
THE HARLINGTON AND SUNDON ACADEMY TRUST
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Trustees	Mr T Kingham Fr Y Smejkal
Trustees	Mr J Callender (resigned 31 August 2022) ^{1,3} Mrs C White (resigned 31 August 2022) ^{1,2,3} Ms V Paulding, Head Teacher / CEO (appointed 1 September 2022) ^{1,2,3} Mr R Kingham (appointed 1 September 2022) ³ Fr Y Smejkal (resigned 27 September 2022) ^{2,3} Mrs T Edmonds, Staff trustee ³ Mr I Milloy, Vice Chair ¹ Mrs R Azim, Parent Trustee ^{1,2} Mr T Kingham, Chair of Trustees ^{1,2,3} Dr N Biscoe, Vice Chair ^{2,3} Mrs A Baig (resigned 27 September 2022) ^{2,3} Mrs J Tyler ³

¹ Finance committee

² Premises committee

³ Curriculum committee

Company registered number	8231721
Company name	The Harlington and Sundon Academy Trust
Principal and registered office	Harlington Lower School Westoning Road Harlington Beds LU5 6PD
Company secretary	Mrs N Brown
Chief executive officer	Ms V Paulding
Senior management team	Mrs C White, Headteacher (resigned 31/08/2022) Ms V Paulding, Headteacher (appointed 01/09/2022) Mrs T Edmonds, Deputy Headteacher (Harlington) Mr J Callender, Deputy Headteacher (Sundon) (resigned 31/08/2022) Mr R Kingham, Deputy Headteacher (Sundon) (appointed 01/09/2022) Mrs S Carter, Senior Teacher (Harlington)

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

Independent auditors George Hay Partnership LLP
Brigham House
93 High Street
Biggleswade
Bedfordshire
SG18 0LD

Bankers Lloyds TSB
High Street Bedford
PO Box 1000
BX1 1LT

Solicitors Anthony Collins Solicitors LLP
134 Edmond Street
Birmingham
B3 2ES

THE HARLINGTON AND SUNDON ACADEMY TRUST

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2021 to 31 August 2022. The Annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

The trust operates two lower school academies; one for pupils aged 4 to 9 serving a catchment area in Harlington and the other for pupils aged 3 to 9 serving a catchment area in Upper Sundon. The academies have a combined pupil capacity of 240 and had a role of 216 (Harlington Lower School (HLS) 147; Sundon Lower School (SLS) 69 in the school census on 31 August 2022.

Structure, governance and management

a. 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 Harlington and Sundon Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company is known as The Harlington and Sundon Academy Trust.

The charitable company is also known as HASAT.

Details of the Trustees who served during the year are included in the Reference and Administrative details on page 1.

b. Members' liability

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

c. Trustees' Indemnities

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

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

d. Method of recruitment and appointment or election of Trustees

Subject to Articles 48-49 and 63, the company shall have the following Directors:

- (a) Up to 5 Directors, appointed under Article 50
- (b) Any Staff Directors, if appointed under Article 50A
- (c) Academy Directors, appointed under Article 51 or Article 52
- (d) The Chief Executive Officer
- (e) A minimum of 2 Parent Directors, appointed under Articles 53-56
- (f) Any Additional Directors, if appointed under Article 61, 61A, 67A
- (g) Any Further Directors, if appointed under Article 62 or Article 67A

Up to 2 Directors, if appointed by the Secretary of State in accordance with the terms of any of the Relevant Funding Agreements following the provision of a notice by the Company to terminate that Relevant Funding Agreement.

The Company may also have up to 3 Co-opted Directors appointed under Article 58. Recruitment of trustees:

- The trust undertake a skills audit
- A job description is prepared with a focus on the skills required
- A personal specification is prepared identifying the essential and preferred skills
- The trust will advertise and/or approach suitable candidates
- The candidates attend an interview before selection and an appointment is made

The term of office for any Director is four years. Subject to remaining eligible to be a particular type of Director, any Director may be re-appointed or re-elected.

e. Policies adopted for the induction and training of Trustees

The training and induction provided for new trustees will depend on their existing experience.

Where necessary induction will include training on educational, legal and financial matters. All new trustees will be given the opportunity of a tour of the schools, have the chance to meet with staff and pupils and provided with copies of key documents, such as policies, procedures, accounts, budgets, plans and other documents they need to undertake their role as trustees. As there is expected to be only a small number of new trustees a year, induction will be carried out informally and will be tailored specifically to the individual.

The Trust subscribes to the Central Bedfordshire Council Learning Service giving all HASAT trustees access to extensive face to face and online training. The Trust also subscribes to National Governors Association

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

f. Organisational structure

The Board of Trustees are responsible for agreeing constitutional matters, co-opting new trustees, holding at least three meetings per annum, appointing and removing Chair, Vice Chairs and Clerk, establishing committees and their terms of reference, removing a Co-opted Trustee, deciding on what functions may be delegated, adopting the Financial Regulations, approving the initial budget each year, senior staff appointments, receiving reports from individuals and committees, preparing the annual report and reviewing the terms of reference annually. These responsibilities cannot be delegated to committees or individuals. Other decisions can be delegated to other committees.

There are four sub-committees: Finance and Audit, Premises and Health and Safety, Curriculum, and Personnel. In addition, there is a Head Teacher's Performance Management committee. A further COVID19 committee was set up in March 2020 in response to school operational issues during the pandemic. Terms of reference for Trustees and committees are established and are reviewed annually.

Day to day responsibility for the Trust is delegated to the Head Teacher and any staff as she sees fit.

The Senior Leadership Team of the Trust consists of the Head Teacher, Deputy Head Teachers and Senior Teachers. The Head Teacher is also the Accounting Officer. These posts constitute the Trust's Senior Leadership Team, there being a team for each school. The aim of the leadership structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Senior Leadership Team are responsible for developing and implementing the policies laid down by the trustees, reporting back to them and for the day-to-day operation of the schools, in particular the teaching staff, facilities and pupils. The trustees consider the Senior Leadership Team to be distinct from Key Management Personnel.

g. Arrangements for setting pay and remuneration of key management personnel

The Board operate a Pay Policy in respect of its responsibilities as the 'relevant body and delegates the management of the policy to the Personnel Committee on Pay in consultation with the Head. Guidance is sought of an external School Improvement Partner for the Head. In exercising their delegated responsibilities the Board requires the committee to have appropriate regard to the budget approved by the Board and the requirements of employment legislation, particularly Equal Pay Act and the Equal Opportunities policy adopted by the Trustees.

The annual review of staff pay is on a 12 monthly cycle. The committee take into account the outcome of appraisal reviews when reviewing the pay of all staff and threshold applications. They give recognition to assigned increased responsibility and take into account pay levels in other schools, particularly those of a similar type.

h. Related parties and other connected charities and organisations

HASAT is a multi-academy trust comprising two schools, Harlington Lower School and Sundon Lower School.

The Harlington and Sundon Academy Trust works in close partnership with a cluster of other local schools, which consists of ten lower schools, two middle schools and one upper school. The partnership of schools work together to ensure the learning journey from lower to upper school is as seamless throughout as possible. The schools support and work with each other to provide the very best educational experience for our pupils.

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Harlington Village Pre-school (HVPS) runs a provision on site independent of the school. They lease the Conifers from the school and pay an hourly rate which contributes towards the cost of utilities, maintenance and cleaning.

HVPS extended their provision from 5th January 2016 to offer Wrap Around Care for both before and after school for pupils that attend the HVPS and Harlington Lower School.

Harlington Lower has 'Friends of Harlington Lower' and Sundon Lower has a 'Parent Teacher Association' with which it co-operates in the pursuit of charitable opportunities and activities.

Objectives and activities

a. Objectives and aims

To advance for 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.

Each school to recognise and support their individual characters and respect their different backgrounds and to keep each linked with their local community within which it is situated and which it serves.

The Academy is a partnership of two schools who work with the community, trustees, staff and parents to create a safe and happy environment where every child achieves their maximum potential. The Academy supports children in becoming well rounded individuals where they naturally demonstrate the values in all aspects of their lives.

Mission Statement for HASAT

We are: Learning for Life

Aims

The children will benefit from;

- A high quality learning environment that is safe and secure.
- A community of adults that are committed to developing their talents.
- Exciting and engaging lessons that encourage creativity, motivation and a love of learning.
- Skills to prepare them well for independent lifelong learning.
- Diverse and varied opportunities for learning beyond school.
- An atmosphere of mutual trust, respect and care.
- Expectations that will help to maximise their potential.

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

Objectives and activities (continued)

b. Objectives, strategies and activities

The main objective this year was to provide recovery and continuous improvement for all pupils following gaps in learning and wellbeing created by national and local restrictions over the Covid pandemic. Our key focus was to ensure that we provided high quality school provision and focused on closing gaps for children and promoting wellbeing. We also continued to respond to the Covid pandemic through our remote learning offer for pupils having to self-isolate and continued to follow guidance and advice from the DfE and Public Health. We continued to use our carefully planned structured recovery curriculum and adapted this in response to individual and collective needs in order to improve pupils' outcomes in all core areas. Attainment gaps were quickly identified and closed throughout the year.

c. Public benefit

The Trustees confirm that HASAT have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission on their website at 'Charities and Public Benefit' in exercising their powers and duties.

The benefits arising from the pursuit of the Academy Trust's aims are the provision of education to children between the ages of 4 and 9 in the local area of Harlington and between the ages of 3 and 9 in the local area of Upper Sundon. Children are allocated a place to either school through the Central Bedfordshire co-ordinated admissions process or have been accepted as a mid-year transfer place. The number of places for each intake is restricted to the maximum number allowable for a Key Stage 1 class of 30 at Harlington Lower and 15 at Sundon Lower, unless in conjunction with the local authority appeals process, a child with specific needs has been allocated a place in a year group. Nursery children at Sundon Lower are allocated a place by approaching the school direct.

Strategic report

Achievements and performance

a. Key performance indicators

Overall summary for the Academy:

Due to school lockdown and COVID 19 no statutory Key Stage Testing or data recorded for Summer 2020 and 2021

HARLINGTON LOWER SCHOOL

Early Years Foundation Stage (EYFS)

The % of pupils who achieved a good level of development for 2022 was 63%. This is a slight dip in standards since the last statutory data recorded in 2019. This demonstrates the impact that the Covid pandemic has had on attainment.

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

Strategic report (continued)

Phonics

The percentage of pupils who met the expected standard in phonics in 2022 was 93%. This is well above the national average of 75%.

Key Stage 1

There has been a drop in standards in Reading, Writing and Maths since the Covid pandemic. However, the National figures for 2022 show that the school is still achieving above the national average.

Harlington KS1 Attainment	2018		2019		2020		2021		2022	
	School Expected and Above	National Expected and Above	School Expected and Above	National Expected and Above	School Expected and Above	National Expected and Above	School Expected and Above	National Expected and Above	School Expected and Above	National Expected and Above
ARE/ABOVE										
Reading	87	75	86	75					76	67
Writing	77	70	86	69					66	58
Maths	83	76	89	76					72	68

Year 4

Pre-Covid results shows a trend of standards of attainment above or close to National figures. There has been a drop in standards since the Covid pandemic. However, the National figures for 2022 have not yet been released in order to compare this with results across the Local Authority.

Harlington Year 4 Attainment	2018		2019		2020		2021		2022	
	School Expected and Above	Local Authority Expected and Above	School Expected and Above	Local Authority Expected and Above	School Expected and Above	Local Authority Expected and Above	School Expected and Above	Local Authority Expected and Above	School Expected and Above	Local Authority Expected and Above
ARE/ ABOVE										
Reading	90	82	76	82					70	Not yet released.
Writing	79	74	73	73					53	
Maths	76	79	83	78					60	

SUNDON LOWER SCHOOL

Early Years Foundation Stage (EYFS) (Care-10 pupils)

The % of pupils that achieved a good level of development in 2019 was 86%, well above the National figure 72% for 2019. The % of pupils that achieved a good level of development in 2022 was 70%. Whilst this shows a drop in standards, care should be taken as this cohort consisted of only 10 pupils. However, this does show the impact of the pandemic on EYFS children.

Phonics (Care-11 pupils)

The proportion of Year 1 pupils that met the expected standard in phonics was 73%. This is a drop from 92% in 2019. However, the national average also dropped from 82% to 75% so our 2022 results are broadly in line with the national average.

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

Strategic report (continued)

Key Stage 1 (Care-9 pupils)

There has been a significant drop in standards since the pandemic. However, care must be taken as small pupil numbers in cohort make comparisons statistically unreliable. Despite a drop in standards, national figures show that reading and Maths results were broadly in line with the national average. Writing was below the national average and this will be a focus for the school in the coming year.

Sundon KS1 Attainment	2018		2019		2020		2021		2022	
	School Expected and Above	National Expected and Above	School Expected and Above	National Expected and Above	School Expected and Above	National Expected and Above	School Expected and Above	National Expected and Above	School Expected and Above	National Expected and Above
ARE/ABOVE										
Reading	100	75	80	75					66	67
Writing	63	70	67	69					44	58
Maths	75	76	73	76					66	68

Year 4 (Care-10 Pupils)

Standards in Reading and Maths have dropped post-pandemic but writing has improved. As mentioned above, care should be taken as small cohort sizes mean that comparisons are statistically unreliable.

Sundon Year 4 Attainment	2018		2019		2020		2021		2022	
	School Expected and Above	Local Authority Expected and Above	School Expected and Above	Local Authority Expected and Above	School Expected and Above	Local Authority Expected and Above	School Expected and Above	Local Authority Expected and Above	School Expected and Above	Local Authority Expected and Above
ARE/ABOVE										
Reading	76	82	100	82					70	Not yet released.
Writing	53	74	78	73					80	
Maths	65	79	79	78					60	

Key Performance Indicators

Pupil Attendance

		2017-18	2018-19	2019-20	2020-21	2021-22
HLS	% Attendance	97.03	96.9	92.3*	97.50	94.67
	% Absence	2.97	3.01	7.7*	2.5	5.33
SLS	% Attendance	95.48	96.6	90.2*	97.51	91.51
	% Absence	4.52	3.4	9.8*	2.5	8.49

(*Data includes school lockdown Covid 19)

Pupil Recruitment

	2017	2018	2019	2020	2021
HLS	147	143	144	145	146
SLS	81	78	70	67	69

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

Strategic report (continued)

Ofsted Section 5 Inspection

Sundon Lower School was graded GOOD in all areas by Ofsted in 30th October 2018. Harlington Lower School was graded OUTSTANDING at its last inspection. (January 2010)

Key objective for both schools by the end of academic year 2021-2022:

1. **Leadership and Management:** To drive continuity, recovery and continuous improvement through effective leadership and governance.
2. **Quality of Education:** To continue to narrow/close pupils' attainment gap following interruptions to their learning following the Covid-19 lockdown and self-isolation with a particular focus on disadvantaged/vulnerable learners.
3. **Behaviour and Attitudes:** To continue to embed an enriched and ambitious recovery curriculum with high quality teaching and learning.
4. **Personal Development:** To continue to promote healthy lifestyles and wellbeing across the school.

b. Going concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

Financial review

The majority of the Trust's funding is via General Annual Grant (GAG)/Education Services Grant (ESG) from the Education and Skills Funding Agency (ESFA) and other Government grants administered via the ESFA and/or Local Authority. This is supplemented via third party lettings of the Academy premises (HLS) and Nursery fees (SLS). All expenditure supports the Trust's key objective of delivering quality education to our pupils.

The Trust complies with the principles of financial control as outlined in the Academy Trust Handbook by the Department for Education (DfE), and as required in our funding agreement. Our Financial Procedures, Statement of Internal Control, Delegation of Financial Responsibilities and Best Value Statement provide detailed information on the Academies' accounting procedures, financial controls and systems and principles which conform to the requirements both of propriety and of good financial management.

The trustees are accountable for the way in which the resources of the Academies are allocated to meet the objectives set out in the Academy Trust's development plan. Trustees need to secure the best possible outcome for pupils, in the most efficient and effective way, at a reasonable cost. This will lead to continuous improvement in the school's achievements.

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

Financial review (continued)

The Academies prepare both medium term and short-term financial plans. The medium-term financial plan is prepared as part of the development planning process. The development plan indicates how the Academies' educational and other objectives are going to be achieved within the expected level of resources. The development plan provides the framework for the annual budget. The budget is a detailed statement of the expected resources available to the Academies and the planned use of those resources for the following year.

There is a pension liability of £165,000 arising from obligations to the local government pension scheme. The trust continues to make contributions which include the deficit reduction as agreed with the scheme administrators.

The Chief Finance Officer is responsible for reviewing the Financial Procedures on an annual basis and for recommending it to the trustees for approval. In general, the overall position of each school's budget will be monitored on a monthly basis by the Accounting Officer and Chief Finance Officer, reports and written commentary will be prepared for the trustees on a termly basis. The reports will detail actual income and expenditure against budget.

a. Reserves policy

The Trust will retain sufficient reserves to ensure its long term operational and capital challenges are met. In particular funds will be built up and set aside to be utilised in the following priority order:

- (a) to fund any unavoidable in year operating deficit within our academies;
- (b) for specific long-term maintenance needs to the existing buildings and facilities;
- (c) for any additional new equipment, facilities and infrastructure.

The total reserves as at 31 August 2022 are £2,538,136. Combined restricted, excluding pension liability, and unrestricted general funds totalled £421,446 at the year end. Of those, general unrestricted funds carried forward totalled £288,786. Included in unrestricted general funds is £4,147 which is represented by fixed assets owned by the trust. Restricted fixed asset funds totalled £2,281,690 of which £2,274,208 is represented by fixed assets owned by the trust.

The trustees have agreed to retain a general reserve equivalent to 1/12th of the annual income of the Academy Trust, this is exceeded as at 31 August 2022.

b. Investment policy

The Trust will endeavour to invest its capital and reserve funds wisely and with a low-risk philosophy to ensure funds not immediately required attract a healthy interest return. This will be done for example via longer-term high interest accounts. The return on any such investments will be reported annually to the Board. As at 31 August 2022, there are no such funds/accounts in place.

c. Principal risks and uncertainties

Trustees have identified the risks, and uncertainties continue to be the possibility of change in the local area to a 2-tier primary system, maintaining pupil numbers at Sundon Lower School in a rural area with few young families, also plans for a large development of housing between Luton, Sundon and Harlington which incorporates new schools and the ongoing threat of reduced funding due to the economic situation.

The financial statements report the share of the local government pension scheme deficit on the academy's balance sheet in line with the requirements of FRS102. The academy takes professional advice on this position and makes appropriate contributions on the basis of that advice to ensure the deficit does not become unmanageable.

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

A critical incident, for example a major fire, would have a severe impact on the academy. The trustees have taken steps to mitigate this risk:

- Insurance cover (RPA) reviewed annually
- Emergency Disaster Plan in place
- The appointment of a governor for Health & Safety, and termly health and safety reviews

A risk register is maintained at the Trust which is reviewed at least annually by the sub-committees, and more frequently where necessary. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the Trust and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

d. Plans for future periods

With the recruitment of a new headteacher from 1 September 2022, the academy intends to develop a new strategic plan. It will then produce a new School Development Plan (SDP) for 2022-23 and intends to action fully the areas of development within it.

Funds held as custodian

The academy and its trustees do not act as the Custodian Trustees of any other Charity.

Disclosure of information to auditors

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

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditor is not aware
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of that information

This report was approved by order of the Board of Trustees as the company directors, on 16th December 2022 and signed on its behalf by:

Mr T Kingham
Chair of Trustees

THE HARLINGTON AND SUNDON ACADEMY TRUST

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GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that The Harlington and Sundon 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.

The Board of Trustees has delegated the day-to-day responsibility to the Head Teacher/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 Harlington and Sundon Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the trustees' report and in the Statement of Trustees' responsibilities. The Board of Trustees has formally met 4 times during the year.

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

Trustee	Meetings attended	Out of a possible
Razika Azim	2	4
Tim Kingham, Chair	4	4
Fr Yenda Smejkal, Vice Chair	2	4
Nina Biscoe	3	4
Ian Milloy	4	4
Joanne Tyler	4	4
Asma Baig	2	4
Tina Edmonds, Staff trustee	4	4
Jonathan Callender, Staff trustee	3	4
Connie White, Headteacher/Accounting Officer	4	4

The company secretary Mrs N Brown was not expected to attend full board trustee meetings but received all minutes after the meetings.

Governance reviews:

In June 2022, the board of trustees undertook a review in order to challenge its own practice using the National Governors Association (NGA) Effective Governance 21 key questions for schools to ask of themselves. The School Improvement Partner worked with the trustees to establish what was required to be an outstanding board of trustees across the academy trust. We continue to reflect and challenge our practice using the '21 Key questions' to self-evaluate our practice during committee meetings throughout the year.

In October 2021, all trustees undertook a skills audit. The results were assessed to establish skills gaps with provision made through enlisting external expertise if needed.

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GOVERNANCE STATEMENT (CONTINUED)

The Finance and Audit Committee is a sub-committee of the main Board of Trustees. Its purpose is to manage the trust's finances for the benefits of the schools. The Academy Trust Handbook sets out the basic financial and governance requirements that the academy trust adheres to. It also states:

- all academy trusts with an annual income over £50 million must have a dedicated audit committee
- all other trusts have flexibility to establish either a dedicated audit committee, or to include the functions of an audit committee within another committee.

This has been considered by the trustees who have decided that it is unnecessary to establish a separate audit committee due to the size of the Trust and that this role is fulfilled by the Finance and Audit Committee.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Ian Milloy	7	7
Fr Yenda Smejkal	6	7
Razika Azim	5	7
Tim Kingham	6	7
Nina Biscoe	6	7
Connie White	7	7

Staff members also in attendance:

Company secretary and finance manager: Nicola Brown	4	7
Deputy Headteacher: Jonathan Callendar	1	7

Review of value for money

As Accounting Officer, the Head Teacher/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 taxpayer resources received.

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

Collaboration

- As a Multi- Academy Trust we employ staff across both schools, for example, shared Headteacher, Finance Manager, Network Manager, Subject Leaders and Site Agent.
- We are able to deploy staff more effectively across the two schools with significant savings on agency supply staff.
- One member of staff often represents both schools by attending training courses with the information then shared internally.

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GOVERNANCE STATEMENT (CONTINUED)

Improving educational outcomes

- Provision maps indicate targeted needs for small groups and/or individual pupils. Extra funding has enabled both schools to meet the additional needs of all pupils.
- The Trust has continued to employ experienced adults to work with identified pupils in need of specific focused intervention in relation to academic skills and social emotional wellbeing.
- The Trust has continued to employ experienced high-quality teachers.
- Training for Special Educational Needs Assistant by CHUMS has enabled new skills to be shared and advice available for individual pupils across the Trust.
- Training for Special Educational Needs Assistant and a Learning Support Assistant by Jigsaw has enabled new skills to be shared and advice available for individual pupils across the Trust.
- Training for staff in Early Years has enabled new skills, strategies and advice to support children with speech and language difficulties for individual pupils across the Trust.

Procurement

- A Trust Financial Procedures Manual ensures that best value is obtained for contracts etc. This confirms competitive tendering arrangements; for example, we have purchased one finance software package and continue to negotiate reduced costs on other software programs.
- Finance Manager collaborates with other schools through SBM meetings, sharing information, knowledge and skills such as procurement to benefit from economies of scale and benchmark costs for value for money.
- Recruitment advertised across schools in cluster, free of charge, reaching a wider market to secure staff to fill positions.

Purchasing

- Following an investigation into the costs to purchase or lease a new photocopier machine, a new model was purchased in cash with an additional reduction in copy charges.
- Through negotiation the catering management fees were substantially reduced for both schools in the Trust.
- The Trust successfully negotiated a reduction in costs through changing Internet provider in both schools.
- The Trust successfully negotiated a reduction of fees to undertake Fire Risk Assessments across both schools.
- The Trust successfully negotiated a reduction in fees to undertake a Health and Safety Audit across both schools.
- Implemented a cashless payment system.

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Financial governance and oversight

- Finance Manager has monthly financial review meetings with Accounting Officer.
- Premises Committee agreed a five-year plan to maintain both properties including computing equipment in good sustainable order so that the demands of an ever-changing school community are met today and long term.
- Premises Committee negotiating fees to appoint company to undertake a Conditions Survey and Asbestos survey across both schools.

New initiatives

- Review large contracts, for example, HR and Payroll Provision, looking at centralising costs, to save money
- Review and implement a cashless payment system
- Review and align contracts for Preventative maintenance of Academy, for example, Fire and Water Risk Assessment surveys, security providers.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Harlington and Sundon Academy Trust for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks, that has been in place for the year 1 September 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 HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

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

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

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint Sue Baker, an experienced internal auditor, as internal auditor.

The Internal Auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. On a termly basis, the Internal Auditor reports to the Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. In particular the checks carried out in the current period included:

- audit of payroll systems
- audit of purchase systems
- audit of bank reconciliations
- segregation of duties

We confirm that the Internal Auditor has carried out a range of checks on the trust's financial systems and there have been no material control issues arising as a result of those checks.

Review of effectiveness

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

- the work of the internal auditor;
- the work of the external auditors;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the audit and risk committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 16th December 2022 and signed on their behalf, by:

Mr T Kingham
Chair of Trustees

Ms V Paulding
Accounting Officer

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of The Harlington and Sundon Academy Trust I have considered my responsibility to notify the Academy Governing Body 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 Academy, under the funding agreement in place between the Academy 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 Academy Governing Body are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy'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 Governing Body and ESFA.

Ms V Paulding

Accounting Officer

Date: 16th December 2022

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Governing Body on 16th December 2022 and signed on its behalf by:

Mr T Kingham
Chair of Trustees

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE HARLINGTON AND SUNDON ACADEMY TRUST

Opinion

We have audited the financial statements of The Harlington and Sundon Academy Trust (the 'academy') for the Year ended 31 August 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy'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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE HARLINGTON AND SUNDON ACADEMY TRUST (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE HARLINGTON AND SUNDON ACADEMY TRUST (CONTINUED)

Responsibilities of trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

1. The nature of the industry and sector, control environment and business performance
2. The requirements of the Trust's funding agreement with the Secretary of State for Education, the relevant Academy Trust Handbook (ATH) and the Academies Accounts Direction (AAD).
3. Enquiries with management and those charged with Governance about their own identification and assessment of the risks of irregularities.
4. The matters discussed among the audit team regarding how and where fraud might occur and fraud indicators.
5. The experience and expertise, in the specialised Academy sector, of the senior statutory auditor and the engagement team and whether they have appropriate competence and capabilities to properly identify, assess and respond to risks.

As a result of these procedures, we identified the greatest potential for fraud in terms of misstatements in the financial statements was in relation to spurious or inaccurate claims for grants and funding. The risk of management override of systems and controls was also identified as significant. In common with all audits under ISA's (UK), we are required to perform specific procedures to respond to the risk of management override. The assessment of the risk of fraud in terms of misappropriation of assets highlighted fraudulent payments as a focus area.

In considering the legal and regulatory framework within which the company operates, we focused on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. Key laws and regulations considered include the UK Companies Act, the Charities SORP, the ATH and the AAD as well as those associated with other sources of funding.

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
HARLINGTON AND SUNDON ACADEMY TRUST (CONTINUED)**

We also considered those laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty, these include Health & Safety and Safeguarding guidance for schools.

Audit response to risks identified:

Testing was undertaken in order to confirm the existence of qualifying conditions for relevant grants and funding. This included, on a sample basis, interrogation of core records, enquiries of management and those charged with Governance and corroboration to board and committee meeting minutes. Expenditure was reviewed to confirm that it complied with any restrictive terms and conditions stated in the corresponding funding agreements.

In order to gain assurance in respect of the management override risks identified we assessed and tested the operating effectiveness of systems and controls and we incorporated testing of manual journal entries, both at the period end and throughout the period, into our audit approach.

To cover the assessed risks in relation to fraudulent payments, we ensure that transactions are conducted in line with the company's authority matrix, together with a review of expenses in the profit and loss to ensure that they are genuine business expenses. We also perform analytical procedures to identify any unusual or unexpected relationship that may indicate risks of material misstatement due to fraud, these procedures also include benchmarking and variance analysis.

Our testing of compliance with the funding agreement, ATH and AAD was heavily interlinked with our procedures and the work undertaken in our review on regularity as reported on pages 25 and 26.

We remained alert to any indications of fraud or non-compliance throughout the entire audit process.

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

Use of our report

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

Colin Airey FCCA (Senior statutory auditor)

for and on behalf of

George Hay Partnership LLP

Brigham House

93 High Street

Biggleswade

Bedfordshire

SG18 0LD

Date: 19th December 2022

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE HARLINGTON AND SUNDON ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 20 October 2021 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 Harlington and Sundon Academy Trust during the Year 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 Harlington and Sundon Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Harlington and Sundon Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than The Harlington and Sundon Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Harlington and Sundon Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Harlington and Sundon Academy Trust's funding agreement with the Secretary of State for Education dated 25 March 2012 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 Year 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

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

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
HARLINGTON AND SUNDON ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY
(CONTINUED)**

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the Year 1 September 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.

George Hay Partnership LLP
Chartered Accountants and Statutory Auditor
Brigham House
93 High Street
Biggleswade
Bedfordshire
SG18 0LD

Date: 19th December 2022

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022**

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:						
Donations and capital grants	2	1,000	3,712	15,329	20,041	18,207
Charitable activities: Funding for Academy Trust's Educational operations	3	198	1,150,753	-	1,150,951	1,153,182
Other trading activities	4	28,936	-	-	28,936	10,654
Investments	5	58	-	-	58	62
Total income		30,192	1,154,465	15,329	1,199,986	1,182,105
Expenditure on:						
Raising funds		8,002	-	-	8,002	7,732
Charitable activities	7	13,859	1,316,736	46,239	1,376,834	1,263,969
Total expenditure	6	21,861	1,316,736	46,239	1,384,836	1,271,701
Net income/(expenditure)		8,331	(162,271)	(30,910)	(184,850)	(89,596)
Transfers between funds	15	(1,559)	(31,877)	33,436	-	-
Net movement in funds before other recognised gains/(losses)		6,772	(194,148)	2,526	(184,850)	(89,596)
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	21	-	977,000	-	977,000	(99,000)
Net movement in funds		6,772	782,852	2,526	792,150	(188,596)
Reconciliation of funds:						
Total funds brought forward		282,014	(815,192)	2,279,164	1,745,986	1,934,582
Net movement in funds		6,772	782,852	2,526	792,150	(188,596)
Total funds carried forward		288,786	(32,340)	2,281,690	2,538,136	1,745,986

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)
REGISTERED NUMBER: 8231721

**BALANCE SHEET
AS AT 31 AUGUST 2022**

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	2,278,355	2,274,318
		<u>2,278,355</u>	<u>2,274,318</u>
Current assets			
Debtors	13	57,577	47,037
Cash at bank and in hand		492,456	582,092
		<u>550,033</u>	<u>629,129</u>
Creditors: amounts falling due within one year	14	(125,252)	(113,461)
Net current assets		<u>424,781</u>	515,668
Total assets less current liabilities		<u>2,703,136</u>	<u>2,789,986</u>
Net assets excluding pension liability		<u>2,703,136</u>	<u>2,789,986</u>
Defined benefit pension scheme liability	21	(165,000)	(1,044,000)
Total net assets		<u><u>2,538,136</u></u>	<u><u>1,745,986</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	15	2,281,690	2,279,164
Restricted income funds	15	132,660	228,808
Restricted funds excluding pension liability	15	<u>2,414,350</u>	<u>2,507,972</u>
Pension reserve	15	(165,000)	(1,044,000)
Total restricted funds	15	<u>2,249,350</u>	1,463,972
Unrestricted income funds	15	288,786	282,014
Total funds		<u><u>2,538,136</u></u>	<u><u>1,745,986</u></u>

THE HARLINGTON AND SUNDON ACADEMY TRUST

**(A company limited by guarantee)
REGISTERED NUMBER: 8231721**

**BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022**

The financial statements on pages 26 to 53 were approved by the Trustees, and authorised for issue on 16th December 2022 and are signed on their behalf, by:

Mr T Kingham
Chair of Trustees

THE HARLINGTON AND SUNDON ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	17	(48,142)	64,389
Cash flows from investing activities	18	<u>(41,494)</u>	<u>(39,130)</u>
Change in cash and cash equivalents in the Year		(89,636)	25,259
Cash and cash equivalents at the beginning of the Year		582,092	556,833
Cash and cash equivalents at the end of the Year	19,20	<u><u>492,456</u></u>	<u><u>582,092</u></u>

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

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

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Harlington and Sundon Academy Trust meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy 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 has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

All incoming resources are recognised when the Academy has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

- **Grants**

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

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

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

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

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

1. Accounting policies (continued)

- **Donations**

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

- **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the Academy 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 'Stocks' 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'.

- **Donated fixed assets**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy's accounting policies.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

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

1. Accounting policies (continued)

1.5 Interest receivable

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

1.6 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 Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.7 Tangible fixed assets

Assets costing £500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following bases:

Freehold property	- not depreciated
Long-term leasehold property	- over the life of the lease
Furniture and fixtures	- 20% straight line
Computer equipment	- 20% straight line

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

THE HARLINGTON AND SUNDON ACADEMY TRUST

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

1. Accounting policies (continued)

1.8 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 anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.9 Provisions

Provisions are recognised when the Academy 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 interest payable and similar charges.

1.10 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. 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 14. 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.

1.11 Operating leases

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

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

1. Accounting policies (continued)

1.12 Pensions

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. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Academy 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.

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.

1.13 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the funders where the asset acquired or created is held for a specific purpose.

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

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

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

1. Accounting policies (continued)

1.14 Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 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.

2. Income from donations and capital grants

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	1,000	3,712	5,000	9,712	7,801
Capital Grants	-	-	10,329	10,329	10,406
	<u>1,000</u>	<u>3,712</u>	<u>15,329</u>	<u>20,041</u>	<u>18,207</u>
Total 2021	<u>5,336</u>	-	<u>12,871</u>	<u>18,207</u>	

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

3. Funding for academy's educational operations

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
DfE/ESFA grants				
GAG Grant	-	979,148	979,148	908,450
Other DfE/ESFA Grants				
UIFSM	-	44,668	44,668	28,032
Pupil Premium	-	20,795	20,795	13,105
Teaches Pay Grant	-	-	-	44,251
PE Sports Funding	-	33,590	33,590	33,660
Supplementary Grant	-	11,884	11,884	-
Other	-	6,466	6,466	10,614
	<u>-</u>	<u>1,096,551</u>	<u>1,096,551</u>	<u>1,038,112</u>
Other government grants				
Local Government Funding	-	48,534	48,534	72,446
	<u>-</u>	<u>48,534</u>	<u>48,534</u>	<u>72,446</u>
COVID-19 additional funding (DfE/ESFA)				
Catch up premium	-	-	-	16,320
	<u>-</u>	<u>-</u>	<u>-</u>	<u>16,320</u>
Other funding				
Nursery Fees Income	198	-	198	1,886
Other Grant/Donations	-	5,668	5,668	24,418
	<u>198</u>	<u>5,668</u>	<u>5,866</u>	<u>26,304</u>
	<u>198</u>	<u>1,150,753</u>	<u>1,150,951</u>	<u>1,153,182</u>
<i>Total 2021</i>	<u>1,886</u>	<u>1,151,296</u>	<u>1,153,182</u>	

4. Income from other trading activities

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Lettings Income	14,796	14,796	10,654
Trips Income	14,140	14,140	-
	<u>28,936</u>	<u>28,936</u>	<u>10,654</u>
<i>Total 2021</i>	<u>10,654</u>	<u>10,654</u>	

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

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Investment income - local cash	<u>58</u>	<u>58</u>	<u>62</u>
<i>Total 2021</i>	<u>62</u>	<u>62</u>	

6. Expenditure

	Staff Costs 2022 £	Premises 2022 £	Other 2022 £	Total 2022 £	<i>Total 2021 £</i>
Expenditure on fundraising trading:	35	7,967	-	8,002	7,732
Educational Activities:					
Direct costs	834,756	-	109,689	944,445	861,747
Support costs	187,780	72,316	172,293	432,389	402,222
	<u>1,022,571</u>	<u>80,283</u>	<u>281,982</u>	<u>1,384,836</u>	<u>1,271,701</u>
<i>Total 2021</i>	<u>995,155</u>	<u>71,806</u>	<u>204,740</u>	<u>1,271,701</u>	

Net income/(expenditure) for the Year includes:

	2022 £	<i>2021 £</i>
Operating lease rentals	732	1,227
Depreciation of tangible fixed assets	47,844	34,920
Fees paid to auditors for:		
- audit	8,250	8,250
- other services	<u>1,375</u>	<u>1,375</u>

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

7. Charitable Activities

ANALYSIS OF DIRECT COSTS

	2022	<i>2021</i>
	£	£
Wages and salaries	603,729	586,582
National insurance	49,313	46,183
Pension costs	181,714	176,486
Technology costs	2,661	3,947
Educational supplies	50,859	40,361
Provision for clawback of unspent funds	53,265	-
Staff Training	2,904	8,188
Total	<u>944,445</u>	<u>861,747</u>

ANALYSIS OF SUPPORT COSTS

	2022	2022	<i>Total</i>	<i>Total</i>
	Fundraising	Academy's	2022	2021
	trading	educational	£	£
	£	operations		
		£		
Wages and salaries	35	114,740	114,775	117,781
National insurance	-	3,317	3,317	5,605
Pension costs	-	69,723	69,723	62,518
Depreciation	1,605	46,239	47,844	34,921
Net interest cost on pension scheme	-	17,000	17,000	13,000
Technology costs	-	30,148	30,148	23,563
Office and administration costs	-	11,092	11,092	12,122
Staff recruitment, development and training	-	1,607	1,607	1,260
Professional fees	-	18,836	18,836	14,968
Maintenance and repairs	4,356	26,077	30,433	34,537
Cleaning	200	13,184	13,384	12,470
Rates and premises costs	67	9,222	9,289	10,467
Light and heat	1,739	20,064	21,803	16,237
Insurance	-	4,133	4,133	3,986
Catering	-	35,205	35,205	33,897
Other costs	-	2,177	2,177	3,007
Auditors remuneration	-	8,250	8,250	8,250
Auditors remuneration – Other services	-	1,375	1,375	1,375
Total	<u>8,002</u>	<u>432,389</u>	<u>440,391</u>	<u>409,954</u>

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

8. Staff

a. Staff costs

Staff costs during the Year were as follows:

	2022	2021
	£	£
Wages and salaries	718,504	704,363
Social security costs	52,630	51,832
Pension costs	251,437	238,960
	1,022,571	995,155

b. Staff numbers

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

	2022	2021
	No.	No.
Teachers	13	14
Support Staff	15	13
Administration Staff	6	7
Premises Staff	3	4
Other Staff	4	5
	41	43

c. Higher paid staff

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

	2022	2021
	No.	No.
In the band £60,001 - £70,000	1	1

d. Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £216,119 (2021 £223,806).

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

9. Central services

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

- Headteacher's Salary
- Business Manager Salary
- Finance Assistant

The Academy charges for these services on the following basis:

The Academy Trust charges each academy for central services on an appropriate basis. The Headteacher, Business Manager and Finance Assistant salaries are charged on a time apportionment basis at 50% to Harlington Lower School and 50% to Sundon Lower School. The cost allocation includes salary, employer's pension contributions and employer's National Insurance.

The actual amounts charged during the Year were as follows:

	2022	<i>2021</i>
	£	<i>£</i>
Harlington Lower School	57,809	<i>94,219</i>
Sundon Lower School	57,809	<i>85,231</i>
Total	<u>115,618</u>	<i><u>179,450</u></i>

10. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2022	<i>2021</i>
		£	<i>£</i>
Connie White, Head Teacher / CEO	Remuneration	60,000 - 65,000	<i>65,000 - 70,000</i>
	Pension contributions paid	10,000 - 15,000	<i>15,000 - 20,000</i>
Tina Edmonds, Staff trustee	Remuneration	50,000 - 55,000	<i>50,000 - 55,000</i>
	Pension contributions paid	10,000 - 15,000	<i>10,000 - 15,000</i>
Jonathan Callender	Remuneration	45,000 - 50,000	<i>40,000 - 45,000</i>
	Pension contributions paid	10,000 - 15,000	<i>10,000 - 15,000</i>

During the Year ended 31 August 2022, no Trustee expenses have been incurred (*2021 - £NIL*).

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

11. Trustees' and Officers' insurance

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

12. Tangible fixed assets

	Freehold property £	Leasehold property £	Improve' to Property £	Fixtures and fittings £	Computer equipment £	Total £
Cost						
At 1 September 2021	827,000	1,361,000	177,850	78,127	75,179	2,519,156
Additions	-	-	-	16,496	35,385	51,881
Disposals	-	-	-	-	(2,800)	(2,800)
At 31 August 2022	<u>827,000</u>	<u>1,361,000</u>	<u>177,850</u>	<u>94,623</u>	<u>107,764</u>	<u>2,568,237</u>
Depreciation						
At 1 September 2021	-	66,997	106,353	35,413	36,075	244,838
Charge for the Year	-	7,960	15,564	11,219	13,101	47,844
On disposals	-	-	-	-	(2,800)	(2,800)
At 31 August 2022	<u>-</u>	<u>74,957</u>	<u>121,917</u>	<u>46,632</u>	<u>46,376</u>	<u>289,882</u>
Net book value						
At 31 August 2022	<u>827,000</u>	<u>1,286,043</u>	<u>55,933</u>	<u>47,991</u>	<u>61,388</u>	<u>2,278,355</u>
At 31 August 2021	<u>827,000</u>	<u>1,294,003</u>	<u>71,497</u>	<u>42,714</u>	<u>39,104</u>	<u>2,274,318</u>

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

13. Debtors

	2022 £	2021 £
Due within one year		
VAT recoverable	12,529	15,390
Accrued Income	2,941	2,185
Other debtors	5,248	5,362
Prepayments	36,859	24,100
	57,577	47,037

14. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	19,716	75,240
Other creditors	53,265	-
Accruals and deferred income	52,271	38,221
	125,252	113,461

	2022 £	2021 £
Deferred income at 1 September 2021	2,524	2,524
Resources deferred during the Year	-	2,524
Amounts released from previous periods	(2,524)	(2,524)
	-	2,524

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

15. Statement of funds

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Unrestricted funds						
General Funds - all funds	282,014	30,192	(21,861)	(1,559)	-	288,786
	<u>282,014</u>	<u>30,192</u>	<u>(21,861)</u>	<u>(1,559)</u>	<u>-</u>	<u>288,786</u>
Restricted general funds						
GAG	97,100	979,148	(1,010,891)	(31,877)		33,480
UIFSM	43,090	44,668	(35,217)	-	-	52,541
Pupil Premium	20,600	20,795	(16,560)	-	-	24,835
PE Sports Funding	36,414	33,590	(70,004)	-	-	-
Supplementary Grant	-	11,884	(11,884)	-	-	-
Other ESFA Grants	344	6,466	(6,311)	-	-	499
Local Government Grants	17,666	48,534	(58,489)	-	-	7,711
Other Grants/Donations	13,594	9,380	(9,380)	-	-	13,594
Pension reserve	(1,044,000)	-	(98,000)	-	977,000	(165,000)
	<u>(815,192)</u>	<u>1,154,465</u>	<u>(1,316,736)</u>	<u>(31,877)</u>	<u>977,000</u>	<u>(32,340)</u>
Restricted fixed asset funds						
Transferred on Conversion	2,121,002	-	(7,960)	-	-	2,113,042
ESFA Capital Grant	29,156	-	(9,824)	-	-	19,332
DCF Grant	71,327	10,329	(19,895)	-	-	61,761
Other Capital Funding	57,679	5,000	(8,560)	33,436	-	87,555
	<u>2,279,164</u>	<u>15,329</u>	<u>(46,239)</u>	<u>33,436</u>	<u>-</u>	<u>2,281,690</u>
Total Restricted funds	<u>1,463,972</u>	<u>1,169,794</u>	<u>(1,362,975)</u>	<u>1,559</u>	<u>977,000</u>	<u>2,249,350</u>
Total funds	<u>1,745,986</u>	<u>1,199,986</u>	<u>(1,384,836)</u>	<u>-</u>	<u>977,000</u>	<u>2,538,136</u>

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

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

Restricted Funds:

Both schools receive pupil premium funding which is granted for the purpose of supporting disadvantaged pupils and to close the attainment gap between them and their peers. The pupil premium received was used to provide both additional classroom support and funding for extra activities. £24,835 is being carried forward, £23,498 of which relates to Harlington Lower School and £1,337 to Sundon Lower School.

During the year the trust received Universal Free School Meals funding of which £44,668 was spent on catering provisions, £52,548 is being carried forward, £38,823 of which relates to Harlington Lower School and £13,725 to Sundon Lower School.

During the year the trust received the Supplementary Grant totalling £11,884, all of the funding was expensed in the year so assist with the costs of the Health and Social Care Levy and wider costs.

During the year the trust received Sports funding. The funding has been spent on coaching, curriculum courses, and the Redbourne Sports Partnership. Under the terms of the grant, any funds unspent by the end of July 2022 are to be recovered by the ESFA. The Academy had unspent funds of £53,265, adequate provision has been made in these accounts for the recovery in this regard.

During the year Early Years Funding of £23,628 has been received for Sundon Lower School's nursery services. This is included in other government grants above. At the year end £7,716 is carried forward which relates to Sundon Lower School and will continue to support the Nursery provision including staff costs, learning resources and general overheads. The nursery fund is monitored to ensure GAG funding is not used in relation to nursery expenditure.

The restricted fund balance carried forward of negative £165,000 is the Local Government Pension Scheme Liability. See note 21.

Restricted Fixed Asset Fund:

The balance carried forward in the fixed asset fund of £2,281,690 is £5,000 of unspent capital grant relating to Harlington Lower School and £2,482 relating to Sundon Lower School and £2,274,208 of fixed assets belonging to the trust. See note 16.

The balance carried forward in Harlington Lower School of £5,000 relates to a PTA Donation and the balance for Sundon Lower School of £2,482 is represented by unspent £1,448 Big Lottery Funding and £1,034 PTA Donation.

General Funds:

During the year the trust received £13,973 of lettings income relating to Harlington Lower School and £198 of private Nursery Fees relating to Sundon Lower School. The trust also received £14,797 in relation to trips and other income split.

£4,147 of unrestricted funds relating to Harlington Lower School is represented by fixed assets at use in the Conifers building at Harlington Lower School.

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15. Statement of funds (continued)

Of the unrestricted funds carried forward £190,115 relates to Harlington Lower School and £98,671 Sundon Lower School. These funds will be used as required to support the trust's charitable and fundraising activities.

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

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

	2022 £	2021 £
Harlington Lower School	285,247	303,393
Sundon Lower School	136,199	207,429
Total before fixed asset funds and pension reserve	421,446	510,822
Restricted fixed asset fund	2,281,690	2,279,164
Pension reserve	(165,000)	(1,044,000)
Total	2,538,136	1,745,986

Analysis of academies by cost

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2022 £	Total 2021 £
Harlington Lower School	529,825	62,028	37,287	157,385	786,525	682,576
Sundon Lower School	266,897	48,203	13,572	106,177	434,849	375,654
Central services	82,578	33,040	-	-	115,618	179,450
	879,300	143,271	50,859	263,562	1,336,992	1,236,780

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15. Statement of funds (continued)

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

	<i>Balance at 1 September 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2021 £</i>
Unrestricted funds						
General Funds - all funds	274,179	17,938	(10,103)	-	-	282,014
	<u>274,179</u>	<u>17,938</u>	<u>(10,103)</u>	<u>-</u>	<u>-</u>	<u>282,014</u>
Restricted general funds						
GAG	117,447	908,450	(902,823)	(25,974)	-	97,100
UIFSM	44,954	28,032	(29,896)	-	-	43,090
Pupil Premium	20,695	13,105	(13,200)	-	-	20,600
PE Sports Funding	45,530	33,660	(42,776)	-	-	36,414
Teachers Pay Grant	-	44,251	(44,251)	-	-	-
Catch-up Premium	-	16,320	(16,320)	-	-	-
Other ESFA Grants	413	10,614	(10,683)	-	-	344
Local Government Grants	25,729	72,446	(80,509)	-	-	17,666
Other Grants/Donations	-	24,418	(10,824)	-	-	13,594
Pension reserve	(868,000)	-	(77,000)	-	(99,000)	(1,044,000)
	<u>(613,232)</u>	<u>1,151,296</u>	<u>(1,228,282)</u>	<u>(25,974)</u>	<u>(99,000)</u>	<u>(815,192)</u>
Transferred on Conversion						
	2,128,962	-	(7,960)	-	-	2,121,002
ESFA Capital Grant	38,980	-	(9,824)	-	-	29,156
DCF Grant	68,819	10,406	(7,898)	-	-	71,327
UFSM Transition Funding	179	-	(179)	-	-	-
Other Capital Funding	36,695	2,465	(7,455)	25,974	-	57,679
	<u>2,273,635</u>	<u>12,871</u>	<u>(33,316)</u>	<u>25,974</u>	<u>-</u>	<u>2,279,164</u>
Total Restricted funds	<u>1,660,403</u>	<u>1,164,167</u>	<u>(1,261,598)</u>	<u>-</u>	<u>(99,000)</u>	<u>1,463,972</u>
Total funds	<u>1,934,582</u>	<u>1,182,105</u>	<u>(1,271,701)</u>	<u>-</u>	<u>(99,000)</u>	<u>1,745,986</u>

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16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	4,147	-	2,274,208	2,278,355
Current assets	284,639	257,912	7,482	550,033
Creditors due within one year	-	(125,252)	-	(125,252)
Provisions for liabilities and charges	-	(165,000)	-	(165,000)
Total	<u><u>288,786</u></u>	<u><u>(32,340)</u></u>	<u><u>2,281,690</u></u>	<u><u>2,538,136</u></u>

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Restricted fixed asset funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	5,750	-	2,268,568	2,274,318
Current assets	276,264	342,269	10,596	629,129
Creditors due within one year	-	(113,461)	-	(113,461)
Provisions for liabilities and charges	-	(1,044,000)	-	(1,044,000)
Total	<u><u>282,014</u></u>	<u><u>(815,192)</u></u>	<u><u>2,279,164</u></u>	<u><u>1,745,986</u></u>

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17. Reconciliation of net expenditure to net cash flow from operating activities

	2022	2021
	£	£
Net expenditure for the year (as per Statement of financial activities)	<u>(184,850)</u>	<u>(89,596)</u>
Adjustments for:		
Depreciation	47,844	34,921
Capital grants from DfE and other capital income	(10,329)	(10,406)
Interest receivable	(58)	(62)
Defined benefit pension scheme cost less contributions payable	81,000	64,000
Defined benefit pension scheme finance cost	17,000	13,000
Increase in debtors	(10,540)	(14,855)
(Decrease)/increase in creditors	11,791	67,387
Net cash (used in)/provided by operating activities	<u>(48,142)</u>	<u>64,389</u>

18. Cash flows from investing activities

	2022	2021
	£	£
Dividends, interest and rents from investments	58	62
Purchase of tangible fixed assets	(51,881)	(49,598)
Capital grants from DfE Group	10,329	10,406
Net cash used in investing activities	<u>(41,494)</u>	<u>(39,130)</u>

19. Analysis of cash and cash equivalents

	2022	2021
	£	£
Cash in hand and at bank	492,456	582,092
Total cash and cash equivalents	<u>492,456</u>	<u>582,092</u>

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20. Analysis of changes in net debt

	At 1 September 2021 £	Cash flows £	At 31 August 2022 £
Cash at bank and in hand	582,092	(89,636)	492,456
	<u>582,092</u>	<u>(89,636)</u>	<u>492,456</u>

21. Pension commitments

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

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

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

Teachers' Pension Scheme

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

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

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21. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the Year amounted to £94,128 (2021 - £97,188).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy 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 £91,000 (2021 - £90,000), of which employer's contributions totalled £76,000 (2021 - £75,000) and employees' contributions totalled £ 15,000 (2021 - £15,000). The agreed contribution rates for future years is 28.1% for employers and between 5.5% and 12.5% 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.

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21. Pension commitments (continued)

Principal actuarial assumptions

	2022	<i>2021</i>
	%	%
Rate of increase in salaries	3.95	3.90
Rate of increase for pensions in payment/inflation	2.95	2.90
Discount rate for scheme liabilities	4.25	1.65
Inflation assumption (CPI)	2.95	2.90
Commutation of pensions to lump sums	<u>50.00</u>	<u>50.00</u>

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

	2022	<i>2021</i>
	Years	Years
<i>Retiring today</i>		
Males	22.0	21.9
Females	24.4	24.3
<i>Retiring in 20 years</i>		
Males	22.9	22.9
Females	<u>26.1</u>	<u>26.0</u>

Sensitivity analysis

	2022	<i>2021</i>
	£	£
Discount rate +0.1%	72,000	153,000
Discount rate -0.1%	77,000	162,000
Mortality assumption - 1 year increase	77,000	164,000
Mortality assumption - 1 year decrease	72,000	150,000
CPI rate +0.1%	77,000	161,000
CPI rate -0.1%	<u>73,000</u>	<u>153,000</u>

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21. Pension commitments (continued)

Share of scheme assets

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

	2022 £	2021 £
Equities	698,000	787,000
Corporate bonds	265,000	210,000
Property	162,000	105,000
Cash and other liquid assets	43,000	25,000
Total market value of assets	<u>1,168,000</u>	<u>1,127,000</u>

The actual return on scheme assets was (£6,000) (2021 - £113,000).

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

	2022 £	2021 £
Current service cost	(156,000)	(138,000)
Interest income	19,000	16,000
Interest cost	(36,000)	(29,000)
Administrative expenses	(1,000)	(1,000)
Employer Contribution	76,000	75,000
Total amount recognised in the Statement of financial activities	<u>(98,000)</u>	<u>(77,000)</u>

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

	2022 £	2021 £
At 1 September	2,171,000	1,807,000
Current service cost	156,000	138,000
Interest cost	36,000	29,000
Employee contributions	15,000	15,000
Actuarial (gains)/losses	(1,002,000)	196,000
Benefits paid	(43,000)	(14,000)
At 31 August	<u>1,333,000</u>	<u>2,171,000</u>

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21. Pension commitments (continued)

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

	2022 £	2021 £
At 1 September	1,127,000	939,000
Expected return on assets	(25,000)	97,000
Interest income	19,000	16,000
Employer contributions	76,000	75,000
Employee contributions	15,000	15,000
Benefits paid	(43,000)	(14,000)
Administration expenses	(1,000)	(1,000)
At 31 August	<u>1,168,000</u>	<u>1,127,000</u>

22. Operating lease commitments

At 31 August 2022 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	1,039	1,039
Later than 1 year and not later than 5 years	477	1,516
	<u>1,516</u>	<u>2,555</u>

23. Members' liability

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

24. Related party transactions

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