

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 2022

CONTENTS

	Page
Reference and Administrative Details	1
Trustees' Report	2 - 16
Governance Statement	17 - 22
Statement on Regularity, Propriety and Compliance	23
Statement of Trustees' Responsibilities	24
Independent Auditors' Report on the Financial Statements	25 - 27
Independent Auditors' Assurance Report on Regularity	28 - 29
Statement of Financial Activities (Incorporating Income and Expenditure Account)	30
Balance Sheet	31
Statement of Cash Flows	32
Notes to the Financial Statements	33 - 65

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

REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2022

Members	Canon Peter Maxwell Canon Paul Evans The Ven. Dr Alex Hughes Revd. Canon Brian Atling Canon Andrew Read The Rt Rev. Dr Dagmar Winter The Diocese of Ely Educational Trust
Trustees	Mike Younger (Chair) Peter Maxwell (Term ended 5 May 2022) Andrew Read Adrian Ball Mike Banyard (Term ended 5 May 2022) John Bradshaw David Bridges (Term ended 5 May 2022) Keith Carne Wendy Garrard Alex Hughes Helen Jackson Robert Skelton (Term ended 5 May 2022) Hilary Wright (resigned 30 November 2021)
Company registered number	08464996
Company Name	The Diocese of Ely Multi Academy Trust
Registered office	Bishop Woodford House, Barton Road Ely, Cambridgeshire, CB7 4DX
Company Secretary	Annabelle Evans
Chief Executive Officer	Adrian Ball
Senior Management Team	
Chief Operating Officer	Alexandra Duffety
Director of Education	Catherine Lock
Director of Inclusion and Safeguarding	Amy Weaver (resigned 31 st July 2022)
School Performance Directors	Claire Gray David Barrett
Independent Auditor	Haysmacintyre LLP 10 Queen Street Place London, EC4R 1AG
Bankers	Lloyds Bank Minister Place Ely, CB7 4EN
Solicitors	Mills & Reeve Botanic House 100 Hills Road Cambridge, CB2 1PH

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

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 2021 to 31 August 2022. 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 mission is to deliver a high-quality education for children and young people of all faiths and none, that is underpinned by our Christian distinctiveness. This year the Trust begun its delivery of the strategic plan, The DEMAT Promise, and answering the following questions:

- How can the Trust effectively monitor, evaluate, and improve each child's experience of their school life?
- How can the Trust ensure that its staff are enabled to focus on what is important?
- How can the Trust benefit from further strategic alignment across its schools?
- How can the Trust ensure that its schools are able to provide a high-quality education now and into the future?

Our actions are framed through the following core strands of our work.

- *Children are at the heart of all we do:* We believe that every decision should be taken in the best interests of children.
- *Keep close to the work:* We believe that all staff should be enabled to deliver the core purpose of their work without distraction and that leaders, at all levels, empathise with and develop their understanding of what is happening in the classroom.
- *Maintaining a legacy, creating new traditions:* We believe in the importance of continuing the legacy of Anglican Church education, and the need to build new traditions as a DEMAT family.
- *Aspirational, yet sustainable:* We believe it is important to ensure our high aspirations are supported by a sustainable approach to education, finances, and the environment.

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 2022

Strategies and Activities

The Trust's objectives for the financial year 2021/2022 have been to further embed the processes and systems required for a Trust of our scale, and to ensure the first-year milestones in the delivery of the 2025 strategic plan are delivered.

1: Provision of high-quality education now and in the future

Our strategies to achieve this in the current year have been;

- Establish effective educational leadership structure
- Improve outcomes (Ofsted/KS2)
- Improved teaching

Establish effective educational leadership structure

In addition to ensuring strong, effective leadership is in place at each of our schools, the Trust has considered the need for additional strategic leadership between a central and school level. This has led to the appointment of three additional Hub Directors, building upon the impact of the sole Hub Director employed during 21-22. Two of these positions were filled externally and one internal candidate was appointed from one of the Trust schools.

The school performance director role will continue to be an important part of the central team, providing a lighter touch monitoring of lower risk schools within the Trust with a focus on pupil outcomes and the quality of curriculum delivery

Improve 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 recurrence of external outcome measures in the financial year, the Trust has established standardised assessments and aligned data collection windows. 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 progressed with the Primary Knowledge Curriculum (PKC) roll out in history, geography, science and art. Over the year, additional schools have started to utilise the curriculum materials. Whilst quantitative data on these successes is not yet available, schoolteachers and leaders 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.

In 2021-2022 the Trust continued to invest in its subject communities, and these were extended in the current year. The purpose of the subject communities is to bring together the domain specific knowledge within the Trust and embed the sharing of best practice – realising the benefits of being in a MAT for primary schools.

Improved teaching

The quality of teaching pupils receive remains the greatest contributor to their success whilst they are in trust schools. This is only possible by investing in staff and their training. In the year, the trust has coordinated training for ECTs to ensure consistency.

The central education team has also produced subject specific CPD supported by the partnership with the Primary Knowledge Curriculum.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Teaching support staff provide key support to their teachers, and in the year the Trust has invested in training to support the effective deployment of teaching support staff, maximising their impact and practice.

One of the greatest intangible benefits of being part of a Trust is in being part of something greater than an individual class teacher, or a school; in the year there has been a whole-Trust training session during a coordinated INSET day. These have provided an update from the CEO for all staff, training from sector specialists and an opportunity for all staff to feel part of something bigger – albeit virtually.

2. Embedding whole trust financial sustainability

Our strategies to achieve this in the current year have been;

- Improved financial reporting and operations
- GAG pooling
- Small school review

Improved financial reporting and financial operations

In the 2021/22 financial year the critical activity in respect of improved financial reporting and financial operations has been the alignment of school staffing structures to changing pupil roll in a small number of Trust schools. This will form an on-going piece of work as the Trust responds to changes in roll over a 3-year forecast period.

GAG pooling

GAG pooling is the primary strategy the Trust has deployed to ensure the ongoing sustainability of all schools in the Trust, as well as the Trust as a whole. In this financial year, the Trust implemented the pooling policy approved by the Board in Spring 2020 and embedded the pooling which was the basis for the 20/21 budget, this has continued into the 2021-22 financial year.

The greater use of clearer ratios and benchmarks has started to bring all schools closer to a standardised staffing model.

Smaller schools within the Trust have benefitted from this approach, and the Trust has been able to utilise some of the economies of scale working with 39 schools. The only funds to be pooled are the general annual grant allocations, all other funding based on school specific demographics are retained by each school in full.

Small school review

The small school review has carried over into 2021/2022, and a clearer understanding of the criteria for review has been developed. This has culminated in a formal review process for the Board for small schools within the Trust. GAG pooling continues to help with providing some additional funding to marginal schools, but it cannot prevent non-viable schools becoming unsustainable. In the year, the Trust has reviewed the small schools within the portfolio and developed the formal review process/criteria which has been adopted by the Board.

In other small schools within the Trust, alternative approaches have been explored such as the class or year group structure and developing more comprehensive pupil recruitment strategies. Going forward, pupil forecasting data will be utilised to ensure these plans adapt as needed. This will also support an early review of any schools with a falling roll and has enabled the Board to agree a review mechanism for the future of these academies.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022**

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 1.

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.

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

Organisational Structure

The organisational structure of DEMAT consists of the following:

- The Trust Board (eight 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 2022 is delegated to the Chief Executive Officer (CEO). The Senior Management Team comprises the CEO, the Chief Operating Officer (COO), Director of Education, Director of Inclusion & Safeguarding and School Performance Directors. From 1st September 2022, the Senior Management Team comprises of the CEO, COO, and Director of Education supported by the Central Leadership Team which includes the Trust Hub Directors, School Performance Directors, Head of HR and Head of Finance.

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.

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 believes that its employees are key to achieving the 2025: DEMAT Promise, and as such, a focus on our employees is present in the second core strand of our strategy; Keeping close to the work.

All decisions regarding progression within the organisation are based on merit, with all staff being given appropriate access to training to enable progression. These decisions are reviewed, alongside workforce composition, to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unjustified barriers and meet the specific needs of disadvantaged or under-represented groups.

The Trust conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all staff who should have access to them and that there are no unlawful obstacles to accessing them.

If any employee is disabled, or becomes disabled, the Trust encourages an open dialogue with any employee, so that they can be supported as appropriate.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

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
- HR advisors allocated to hubs, providing immediate support and assistance to staff in each academy with a variety of matters.

At each academy, the Trust supports and encourages local union representatives, whole staff briefings and training, in addition to consistent and robust performance management.

The implementation of the operating model change for HR has improved communications with employees at all levels. As we move to develop a people strategy to support delivery of the 2025 DEMAT Promise, the trust will be seeking to incorporate proactive methods of communication.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Engagement with suppliers

In the year the Trust has developed the centralised invoice and payment processing to incorporate fully electronic invoice receipt which reduces further the days to pay. This ensures the Trust continues to enjoy good relationships with its suppliers.

In the year, additional reporting and analysis of invoices has embedded more proactive ways of managing our balances with suppliers, more training has been provided to budget holders on utilising electronic approve/reject functionality so there is earlier follow up with suppliers on queried invoices. Further review on the processes and controls around purchase ledger and treasury is planned for 2022/2023.

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 was delighted to welcome The Pathfinder Church of England Primary School into the Trust and the newly merged Holy Cross Church of England Primary Academy on 1 September.

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 supported the development of our middle leaders across the Trust with Ofsted reports commenting on the strengths emerging within these cohorts of leaders.

In response to feedback across our leaders the DEMAT Playbook was established and launched in the Summer term. The Playbook seeks to codify our internal processes and procedures, removing the ambiguity that has evolved over time and allowing 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 nine academies were inspected, the outcomes of which brought the percentage of academies rated as Good or better to 72% up from 64% in the previous period. Unfortunately, one school, Milton, was graded as inadequate although the subsequent monitoring inspection found that the immediate issues of concern have been resolved and that leaders were taking effective action towards the removal of serious weaknesses.

Two of the academies inspected, Marshland and Hilgay were both graded as Good for the first time in their history. Marshland was also graded good by SIAMS for the first time.

KS2 outcomes

2022 saw the first set of national assessment outcomes since 2019. Nationally, outcomes fell with the KS2 combined measure falling from 65% to 59%. The DEMAT average KS2 combined measure remained stable at 52% reducing the gap to national by 6% points. The priority for 22-23 is to reduce the variability in results between schools and continue to close and then exceed the national average.

Across all other measures (EYFS GLD, Phonics, and KS1) DEMAT schools improved their 2019 outcomes and closed the gap to national averages.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

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.

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

- Workshops in Autumn Term
- Head of Governance appointment
- Individual attendance/review of LGBs
- Operating model review of LGBs

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

KPI	KS2 attainment (%)	Phonics screening (%)	% Staff costs to expenditure	Pupil attendance (%)
Target	55-60	75-80	77	94
21-22 actual	52	74	78	93.9

Whilst outcomes show an improvement against the national picture, we recognise that they do need to improve further if we are to achieve our strategic aims. Provisional progress scores also indicate an improvement from 2019 but with variability between schools. The increased curriculum and pedagogical alignment across and between our schools will support reducing this variability and improving outcomes further.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

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.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

FINANCIAL REVIEW

The adjusted operating result for the 2021/2022 financial year is a £169,608 surplus, excluding the additional LGPS finance and service costs of £4,106,000 and restructuring costs of £253,598. The large actuarial gain on the fund of £26,122k 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 £3,466,767 (2021: £3,550,757) at 1 September 2022.

The Trust has taken the decision to pool 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 has implemented the use of 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 undertook restructuring activities in five academies to align their staffing structures with the pupil numbers, incurring restructuring costs of £150,109. The ongoing savings from the restructures are approximately £600,000 per annum and the projects have a payback period of 3-6 months.

Lettings income and donations have increased to £338,491 (2021: £284,372), following the easing of COVID restrictions and the return to fundraising and offsite activities.

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 £322,000 deficit for 22/23, reflecting further changes required in academies to align with pupil roll, and the associated restructuring costs. It is expected that the budget will balance in 23/24 and 24/25, 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 £7,699,000 (2021: £29,705,000), 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 £4,667,109.

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 2022

Reserves Policy

The Trust Board agreed that an appropriate level of reserve for the Trust would be 8% of the forecast following year total expenditure. This applies to the Trust reserves as a whole and will ensure that 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 DEMAT reserves deficit is £3,031,891 (2021: £24,435,066). The restricted reserves deficit is £6,988,139 (2021: £19,335,338) and incorporates the LGPS deficit of £7,699,000 (2021: £29,705,000). Excluding the LGPS deficit the restricted reserve would be in surplus of £710,861 (2021: £1,697,538).

The value of the LGPS deficit is £7,699,000. 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 (£26,112k) has been recognised in the year due to the changes in discount rate following the wider economic fluctuations.

A total of £234,065 of the fixed asset reserve has been designated for capital projects in the next academic year. The unrestricted reserve of £3,956,247 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.

Levels of reserves maintained are to ensure ongoing liquidity and the ability to meet unforeseen costs as they arise – this is supported by 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 2022

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 21-22 we delivered the expansion of and recruitment into the Hub Director posts, established internal specialist SEND hubs in two of our schools, and developed the DEMAT maths curriculum. Operational activity in 2022-2023 will focus on actions that achieve the strategic plan milestones. This will include the publication of our People strategy, the launch of the IT transformation project, and the roll out of the common maths curriculum across all schools.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

STREAMLINED ENERGY AND CARBON REPORTING

UK Greenhouse gas emissions and energy use data for the period **1 September 2021 to 31 August 2022** **1 September 2020 to 31 August 2021**

Energy consumption used to calculate emissions (kWh)	6,217,617	6,095,246
(Litres)	119,635	174,064
(Miles)	45,307	21,186

Energy consumption break down

• Gas (kWh)	3,730,149	4,015,904
• Electricity (kWh)	2,487,468	2,079,342
• Burning Oil (Litres)	119,636	150,167
• LPG (Litres)	12,225	23,897
• Transport fuel (Miles)	45,307	21,186

Scope 1 emissions in metric tonnes CO2e

Gas consumption	66.73	66.20
Burning oil consumption	296.25	34.33
LPG consumption	2.56	3.35
Owned transport – mini-buses		0.00
<u>Total scope 1</u>	<u>365.54</u>	<u>103.88</u>

Scope 2 emissions in metric tonnes CO2e

Purchased electricity	459.56	39.74
-----------------------	--------	-------

Scope 3 emissions in metric tonnes CO2e

Business travel in employee-owned vehicles	50.45	1.56
--	-------	------

<u>Total gross emissions in metric tonnes CO2e</u>	<u>875.55</u>	<u>145.18</u>
--	---------------	---------------

<u>Intensity ratio</u>		
Tonnes CO2e per pupil	0.126	0.022

Quantification and reporting methodology:

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

Intensity measurement

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

Measures taken to improve energy efficiency

The trust has increased video conferencing technology for staff meetings, to reduce the need for travel between sites. Capital improvement allocation criteria have been updated to include at least one energy efficient option for scoping, quotes or tenders. A proportion of SCA funds have been allocated for proactive installation of measures to improve energy efficiency.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

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.
- 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.

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

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

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.

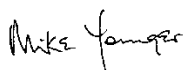
As the energy efficiency strategy develops, and capital projects incorporate more energy efficient elements, the scope 2 emissions should begin to reduce, this will be supplemented by additional internal reporting and analysis to ensure progress is made.

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 16 December 2022 and signed on their behalf, by:



Mike Younger
Chair of Trustees



Adrian Ball
Accounting Officer

GOVERNANCE STATEMENT

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 it's 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.

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

GOVERNANCE STATEMENT (continued)

There has been a change to the Board in the year, the Chair of the Board, Peter Maxwell, reached the end of their second term and resigned. The Chair role was filled by Mike Younger, an existing Trustee and Chair of the Audit Committee.

On appointment as Chair of the Board, the Chair of the Audit & Risk Committee was taken up by John Bradshaw, existing Trustee and member of the Finance & Estates Committee. Helen Jackson, Chair of the Personnel and Remuneration Committees was appointed as Vice Chair of the Board.

David Bridges and Mike Banyard also reached the end of their terms and resigned in the year. The Board and the members are 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.

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

Trustee	Meetings attended	Out of a possible
Peter Maxwell (Chair to May 2022)	3	3
Adrian Ball	5	5
Mike Banyard	2	3
John Bradshaw	5	5
David Bridges	3	3
Keith Carne	5	5
Wendy Garrard	5	5
Alex Hughes	5	5
Helen Jackson	5	5
Andrew Read	5	5
Robert Skelton	1	3
Mike Younger (Chair from May 2022)	5	5

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

GOVERNANCE STATEMENT (continued)

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
Peter Maxwell	3	3
Adrian Ball	5	5
Mike Banyard	3	3
John Bradshaw	5	5
David Bridges	3	3
Keith Carne	3	5
Andrew Read	3	5
Mike Younger	4	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
Peter Maxwell	1	3
Adrian Ball	3	3
Mike Banyard	2	3
David Bridges	2	3
Wendy Garrard	3	3
Helen Jackson	2	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	5	5
Mike Banyard	2	3
Wendy Garrard	5	5
Helen Jackson	5	5
Robert Skelton	1	2
Mike Younger	5	5

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

GOVERNANCE STATEMENT (continued)

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
Peter Maxwell	3	4
Adrian Ball	4	4
Mike Banyard	2	3
John Bradshaw	4	4
Helen Jackson	3	3
Andrew Read	4	4

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
Peter Maxwell	1	1
Adrian Ball	1	1
John Bradshaw	1	1
Keith Carne	1	1
Andrew Read	1	1
Helen Jackson	1	1
Mike Younger	1	1

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)

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 2021/2022, 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 2021 to 31 August 2022 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 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed.

GOVERNANCE STATEMENT (continued)

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;

- Safeguarding
- Budgeting/value for money

An external review of the central Trust safeguarding function was undertaken in Spring 2022, commissioned by Trustees in response to the adverse inspection result at Milton. Findings indicated that whilst the safeguarding procedures at school level were effective there was inconsistency in data collection and reporting at Trust level. An action plan was developed and put into place over the Summer term, overseen by the Audit & Risk committee. In September 2022, a more robust data collection and reporting process was implemented with clarity and direction provided through the DEMAT Playbook.

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.

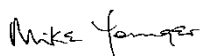
Review of Effectiveness

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 16 December 2022 and signed on their behalf, by:



Mike Younger
Chair of
Trustees



Adrian Ball
Accounting Officer

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

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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 Financial Handbook 2021.

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 2021.

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: 16 December 2022

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022

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:

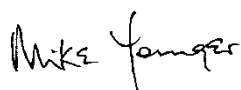
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies' Accounts Direction 2021 to 2022;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting 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 16 December 2022 and signed on its behalf by:



Mike Younger
Chair of Trustees

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

Opinion

We have audited the financial statements of The Diocese of Ely Multi-Academy Trust for the year ended 31 August 2022 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 2021-2022 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 2022 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 2021 to 2022 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)**

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)**

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.

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. 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: 20th December 2022

10 Queen Street Place
London
EC4R 1AG

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

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 2021 to 2022, 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 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to 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 2021, 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 2021 to 2022. 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 2021 to 31 August 2022 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)**

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2021 to 2022 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 2021 to 31 August 2022 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Haysmacintyre LLP

Haysmacintyre LLP

Reporting Accountant

10 Queen Street Place
London
EC4R 1AG

20th December 2022

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 2022

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Restricted Fixed Asset Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
INCOME FROM:						
Donations and capital grants	2	192,634	-	1,294,158	1,486,792	1,643,064
Charitable activities	3	20,255	40,553,530	-	40,573,785	37,239,591
Other trading activities	4	154,638	281,074	-	435,712	418,240
Investments	5	834	-	-	834	3,358
Funds inherited on conversion		109,443	-	-	109,443	-
TOTAL INCOME:		477,804	40,834,604	1,294,158	42,606,566	39,304,253
EXPENDITURE ON:						
Charitable activities	6	93,952	45,408,446	1,812,993	47,315,391	42,790,075
TOTAL EXPENDITURE		93,952	45,408,446	1,812,993	47,315,391	42,790,075
NET INCOME / (EXPENDITURE)						
BEFORE TRANSFERS		383,852	(4,573,842)	(518,835)	(4,708,825)	(3,485,822)
Transfers between Funds	17	-	-	-	-	-
NET INCOME / (EXPENDITURE) BEFORE OTHER GAINS AND LOSSES						
		383,852	(4,573,842)	(518,835)	(4,708,825)	(3,485,822)
Actuarial gains/(losses) on defined benefit pension schemes	24	-	26,112,000		26,112,000	(5,354,000)
NET MOVEMENT IN FUNDS		383,852	21,538,158	(518,835)	21,403,175	(8,839,822)
RECONCILIATION OF FUNDS:						
Total funds brought forward		3,572,396	(29,726,639)	1,719,177	(24,435,066)	(15,595,244)
TOTAL FUNDS CARRIED FORWARD		3,956,248	(8,188,481)	1,200,342	(3,031,891)	(24,435,066)

The notes on pages 33 to 65 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 2022

		2022		2021	
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	13		1,100,878		1,178,364
CURRENT ASSETS					
Debtors	14	1,319,386		1,011,177	
Cash at bank and in hand		4,809,517		5,315,455	
		<u>6,128,903</u>		<u>6,326,633</u>	
CREDITORS: amounts falling due within one year	15	(2,473,495)		(2,121,377)	
NET CURRENT ASSETS			<u>3,655,408</u>		<u>4,205,255</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>4,756,286</u>		<u>5,383,619</u>
CREDITORS: amounts falling due after more than one year	16		(89,177)		(113,685)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			<u>4,667,109</u>		<u>5,269,934</u>
Defined benefit pension scheme liability	24		(7,699,000)		(29,705,000)
NET LIABILITIES INCLUDING PENSION SCHEME LIABILITIES			<u>(3,031,891)</u>		<u>(24,435,066)</u>
FUNDS OF THE ACADEMY					
Restricted funds	17	(489,481)		(21,639)	
Restricted fixed asset funds	17	1,200,342		1,719,177	
		<u>710,861</u>		<u>1,697,538</u>	
Restricted funds excluding pension liability		710,861		1,697,538	
Pension reserve		(7,699,000)		(29,705,000)	
		<u>(6,988,139)</u>		<u>(28,007,462)</u>	
Total restricted funds		(6,988,139)		(28,007,462)	
Unrestricted funds	17	3,956,247		3,572,395	
TOTAL DEFICIT			<u>(3,031,891)</u>		<u>(24,435,066)</u>

The financial statements were approved by the Trustees, and authorised for issue, on 16 December 2022 and are signed on their behalf, by:

Mike Younger

Mike Younger
Chair of Trustees

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

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

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	19	(1,428,107)	(2,243,379)
Cash flows from investing activities:			
Purchase of tangible fixed assets		(347,441)	(574,956)
Capital grants from DfE/ESFA		1,294,158	1,450,694
Net cash used in investing activities		946,717	875,738
Change in cash and cash equivalents in the period		(481,390)	(1,367,641)
Cash and cash equivalents brought forward		5,188,038	6,555,679
Cash and cash equivalents carried forward		<u>4,706,648</u>	<u>5,188,038</u>

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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 2022

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 2022

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 2022

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 2022

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 22 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 2022

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 24, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. 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 2022

2. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted	Restricted	Restricted Fixed Asset	Total	Total
	Funds 2022	Funds 2022	Funds 2022	Funds 2022	Funds 2021
	£	£	£	£	£
Donations	192,634	-	-	192,634	192,370
Capital Grants	-	-	1,294,158	1,294,158	1,450,694
Total donations and capital grants	192,634	-	1,294,158	1,486,792	1,643,064

In 2021, of the total income from donations and capital grants, £192,370 was to unrestricted funds and £1,450,694 was to restricted fixed asset funds.

3. FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
ESFA/DfE grants				
General Annual Grant (GAG)	-	35,020,071	35,020,071	32,446,083
Pupil premium	-	2,134,675	2,134,675	2,004,352
Catch up premium				519,040
	-	37,154,746	37,154,746	34,969,475
Other Government Grants				
Local authority grants	-	1,881,551	1,881,551	1,637,410
Other income from the Trust's operations	20,255	1,517,233	1,537,488	632,706
	20,255	40,553,530	40,573,785	37,239,591

In 2021, of the total income from charitable activities, £561,777 was to unrestricted funds and £36,677,814 was to restricted funds.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4 OTHER TRADING ACTIVITIES

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Hiring of facilities	145,864	-	145,864	92,002
Other Income	8,774	-	8,774	18,322
Catering income	-	281,074	281,074	307,916
	<u>154,638</u>	<u>281,074</u>	<u>435,712</u>	<u>418,240</u>

In 2021, all income from other trading activities of £418,240 was to unrestricted funds.

5. INVESTMENT INCOME

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Short term deposits	834	-	834	3,358

In 2021 all the investment income was to unrestricted funds.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

6. CHARITABLE ACTIVITIES

	Total Funds 2022 £	Total Funds 2021 £
DIRECT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	21,097,595	21,062,116
National insurance	1,966,106	1,901,830
Pension cost	4,722,834	4,508,116
Educational supplies	1,469,866	1,202,615
Staff Development	165,789	213,349
Educational consultancy	427,503	191,382
Other Direct Costs	360,892	60,757
	<u>30,210,585</u>	<u>29,140,165</u>
SUPPORT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	4,647,474	3,782,472
National insurance	303,027	254,592
Pension cost	852,509	2,794,836
Depreciation	424,922	333,156
DBS Finance Cost	521,000	394,761
Technology costs	599,710	326,597
Recruitment and support	93,162	171,731
Maintenance of premises and equipment	2,129,980	1,595,163
Cleaning	381,077	368,571
Rent & rates	326,656	279,624
Energy costs	683,900	460,441
Insurance	236,523	318,341
Security and transport	21,985	26,059
Catering	1,074,542	1,428,055
Bank interest and charges	15,158	3,139
Other support costs	4,759,158	723,309
	<u>17,070,783</u>	<u>13,260,847</u>
	<u>47,281,368</u>	<u>42,401,012</u>
OTHER ACTIVITIES		
Governance Costs	34,023	389,063
	<u>47,315,391</u>	<u>42,790,075</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

7. EXPENDITURE

	Staff Costs £	Premises £	Other Costs £	Total 2022 £
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>

Comparative costs in respect of prior periods

	Staff Costs £	Premises £	Other Costs £	Total 2021 £
Activities:				
Direct costs	27,472,062	-	1,668,103	29,140,165
Support costs	6,831,901	3,083,224	3,345,722	13,260,847
Support costs:				
Governance	-	-	389,063	389,063
	<u>34,303,964</u>	<u>3,083,224</u>	<u>5,402,888</u>	<u>42,790,075</u>

8. NET INCOME /(EXPENDITURE)

	2022 £	2021 £
This is stated after charging:		
Depreciation of tangible fixed assets:		
- owned by the charity	424,926	333,155
Auditors' remuneration - audit	49,800	42,700
Auditors' remuneration - other services	16,100	16,100
	<u>490,826</u>	<u>491,955</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

9. STAFF COSTS

	2022 £	2021 £
Staff costs were as follows:		
Wages and salaries	24,892,118	23,923,110
Social security costs	2,269,133	2,156,422
Operating costs of defined benefit pension schemes	5,575,343	7,302,952
	<u>32,736,594</u>	<u>33,382,484</u>
Supply teacher costs	599,353	627,038
Staff restructuring costs	253,598	294,440
	<u>33,589,545</u>	<u>34,303,964</u>

Staff restructuring costs comprise;

	2022 £	2021 £
Redundancy payments	85,784	230,797
Severance payments	103,489	63,643
LGPS pension strain on redundancy	64,325	-
	<u>253,598</u>	<u>294,440</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 £26,150 (2021: £63,643).

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

	2022 No.	2021 No.
Teachers	417	407
Management	6	6
Administration and Support	743	770
	<u>1,166</u>	<u>1,183</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

9. STAFF COSTS (continued)

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

	2022	2021
	No.	No.
In the band £60,001 - £70,000	20	19
In the band £70,001 - £80,000	6	6
In the band £80,001 - £90,000	1	2
In the band £90,001 - £100,000	2	1
In the band £130,000 - £140,000	-	1
In the band £140,001- £150,000	1	-

Twenty-five of the above employees participated in the Teacher's Pension Scheme. During the period ended 31 August 2022 employer's pension contributions for these staff amounts to £407,210 (2021: £387,588).

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 £616,822 (2021: £606,073).

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 2022

10. 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 (2021: 1 FTE)
Remuneration £140,000-£150,000
Employer's pension contributions £15,000 - £20,000

During the year ended 31 August 2022, travel and subsistence expenses totaling £nil (2021: £404) were paid on behalf of 1 Trustee (2021: 1)

11. 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 2022

13. TANGIBLE FIXED ASSETS

	Fixtures and Fittings £	Technology And Computer equipment £	Total £
Cost			
At 1 September 2021	1,556,213	1,198,613	2,754,826
Additions	238,675	108,766	347,441
Disposals	-	-	-
	<u>1,794,888</u>	<u>1,307,379</u>	<u>3,102,267</u>
At 31 August 2022	1,794,888	1,307,379	3,102,267
Depreciation			
At 1 September 2021	848,757	727,705	1,576,462
Charge for the year	184,492	240,434	424,926
Disposals	-	-	-
	<u>1,033,249</u>	<u>968,139</u>	<u>2,001,388</u>
At 31 August 2022	1,033,249	968,139	2,001,388
Net Book value			
At 31 August 2022	<u>761,639</u>	<u>339,240</u>	<u>1,100,878</u>
At 31 August 2021	<u>707,456</u>	<u>470,908</u>	<u>1,178,364</u>

14. DEBTORS

	2022 £	2021 £
Trade debtors	81,227	54,144
Other debtors	123,030	42,446
Prepayments and accrued income	759,041	622,144
Tax recoverable	356,088	292,444
	<u>1,319,386</u>	<u>1,011,178</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

15. CREDITORS: Amounts falling due within one year

	2022 £	2021 £
Other loans	13,692	13,692
Trade creditors	197,551	359,656
Other taxation and social security	436,931	409,699
Other creditors	635,235	556,660
Accruals and deferred income	1,190,086	781,670
	<u>2,473,495</u>	<u>2,121,377</u>
Deferred income		
Deferred income at 1 September 2021	282,712	603,407
Resources deferred during the year	514,844	282,712
Amounts released from previous years	(282,712)	(603,407)
	<u>514,844</u>	<u>282,712</u>

Deferred income at the 2022 year-end relates to Universal Infant Free School meal grants, trip income and rates relief for the 2022/23 school year received before the balance sheet date.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

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

	2022	2021
	£	£
Other loans	89,177	100,033

Included within the above are amounts falling due as follows:

	2022	2021
	£	£
Between two and five years		
Other loans	35,324	39,158
Over five years		
Other loans	53,853	60,875

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

Included within the above are amounts falling due as follows:

	2022	2021
	£	£
Repayable by instalments	53,853	60,875

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. STATEMENT OF FUNDS

	Brought Forward	Income	Expenditure	Transfers	Gains/	Carried
	£	£	£	In/out	(Losses)	Forward
	£	£	£	£	£	£
Unrestricted Funds						
General Funds	3,572,395	477,804	93,952	-	-	3,956,247
Restricted Funds						
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)
	<u>(29,726,639)</u>	<u>40,834,604</u>	<u>45,408,446</u>	<u>-</u>	<u>26,112,000</u>	<u>(8,188,481)</u>
Restricted fixed asset funds						
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)
	<u>1,719,177</u>	<u>1,294,158</u>	<u>1,812,993</u>	<u>-</u>	<u>-</u>	<u>1,200,342</u>
Total restricted Funds	<u>(28,007,462)</u>	<u>42,128,762</u>	<u>47,221,439</u>	<u>-</u>	<u>26,112,000</u>	<u>(6,988,139)</u>
Total of Funds	<u><u>(24,435,067)</u></u>	<u><u>42,606,566</u></u>	<u><u>47,315,391</u></u>	<u><u>-</u></u>	<u><u>26,112,000</u></u>	<u><u>(3,031,892)</u></u>

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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 £
Unrestricted Funds						
General Funds	3,740,094	1,175,745	1,343,443	-	-	3,572,396
Restricted Funds						
General Annual Grant (GAG)	696,632	33,036,052	33,754,323	-	-	(21,639)
Pupil Premium	-	2,004,352	2,004,352	-	-	-
Other ESFA Grants	-	-	-	-	-	-
Startup grant	-	-	-	-	-	-
LEA Grant	-	1,637,410	1,637,410	-	-	-
Pension reserve	(21,860,000)	-	2,491,000	-	(5,354,000)	(29,705,000)
	(21,163,368)	36,677,814	39,887,085	-	(5,354,000)	(29,726,639)
Restricted fixed asset funds						
Fixed Assets on conversion	82,729	-	-	-	-	82,729
Catering	6,376	-	-	-	-	6,376
DFC	1,094,782	225,677	473,054	-	-	847,405
SCA	660,330	1,225,016	919,644	-	-	965,702
Other Capital Grants	(16,187)	-	166,849	-	-	(183,036)
	1,828,030	1,450,693	1,559,547	-	-	1,719,177
Total restricted Funds	(19,335,338)	38,128,507	41,446,632	-	(5,354,000)	(28,007,462)
Total of Funds	(15,595,245)	39,304,252	42,790,075	-	(5,354,000)	(24,435,067)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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 2022.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

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

ANALYSIS OF ACADEMIES BY FUND BALANCE

As of 1st September 2020, all reserves were centrally recorded, fund balances at 31 August 2022 were allocated as follows;

	2022 £	2021 £
Central Services	3,466,767	3,550,757
Total before fixed asset fund and pension reserve	<u>3,466,767</u>	<u>3,550,757</u>
Restricted fixed asset fund	1,200,342	1,719,177
Pension reserve	(7,699,000)	(29,705,000)
Total:	<u><u>(3,031,891)</u></u>	<u><u>(24,435,066)</u></u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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 2022 £	Total 2021 £
Bury	663,856	59,553	45,215	112,828	881,452	828,619
St Johns, Stanground	749,841	79,100	55,404	172,686	1,057,031	1,011,897
Duchy of Lancaster	381,868	62,654	3,587	54,667	502,776	554,075
Weeting	452,989	65,832	13,809	193,088	725,718	604,928
St Martin at Shouldham	805,780	122,813	55,863	128,498	1,112,954	1,144,959
The Norman, Northwold	334,843	58,604	10,711	51,743	455,901	470,277
All Saints	272,654	58,575	34,153	88,277	453,659	560,886
Runcton Holme	-	-	-	-	-	274,954
St Peter's	932,577	136,823	50,315	139,821	1,259,536	1,265,857
Anthony Curton	643,693	140,391	35,864	83,031	902,979	934,949
Tilney All Saints	259,586	63,200	17,889	58,394	399,069	319,191
William De Yaxley	749,323	89,241	71,689	125,936	1,036,189	976,301
Mepal and Witcham	420,167	52,739	35,736	68,152	576,794	591,854
St Andrew's	1,746,731	134,781	105,799	266,919	2,254,230	2,165,036
Ely St Marys	1,183,057	193,081	95,157	184,746	1,656,041	1,817,074
Marshland St James	394,807	55,632	32,815	56,858	540,112	534,189
St Mary St Neots	622,228	33,310	48,708	86,495	790,741	705,024
Hilgay	293,038	43,333	26,421	50,982	413,774	397,483
Ten Mile Bank	198,966	31,522	10,684	31,085	272,257	277,313
St Christopher's	1,141,744	160,868	81,338	193,887	1,577,837	1,571,279
Ermine Street	808,703	100,053	37,285	214,550	1,160,591	1,095,049
Guilden Morden	347,140	101,543	28,320	65,440	542,443	414,466
Guyhirn	395,693	42,352	40,559	114,190	592,794	532,451
Milton	1,360,905	96,103	52,810	192,981	1,702,799	1,843,134
St John's Huntingdon	1,495,965	169,275	69,531	210,743	1,945,514	1,978,817
Wisbech St Mary	887,020	148,582	44,826	75,545	1,155,973	1,170,285
Elm	758,204	162,132	54,734	129,426	1,104,496	1,091,092
Babraham	288,088	26,796	27,736	55,197	397,817	433,954
Farcet	479,642	82,168	22,338	94,178	678,326	684,663
Stilton	685,971	89,136	52,316	85,335	912,758	918,914
Thriplow	505,214	53,084	47,531	98,957	704,786	671,747

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. STATEMENT OF FUNDS (continued)

Orchards	1,733,082	290,833	81,823	277,125	2,382,863	2,458,217
St Botolph's	1,337,215	292,383	93,561	175,651	1,898,810	1,877,206
Swaffham Bulbeck	367,323	16,355	29,489	54,393	467,560	498,626
Swaffham Prior	506,100	43,276	30,552	67,814	647,742	660,624
St Luke's	623,161	74,234	31,562	91,848	820,805	1,003,279
Oakington	635,990	85,450	27,948	82,354	831,742	776,382
Holme	454,373	73,846	42,249	75,857	646,325	659,440
Holy Cross	400,157	46,298	29,589	61,353	537,397	302,810
Central Services	23,090	1,928,427	160,301	6,755,311	8,867,129	6,379,621
	<u>27,828,820</u>	<u>5,760,725</u>	<u>1,887,520</u>	<u>11,413,404</u>	<u>46,890,469</u>	<u>42,456,920</u>

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	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>

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

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Restricted fixed asset funds 2021 £	Total Funds 2021 £
Tangible Fixed Assets	-	-	1,178,364	1,178,364
Current Assets	3,572,395	2,213,424	540,814	6,326,633
Creditors due within one year	-	(2,121,377)	-	(2,121,377)
Creditors due in more than one year	-	(113,685)	-	(113,685)
Pension scheme liability	-	(29,705,000)	-	(29,705,000)
	<u>3,572,395</u>	<u>(29,726,639)</u>	<u>1,719,177</u>	<u>(24,435,065)</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

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

	2022	2021
	£	£
Net expenditure for the year (as per Statement of financial activities)	(4,708,825)	(3,485,822)
Depreciation charges	424,926	333,155
Decrease/ (Increase) in debtors	(308,209)	210,458
(Decrease) Increase in creditors	352,118	(341,437)
Defined benefit pension scheme adjustments	4,106,000	2,491,000
Capital grants from the DfE & other capital monies	(1,294,117)	(1,450,733)
Net cash provided by operating activities	(1,428,107)	(2,243,379)

20. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022	2021
	£	£
Cash in hand	4,809,517	5,315,455
Debts due within 1 year	(13,692)	(13,692)
Debts due in more than 1 year	(89,177)	(100,033)
	4,706,648	5,201,730

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

21. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2021 £	Cash flows £	Other non-cash changes £	At 31 August 2022 £
Cash	5,315,455	(505,938)	-	4,809,517
Loans falling due within one year	(13,692)	10,856	(10,856)	(13,692)
Loans falling due in greater than one year	(100,033)		10,856	(89,177)
Total	5,201,730	(495,082)	-	4,706,648

22. CONVERSION TO AN ACADEMY TRUST

On the 1 September 2021, The Pathfinder Church of England Primary School converted to academy trust status under the Academies Act 2010 and all the operations, assets and liabilities were transferred to DEMAT from Cambridgeshire County Council for nil consideration.

The transfer has been accounted for using the acquisition method. The assets and liabilities transferred were valued at their fair value and recognised in the Balance Sheet under the appropriate headings with a corresponding net amount recognised as net incoming resources in the Statement of Financial Activities as voluntary income.

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

	Unrestricted Funds £	Restricted Funds £	Restricted Fixed asset Funds £	Total Funds £
Budget surplus/(deficit) on LA funds	109,443	-	-	109,443
LGPS pension surplus/(deficit)	-	-	-	-
Net assets/(liabilities)	109,443	-	-	109,443

23. CAPITAL COMMITMENTS

At 31 August 2022, the trust had capital commitments as follows:

	2022 £	2021 £
Contracted for but not provided in these financial statements	234,025	165,000

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

24. 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 2012, of the LGPS 31 March 2016 and of the CWPF 31 December 2013.

There were outstanding contributions of £341,315 (2021: £313,925) 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 2022

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 2016. The valuation report was published by the Department for Education on 5 March 2019.

The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to TPS in the period amounted to £3,316,256 (2021 - £3,272,297).

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 2022

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 2022 was £2,570,000 (2021 - £2,564,000), of which employer's contributions totaled £2,050,000 (2021 - £2,070,000) and employees' contributions totaled £520,000 (2021 - £494,000). The agreed contribution rates for future years are 23% for employers and 5.5- 8.5% 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:

	2022	2021
Discount rate for scheme liabilities	1.7%	1.7%
Rate of increase in salaries	3.5%	3.5%
Rate of increase for pensions in payment /inflation	2.9%	2.9%

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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:

	2022	2021
Retiring today		
Males	21.9	22.1
Females	24.2	24.4
Retiring in 30 years		
Males	22.6	23.2
Females	26.0	26.3

Sensitivity analysis

	2022	2021
0.1% decrease in real discount rate (0.1% for 2021)	783,000	1,271,000
1 year increase in member life expectancy	1,301,000	2,100,000
0.1% increase in Salary increase rate (0.1% for 2021)	51,000	469,000
0.1% increase in Pension increase rate (0.1% for 2021)	739,000	1,170,000

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

	Fair value at 31 August 2022 £	Fair value at 31 August 2021 £
Equities	15,482,000	13,915,000
Debt instruments	5,961,000	5,748,000
Property	3,146,000	2,420,000
Cash	248,000	605,000
	<u>24,837,000</u>	<u>22,688,000</u>

The actual return/(loss) on scheme assets was a loss of (£498,000) (2021 – (£3,211,000))

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

24. PENSION COMMITMENTS (continued)

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

	2022	2021
	£	£
Current service cost (net of employee contributions)	5,529,000	4,169,000
Net interest cost	521,000	392,000
	<u> </u>	<u> </u>
Total	<u>(6,050,000)</u>	<u>(4,561,000)</u>
	<u> </u>	<u> </u>
Actual return on scheme assets	<u>(498,000)</u>	<u>(3,211,000)</u>

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

	2022	2021
	£	£
Opening defined benefit obligation	52,499,000	38,849,000
Current service cost	5,529,000	4,169,000
Interest cost	908,000	693,000
Contributions by employees	520,000	494,000
Benefits paid	(315,000)	(276,000)
Actuarial losses/(gains)	(26,610,000)	(276,000)
Transferred on conversion	-	-
	<u> </u>	<u> </u>
Closing defined benefit obligation	<u>32,531,000</u>	<u>52,494,000</u>

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

	2022	2021
	£	£
Opening fair value of scheme assets	22,688,000	16,888,000
Upon conversion	-	-
Interest income	387,000	301,000
Return on plan assets (excluding net interest on the net defined pension liability)	(498,000)	3,211,000
Contributions by employer	2,050,000	2,070,000
Contributions by employees	520,000	494,000
Benefits paid	(315,000)	(276,000)
	<u> </u>	<u> </u>
Closing fair value of scheme assets	<u>24,832,000</u>	<u>22,688,000</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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 £73,000 (2021: £67,707).

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 2022**

25. OPERATING LEASE COMMITMENTS

At 31 August 2022, the total of the Trust's future minimum lease payments under non- cancellable operating leases was:

	2022	2021
	£	£
Amounts payable:		
Within 1 year	20,457	37,374
Between 1 and 5 years	13,578	9,224
Total	<u>34,035</u>	<u>46,598</u>

26. 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.

27. 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 provisional conversion date of 1 September 2023.

28. MEMBERS' LIABILITY

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