testing on a sample of expenditure items, ensuring expenditure is in accordance with the funding agreement and appropriately authorised.
- Detailed testing on a selection of expense claims, credit card statements and debit card payments.
- Review of minutes, bank certificates and related party declarations provided by Governors.

**Conclusion**

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

**Haysmacintyre LLP**

Reporting Accountant

10 Queen Street Place  
London  
EC4R 1AG

December 2023

**The Diocese of Ely Multi-Academy Trust**  
**(A Company Limited by Guarantee)**

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

	Note	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Restricted Fixed Asset Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
<b>INCOME FROM:</b>						
Donations and capital grants	2	186,536	-	2,170,527	2,357,063	1,486,792
Charitable activities	3	20,773	42,830,955	-	42,851,728	40,573,785
Other trading activities	4	175,352	252,569	-	427,921	435,712
Investments	5	1,013	-	-	1,013	834
Funds inherited on conversion		11,804	-	-	11,804	109,443
<b>TOTAL INCOME:</b>		<b>395,478</b>	<b>43,083,524</b>	<b>2,170,527</b>	<b>45,649,529</b>	<b>42,606,566</b>
<b>EXPENDITURE ON:</b>						
Charitable activities	6	48,336	44,489,344	2,011,693	46,549,373	47,315,391
<b>TOTAL EXPENDITURE</b>		<b>48,336</b>	<b>44,489,344</b>	<b>2,011,693</b>	<b>46,549,373</b>	<b>47,315,391</b>
<b>NET INCOME / (EXPENDITURE)</b>						
<b>BEFORE TRANSFERS</b>		<b>347,142</b>	<b>(1,405,820)</b>	<b>158,834</b>	<b>(899,844)</b>	<b>(4,708,825)</b>
Transfers between Funds	17	-	-	-	-	-
<b>NET INCOME / (EXPENDITURE) BEFORE OTHER GAINS AND LOSSES</b>						
		<b>347,142</b>	<b>(1,405,820)</b>	<b>158,834</b>	<b>(899,844)</b>	<b>(4,708,825)</b>
Actuarial gains on defined benefit pension schemes	23	-	3,495,000		3,495,000	26,112,000
<b>NET MOVEMENT IN FUNDS</b>		<b>347,142</b>	<b>2,089,180</b>	<b>158,834</b>	<b>2,595,156</b>	<b>21,403,175</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		3,956,248	(8,188,481)	1,200,342	(3,031,891)	(24,435,066)
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>4,303,390</b>	<b>(6,099,301)</b>	<b>1,359,176</b>	<b>(436,735)</b>	<b>(3,031,891)</b>

The notes on pages 31 to 61 form part of these financial statements.

**The Diocese of Ely Multi-Academy Trust**  
**(A Company Limited by Guarantee)**

**REGISTERED NUMBER: 08464996**  
**BALANCE SHEET**  
**AS AT 31 AUGUST 2023**

		<b>2023</b>		<b>2022</b>	
	<b>Note</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>FIXED ASSETS</b>					
Tangible assets	13		1,020,949		1,100,878
<b>CURRENT ASSETS</b>					
Debtors	14	2,149,109		1,319,386	
Cash at bank and in hand	20	5,401,410		4,809,517	
		<u>7,550,519</u>		<u>6,128,903</u>	
<b>CREDITORS: amounts falling due within one year</b>	15	<u>(3,946,555)</u>		<u>(2,473,495)</u>	
<b>NET CURRENT ASSETS</b>			<u>3,603,964</u>		<u>3,655,408</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>4,624,913</u>		<u>4,756,286</u>
<b>CREDITORS: amounts falling due after more than one year</b>	16		<u>(70,648)</u>		<u>(89,177)</u>
<b>NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES</b>			<u>4,554,265</u>		<u>4,667,109</u>
Defined benefit pension scheme liability	23		<u>(4,991,000)</u>		<u>(7,699,000)</u>
<b>NET LIABILITIES INCLUDING PENSION SCHEME LIABILITIES</b>			<u>(436,735)</u>		<u>(3,031,891)</u>
<b>FUNDS OF THE ACADEMY</b>					
Restricted funds	17	(1,108,301)		(489,481)	
Restricted fixed asset funds	17	<u>1,359,176</u>		<u>1,200,342</u>	
Restricted funds excluding pension liability		<u>250,875</u>		<u>710,861</u>	
Pension reserve		<u>(4,991,000)</u>		<u>(7,699,000)</u>	
Total restricted funds		<u>(4,740,125)</u>		<u>(6,988,139)</u>	
Unrestricted funds	17	<u>4,303,390</u>		<u>3,956,247</u>	
<b>TOTAL DEFICIT</b>			<u>(436,735)</u>		<u>(3,031,891)</u>

The financial statements were approved by the Trustees, and authorised for issue, on 15 December 2023 and are signed on their behalf, by:



**Helen Jackson**  
**Chair of Trustees**

The notes on pages 31 to 61 form part of these financial statements.

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**The Diocese of Ely Multi-Academy Trust**  
**(A Company Limited by Guarantee)**

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

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	Note	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	19	(1,269,912)	(1,428,107)
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(290,193)	(347,441)
Capital grants from DfE/ESFA		2,170,527	1,294,158
		<u>1,880,334</u>	<u>946,717</u>
<b>Net cash used in investing activities</b>			
		610,422	(481,390)
<b>Change in cash and cash equivalents in the period</b>			
<b>Cash and cash equivalents brought forward</b>		4,706,648	5,188,038
		<u>5,317,070</u>	<u>4,706,648</u>
<b>Cash and cash equivalents carried forward</b>			

Supporting notes of cash flow are shown in notes 19 to 21.



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

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**1. ACCOUNTING POLICIES**

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

**1.1 General information**

The company is limited by guarantee, incorporated in England and Wales (company number: 08464996). The Company's registered office address is Bishop Woodford House, Barton Road, Ely, Cambridgeshire, CB7 4DX.

**1.2 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 historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

DEMAT constitutes a public benefit entity as defined by FRS 102.

**1.3 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 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 operation existence for the foreseeable future and that 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.

**1.4 Fund accounting**

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Department for Education 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 and include grants from the Department for Education.

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

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1. ACCOUNTING POLICIES (continued)

1.5 Income

All income is recognised once the Trust has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

- **Grants**

Grants are included in the Statement of Financial Activities Incorporating Income and Expenditure Account 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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of Financial Activities Incorporating Income and Expenditure Account in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

- **Donations**

Donations are recognised on a receivable basis where there is certainty of receipt, and the amount can be reliably measured.

- **Other Income**

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the services.

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

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**1. ACCOUNTING POLICIES (continued)**

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

All resources expended are inclusive of irrecoverable VAT.

**1.7 Tangible fixed assets and depreciation**

All assets costing more than £1,000 are capitalised.

Where tangible fixed assets have been acquired with the aid of specific grants, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities Incorporating Income and Expenditure Account 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 Incorporating Income and Expenditure Account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Land and buildings are not recognised by the Trust, capital grants received to cover expenditure on land and buildings are recognised when received and matched to a corresponding grant expenditure to church trustees or other body that holds the land and buildings as a donation and not income from charitable activities.

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

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**1. ACCOUNTING POLICIES (continued)**

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures & Fittings	- 20% straight line per annum
Technology & Computer Equipment	- 33.3% straight line per annum

**1.8 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the academy; this is normally upon notification of the interest paid or payable by the Bank.

**1.9 Operating leases**

Rentals under operating leases are charged to the Statement of Financial Activities incorporating Income and Expenditure Account on a straight-line basis over the lease term.

**1.10 Debtors**

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

**1.11 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.

**1.12 Liabilities and provisions**

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 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. Provisions are measured at the best estimate of the amounts required to settle the obligation.

**1.13 Financial Instruments**

The Trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.14 Taxation**

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

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

**1.15 Pensions**

Retirement benefits to employees of the Trust are provided by the Teachers' Pension Scheme ("TPS"), the Local Government Pension Scheme ("LGPS"), the Church Workers' Pension Scheme ("CWPF") and the NEST Scheme. The TPS & LGPS are defined benefit schemes, and the assets are held separately from those of the Trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 23 the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore 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 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 Incorporating Income and Expenditure Account 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.

The CWPF and Nest are defined contribution schemes, and the assets are held separately from those of the Trust. Contributions to the CWPF are fixed at 10% of the employees' salary, employer contributions to the NEST scheme depend on the employee contributions but the minimum combined contribution is 8%. The amounts charged to the statement of financial activities are the employer contributions for the period which are paid to the Scheme in cash.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.16 Critical accounting estimates and areas of judgement**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, 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 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The accounting policies have been applied consistently in dealing with items which are considered material in relation to the Academy Trust's financial statements.

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

2. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted	Restricted	Restricted Fixed Asset	Total	Total
	Funds	Funds	Funds	Funds	Funds
	2023	2023	2023	2023	2022
	£	£	£	£	£
Donations	186,536	-	-	186,536	192,634
Capital Grants	-	-	2,170,527	2,170,527	1,294,158
<b>Total donations and capital grants</b>	<b>186,536</b>	<b>-</b>	<b>2,170,527</b>	<b>2,357,063</b>	<b>1,486,792</b>

In 2022, of the total income from donations and capital grants, £192,634 was to unrestricted funds and £1,294,158 was to restricted fixed asset funds.

3. FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
<b>ESFA/DfE grants</b>				
General Annual Grant (GAG)	-	37,004,085	37,004,085	35,020,071
Pupil premium	-	2,293,122	2,293,122	2,134,675
	-	39,297,207	39,297,207	37,154,746
<b>Other Government Grants</b>				
Local authority grants	-	2,326,706	2,326,706	1,881,551
Other income from the Trust's operations	20,773	1,207,042	1,227,815	1,537,488
	20,773	42,830,955	42,851,728	40,573,785

In 2022, of the total income from charitable activities, £20,255 was to unrestricted funds and £40,553,530 was to restricted funds.

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

4 OTHER TRADING ACTIVITIES

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Hiring of facilities	170,819	-	170,819	145,864
Other Income	4,533	-	4,533	8,774
Catering income	-	252,569	252,569	281,074
	<u>175,352</u>	<u>252,569</u>	<u>427,921</u>	<u>435,712</u>

In 2022, of the total income from trading activities, £154,638 was to unrestricted funds and £281,074 was to restricted funds.

5. INVESTMENT INCOME

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Short term deposits	1,013	-	1,013	834

In 2022 all the investment income was to unrestricted funds.



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

6. CHARITABLE ACTIVITIES

	Total Funds 2023 £	Total Funds 2022 £
<b>DIRECT COSTS - EDUCATIONAL OPERATIONS</b>		
Wages and salaries	21,513,403	21,097,595
National insurance	2,028,535	1,966,106
Pension cost	4,600,879	4,722,834
Educational supplies	1,533,311	1,469,866
Staff Development	182,504	165,789
Educational consultancy	313,469	427,503
Other Direct Costs	379,996	360,892
	<u>30,552,097</u>	<u>30,210,585</u>
	Total Funds 2023 £	Total Funds 2022 £
<b>SUPPORT COSTS - EDUCATIONAL OPERATIONS</b>		
Wages and salaries	4,997,030	4,647,474
National insurance	370,177	303,027
Pension cost	1,018,671	852,509
Depreciation	370,129	424,922
DBS Finance Cost	333,000	521,000
Technology costs	900,380	599,710
Recruitment and support	11,251	93,162
Maintenance of premises and equipment	2,385,160	2,129,980
Cleaning	425,231	381,077
Rent & rates	426,115	326,656
Energy costs	1,024,488	683,900
Insurance	251,338	236,523
Security and transport	23,595	21,985
Catering	1,859,424	1,074,542
Bank interest and charges	12,584	15,158
Other support costs	1,588,703	4,759,158
	<u>15,997,276</u>	<u>17,070,783</u>
	<u>46,549,373</u>	<u>47,281,368</u>
<b>OTHER ACTIVITIES</b>		
Governance Costs	-	34,023
	<u>46,549,373</u>	<u>47,315,391</u>

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

**7. EXPENDITURE**

	<b>Staff Costs £</b>	<b>Premises £</b>	<b>Other Costs £</b>	<b>Total 2023 £</b>
Activities:				
Direct costs	28,142,817	-	2,409,280	30,552,097
Support costs	6,385,878	4,847,265	4,764,133	15,997,276
Support costs:				
Governance	-	-	-	-
	<u>34,528,695</u>	<u>4,847,265</u>	<u>7,173,413</u>	<u>46,549,373</u>

Comparative costs in respect of prior periods

	<b>Staff Costs £</b>	<b>Premises £</b>	<b>Other Costs £</b>	<b>Total 2022 £</b>
Activities:				
Direct costs	27,786,535	-	2,424,050	30,210,585
Support costs	5,803,010	4,021,184	7,246,589	17,070,783
Support costs:				
Governance	-	-	34,023	34,023
	<u>33,589,545</u>	<u>4,021,184</u>	<u>9,704,662</u>	<u>47,315,391</u>

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

	<b>2023 £</b>	<b>2022 £</b>
This is stated after charging:		
Depreciation of tangible fixed assets:		
- owned by the charity	370,123	424,926
Auditors' remuneration - audit	52,000	49,800
Auditors' remuneration - other services	14,125	16,100

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

**9. STAFF COSTS**

	<b>2023 £</b>	<b>2022 £</b>
Staff costs were as follows:		
Wages and salaries	25,274,729	24,892,118
Social security costs	2,398,712	2,269,133
Operating costs of defined benefit pension schemes	5,619,550	5,575,343
	<u>33,292,991</u>	<u>32,736,594</u>
Supply teacher costs	858,661	599,353
Staff restructuring costs	377,043	253,598
	<u>34,528,695</u>	<u>33,589,545</u>

Staff restructuring costs comprise;

	<b>2023 £</b>	<b>2022 £</b>
Redundancy payments	100,341	85,784
Severance payments	175,192	103,489
LGPS pension strain on redundancy	101,510	64,325
	<u>377,043</u>	<u>253,598</u>

Included in staff restructuring costs are a number of non-contractual severance payments, none of which exceed £50,000 per payment but are a total of £56,924 (2022: £26,150).

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

	<b>2023 No.</b>	<b>2022 No.</b>
Teachers	339	417
Management	12	6
Administration and Support	737	743
	<u>1,088</u>	<u>1,166</u>

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

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**9. STAFF COSTS (continued)**

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

	<b>2023 No.</b>	<b>2022 No.</b>
In the band £60,001 - £70,000	19	20
In the band £70,001 - £80,000	9	6
In the band £80,001 - £90,000	5	1
In the band £90,001 - £100,000	1	2
In the band £130,000 - £140,000	-	-
In the band £140,001- £150,000*	1	1
In the band £150,001 - £160,000	1	-

\* This band includes a member of staff who would normally fall in a lower bracket, however, because of a contractual severance payment they are included in the £140,001-£150,000 band

Twenty-five of the above employees participated in the Teacher's Pension Scheme. During the period ended 31 August 2023 employer's pension contributions for these staff amounts to £504,413 (2022: £407,210).

The key management personnel of the academy trust comprise the trustees and the senior management team. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £1,220,086 (2021: £616,822). The increase reflects a change in the structure of the senior leadership team and the inclusion of 4 hub directors.

**10. CENTRAL SERVICES**

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

- Financial services
- HR Services
- Legal services
- Educational support services
- Others as arising

The Trust pools the lump sum element of the academies GAG funding, and all central costs are covered by the pool prior to it being split between the academies by need. No deductions are taken from Pupil premium, insurance, or any other ad hoc funding.

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

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**11. TRUSTEES' REMUNERATION AND EXPENSES**

One trustee has been paid remuneration from employment with the academy trust. The Chief Executive Officer only receives remuneration in respect of services they provide undertaking their role of CEO under their contracts of employment, and not in respect of their role as trustee. The value of their remuneration and other benefits was as follows:

A Ball (staff trustee) FTE equivalent: 1 (2022: 1 FTE)  
Remuneration £150,000-£160,000  
Employer's pension contributions £15,000 - £20,000

During the year ended 31 August 2023, travel and subsistence expenses totaling £2,825 (2022: £nil) were paid on behalf of 1 Trustee (2022: 1)

**12. TRUSTEES' AND OFFICERS' INSURANCE**

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

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

13. TANGIBLE FIXED ASSETS

	Fixtures and Fittings £	Technology And Computer equipment £	Total £
<b>Cost</b>			
At 1 September 2022	1,794,888	1,307,379	3,102,267
Additions	6,058	284,135	290,193
Disposals	-	-	-
At 31 August 2023	1,800,946	1,591,514	3,392,460
<b>Depreciation</b>			
At 1 September 2022	1,033,249	968,139	2,001,388
Charge for the year	194,452	175,671	370,123
Disposals	-	-	-
At 31 August 2023	1,227,701	1,143,810	2,371,511
<b>Net Book value</b>			
At 31 August 2023	573,245	447,704	1,020,949
At 31 August 2022	761,639	339,240	1,100,879

14. DEBTORS

	2023 £	2022 £
Trade debtors	137,758	81,227
Other debtors	-	123,030
Prepayments and accrued income	1,436,317	759,041
Tax recoverable	575,034	356,088
	2,149,109	1,319,386

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

**15. CREDITORS: Amounts falling due within one year**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Other loans	13,692	13,692
Trade creditors	986,975	197,551
Other taxation and social security	485,667	436,931
Other creditors	669,082	635,235
Accruals and deferred income	1,791,139	1,190,086
	<u>3,946,555</u>	<u>2,473,495</u>
<b>Deferred income</b>		
Deferred income at 1 September 2022	514,844	282,712
Resources deferred during the year	785,338	514,844
Amounts released from previous years	(514,844)	(282,712)
	<u>785,338</u>	<u>514,844</u>

Deferred income at the 2023 year-end relates to Universal Infant Free School meal grants, trip income, local authority funding and rates relief for the 2023/24 school year received before the balance sheet date.

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

16. CREDITORS: Amounts falling due after more than one year

	2023 £	2022 £
Other loans	70,648	89,177

Included within the above are amounts falling due as follows:

	2023 £	2022 £
<b>Between two and five years</b>		
Other loans	35,324	35,324
<b>Over five years</b>		
Other loans	35,324	53,853

Creditors include amounts not wholly repayable within 5 years as follows:

Included within the above are amounts falling due as follows:

	2023 £	2022 £
Repayable by instalments	35,324	53,853

All loan balances are Salix loans for energy improvements, across two schools, All Saints and Milton. They are fully repayable over 4-15 years.



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

17. STATEMENT OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers In/out £	Gains/ (Losses) £	Carried Forward £
<b>Unrestricted Funds</b>						
General Funds	3,956,248	395,478	48,336	-	-	4,303,390
<b>Restricted Funds</b>						
General Annual Grant (GAG)	(489,481)	38,211,127	38,829,947	-	-	(1,108,301)
Pupil Premium	-	2,545,691	2,545,691	-	-	-
Other ESFA Grants	-	-	-	-	-	-
Startup grant	-	-	-	-	-	-
LEA Grant	-	2,326,706	2,326,706	-	-	-
Pension reserve	(7,699,000)	-	787,000	-	3,495,000	(4,991,000)
	(8,188,481)	43,083,524	44,489,344	-	3,495,000	(6,099,301)
<b>Restricted fixed asset funds</b>						
Fixed Assets on conversion	82,729	-	-	-	-	82,729
Catering	6,376	-	-	-	-	6,376
DFC	847,406	760,179	707,964	-	-	899,621
SCA	965,702	1,044,803	1,044,803	-	-	965,702
Other Capital Grants	(701,871)	365,545	258,926	-	-	(595,252)
	1,200,342	2,170,527	2,011,693	-	-	1,359,176
Total restricted Funds	(6,988,139)	45,254,051	46,501,037	-	3,495,000	(4,740,125)
Total of Funds	(3,031,891)	45,649,529	46,549,373	-	3,495,000	(436,735)

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

17. STATEMENT OF FUNDS (continued)

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

	Brought Forward £	Income £	Expenditure £	Transfers In/out £	Gains/ (Losses) £	Carried Forward £
<b>Unrestricted Funds</b>						
General Funds	3,572,395	477,804	93,951	-	-	3,956,248
<b>Restricted Funds</b>						
General Annual Grant (GAG)	(21,639)	36,537,304	37,005,146	-	-	(489,481)
Pupil Premium	-	2,415,749	2,415,749	-	-	-
Other ESFA Grants	-	-	-	-	-	-
Startup grant	-	-	-	-	-	-
LEA Grant	-	1,881,551	1,881,551	-	-	-
Pension reserve	(29,705,000)	-	4,106,000	-	26,112,000	(7,699,000)
	(29,726,639)	40,834,604	45,408,446	-	26,112,000	(8,188,481)
<b>Restricted fixed asset funds</b>						
Fixed Assets on conversion	82,729	-	-	-	-	82,729
Catering	6,376	-	-	-	-	6,376
DFC	847,406	242,052	242,052	-	-	847,406
SCA	965,702	1,052,106	1,052,106	-	-	965,702
Other Capital Grants	(183,036)	-	518,835	-	-	(701,871)
	1,719,177	1,294,158	1,812,993	-	-	1,200,342
Total restricted Funds	(28,007,462)	42,128,762	47,221,439	-	26,112,000	(6,988,139)
Total of Funds	(24,435,067)	42,606,566	47,315,390	-	26,112,000	(3,031,891)

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

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**17. STATEMENT OF FUNDS (continued)**

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

General Annual Grant - To be used for funding the school operating costs.

Other ESFA Grant - To be used for funding the school operating costs.

LEA Grant - To be used towards the costs of providing special educational needs

Startup grant - To be used towards the legal, professional and other costs of conversion.

Catering - To be used to purchase capital catering equipment for Universal Infant Free School Meals.

DFC - To be used towards capital projects meeting the ESFA's requirements.

SCA - To be used towards capital projects meeting the ESFA's requirements.

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023.

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

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**17. STATEMENT OF FUNDS (continued)**

**ANALYSIS OF ACADEMIES BY FUND BALANCE**

As of 1<sup>st</sup> September 2020, all reserves were centrally recorded, fund balances at 31 August 2023 were allocated as follows;

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Central Services	3,195,089	3,466,767
Total before fixed asset fund and pension reserve	3,195,089	3,466,767
Restricted fixed asset fund	1,359,176	1,200,342
Pension reserve	(4,991,000)	(7,699,000)
Total:	<u>(436,735)</u>	<u>(3,031,891)</u>

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

17. STATEMENT OF FUNDS (continued)

ANALYSIS OF ACADEMIES BY COST

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

	Teaching and Educational Support staff Costs £	Other support staff costs £	Educational supplies £	Other costs Excluding Depreciation £	Total 2023 £	Total 2022 £
Bury	627,811	60,450	50,253	142,147	880,661	881,452
St Johns, Stanground	771,861	87,127	69,774	192,865	1,121,627	1,057,031
Duchy of Lancaster	359,196	58,409	33,429	81,931	532,965	502,776
Weeting	591,182	83,694	33,014	82,850	790,740	725,718
St Martin at Shouldham	628,373	111,776	50,516	133,986	924,651	1,112,954
The Norman, Northwold	448,694	116,384	39,888	72,949	677,915	455,901
All Saints	292,774	59,891	25,432	80,386	458,483	453,659
St Peter's	964,322	140,173	59,591	100,453	1,264,539	1,259,536
Anthony Curton	632,959	146,305	48,403	101,357	929,024	902,979
Tilney All Saints	343,860	53,273	26,616	58,508	482,257	399,069
William De Yaxley	779,456	92,442	86,113	149,323	1,107,334	1,036,189
Mepal and Witcham	433,511	52,026	59,709	78,950	624,196	576,794
St Andrew's	1,851,051	156,209	119,325	353,495	2,480,080	2,254,230
Ely St Marys	1,141,785	211,676	96,785	185,723	1,635,969	1,656,041
Marshland St James	406,185	60,723	29,297	65,662	561,867	540,112
St Mary St Neots	546,228	28,592	30,833	101,899	707,552	790,741
Hilgay	253,070	42,736	30,980	40,645	367,431	413,774
Ten Mile Bank	206,767	32,617	27,086	29,886	296,356	272,257
St Christopher's	1,211,052	162,761	100,838	205,922	1,680,573	1,577,837
Ermine Street	857,074	48,947	48,792	283,027	1,237,840	1,160,591
Guilden Morden	395,507	55,002	35,140	70,782	556,431	542,443
Guyhirn	380,438	68,009	43,752	81,321	573,520	592,794
Milton	1,313,898	78,792	96,342	239,357	1,728,389	1,702,799
St John's Huntingdon	1,515,998	174,484	78,555	242,123	2,011,160	1,945,514
Wisbech St Mary	866,200	132,544	44,675	125,593	1,169,012	1,155,973
Elm	744,545	145,095	85,930	115,942	1,091,512	1,104,496
Babraham	332,346	25,169	32,138	94,494	484,147	397,817
Farcet	483,055	64,268	26,697	83,824	657,844	678,326
Stilton	675,202	90,108	59,901	98,075	923,286	912,758
Thriplow	390,497	53,078	57,178	116,360	617,113	704,786

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

17. STATEMENT OF FUNDS (continued)

Orchards	1,908,922	216,995	134,560	371,812	2,632,289	2,382,863
St Botolph's	1,387,882	240,804	110,790	244,049	1,983,525	1,898,810
Swaffham Bulbeck	401,260	38,007	25,399	70,694	535,360	467,560
Swaffham Prior	537,649	31,723	20,192	92,307	681,871	647,742
St Luke's	465,572	67,984	50,959	121,858	706,373	820,805
Oakington	517,298	57,788	36,240	75,584	686,910	831,742
Holme	411,938	119,492	34,137	94,766	660,333	646,325
Holy Cross	290,051	18,762	31,869	80,262	420,944	537,397
Pathfinder	1,691,073	206,618	114,651	357,152	2,369,494	2,022,749
Central Services	47,488	2,733,738	245,595	3,900,856	6,927,677	8,867,129
	<u>28,104,030</u>	<u>6,424,671</u>	<u>2,431,374</u>	<u>9,219,175</u>	<u>46,179,250</u>	<u>46,890,469</u>

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Restricted fixed asset funds 2023 £	Total Funds 2023 £
Tangible Fixed Assets	-	-	1,020,949	1,020,949
Current Assets	4,303,390	2,908,902	338,227	7,550,519
Creditors due within one year	-	(3,946,555)	-	(3,946,555)
Creditors due in more than one year	-	(70,648)	-	(70,648)
Pension scheme liability	-	(4,991,000)	-	(4,991,000)
	<u>4,303,390</u>	<u>(6,099,301)</u>	<u>1,359,176</u>	<u>(436,735)</u>

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

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Restricted fixed asset funds 2022 £	Total Funds 2022 £
Tangible Fixed Assets	-	-	1,100,878	1,100,878
Current Assets	3,956,247	2,073,191	99,464	6,128,903
Creditors due within one year	-	(2,473,495)	-	(2,473,495)
Creditors due in more than one year	-	(89,177)	-	(89,177)
Pension scheme liability	-	(7,699,000)	-	(7,699,000)
	<u>3,956,247</u>	<u>(8,188,481)</u>	<u>1,200,342</u>	<u>(3,031,891)</u>

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

**19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET  
CASH FLOW FROM OPERATING ACTIVITIES**

	<b>2023</b> <b>£</b>	<b>2022</b> <b>£</b>
Net expenditure for the year (as per Statement of financial activities)	(899,844)	(4,708,825)
Depreciation charges	370,123	424,926
(Increase) in debtors	(829,723)	(308,209)
Increase in creditors	1,473,060	352,118
Defined benefit pension scheme adjustments	787,000	4,106,000
Capital grants from the DfE & other capital monies	(2,170,528)	(1,294,117)
<b>Net cash provided by operating activities</b>	<b>(1,269,912)</b>	<b>(1,428,107)</b>

**20. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2023</b> <b>£</b>	<b>2022</b> <b>£</b>
Cash in hand	5,401,410	4,809,517
Debts due within 1 year	(13,692)	(13,692)
Debts due in more than 1 year	(70,648)	(89,177)
	<b>5,317,070</b>	<b>4,706,648</b>

**21. ANALYSIS OF CHANGES IN NET DEBT**

	<b>At 1 September 2022</b> <b>£</b>	<b>Cash flows</b> <b>£</b>	<b>Other non-cash changes</b> <b>£</b>	<b>At 31 August 2023</b> <b>£</b>
Cash	4,809,517	591,893	-	5,401,410
Loans falling due within one year	(13,692)	13,692	(13,692)	(13,692)
Loans falling due in greater than one year	(89,177)	18,529	-	(70,648)
<b>Total</b>	<b>4,706,648</b>	<b>624,114</b>	<b>(13,692)</b>	<b>5,317,070</b>

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

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**22. CAPITAL COMMITMENTS**

At 31 August 2023, the trust had capital commitments as follows:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Contracted for but not provided in these financial statements	-	234,025



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

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**23. PENSION COMMITMENTS**

The academy's employees belong to two principal pension schemes: The Teacher's Pension Scheme for 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 and Cambridgeshire County Council. Both are Multi-Employer Defined Benefit Pension Schemes.

A smaller number of staff belong to the Church Workers Pension Fund (CWPF) which is managed by the Church of England's Pension Board.

The latest actuarial valuation of the TPS related to the period ended 31 March 2019, of the LGPS 31 March 2022 and of the CWPF 31 December 2019.

There were outstanding contributions of £217,906 (2022: £341,315) at the end of the financial year.

**Teachers' Pension Scheme**

**Introduction**

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

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

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

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**24. PENSION COMMITMENTS (continued)**

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to 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 2020. The valuation report was published by the Department for Education on 26 October 2023.

The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set to increase to 28.68% (2016: 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 £262,000 million (2016: £218,100 million) and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million (2016: £196,100 million), giving a notional past service deficit of £39,800 million (2016: £22,000 million)
- The SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is based on OBR's forecast for long-term GDP Growth and is currently set at 1.7% above the annual rate of CPI.

The employer's pension costs paid to TPS in the period amounted to £3,462,204 (2022 - £3,316,256).

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

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

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

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**24. PENSION COMMITMENTS (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £2,572,000 (2022 - £2,570,000), of which employer's contributions totaled £2,052,000 (2022 - £2,050,000) and employees' contributions totaled £520,000 (2022 - £520,000). The agreed contribution rates for future years are 21% for employers and 5.5-12.5% for employees.

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

Principal actuarial assumptions:

	<b>2023</b>	<b>2022</b>
Discount rate for scheme liabilities	5.2%	1.7%
Rate of increase in salaries	3.7%	3.5%
Rate of increase for pensions in payment / inflation	3.0%	2.9%

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

24. PENSION COMMITMENTS (continued)

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

	2023	2022
Retiring today		
Males	20.5	21.9
Females	23.9	24.2
Retiring in 30 years		
Males	21.5	22.6
Females	25.7	26.0

Sensitivity analysis

	2023	2022
0.1% decrease in real discount rate (0.1% for 2022)	743,000	783,000
1 year increase in member life expectancy	1,310,000	1,301,000
0.1% increase in Salary increase rate (0.1% for 2022)	42,000	51,000
0.1% increase in Pension increase rate (0.1% for 2022)	717,000	739,000

The academy trust's share of the assets in the scheme were:

	Fair value at 31 August 2023 £	Fair value at 31 August 2022 £
Equities	16,856,000	15,482,000
Debt instruments	7,491,000	5,961,000
Property	3,278,000	3,146,000
Cash	468,000	248,000
	<u>28,093,000</u>	<u>24,837,000</u>

The actual return/(loss) on scheme assets was a loss of £1,466,000 (2022 – (£498,000))

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

24. PENSION COMMITMENTS (continued)

The amounts recognised in the Statement of Financial Activities Incorporating Income and Expenditure Account are as follows:

	2023 £	2022 £
Current service cost (net of employee contributions)	(2,506,000)	5,529,000
Net interest cost	(333,000)	521,000
Total	<u>(2,839,000)</u>	<u>(6,050,000)</u>
Actual return on scheme assets	<u>(1,466,000)</u>	<u>(498,000)</u>

Movements in the present value of the defined benefit obligation were as follows:

	2023 £	2022 £
Opening defined benefit obligation	32,943,000	52,499,000
Current service cost	2,475,000	5,941,000
Interest cost	1,448,000	908,000
Contributions by employees	520,000	520,000
Benefits paid	(483,000)	(315,000)
Actuarial losses/(gains)	(4,144,000)	(26,610,000)
Transferred on conversion	-	-
Closing defined benefit obligation	<u>32,759,000</u>	<u>32,943,000</u>

Movements in the fair value of the academy's share of scheme assets:

	2023 £	2022 £
Opening fair value of scheme assets	25,213,000	22,688,000
Upon conversion	-	-
Interest income	1,115,000	768,000
Return on plan assets (excluding net interest on the net defined pension liability)	(1,466,000)	(498,000)
Contributions by employer	2,052,000	2,050,000
Contributions by employees	520,000	520,000
Benefits paid	(483,000)	(315,000)
Other Experience (Pension Increase Order)	1,142,000	-
Closing fair value of scheme assets	<u>28,093,000</u>	<u>25,213,000</u>

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

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**24. PENSION COMMITMENTS (continued)**

**Church Workers' Pension Fund**

DEMAT participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
  - a. a deferred annuity section known as Pension Builder Classic, and,
  - b. a cash balance section known as Pension Builder 2014.

**Pension Builder Scheme**

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions cost charged to the SoFA in the year are the contributions payable of £105,346 (2022: £73,000).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 3% following improvements in the funding position over 2021. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, DEMAT could become responsible for paying a share of the failed employer's pension liabilities.

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

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**24. OPERATING LEASE COMMITMENTS**

At 31 August 2023, the total of the Trust's future minimum lease payments under non- cancellable operating leases was:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Amounts payable:</b>		
Within 1 year	11,279	20,457
Between 1 and 5 years	26,466	13,578
Total	<u>37,745</u>	<u>34,035</u>

**25. RELATED PARTY TRANSACTIONS**

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

There have been no related party transactions in the current or prior year to disclose.

**26. POST BALANCE SHEET EVENTS**

On 15 December 2022, an Academy Order was entered into by the Secretary of State for Little Thetford CofE Primary School, Little Thetford, Cambridgeshire, to convert to academy status within the Trust with a conversion date of 1 September 2023.

As agreed by Trustees, a formal public consultation will take place around the amalgamation of Hilgay and Ten Mile Bank academies. Consultation opened on 13 November and will close on 5 January 2024. Following this, the Board of Trustees will review the consultation feedback to decide whether to proceed with the proposal.

**27. MEMBERS' LIABILITY**

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

