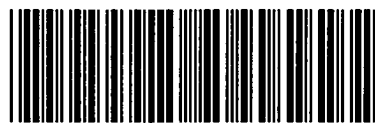


**Report of the Trustees and**  
**Financial Statements**  
**for the Year Ended 31 August 2022**  
**for**  
**The Mead Academy Trust**

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COMPANIES HOUSE

Monahans  
Statutory Auditor  
Chartered Accountants  
Fortescue House  
Court Street  
Trowbridge  
Wiltshire  
BA14 8FA

**The Mead Academy Trust**

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**for the Year Ended 31 August 2022**

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## Reference and Administration Details

<b>Members</b>	C Checkley T Wright P Finn M Haines (appointed 27.09.21)
<b>Trustees</b>	C Checkley (Chairperson) R Quick (Vice-Chair) L Bolton (CEO and Accounting Officer) J Bullock P Finn C Folker (appointed 27 September 2021) A Millin (appointed 27 September 2021) K Baker (Lyne) (resigned 31 December 2021) M Haines (resigned 31 December 2021)
<b>Company Secretary</b>	S Pedler (ceased 22 December 2021) M Jacob (from 23 December 2021)
<b>Strategic Leadership Team</b>	L Bolton (CEO and Accounting Officer) L Palmer (Executive Leader) M Stenton (Headteacher, The Mead Primary School) E Larkham (Headteacher, Castle Mead School) K Austin (Headteacher, River Mead School) K Jamieson (Head of Inclusion / SEN) (retired 31/12/21)
<b>Company Name</b>	The Mead Academy Trust
<b>Registered Office</b>	The Mead Community Primary School Hackett Place Hilperton Trowbridge Wiltshire BA14 7GN
<b>Principal Office</b>	River Mead School Lowbourne Melksham Wiltshire SN12 7ED
<b>Registered Company Number</b>	08024396 (England and Wales)
<b>Independent Auditor</b>	Monahans Statutory Auditor Chartered Accountants Fortescue House Court Street Trowbridge Wiltshire BA14 8FA
<b>Bankers</b>	Lloyds Bank 64 Fore Street Trowbridge Wiltshire BA14 8EU
<b>Solicitors</b>	Veale Wasbrough Vizards Orchard Court Orchard Lane Bristol BS1 5WS

## **THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE) 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 Charitable Company for the year 01 September 2021 to the 31 August 2022. The annual report serves the purpose of both a Trustees' report, and a Directors' and Strategic Report under company law.

The Trust operated three primary academies in FY21/22 across four sites, incorporating four nursery provisions, two Complex Needs Resource Bases (RB), and The Harbour (an early intervention SEMH nurtured learning programme).

The Academy Trust had a roll totalling 1,184 pupils, comprised of 950 pupils (Year R to 6) as at July 2022, with an additional 175 children in nursery provision, and 59 children in Resource Base provision.

<b>School</b>	<b>Capacity</b>	<b>Number on roll (in July 2022)</b>
The Mead Hilperton	420 + nursery	406 + 43 nursery
The Mead Wingfield	90	74 + 16 nursery
Castle Mead School	360 + 28 Complex Needs Resource Base + nursery	289 + 29 Complex Needs Resource Base + 55 nursery
River Mead School	210 + 30 Complex Needs Resource Base + nursery	181 + 30 Complex Needs Resource Base + 61 nursery

### **Structure, governance and management**

#### **Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Trustees of The Mead Academy Trust are also the Directors of the Charitable Company for the purposes of company law. The Charitable Company operates as The Mead Academy Trust.

Details of the Trustees who served throughout the year and to the date the accounts are approved are included in the Reference and Administration Details.

#### **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 they are a Member, or within one year after they cease to be a Member, such amount as may be required, not exceeding £10.00, for the debts and liabilities contracted before they cease to be Member.

#### **Trustees' Indemnities**

In accordance with normal commercial practice the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £10,000,000 on any one loss and any one membership year.

## **THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE) TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

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

On 1 May 2012 the Trustees appointed some of those that served the predecessor school (The Mead Community Primary School) to be Trustees of the newly formed Academy Trust.

The Articles of Association 2012 and funding agreement state that the Academy Trust shall have the following Trustees:

- Up to 3 Trustees who are appointed by Members
- Staff Trustees (provided that the total number of Trustees, including the Chief Executive Officer, who are employees of the Company does not exceed one third of the total number of Trustees)
- Academy Trustees appointed under Article 51 or Article 52 (from Academy Advisory Groups)
- The Chief Executive Officer (Trust Leader), who is treated for all purposes as being an ex officio Governor
- A minimum of 2 Parent Trustees who are elected or appointed from amongst the number of parent members of the Academy Advisory Groups
- Up to 3 Co-opted Trustees (not an employee if the number of Trustees exceeds one third of the total number of Trustees, including the Chief Executive Officer)

The Trust Board in 2021-22 comprised:

- 3 Trustees, constituting the Resources Committee membership:
  - The Chair of Trustees (also a Member)
  - Chair of Resources Committee
  - Resources Committee trustee (also a Member)
- 3 Trustees, constituting the Standards & Effectiveness Group membership, including one Trustee as designated lead for Safeguarding and Inclusion
- No Parent Trustees. Parent Academy Advisors at each school fulfil this function
- Chairs of two (until December 2021) then one (thereafter) of the local Academy Advisory Groups
- The Chief Executive Officer

Trustees are appointed for a four-year period, except that this time limit does not apply to the Chief Executive Officer. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Academy Trust's development.

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

The Academy Trust has a Trustee Recruitment, Induction and Training programme.

The training and induction provided for new Trustees is dependent upon their existing experience but would always include a tour of the Trust schools and a chance to meet staff and pupils. An online induction process has been developed for Trustees and Academy Advisors which includes copies of policies, procedures, and other documents that they will need to undertake their role as Trustees. The Trust has implemented a SharePoint site for sharing documents (including minutes and financial reports) with members of the Governance Community. Advantage is taken of specific courses offered via CST (Confederation of School Trusts) alongside training provided by the National College and the NGA (National Governance Association).

There is a Governance Strategy Day organised each year which brings together Members, Trustees and Academy Advisors to be updated on relevant strategic developments impacting on their roles and responsibilities. Academy Advisory Groups also hold a Governance Day each year in their respective schools.

# **THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**

## **TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

### **Organisational Structure**

#### **The Board of Trustees**

The Board normally meets once each term (6 x per annum) with additional meetings as required throughout the year. The Board establishes an overall framework for the governance of the Academy Trust and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees / Groups for ratification. It monitors the activities of the Committees / Groups through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

The Board of Trustees has two subordinate Committees; the Resources Committee and the Standards and Effectiveness Group.

#### **The Resources Committee**

This Committee meets as scheduled eight times a year, with additional meetings as necessary. The Committee is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with regulatory requirements and reporting, receiving internal scrutiny reports from the service providers, and drafting the annual budget including setting staffing levels. It also incorporates the role of an Audit Committee.

#### **The Standards and Effectiveness Group**

This Committee meets regularly with the core function of holding the executive team to account for the educational performance of the schools. Areas of focus include school improvement, SEND and safeguarding, qualitative data, quantitative data, stakeholder feedback, workforce development, digital strategy, staff wellbeing and appraisal.

#### **Academy Advisory Groups**

Each school within the Trust has an Academy Advisory Group.

#### **Chairs Group**

AAG Chairs meet at regular intervals, together with the CEO / a member of the Central Executive Team and periodically with the Chair of the Trust Board and / or Chairs of other committees of the Board. This forum provides a mechanism to communicate priorities, harness the voice of the local tier of governance, feed intelligence, and support the development of one organisational identity of the Trust. It offers a valued point of consultation and representation in the development of Trust policies.

The following decisions are reserved to the Board of Trustees:

To consider any proposals for changes to the status or constitution of the Academy Trust and its committee structure

To appoint or remove the Chairperson and / or Vice-Chair

To appoint the Trust Leader (Chief Executive Officer) and Secretary to the Trustees

To approve the Annual Trust Development Plan and budget

To approve expenditure over a designated limit of £20,000

The Trustees are responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy Trust by the use of budgets and other data, and making major decisions about the direction of the Academy Trust, capital expenditure and appointments of strategic leaders. The Scheme of Delegation is used to delegate specific areas of responsibility to the different committees and the Central Executive Team.

The Members and Board of Trustees have devolved responsibility for day-to-day management of the Academy Trust to the Chief Executive Officer. The Strategic Leadership Team comprises the CEO, Headteachers, Executive Leader, and Head of Inclusion (ceased 1 Jan 2022).

The Academy Trust has a leadership structure which consists of the Trustees, Executive Leaders, Headteachers, Deputy & Assistant Headteachers, Senior Teachers, Central Business Team (School Business Managers) and Subject Leaders. The aim of the leadership structure is to delegate responsibility and encourage involvement in decision-making at all levels.

**THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

The Headteachers lead the schools, implementing the policies laid down by the Trustees. The CEO, Executive Leader, Headteachers, School Business Managers and the Resources Committee are responsible for the authorisation of spending within agreed budgets. A summary of this is in the Financial Scheme of Delegation. Some spending control is devolved to Budget Holders. The CEO, with Headteachers, is responsible for the appointment of staff, although appointment panels for strategic leadership posts always include a Trustee.

The Chief Executive Officer is the Accounting Officer.

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

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

The pay of key management personnel is reviewed annually and it is Trust policy to align pay with Government recommended pay scales and in line with the agreed Performance Management procedures. The Chief Executive Officer's Performance Management is carried out by a Sub-Committee of three Trustees, supported by an external advisor, with associated remuneration recommendations being considered by Resources Committee and the Board of Trustees.

The Trustees benchmark against pay levels in other Academy Trusts of a similar size. The benchmark is the mid-point of the range paid for similar roles adjusting for a weighting for any additional responsibilities.

**Trade Union Facility Time**

**Relevant union officials**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
NIL	n/a

**Percentage of time spent on facility time**

Percentage of time	Number of employees
0%	n/a
1%-50%	n/a
51%-99%	n/a
100%	n/a

**Percentage of pay bill spent on facility time**

The total cost of facility time	n/a
The total pay bill	n/a
The percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x 100	n/a

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) x 100	n/a
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## **THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE) TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

### **Related Parties and other Connected Charities and Organisations**

In the 2022 statutory accounts the Trust have disclosed a relationship with Collaborative Schools Limited, a small charity which supports schools in the local area. The Trust shares one Trustee with the enterprise and is also a member of the entity with voting rights at general meetings. The disclosure in the accounts is for transparency purposes only. The same disclosure was not made in the 2021 statutory accounts because the Trust was satisfied that the relationship does not and did not constitute a related party transaction in line with accounting standards as neither entity can enjoy control or significant influence over the other. On this basis the Trust is satisfied that there are no related parties which either control or significantly influence the decisions and operations of The Mead Academy Trust.

### **Objectives and Activities**

#### **Objects and Aims**

The Academy Trust Articles detail the company's objects as:

To advance the public benefit education in the United Kingdom in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing schools ('The Academies') offering a broad and balanced curriculum;

And

To promote for the benefit of the inhabitants of Trowbridge and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have needs of facilities by reason of their youth, age, infirmity, or disablement, financial hardship or social and economic circumstances, or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

To achieve our purpose, we:

- Collaborate decisively and learn together as a family of schools, where staff work for and on behalf of each other and all of the children in our care
- Ensure our schools are places where there are expectations of excellence, where individuals are valued, achievements celebrated and where children are happy and safe
- Establish school communities where children and staff enjoy coming to school every day and take pride in moving their schools ever forward
- Encourage, support and develop every child so that they reach their full potential
- Prepare children to live responsibly and peacefully in the spirit of understanding, tolerance, equality and friendship

#### **Public Benefit**

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

The Academy Trust provides facilities for recreational and other leisure time occupations for the community at large in the interests of social welfare and with the interest of improving the life of the communities in which our schools are situated.

As an Academy Trust we have a duty to support other schools. We support other schools and academies through the provision of professional development, the training of new entrants to the profession, school to school support and research.



**THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

**Strategic report**

**Achievements and Performance**

The Mead Academy Trust Key Strategic Priorities for 2021-22 were:

**Educational Excellence: School Improvement**

Goals	2021-22 progress
<ul style="list-style-type: none"> <li>• Identification of school-to-school deployment needs</li> <li>• Strong team of Improvement Champions working to a clearly defined job description and expectations</li> </ul>	<ul style="list-style-type: none"> <li>• Subject leader staff networks and shared Inset days have served as powerful levers for developing subject leader knowledge, skills and understanding</li> <li>• Successful development of Curriculum Reviews (deep dives) to explore the effectiveness of curriculum intent, implementation and impact: the TQR (Trust Quality Review) model has been well established; impact of the activity has been evident in curriculum improvements made</li> <li>• Deployments continue to be identified with Trust improvement champions deployed effectively to support and develop specific areas of need</li> </ul>

**Educational Excellence: Curriculum**

Goals	2021-22 progress
<ul style="list-style-type: none"> <li>• A progressive curriculum that details knowledge and vocabulary in every subject area</li> <li>• Effective leadership of all curriculum areas in all schools</li> <li>• Established assessment mechanism in place for each subject</li> <li>• An effective catch-up strategy that identifies and fills curriculum gaps</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum Working Group, comprised of Trust leaders, shaping curriculum design and implementation</li> <li>• Trust Effectiveness teams providing curriculum expertise and peer networks for curriculum leadership</li> <li>• Considerable progress made with curriculum progressions for all subjects – sequencing the knowledge and skills children need to make sustained progress. These curriculum progressions include carefully sequenced vocabulary as an entitlement for all. Curriculum Covid 'gaps' have been identified and provisioned for. This has been evidenced through the Trust Quality Review (TQR) process</li> <li>• A revised curriculum for Y1 has been shaped to better support an effective transition from Early Years Foundation Stage. Curriculum expectations for EYFS2 have been developed and documented</li> <li>• Tutoring / academic mentoring has shown impact but capacity has not been sufficient to meet all needs. In some cases, impact has been limited by staff absence, vacancies and recruitment challenges</li> </ul>

**THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)  
TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

**Educational Excellence: Inclusion and safeguarding**

Goals	2021-22 progress
<ul style="list-style-type: none"> <li>Securely embed a Trust process for safeguarding complaints, Allegations Against Adults (AAAs) and Low-Level Concerns (LLCs)</li> <li>Develop the robustness of access to safeguarding training for members of the Governance Community</li> <li>Enhance safeguarding termly report format to include key information in line with KCSIE peer on peer abuse requirements</li> <li>Update Behaviour Policy to incorporate the Everyone's Invited agenda</li> <li>Gain greater insight to ensure there is an accurate picture of Inclusion across the Trust</li> <li>Broaden the diversity of the Governance Community to better reflect the constitution of our schools</li> </ul>	<ul style="list-style-type: none"> <li>SharePoint leveraged to allow individual schools to confidentially record and monitor all complaints, AAAs and LLCs, with Trust oversight</li> <li>A Safeguarding Governance Group has been formed to support shared learning and understanding within our local governance community</li> <li>All members of the Governance Community equipped with National College accounts, and relevant safeguarding training made available to them via a personalised Watch List</li> <li>Safeguarding Trust Quality Reviews carried out in all schools and an Inclusion TQR process launched</li> <li>Revised Behaviour Policy published on the Trust website, and included in mandatory induction for new staff and Governance Community members</li> <li>A Trust-wide lanyard system for staff and visitors was introduced, identifying those with / without a DBS. This is supported by a centralised Sign-In system for all schools, with staff and visitor lists and information managed in a consistent manner across all sites</li> <li>Inclusion brought in line with key curriculum areas, with annual TQR at each school</li> </ul>

**Professional Expertise: Developing QFT**

Goals	2021-22 progress
<p>Supporting HTs and SLTS to implement effective use of:</p> <ul style="list-style-type: none"> <li>Instructional coaching</li> <li>Lesson study</li> <li>Strong teacher learning communities</li> <li>Effective menu of training and development opportunities provides support for Subject Leaders at all stages of development</li> <li>Clearly defined expectations, roles and responsibilities enable Trust Quality Champions to be effective and held to account for their Trust role</li> </ul>	<ul style="list-style-type: none"> <li>Appointment of Assistant Head Teachers/Inclusion Leaders (SENCOs) to the SLT at each school</li> <li>The vast majority of Senior Leaders attended the Trust-led conference on The Leadership of Teacher Development, facilitated by Tom Sherrington. This has enabled the development of an instructional coaching strategy in all schools. The 'Walkthrus' materials have been purchased for all teaching staff, and are being used to underpin teacher development</li> <li>Subject Leader learning communities have worked together effectively and powerfully to ensure coherent and sequential teaching programmes are in place</li> <li>Leadership development for Subject Leaders has been provided through INSET and Professional Development Meetings, focusing on quality curriculum</li> <li>Subject Leader staff networks / INSET focus has served as a powerful lever for developing Subject Leader knowledge, skills and understanding</li> <li>All leaders have engaged in Subject / aspect learning communities beyond the Trust.</li> <li>Roles and responsibilities have been defined and shared for Trust Quality Champions (TQCs)</li> </ul>

**THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**  
**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

**Operational Infrastructure: Technology**

Goals	2021-22 progress
<ul style="list-style-type: none"> <li>Recruit replacement ICT Maintenance and support provider</li> <li>Review effectiveness of MIS (Management Information System) system and undertake best value exercise</li> <li>Develop effective cyber security Trust wide</li> <li>Develop Digital Strategy</li> <li>Ensure hardware and software solutions support strategic aims</li> </ul>	<ul style="list-style-type: none"> <li>Implemented new SharePoint site for consistent storage and management of all Governance Community-related activities and documents, with appropriate access for each staff and Governance Community member</li> <li>Implemented regular reviews of Office 365 users and groups, with old / obsolete accounts deleted to remove security risks</li> <li>Implemented unified starter / leaver system, with consistent Trust induction and training for all new staff regardless of school or role</li> <li>Appointed new IT Support Provider, effective from 1 November 2021, and managed handover from incumbent provider who had been in post for over ten years</li> <li>Appointed new data storage and backup provider, effective from 1 November 2021, including twice-daily offline on-prem server backups and daily SAAS backups</li> <li>Completed upgrade of entire WiFi network at River Mead School</li> <li>Completed upgrade of broadband service at River Mead School to 1Gb/1Gb</li> <li>Implemented new Trust Google Workspace domain, migrated all exiting users to the new domain, and created new accounts for all children who did not yet have one (DFE funded)</li> <li>Migrated all domains owned by the Trust (including individual school domains) to a single unified host, in line with NCSC recommendations</li> <li>Managed migration of all schools' MIS from SIMS to Arbor, and implemented new Trust-wide MIS portal</li> <li>Managed migration of individual schools' SignIn App to one centralised Trust SignIn App account</li> </ul>

**THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)  
TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

**Expert Governance: Governance Structure**

<ul style="list-style-type: none"> <li>• <b>Goals</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>2021-22 progress</b></li> </ul>
<ul style="list-style-type: none"> <li>• Revise Scheme of Delegation to reflect new Trust structure</li> <li>• Develop schedule of responsibilities to bring clarity for all tiers of governance and leaders</li> <li>• Governance Professional supplies professional support to the Board and committees.</li> <li>• Executive Team supplies prompt and useful reports to Standards &amp; Effectiveness Group (SEG)</li> <li>• All tiers of governance have access to and understanding of key priorities and activities</li> <li>• Establish a consistent and effective induction process for new members of the governance community</li> </ul>	<ul style="list-style-type: none"> <li>• Revised Scheme of Delegation ensuring clarity of accountabilities and responsibilities</li> <li>• The Standards &amp; Effectiveness Group remit and activity has developed and is offering increased scrutiny and challenge to the Executive Leadership of the Trust for the improvement of educational performance</li> <li>• The management of meeting preparation and reporting processes for the Governance Community has improved, enabling all members to access documentation in a timely manner</li> <li>• A governance Induction Pack has been developed for the Governance Community available on the Trust website</li> <li>• Development of Trust website page with information and documents for all tiers of governance</li> </ul>

# THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)

## TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022

### Responsible Growth: Growth Plan

Goals	2021-22 progress
<ul style="list-style-type: none"> <li>Identify planned rate and scale of growth in short and medium term</li> <li>Development of partnerships and relationship with target schools and trusts</li> </ul>	<ul style="list-style-type: none"> <li>Trust 'brochure' shaped and published on Trust website.</li> <li>Continuing to engage in ongoing conversations with local schools with regard to joining the Trust</li> </ul>

### Key Performance Indicators

#### Educational

All Trust schools maintain an Ofsted grading of Good

#### Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. This is with the proviso that the EFSA will compensate the Trust for any shortfall in the Pension funding should that become necessary. 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.

### Financial Review

Most of the Academy Trust's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2022 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

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

During the year ended 31 August 2022, the Academy Trust received total income of £7,462,773 and incurred total expenditure of £8,936,490. The excess of expenditure over income for the year was £1,473,717.

At 31 August 2022 the net book value of fixed assets was £13,118,958 and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy Trust.

Key financial policies adopted or reviewed during the year include the Financial Regulations 2021/22 which lays out the framework for financial management, including financial responsibilities of the Board, CEO, Headteachers, managers, budget holders and other staff, as well as delegated authority for spending. Other policies reviewed and updated included Charges and Lettings, and the Reserves Policy.

## **THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE) TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

### **Reserves policy**

The Trustees review the reserve levels of the Academy Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy Trust, the uncertainty over future income streams, unforeseen emergency or day to day costs.

The Trust Board requires Academy Trust schools to maintain an appropriate level of reserves to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance and to deal with fluctuations in pupil numbers.

The value of reserves held as at 31 August 2022 is £811,538 after deductions have been made for the fixed asset fund of £13,223,225 and the long term LGPS pension deficit of £Nil; comprising £396,222 unrestricted reserves and £415,316 restricted reserves.

### **Investment policy**

The Trustees have discussed potential investment opportunities and the requirement to formalise an investment policy. In light of current interest rates and the future liquidity requirements of the Trust, the Trustees have decided that it would not be prudent to invest monies at this time. The policy, therefore, remains under review.

### **Principle risks and uncertainties**

The Board of Trustees has reviewed the major risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

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

#### **Covid-19**

Impacts on safety and wellbeing of staff and pupils; financial risks as a result of loss of income and additional expenditure incurred; impacts on educational outcomes; impact on staff retention and deployment.

#### **Financial**

The Academy Trust is totally reliant on continued Government funding through the ESFA and given the Government's unwillingness to provide equitable and adequate funding to provide the highest quality education possible, this is on-going and a risk that is difficult to mitigate. In the last year the vast majority of the Academy Trust's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practise will remain the same or that public funding will continue at the same levels or on the same terms. Development and provision that is non-statutory is reliant upon accessing further funding through grants and other sources.

#### **Failures in governance and/or management**

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

#### **Reputational**

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

## **THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

#### **Safeguarding and child protection**

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

#### **Staffing**

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

#### **Fraud and mismanagement of funds**

The Academy Trust has appointed the Wiltshire Council's Accounting and Business Support Team to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training and ongoing support from a Wiltshire Council Accounting and Budget Support Accounting Technician to keep them up to date with financial practice requirements and develop their skills in this area.

#### **Risk Management Process**

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

The Academy Trust has agreed a risk management strategy, a Risk Register and a risk management plan. These have been discussed by Trustees and include the financial risks to the Academy Trust. The register and plan are regularly reviewed in light of any new information and formally reviewed annually.

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

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

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

#### **Defined Benefit Pension Scheme Surplus**

The Board of Trustees recognises that the defined benefit pension scheme surplus (Local Government Pension Scheme), which is set out in Note 21 to the financial statements, represents a significant potential asset.

#### **Fundraising**

The Academy Trust does not use any external fundraisers. The schools are supported by the Parent Teacher Associations (PTAs), organisations which directly support the Trust's schools through fundraising events. Grant funding applications are made for priority areas. All fundraising undertaken by the year was monitored by the Trustees.

## **THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE) TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022**

### **Streamlined energy and carbon reporting**

As the Academy Trust has not consumed more than 40,000 kWh of energy in this reporting period, it qualifies as a low energy user under these regulations and is not required to report on its emissions, energy consumption or energy efficiency activities.

However, the streamlined Energy and Carbon report for the Trust for 2021-22 compared energy usage for the years 2020-21 and 2021-22. The Trust's general consumption went down, indicating gross emissions in metric tonnes reduced from the previous year.

### **Plans for future periods**

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

The Academy Trust will continue to work with partner schools to improve the educational opportunities for children in the wider community. Where appropriate the Trust will engage in discussions with schools that may like to join the Trust.

### **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 audit information and to establish that the auditor is aware of that information.

The auditors, Monahans, are willing to continue in office.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 5<sup>th</sup> December 2022 and signed on the board's behalf by:



.....  
R H Quick – Vice-Chair of Trustees



# THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE) GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2022

## Scope of Responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer (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 The Mead Academy Trust and the Secretary of State for Education. The CEO is also responsible for reporting to the Resources Committee and the Board of Trustees, any material weaknesses or breakdowns in internal control.

## Governance

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

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

## Trustees

The Board of Trustees provides clarity of vision, ethos and strategic direction of the Trust.

Board Members	Meetings Attended	Out of a possible
L Bolton (Staff: CEO; Accounting Officer)	6	6
J Bullock	6	6
C Checkley (Chair)	6	6
P Finn	6	6
C Folker	4	6
A Millin (Appointed 1 September 2021)	6	6
R Quick (Vice Chair)	6	6
Mike Haines (resigned 31 August 2021)	6	6
Kim Lyne (resigned 31 December 2021)	2	3

# THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE) GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2022

## Standards and Effectiveness Group (SEG)

The Standards and Effectiveness Committee is a sub-committee of the main Board of Trustees, holding executive leaders to account for the educational performance of the Trust. It maintains oversight of the quality of education provided across the trust; offering scrutiny and challenge of educational standards, ethos, pupil outcomes and welfare.

During the year A Millin, who is a retired local, regional and national school improvement consultant, joined the committee. Attendance at meetings in the year was as follows:

Committee Members	Meetings Attended	Out of a possible
A Millin (Chair)	8	8
L Bolton	8	8
J Bullock	7	8
C Folker	7	8
Kim Lyne (resigned 31 December 2021)	3	4

## Resources Committee

The Resources Committee is a sub-committee of the main Board of Trustees, overseeing the financial performance of the Trust and making sure its money is well-spent. It provides governance arrangements for the wider Trust of the finance, personnel, infrastructure, premises, Health and Safety, procurement, and capital works.

Committee Members	Meetings Attended	Out of a possible
R Quick (Chair, Trustee)	9	9
P Finn (Trustee)	9	9
C Checkley (Trustee)	7	9
L Bolton (Accounting Officer, Staff, CEO, Trustee)	8	9

## Other Attendees

In addition to the above, the Board of Trustee meetings are regularly attended by:  
Members of the Executive Leadership Team and Chief Financial Officer

The Board of Trustees has reviewed the operation of the Governance arrangements and are satisfied they are working effectively. In the year, the following governance arrangements have been reviewed:

The Board has undertaken an assessment of its own effectiveness using the MAT Assurance Framework. The review confirmed the Board has:

- A clear focus on school improvement
- Asks the right questions about performance, and exercises its respective accountability functions
- The right skills and attitudes to focus on school improvement and provides robust challenge to hold the executive to account
- Reviewed its own performance and effectiveness regularly
- Facilitated learning between committees / Trustees within the Trust
- Learned from other MATs in the region about their approaches to governance and school improvement
- Regularly reviewed the MAT's governance structure to ensure it is fit for purpose
- A plan for growth and the implications of this plan for school improvement capacity are understood
- Regular feedback from staff, pupils and parents

**THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**  
**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2022**

The Board identified the following actions to support its effectiveness in 2022:	
Ensure the scheme of delegation identifies clearly the responsibilities to develop the overall school improvement strategy, implement it and evaluate the impact of school improvement activities on pupils	This objective has been achieved. A revised Scheme of Delegation was published, clearly identifying the roles and responsibilities of each layer of Governance within the Trust The impact of the clearly defined roles is evidenced within SEG committee minutes
Ensure there is the right level of succession planning, training and future proofing to changes to the MAT	A succession plan was in place to enable the transition to a new Board Chair with effect from September 2022
Ensure the Board receives an overview of any complaints	This objective has been progressed, and will be a formal part of Trust reporting processes in 2022-23

The Board will execute its next self-evaluation of governance effectiveness in November 2022, utilising CST's Assurance Framework for Trust Governance.

**Review of Value for Money**

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

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

- Value for money purchasing across the Trust
- Deploying staff effectively across the Trust
- Achieving discounts for maintenance by obtaining Trust agreements where possible
- The purchase of a new Pupil MIS providing MAT overview facility
- Follow up from SRMA and benchmarking using School Resource Management Assessment Tool to inform planning and budget setting
- Review of IT infrastructure and cyber security with upgrading of wifi, broadband and software as part of a medium term plan to move to Cloud based storage solutions

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The Trust purchases external services for audit and internal scrutiny.

The system of internal control has been in place in The Mead Academy Trust for the period 01 September 2021 to the 31 August 2022 and up to the date of approval of the annual report and financial statements. The Academy Trust Handbook is used by the Trust as the key reference document in designing policies and procedures for internal control.

## THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE) GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2022

### Capacity to Handle Risk

The board of Trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process, for identifying, evaluating and managing the Academy Trust's significant risks, that has been in place for the period 01 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 by the board of trustees.

### The Risk and Control Framework

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

Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees

Regular reviews by the Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes

Setting targets to measure financial and other performance

Clearly defined purchasing (asset purchase or capital investment) guidelines

Identification and management of risks

The Board of Trustees has decided to buy-in an internal audit service from Accounting and Budget Support, Wiltshire Council (Financial Controls Assurance Reporting).

The Internal Auditors / Reviewers role is to scrutinise and provide independent assurance and advice that The Trust's financial and other controls, and risk management procedures, are operating effectively. The Board of Trustees has decided to appoint Wiltshire Council to provide an internal audit service to give independent scrutiny from External Auditor, Monahan's, who prepare end of year of accounts.

The Resources Committee determined audit arrangements for the year, selecting four key areas for scrutiny in 21/22 based on Trust Priorities for Governance and from the Risk Register.

The checks carried out in the accounts period included the following Financial Control Assurance Reports (FCARs):

- The Mead Academy Trust and all schools – Review of all Trust Academy Handbook 'Musts' (personal responsibilities of Trustees, Governance Structures, Relationships, Money and Oversight, Accountability and Audit) (December 2021)
  - No material control issues were identified this financial year
  - Some recommendations, at low risk, have been considered and an action plan formulated to address
- The Mead Academy Trust – Review of Bank Reconciliation (March 2022)
  - No material control issues were identified this budget year
  - One minor recommendation, at low risk, has been considered
- The Mead Academy Trust and all schools – Fixed Assets Review (April 2022)
  - No material control issues were identified this budget year
- Governance Review (May 2022)
  - No medium or high risk issues identified
  - Some recommendations, at low risk, have been considered and an action plan formulated to address
- Evaluation of Business Continuity and Critical Incident Planning (June 2022)
  - No risk issues identified

The auditor is able to provide a **Substantial Assurance** opinion in respect of the areas reviewed during the year.

On a termly basis, the auditor reports to the Board of Trustees, through the audit and risk (Resources) Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. On an annual basis the auditor prepares a summary report to the Committee outlining the areas reviewed, key findings, recommendations and conclusions to help the Committee consider actions and assess year on year progress.

**THE MEAD ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**  
**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2022**

The Academy Trust has reviewed the service provided by the auditor in delivering the financial controls assurance visits and has undertaken a best value exercise to determine future delivery of internal audit. A new provider has been appointed for 2022-23.

**Review of effectiveness**

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

The work of the internal auditor

The financial management and governance self-assessment process or the school resource management self-assessment tool

The work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework

The work of the external auditor

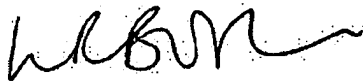
Correspondence from ESFA e.g. FNI/NFI and 'minded to' letters

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

Approved by order of the members of the Board of Trustees on 5<sup>th</sup> December 2022 and signed on its behalf by:



.....  
R H Quick – Vice-Chair of Trustees



.....  
Lyssy Bolton - Accounting Officer

**The Mead Academy Trust**

**Statement on Regularity, Propriety and Compliance**  
**for the Year Ended 31 August 2022**

As accounting officer of The Mead Academy Trust I have considered my responsibility to notify the charitable company board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the charitable company, under the funding agreement in place between the charitable company and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

I confirm that I and the charitable company board of trustees are able to identify any material irregular or improper use of funds by the charitable company, or material non-compliance with the terms and conditions of funding under the charitable company'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.



.....  
Lyssy Bolton - Accounting Officer

Date: 14 December 2022.....

**The Mead Academy Trust**

**Statement of Trustees' Responsibilities**  
**for the Year Ended 31 August 2022**

The trustees (who act as governors of The Mead Academy Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with the Academies 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 the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements and estimates that are reasonable and prudent;
- 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 to 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.

In so far as the trustees are aware:

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

Approved by order of the members of the board of trustees on 5<sup>th</sup> December 2022 and signed on its behalf by:



.....  
R H Quick – Vice-Chair of Trustees

**Report of the Independent Auditors to the Members of  
The Mead Academy Trust**

**Opinion**

We have audited the financial statements of The Mead Academy Trust (the 'charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency (ESFA).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2021 to 2022.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 charitable company'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 Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

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



**Report of the Independent Auditors to the Members of**  
**The Mead Academy Trust**

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the academy and the education section, we identified that the principal risks of non-compliance with laws and regulations related to the regulations prescribed in the Academies Trust Handbook, safeguarding, health and safety, employment law, and Companies Act 2006, and we considered the extent to which non-compliance might have a material effect on the financial statements of the academy. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Academies Accounts Direction, Charities Statement of Recommended Practice and Companies Act 2006.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to revenue recognition and management override. Audit procedures performed by the audit engagement team included:

- Enquiry of management and those charged with governance about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Understanding of management's internal controls designed to prevent and detect irregularities and fraud;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing analytical procedures to identify any unusual or unexpected relationship that might indicate a risk of material misstatement due to fraud;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and the transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Report of the Independent Auditors to the Members of**  
**The Mead Academy Trust**

**Use of our report**

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



James Gare (Senior Statutory Auditor)  
for and on behalf of Monahans  
Statutory Auditor  
Chartered Accountants  
Fortescue House  
Court Street  
Trowbridge  
Wiltshire  
BA14 8FA

Date: 20 December 2022

**Independent Reporting Accountant's Assurance Report on Regularity to  
The Mead Academy Trust and the Education and Skills Funding Agency**

In accordance with the terms of our engagement 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 The Mead Academy Trust during the period 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of The Mead Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Mead Academy Trust's funding agreement with the Secretary of State for Education and the Academy Trust 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 period 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.

**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.

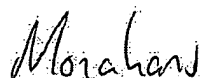
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the charitable company's income and expenditure.

The work undertaken to draw to our conclusion, includes, but is not limited to:

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

**Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Monahans  
Chartered Accountants  
Reporting Accountant  
Fortescue House  
Court Street  
Trowbridge  
Wiltshire  
BA14 8FA

Date: 20 December 2022.....

**The Mead Academy Trust**  
**Statement of Financial Activities**  
**(Incorporating an Income and Expenditure Account)**  
**for the Year Ended 31 August 2022**

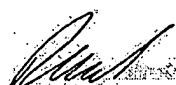
					2022	2021
	Notes	Unrestricted funds £	Restricted funds £	Restricted fixed asset fund £	Total funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>						
Donations and capital grants	2	3,253	-	27,445	30,698	406,746
<b>Charitable activities</b>						
Funding for the academy's educational operations	3	152,504	7,132,441	-	7,284,945	6,767,894
Teaching school	3	-	-	-	-	100,585
Other trading activities	4	20,617	126,359	-	146,976	61,389
Investment income	5	154	-	-	154	131
<b>Total</b>		<u>176,528</u>	<u>7,258,800</u>	<u>27,445</u>	<u>7,462,773</u>	<u>7,336,745</u>
<b>EXPENDITURE ON Charitable activities</b>						
Academy's educational operations	7	149,174	7,736,626	1,050,690	8,936,490	7,822,205
Teaching school	7	-	-	-	-	92,770
<b>Total</b>		<u>149,174</u>	<u>7,736,626</u>	<u>1,050,690</u>	<u>8,936,490</u>	<u>7,914,975</u>
<b>NET INCOME/(EXPENDITURE)</b>		27,354	(477,826)	(1,023,245)	(1,473,717)	(578,230)
<b>Other recognised gains/(losses)</b>						
Actuarial gains/(losses) on defined benefit schemes		-	4,591,000	-	4,591,000	(1,197,000)
<b>Net movement in funds</b>		27,354	4,113,174	(1,023,245)	3,117,283	(1,775,230)
<b>RECONCILIATION OF FUNDS</b>						
<b>Total funds brought forward</b>		368,868	(3,697,858)	14,246,470	10,917,480	12,692,710
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>396,222</u>	<u>415,316</u>	<u>13,223,225</u>	<u>14,034,763</u>	<u>10,917,480</u>

**The Mead Academy Trust**

**Balance Sheet**  
**31 August 2022**

	Notes	2022 £	2021 £
<b>FIXED ASSETS</b>			
Tangible assets	13	13,118,958	13,493,462
<b>CURRENT ASSETS</b>			
Debtors	14	283,769	513,861
Cash at bank		<u>1,615,990</u>	<u>1,039,101</u>
		1,899,759	1,552,962
<b>CREDITORS</b>			
Amounts falling due within one year	15	(978,698)	(398,375)
<b>NET CURRENT ASSETS</b>		<u>921,061</u>	<u>1,154,587</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		14,040,019	14,648,049
<b>CREDITORS</b>			
Amounts falling due after more than one year	16	(5,256)	(6,569)
<b>PENSION LIABILITY</b>	21	-	(3,724,000)
<b>NET ASSETS</b>		<u>14,034,763</u>	<u>10,917,480</u>
<b>FUNDS</b>	20		
Restricted funds:			
General Annual Grant		415,316	12,345
Restricted fixed asset fund		13,223,225	14,246,470
Pension fund		-	(3,724,000)
Teaching School		-	13,797
		<u>13,638,541</u>	<u>10,548,612</u>
Unrestricted income funds		<u>396,222</u>	<u>368,868</u>
<b>TOTAL FUNDS</b>		<u>14,034,763</u>	<u>10,917,480</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 5<sup>th</sup> December 2022 and were signed on its behalf by:



.....  
R H Quick – Vice-Chair of Trustees

**The Mead Academy Trust**  
**Cash Flow Statement**  
**for the Year Ended 31 August 2022**

	Notes	2022 £	2021 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	25	592,506	(349,245)
Interest paid		<u>(133)</u>	<u>(133)</u>
Net cash provided by/(used in) operating activities		<u>592,373</u>	<u>(349,378)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(38,586)	(95,911)
Capital grants from DfE/EFA		24,261	382,200
Interest received		<u>154</u>	<u>131</u>
Net cash (used in)/provided by investing activities		<u>(14,171)</u>	<u>286,420</u>
<b>Cash flows from financing activities</b>			
Loan repayments in year		<u>(1,313)</u>	<u>(1,312)</u>
Net cash used in financing activities		<u>(1,313)</u>	<u>(1,312)</u>
		<u>          </u>	<u>          </u>
<b>Change in cash and cash equivalents in the reporting period</b>		576,889	(64,270)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>1,039,101</u>	<u>1,103,371</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>1,615,990</u></u>	<u><u>1,039,101</u></u>

## **The Mead Academy Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2022**

#### **1. ACCOUNTING POLICIES**

##### **Basis of preparing the 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 (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006.

The Mead Academy Trust meets the definition of a public benefit entity under FRS 102.

##### **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 company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

##### **Critical accounting judgements and key sources of estimation uncertainty**

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 21, 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.

##### **Critical areas of judgement**

There are no critical areas of judgement.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

##### **Grants**

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

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

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

##### **Donations**

Donations are recognised on a receivable basis (where there are no performance related conditions), where it is probable that the income will be received and the amount can be measured reliably.

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**1. ACCOUNTING POLICIES - continued**

**Other income**

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

**Donated goods, facilities and services**

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

**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.

All resources expended are inclusive of irrecoverable VAT.

**Raising funds**

Raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

**Charitable activities**

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

**Governance costs**

These include the costs attributable to the Academy's compliance with constitutional and statutory requirements, including audit, strategic management and governors' meetings and reimbursed expenses.

**Tangible fixed assets**

Assets costing over £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful lives. Where an asset comprises of two or more components which have substantially different lives each component is depreciated separately over its useful economic life. The expected useful lives are as follows:

**Land and buildings**

Leasehold Land	Straight line over 125 years
Main Fabric	Straight line over 75 years
Roof	Straight line over 70 years
Windows & External Doors	Straight line over 30 years
Gas Boilers/ Fires	Straight line over 15 years
Bathrooms	Straight line over 20 years
Kitchens	Straight line over 30 years
Mechanical Systems	Straight line over 30 years
Electrics	Straight line over 40 years



## The Mead Academy Trust

### Notes to the Financial Statements - continued for the Year Ended 31 August 2022

#### **1. ACCOUNTING POLICIES - continued**

##### **Tangible fixed assets**

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

One of the buildings occupied by the academy trust is owned by the Salisbury Diocese. The academy trust has been granted use of the school from the Diocese. The Diocese retain the risks and rewards of ownership. Therefore the building does not meet the definition of an asset under FRS 102 'substance over form' concept and the building is therefore not included on the balance sheet of the academy. The ownership of the assets remains with the Diocese.

##### Other fixed assets

Fixtures and fittings	Straight line over 10 years
Computer equipment	Straight line over 3 years

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

##### **Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

##### **Taxation**

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

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Pension costs and other post-retirement benefits**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy 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 21, the TPS is a multi-employer scheme and therefore 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 Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**1. ACCOUNTING POLICIES - continued**

**Pension costs and other post-retirement benefits**

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 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.

**Liabilities**

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

**Provisions**

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within charitable activities.

**2. DONATIONS AND CAPITAL GRANTS**

	2022	2021
	£	£
Donations	6,437	24,546
Capital grants	<u>24,261</u>	<u>382,200</u>
	<u>30,698</u>	<u>406,746</u>

Grants received, included in the above, are as follows:

	2022	2021
	£	£
Capital grants	<u>24,261</u>	<u>382,200</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**3. FUNDING FOR THE ACADEMY'S CHARITABLE ACTIVITIES**

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>Educational operations</b>				
<b>DfE/ESFA grants</b>				
General Annual Grant(GAG)	-	5,069,660	5,069,660	4,511,961
Other DfE/EFSA Grants	-	154,941	154,941	23,842
Other DfE/EFSA grants	-	-	-	2,125
Pupil Premium	-	314,437	314,437	296,623
UIFSM	-	135,868	135,868	164,795
Teachers' Pay and Pension Grants	-	24,569	24,569	219,786
PE and Sports Grant	-	56,560	56,560	56,410
	<u>-</u>	<u>5,756,035</u>	<u>5,756,035</u>	<u>5,275,542</u>
<b>Other Government grants</b>				
Local Authority grants	-	807,207	807,207	861,613
Other Government Grants	-	-	-	55,195
	<u>-</u>	<u>807,207</u>	<u>807,207</u>	<u>916,808</u>
<b>COVID-19 Additional Fundings</b>				
DfE/ESFA COVID-19 funding	-	-	-	70,053
Other COVID-19 funding	-	7,189	7,189	14,122
	<u>-</u>	<u>814,396</u>	<u>814,396</u>	<u>1,000,983</u>
<b>Other income from the academy's educational operations</b>	<u>152,504</u>	<u>562,010</u>	<u>714,514</u>	<u>491,369</u>
	<u>152,504</u>	<u>7,132,441</u>	<u>7,284,945</u>	<u>6,767,894</u>
<b>Teaching school</b>				
Other income	<u>-</u>	<u>-</u>	<u>-</u>	<u>100,585</u>

The academy trust has been eligible to claim additional funding in the year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under COVID-19 additional funding.

**4. OTHER TRADING ACTIVITIES**

	2022 £	2021 £
Hire of facilities	19,086	10,919
Other	<u>127,890</u>	<u>50,470</u>
	<u>146,976</u>	<u>61,389</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**5. INVESTMENT INCOME**

	2022	2021
	£	£
Deposit account interest	<u>154</u>	<u>131</u>

**6. EXPENDITURE**

	Non-pay expenditure			2022	2021
	Staff costs £	Premises £	Other costs £	Total £	Total £
<b>Charitable activities</b>					
<b>Academy's educational operations</b>					
Direct costs	4,870,530	-	430,752	5,301,282	5,091,320
Allocated support costs	1,709,537	941,424	984,247	3,635,208	2,730,885
<b>Teaching school</b>					
Direct costs	-	-	-	-	81,515
Allocated support costs	-	-	-	-	11,255
	<u>6,580,067</u>	<u>941,424</u>	<u>1,414,999</u>	<u>8,936,490</u>	<u>7,914,975</u>

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation - owned assets	413,090	403,744
Auditor's remuneration - audit	10,342	10,687
Auditor's remuneration - non-audit	<u>1,500</u>	<u>1,500</u>

**7. CHARITABLE ACTIVITIES**

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Direct costs - academy's educational operations	49,811	5,251,471	5,301,282	5,091,320
Direct costs - teaching school	-	-	-	81,515
Support costs - academy's educational operations	99,363	3,535,845	3,635,208	2,730,885
Support costs - teaching school	-	-	-	11,255
	<u>149,174</u>	<u>8,787,316</u>	<u>8,936,490</u>	<u>7,914,975</u>

	2022 Total £	2021 Total £
<b>Analysis of support costs</b>		
Support staff costs	1,709,537	1,431,719
Depreciation	85,105	75,759
Technology costs	118,426	160,175
Premises costs	941,424	693,519
Other support costs	<u>780,716</u>	<u>380,968</u>
Total support costs	<u>3,635,208</u>	<u>2,742,140</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**8. STAFF COSTS**

	2022 £	2021 £
Wages and salaries	4,417,479	4,481,370
Social security costs	371,557	363,699
Operating costs of defined benefit pension schemes	<u>1,752,478</u>	<u>1,473,358</u>
	6,541,514	6,318,427
Supply teacher costs	26,015	10,966
Staff restructuring costs	<u>12,538</u>	<u>-</u>
	<u><u>6,580,067</u></u>	<u><u>6,329,393</u></u>

The average number of persons (including senior management team) employed by the charitable company during the year was as follows:

	2022	2021
Teachers	54	63
Administration and support	137	132
Management	<u>10</u>	<u>13</u>
	<u><u>201</u></u>	<u><u>208</u></u>

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

	2022	2021
£60,001 - £70,000	2	-
£90,001 - £100,000	<u>1</u>	<u>1</u>
	<u><u>3</u></u>	<u><u>1</u></u>

The academy trust made one severance payment in the year, disclosed in the following bands:

	2022	2021
£0 - £25,000	1	-
£25,001 - £50,000	-	-
£50,001 - £100,000	-	-
£150,000 +	<u>-</u>	<u>-</u>

**Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer national insurance and employer pension contributions) received by key management personnel for their services to the academy trust was £434,506 (2021: £478,795).

**9. RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES**

One trustee has been paid remuneration or has received other benefits from an employment with the academy. The CEO only receive remuneration in respect of services they provide undertaking the role of CEO and staff members under contracts of employment. The value of governors' remuneration and other benefits was as follows:

L Bolton (Head teacher and governor)  
Remuneration: £95,000 - £100,000 - (2021: £90,000 - £95,000)  
Employer's pension contributions: £20,000 - 25,000 - (2021: £20,000 - £25,000)

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**10. TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice the Academy has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £10,000,000 on any one claim.

The cost of this insurance is included in the total insurance cost.

**11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Restricted fixed asset fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and capital grants	5,582	-	401,164	406,746
<b>Charitable activities</b>				
Funding for the academy's educational operations	116,177	6,651,717	-	6,767,894
Teaching school	-	100,585	-	100,585
Other trading activities	11,286	50,103	-	61,389
Investment income	131	-	-	131
<b>Total</b>	<b>133,176</b>	<b>6,802,405</b>	<b>401,164</b>	<b>7,336,745</b>
<b>EXPENDITURE ON</b>				
<b>Charitable activities</b>				
Academy's educational operations	76,612	7,279,327	466,266	7,822,205
Teaching school	-	92,770	-	92,770
<b>Total</b>	<b>76,612</b>	<b>7,372,097</b>	<b>466,266</b>	<b>7,914,975</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>56,564</b>	<b>(569,692)</b>	<b>(65,102)</b>	<b>(578,230)</b>
<b>Transfers between funds</b>	<b>-</b>	<b>(4,907)</b>	<b>4,907</b>	<b>-</b>
<b>Other recognised gains/(losses)</b>				
Actuarial gains/(losses) on defined benefit schemes	-	(1,197,000)	-	(1,197,000)
<b>Net movement in funds</b>	<b>56,564</b>	<b>(1,771,599)</b>	<b>(60,195)</b>	<b>(1,775,230)</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	<b>312,304</b>	<b>(1,926,259)</b>	<b>14,306,665</b>	<b>12,692,710</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>368,868</b>	<b>(3,697,858)</b>	<b>14,246,470</b>	<b>10,917,480</b>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**12. CENTRAL SERVICES**

The academy trust recharges the costs of the Central Service hub to each of its Academies. The Central Services are comprised of both core Trust functions and Shared Services which are managed at Trust level to maximise efficient utilisation. These Shared Services are recharged to the individual Academy depending on usage.

The actual amounts charged during the year were as follows:

	2022 £	2021 £
River Mead Primary School	101,877	314,422
Castle Mead Primary School	179,993	206,906
The Mead Primary School	<u>175,072</u>	<u>200,076</u>
	<u>456,942</u>	<u>721,404</u>

Costs included within the Central and Shared service recharge decreased by £264,462 during the year as a result of developments with the methodology used to calculate and recharge the costs of the Central Services and Shared Service.

The academy trust will continue to develop the methodology it uses to calculate and recharge the costs of its Central Services and Shared Services to ensure they are fairly and appropriately distributed to each school and to maximise the efficient use of resources.

**13. TANGIBLE FIXED ASSETS**

	Land and buildings £	Fixtures and fittings £	Computer equipment £	Motor vehicles £	Totals £
<b>COST</b>					
At 1 September 2021	15,703,633	288,854	472,017	40,689	16,505,193
Additions	<u>-</u>	<u>6,290</u>	<u>32,296</u>	<u>-</u>	<u>38,586</u>
At 31 August 2022	<u>15,703,633</u>	<u>295,144</u>	<u>504,313</u>	<u>40,689</u>	<u>16,543,779</u>
<b>DEPRECIATION</b>					
At 1 September 2021	2,437,579	165,834	393,398	14,920	3,011,731
Charge for year	<u>327,985</u>	<u>28,997</u>	<u>52,039</u>	<u>4,069</u>	<u>413,090</u>
At 31 August 2022	<u>2,765,564</u>	<u>194,831</u>	<u>445,437</u>	<u>18,989</u>	<u>3,424,821</u>
<b>NET BOOK VALUE</b>					
At 31 August 2022	<u>12,938,069</u>	<u>100,313</u>	<u>58,876</u>	<u>21,700</u>	<u>13,118,958</u>
At 31 August 2021	<u>13,266,054</u>	<u>123,020</u>	<u>78,619</u>	<u>25,769</u>	<u>13,493,462</u>

**14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2022 £	2021 £
Trade debtors	3,153	3,970
Other debtors	37,627	-
VAT	79,848	34,877
Prepayments and accrued income	<u>163,141</u>	<u>475,014</u>
	<u>283,769</u>	<u>513,861</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

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

	2022	2021
	£	£
Other loans (see note 17)	1,313	1,313
Trade creditors	243,885	81,841
Social security and other taxes	82,371	79,835
Other creditors	406,588	27,952
Accruals and deferred income	<u>244,541</u>	<u>207,434</u>
	<u>978,698</u>	<u>398,375</u>

**Deferred income**

**Deferred government grants**

	2022	2021
	£	£
Deferred Income at 1 September 2021	180,170	168,653
Resources deferred in the year	143,468	180,710
Amounts released from previous years	<u>(180,170)</u>	<u>(168,653)</u>
Deferred Income at 31 August 2022	<u>143,468</u>	<u>180,170</u>

Deferred income at the year end relates to funds received in advance for universal infant free school meals and other ESFA grants which relate to the 2022/23 academic year:

**16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2022	2021
	£	£
Other loans (see note 17)	<u>5,256</u>	<u>6,569</u>

**17. LOANS**

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Other loans	<u>1,313</u>	<u>1,313</u>
Amounts falling between one and two years:		
Other loans - 1-2 years	<u>1,313</u>	<u>1,313</u>
Amounts falling due between two and five years:		
Other loans - 2-5 years	<u>3,943</u>	<u>3,939</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Other loans more 5yrs instal	-	1,317

Creditors due after more than one year at the end of the current year include a £20,000 loan from the ESFA under the Condition Improvement Fund. Repayments on the loan commenced in September 2019 and will be repaid over equal instalments over an 8 year period. Interest is charged on the loan at the rate of 2.04% per annum.



**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**18. 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 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 cease to be a member.

**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

				2022
	Unrestricted funds £	Restricted funds £	Restricted fixed asset fund £	Total funds £
Fixed assets	-	-	13,118,958	13,118,958
Current assets	396,222	1,047,403	456,134	1,899,759
Current liabilities	-	(626,831)	(351,867)	(978,698)
Long term liabilities	-	(5,256)	-	(5,256)
Pension liability	-	-	-	-
	<u>396,222</u>	<u>415,316</u>	<u>13,223,225</u>	<u>14,034,763</u>

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

				2021
	Unrestricted funds £	Restricted funds £	Restricted fixed asset fund £	Total funds £
Fixed assets	-	-	13,493,462	13,493,462
Current assets	368,868	431,086	753,008	1,552,962
Current liabilities	-	(398,375)	-	(398,375)
Long term liabilities	-	(6,569)	-	(6,569)
Pension liability	-	(3,724,000)	-	(3,724,000)
	<u>368,868</u>	<u>(3,697,858)</u>	<u>14,246,470</u>	<u>10,917,480</u>

**20. MOVEMENT IN FUNDS**

	At 1.9.21 £	Net movement in funds £	At 31.8.22 £
<b>Restricted general funds</b>			
General Annual Grant	12,345	402,971	415,316
Restricted fixed asset fund	14,246,470	(1,023,245)	13,223,225
Pension fund	(3,724,000)	3,724,000	-
Teaching School	13,797	(13,797)	-
	<u>10,548,612</u>	<u>3,089,929</u>	<u>13,638,541</u>
<b>Unrestricted funds</b>			
Unrestricted fund	368,868	27,354	396,222
	<u>10,917,480</u>	<u>3,117,283</u>	<u>14,034,763</u>
<b>TOTAL FUNDS</b>			
	<u>10,917,480</u>	<u>3,117,283</u>	<u>14,034,763</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**20. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
General Annual Grant	5,069,660	(4,666,689)	-	402,971
Restricted fixed asset fund	27,445	(1,050,690)	-	(1,023,245)
Pension fund	-	(867,000)	4,591,000	3,724,000
Teaching School	-	(13,797)	-	(13,797)
Pupil Premium	314,437	(314,437)	-	-
UIFSM	135,868	(135,868)	-	-
Other DfE/ESFA grants	162,130	(162,130)	-	-
Local Authority Grants	807,207	(807,207)	-	-
Other restricted income	688,369	(688,369)	-	-
Teachers' Pay and Pension Grants	24,569	(24,569)	-	-
PE and Sports Grant	56,560	(56,560)	-	-
	<u>7,286,245</u>	<u>(8,787,316)</u>	<u>4,591,000</u>	<u>3,089,929</u>
<b>Unrestricted funds</b>				
Unrestricted fund	176,528	(149,174)	-	27,354
	<u>176,528</u>	<u>(149,174)</u>	<u>-</u>	<u>27,354</u>
<b>TOTAL FUNDS</b>	<u>7,462,773</u>	<u>(8,936,490)</u>	<u>4,591,000</u>	<u>3,117,283</u>

**Comparatives for movement in funds**

	At 1.9.20 £	Net movement in funds £	Transfers between funds £	At 31.8.21 £
<b>Restricted general funds</b>				
General Annual Grant	7,962	9,290	(4,907)	12,345
Restricted fixed asset fund	14,306,665	(65,102)	4,907	14,246,470
Pension fund	(1,954,000)	(1,770,000)	-	(3,724,000)
Teaching School	19,779	(5,982)	-	13,797
	<u>12,380,406</u>	<u>(1,831,794)</u>	<u>-</u>	<u>10,548,612</u>
<b>Unrestricted funds</b>				
Unrestricted fund	312,304	56,564	-	368,868
	<u>312,304</u>	<u>56,564</u>	<u>-</u>	<u>368,868</u>
<b>TOTAL FUNDS</b>	<u>12,692,710</u>	<u>(1,775,230)</u>	<u>-</u>	<u>10,917,480</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**20. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
General Annual Grant	4,511,961	(4,502,671)	-	9,290
Restricted fixed asset fund	401,164	(466,266)	-	(65,102)
Pension fund	-	(573,000)	(1,197,000)	(1,770,000)
Teaching School	100,585	(106,567)	-	(5,982)
Pupil Premium	296,623	(296,623)	-	-
UIFSM	164,795	(164,795)	-	-
Other DfE/ESFA grants	25,967	(25,967)	-	-
Local Authority Grants	861,613	(861,613)	-	-
Other restricted income	425,295	(425,295)	-	-
Teachers' Pay and Pension Grants	219,786	(219,786)	-	-
PE and Sports Grant	56,410	(56,410)	-	-
COVID-19 Funding	84,175	(84,175)	-	-
Other government grants	55,195	(55,195)	-	-
	<u>7,203,569</u>	<u>(7,838,363)</u>	<u>(1,197,000)</u>	<u>(1,831,794)</u>
<b>Unrestricted funds</b>				
Unrestricted fund	133,176	(76,612)	-	56,564
	<u>133,176</u>	<u>(76,612)</u>		
<b>TOTAL FUNDS</b>	<u>7,336,745</u>	<u>(7,914,975)</u>	<u>(1,197,000)</u>	<u>(1,775,230)</u>

**Restricted Funds**

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

**General Annual Grant (GAG)** - Relates to the funding provided to the Academy by the DfE and expenditure incurred by the Academy spent in line with the terms of the Funding Agreement.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2022.

**Other DfE/ESFA grants, Pupil Premium, Teacher's Pay and Pension Grants** - Relates to additional government funding received in the year to be used on specific purposes.

**Local authority and other grants** - Relates to additional funding received in the year from local authorities and other sources to be used on specific purposes.

**COVID-19 additional funding funding** - Relates to additional funding received in the year from both the DfE/ESFA and other sources to contribute towards additional costs incurred as a result of the Covid-19 pandemic.

**Teaching School** - Relates to funding relating to teaching school activities.

**Other restricted income** - Relates to other income with restrictions attached.

**Pension reserve** - Relates to the academy trust's local government pension scheme liability.

**Fixed Asset Fund** - This equates to the net book value of fixed assets held by the academy trust plus any unspent capital grants less any accrued capital expenditure.

The balance on the fixed asset fund includes £97,636 of CIF grant funding brought forward from the year ended 31 August 2021 that had not been spent at 31 August 2022.

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**20. MOVEMENT IN FUNDS - continued**

**TOTAL FUNDS ANALYSIS BY ACADEMY**

Fund balances at 31 August 2022 were allocated as follows:

	Total 2022 £	Total 2021 £
The Mead Primary School	301,990	135,542
Castle Mead Primary School	231,945	100,921
River Mead Primary School	171,251	94,324
Central	<u>106,352</u>	<u>64,223</u>
Total before fixed asset and pension reserve	811,539	395,010
Restricted fixed asset fund and capital maintenance fund	13,223,225	14,246,470
Pension reserve	<u>-</u>	<u>(3,724,000)</u>
<b>Total</b>	<b><u>14,034,763</u></b>	<b><u>10,917,480</u></b>

**Total cost analysis by academy**

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

	Teaching and Educational Support Staff Costs £	Other Support Staff Costs £	Educational Supplies £
The Mead Primary School	1,972,207	372,433	105,825
Castle Mead Primary School	1,653,231	325,145	124,995
River Mead Primary School	<u>1,213,242</u>	<u>296,361</u>	<u>85,873</u>
<b>Total</b>	<b><u>4,838,680</u></b>	<b><u>993,939</u></b>	<b><u>316,693</u></b>

	Other Costs (excluding) depreciation and LGPS movement £	Total 2022 £	Total 2021 £
The Mead Primary School	615,963	3,066,423	3,405,035
Castle Mead Primary School	441,693	2,545,064	2,000,370
River Mead Primary School	<u>591,016</u>	<u>2,186,492</u>	<u>1,562,672</u>
<b>Total</b>	<b><u>1,648,672</u></b>	<b><u>7,797,984</u></b>	<b><u>6,968,077</u></b>

**21. PENSION AND SIMILAR OBLIGATIONS**

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

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

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**21. PENSION AND SIMILAR OBLIGATIONS - continued**

**Teachers' pension scheme**

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

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

**Valuation of the teachers' pension scheme**

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

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

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the period amounted to £953,478 (2021 - £563,249).

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

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

**Local government pension scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £486,000 (2021: £548,000), of which employer's contributions totalled £403,000 (2021: £435,000) and employees' contributions totalled £83,000 (2021: £113,000). The agreed contribution rates for future years are between 22 per cent for employers and between 5.5 per cent and 9.9 per cent for employees.

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

A potential asset of £488,000 is not recognised in the financial statements because the recognition criteria has not been met. There is no correlation between what is shown in an employer's FRS102 position and the cash contribution that any LGPS Fund requires to be paid. As a result, the Fund will not issue a refund of contributions or reduce contributions going forward based on an Employer's FRS102 position.

The amounts recognised in the balance sheet are as follows:

	2022 £	2021 £
Present value of funded obligations	(5,712,000)	(9,643,000)
Fair value of plan assets	5,712,000	5,919,000
Surplus / (Deficit)	<u>-</u>	<u>(3,724,000)</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**21. PENSION AND SIMILAR OBLIGATIONS - continued**

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

	Defined benefit pension plans	
	2022	2021
	£	£
Current service cost	1,202,000	970,000
Net interest from net defined benefit asset/liability	169,000	123,000
Past service cost	-	-
	<u>1,371,000</u>	<u>1,093,000</u>
Actual return on plan assets	-	-

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
Opening defined benefit obligation	9,643,000	6,693,000
Current service cost	1,202,000	970,000
Contributions by scheme participants	83,000	113,000
Interest cost	169,000	123,000
Benefits paid	47,000	(31,000)
Remeasurements:		
Actuarial (gains)/losses from changes in demographic assumptions	-	135,000
Actuarial (gains)/losses from changes in financial assumptions	(5,449,000)	1,741,000
Oblig other remeasurement	<u>17,000</u>	<u>(101,000)</u>
	<u>5,712,000</u>	<u>9,643,000</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
Opening fair value of scheme assets	5,919,000	4,739,000
Contributions by employer	403,000	435,000
Contributions by scheme participants	83,000	113,000
Interest income on plan assets	101,000	85,000
Benefits paid	47,000	(31,000)
Remeasurements:		
Return on plan assets (excluding interest income)	(353,000)	578,000
Assets other remeasurement	<u>(488,000)</u>	<u>-</u>
	<u>5,712,000</u>	<u>5,919,000</u>

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**21. PENSION AND SIMILAR OBLIGATIONS - continued**

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
Actuarial (gains)/losses from changes in demographic assumptions	-	(135,000)
Actuarial (gains)/losses from changes in financial assumptions	5,449,000	(1,741,000)
Oblig other remeasurement	(17,000)	101,000
Return on plan assets (excluding interest income)	(353,000)	578,000
Assets other remeasurement	(488,000)	-
	<u>4,591,000</u>	<u>(1,197,000)</u>

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	2022	2021
UK Equities	54%	55%
Bonds	31%	33%
Property	15%	11%
Cash	-	1%
	<u>100%</u>	<u>100%</u>

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2022	2021
Discount rate	4.25%	1.65%
Future salary increases	3.45%	3.30%
Future pension increases	3.05%	2.90%
CPI inflation	3.05%	2.90%

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

Retiring today		
Males	21.7	21.9
Females	24.2	24.4
Retiring in 20 years		
Males	22.6	22.9
Females	26	26.2

Sensitivity analysis

	2022	2021
	£	£
Discount rate +0.1%	-	-
Discount rate -0.1%	155,000	266,000
Mortality assumption - 1 year increase	225,000	386,000
Mortality assumption - 1 year decrease	-	-
CPI rate +0.1%	145,000	244,000
CPI rate -0.1%	-	-

**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**22. LONG-TERM COMMITMENTS, INCLUDING OPERATING LEASES**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022 £	2021 £
Within one year	7,944	1,003
Between one and five years	<u>18,056</u>	<u>-</u>
	<u>26,000</u>	<u>1,003</u>

**23. RELATED PARTY DISCLOSURES**

Owing to the nature of the charitable company and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. The following related party transactions took place in the financial period:

J Bullock and L Bolton, who were both trustees of academy during the year, were also directors of Collaborative Schools Limited. Collaborative Schools Limited provides services to member schools with charitable activities in the Trowbridge area. Trustees of Collaborative Schools Limited comprise of the head teachers of the member schools. None of the trustees have a beneficial interest in the company. The following transactions took place in the year:

	Year Ended 31.08.22 £	Year Ended 31.08.21 £
Purchases of goods/services	46,795	34,057

**24. ULTIMATE CONTROLLING PARTY**

The company is under the joint control of the Trustees. There is no ultimate controlling party.

**25. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2022 £	2021 £
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	<b>(1,473,717)</b>	<b>(578,230)</b>
<b>Adjustments for:</b>		
Depreciation charges	413,090	403,744
Capital grants from DfE/ESFA	(24,261)	(382,200)
Interest received	(154)	(131)
Interest paid	133	133
DB pension finance cost	799,000	535,000
DB pension cost less contributions	68,000	38,000
Decrease/(increase) in debtors	230,092	(318,271)
Increase/(decrease) in creditors	<u>580,323</u>	<u>(47,290)</u>
<b>Net cash provided by/(used in) operations</b>	<b><u>592,506</u></b>	<b><u>(349,245)</u></b>

**26. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.9.21 £	Cash flow £	At 31.8.22 £
<b>Net cash</b>			
Cash at bank and in hand	<u>1,039,101</u>	<u>576,889</u>	<u>1,615,990</u>
	<u>1,039,101</u>	<u>576,889</u>	<u>1,615,990</u>
<b>Debt</b>			
Debts falling due within 1 year	(1,313)	-	(1,313)
Debts falling due after 1 year	<u>(6,569)</u>	<u>1,313</u>	<u>(5,256)</u>



**The Mead Academy Trust**

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 August 2022**

**26. ANALYSIS OF CHANGES IN NET FUNDS - continued**

	<u>(7,882)</u>	<u>1,313</u>	<u>(6,569)</u>
<b>Total</b>	<u><u>1,031,219</u></u>	<u><u>578,202</u></u>	<u><u>1,609,421</u></u>