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

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

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

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THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY TRUST, ITS TRUSTEES AND
ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2020**

Members

Jo Rayner
Simon Whalley
Robert Homan (resigned 14 July 2020)
Fr Yenda Smejkal

Trustees

Connie White, Head Teacher / CEO ^{1,3}
Jo Rayner, Chair of Trustees ^{1,3}
Simon Whalley, Vice Chair (resigned 14 July 2020) ^{1,2}
Fr Yenda Smejkal, Vice Chair ³
Robert Homan (resigned 14 July 2020) ²
Ian Milloy ¹
Paula Ryall ²
Tina Edmonds, Staff trustee ³
Sharon Horobin, Staff trustee (resigned 20 December 2019) ^{1,3}
Razika Azim, Parent trustee ^{1,2}
Amanda George, Parent trustee ³
Jonathan Callender (appointed 20 January 2020) ³
Tim Kingham (appointed 21 January 2020) ^{1,3}
Nina Biscoe (appointed 21 January 2020) ^{1,3}

- 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

Nicola Brown

THE HARLINGTON AND SUNDON ACADEMY TRUST

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY TRUST, ITS TRUSTEES AND
ADVISERS (continued)
FOR THE YEAR ENDED 31 AUGUST 2020**

Chief executive officer

Connie White

Senior management team

Mrs C White, Headteacher

Mrs T Edmonds, Deputy Headteacher (Harlington)

Mrs S Horobin, Deputy Headteacher (Sundon, resigned 20 December 2019)

Mr J Callender, Deputy Headteacher (Sundon, appointed 20 January 2020)

Mrs S Carter, Senior Teacher (Harlington)

Independent auditors

George Hay Partnership LLP, Unit 1b, Focus Four, Fourth Avenue, Letchworth, Hertfordshire, SG6 2TU

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 (continued) FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2019 to 31 August 2020. 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 214 (Harlington Lower School (HLS) 144; Sundon Lower School (SLS) 70 in the school census on 31 August 2020.

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 2020

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 AND PROCEDURES 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 on line training. The Trust also subscribes to National Governors Association.

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 COVID-19 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.

THE HARLINGTON AND SUNDON ACADEMY TRUST

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2020

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 is an associate member of the Harlington Cluster of Schools formerly the Harlington Area School Trust (HAST). The Trust works in close partnership with the other schools in the pyramid 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.

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.

THE HARLINGTON AND SUNDON ACADEMY TRUST

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2020

OBJECTIVES AND ACTIVITIES

a. OBJECTS 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.

OBJECTIVES, STRATEGIES AND ACTIVITIES

The main objective this year was to continue to improve pupils outcomes in all core areas so that targets set for each year group at each school were met or exceeded. A key focus was to review our curriculum provision to ensure that it is broad, balanced and meets all national curriculum expectations. We also improved the quality of teaching in targeted foundation subjects ensuring progression of skills. Finally, The Board and all stakeholders reviewed and set a new academy long-term strategy to secure excellent achievements for all.

b. 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.

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**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020**

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

KEY Stage Results

Overall summary for the Academy

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

HARLINGTON LOWER SCHOOL

Early Years Foundation Stage (EYFS)

The % of pupils that achieved a good level of development for 2019 was 67%, just below the National figure. This is the same as previous year although a slight dip in standards compared to prior 2017.

Phonics

Standards in phonics dipped in 2019, with the proportion of pupils that met the expected standard in phonics below the national figure for Year 1. This is cohort specific and in contrast to a trend of raising standards.

Key Stage 1

Pupils were assessed against the new more challenging curriculum, which was introduced in 2014. Results are no longer reported as levels, the interim frameworks for teacher assessment have been used by teachers to assess if a pupil has met the new, higher expected standard. The data below presents attainment based on teacher assessments. Because of these assessment changes, figures for 2016 are not comparable to those for earlier years. Results for the last four years shows a trend of standards of attainment consistently above National figures.

Harlington KS1 Attainment	2014		2015	
	School Level 2 and above	National Level 2 and above	School Level 2 and above	National Level 2 and above
Reading	90	81	93	82
Writing	90	70	93	72
Maths	93	80	93	82

Harlington KS1 Attainment	2016		2017		2018		2019	
	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
Reading	89	74	86	76	87	75	86	75
Writing	79	65	73	68	77	70	86	69
Maths	79	73	80	75	83	76	89	76

Year 4

Pupils were assessed against the new more challenging curriculum, which was introduced in 2014. Results are no longer reported as levels, teacher assessment has been used by teachers to assess if a pupil has met the new, higher expected standard for Year 4. The data below determines attainment based on teacher assessments. Because of these assessment changes, figures for 2015 and 2016 are not comparable to those for earlier years. Attainment for the last three years shows standards are consistently high and are above those of the Local Authority.

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**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020**

Harlington Year 4 Attainment Levels	2014	
	School Level 3 and above	Local Authority Level 3 and above
Reading	96	85
Writing	96	76
Maths	96	80

Harlington Year 4 Attainment ARE/ ABOVE	2015		2016		2017		2018		2019	
	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
Reading	76	80	86	81	83	82	90	82	76	82
Writing	60	68	76	71	73	72	79	74	73	73
Maths	74	70	83	73	80	76	76	79	83	78

SUNDON LOWER SCHOOL

Early Years Foundation Stage (EYFS) (Care-14 pupils)

The % of pupils that achieved a good level of development in 2019 was 86%, well above the National figure 72% for 2019; the school have maintained high attainment over the last four years.

Phonics (Care-12 pupils)

The proportion of Year 1 pupils that met the expected standard in phonics was 92%; well above the national figure for Year 1.

Key Stage 1 (Care-15 pupils)

Pupils were assessed against the new more challenging curriculum, which was introduced in 2014, for the first time this year. Results are no longer reported as levels, the interim frameworks for teacher assessment have been used by teachers to assess if a pupil has met the new, higher expected standard. The data below presents attainment based on teacher assessments. Because of these assessment changes, figures from 2016 onwards are not comparable to those for earlier years. Since 2016, there is a four year trend of continuous improvement in Reading results with attainment consistently above National data. In Writing and Maths attainment shows an upward trend over the last two years although standards in 2019 are marginally below National figures. Care must be taken as small pupil numbers in cohort making comparisons statistically unreliable.

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**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020**

Sundon KS1 Attainment	2014		2015	
	School Level 2 and above	National Level 2 and above	School Level 2 and above	National Level 2 and above
Reading	100	81	88	82
Writing	91	70	71	72
Maths	91	80	71	82

Sundon KS1 Attainment	2016		2017		2018		2019	
	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	73	74	83	82	100	75	80	75
Writing	40	65	75	72	63	70	67	69
Maths	60	73	83	76	75	76	73	76

Year 4 (Care-14 Pupils)

Pupils were assessed against the new more challenging curriculum, which was introduced in 2014. Results are no longer reported as levels, teacher assessment has been used by teachers to assess if a pupil has met the new, higher expected standard for Year 4. The data below determines attainment based on teacher assessments. Because of these assessment changes, figures from 2015 onwards are not comparable to those for earlier years. Attainment for the last five years to 2019 shows an upward trend with improvements made in reading, writing and maths attainment with year on year improvement in standards. Again, small cohorts make comparisons to National and previous year data difficult.

Sundon Year 4 Attainment	2014	
	School Level 3 and above	Local Authority Level 3 and above
Reading	92	85
Writing	77	86
Maths	77	80

Sundon Year 4 Attainment	2015		2016		2017		2018		2019	
	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	40	80	100	81	80	82	76	82	100	82
Writing	40	68	58	71	66	72	53	74	78	73
Maths	40	70	83	73	73	76	65	79	79	78

THE HARLINGTON AND SUNDON ACADEMY TRUST

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

KEY PERFORMANCE INDICATORS

a. Pupil Attendance

		2015-16	2016-17	2017-18	2018-19	2019-20
HLS	% Attendance	96.36	96.32	97.03	96.9	92.3*
	% Absence	3.64	3.68	2.97	3.01	7.7*
SLS	% Attendance	95.88	96.34	95.48	96.6	90.2%
	% Absence	4.11	3.64	4.52	3.4	9.8%

(*Data includes school lockdown Covid-19)

b. Pupil Recruitment

	2015	2016	2017	2018	2019
HLS	141	148	147	143	144
SLS	67	76	81	78	70

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.

Key objective for both schools by the end of academic year 2020-2021:

- 1. Leadership and Management:** To drive continuity, recovery and continuous improvement through effective leadership and governance.
- 2. Quality of Education:** To continue to embed an enriched and ambitious curriculum with high quality teaching and learning.
- 3. Behaviour and Attitudes:** To embed a culture of health and emotional wellbeing across the school for staff and pupils.
- 4. Personal Development:** To develop confident, articulate and resilient children who celebrate difference and are ready to engage in the next stage of their learning.

c. 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.

THE HARLINGTON AND SUNDON ACADEMY TRUST

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2020

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 Trusts key objective of delivering quality education to our pupils.

The Trust complies with the principles of financial control as outlined in the Academies Financial 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.

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 £868,000 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 2020 are £1,934,582. Combined restricted and unrestricted general funds totalled £509,265 at the year end. Of those general unrestricted funds carried forward totalled £274,179. Restricted fixed asset funds totalled £2,273,635 of which £2,259,641 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 31st August 2020.

THE HARLINGTON AND SUNDON ACADEMY TRUST

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TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2020

b. INVESTMENTS POLICY

The Trust will endeavor 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 2020, 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.

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 THE FUTURE

The academy intends to action fully the areas of development as detailed in the School Development Plan (SDP) 2020-2021.

Priorities within the SDP include:

1. **Leadership and Management:**To drive continuity, recovery and continuous improvement through effective leadership and governance.
2. **Quality of Education:**To continue to embed an enriched and ambitious curriculum with high quality teaching and learning.
3. **Behaviour and Attitudes:**To embed a culture of health and emotional wellbeing across the school for staff and pupils.
4. **Personal Development:**To develop confident, articulate and resilient children who celebrate difference and are ready to engage in the next stage of their learning.

The DFC will be spent on maintaining and improving the long-term IT provision across both schools.

THE HARLINGTON AND SUNDON ACADEMY TRUST

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FUNDS HELD AS CUSTODIAN

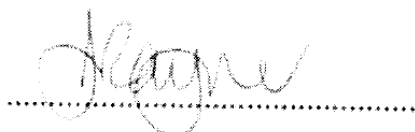
The academy and its trustees do not act as the Custodian Trustees of any other Charity.

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 19 January 2021 and signed on its behalf by:



A handwritten signature in cursive script, appearing to read 'J Rayner', is written over a horizontal dotted line.

Mrs J Rayner
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:

Trustees	Meetings attended	Out of a possible
Jo Rayner, Chair	4	4
Simon Whalley, Vice Chairman	4	4
Fr Yenda Smejkal, Vice Chair	3	4
Ian Milloy	3	4
Paula Ryall	3	4
Robert Homan	3	4
Tina Edmonds, Staff trustee	4	4
Sharon Horobin, Staff trustee	1	4
Razika Azim, Parent trustee	2	4
Amanda George, Parent trustee	1	4
Jonathan Callender	1	4

The company secretary Mrs N Brown attended 0/4 meetings..

Governance reviews:

In February 2018, 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.

This year all trustees undertook a skills audit. The results were assessed to establish skills gaps with provision made through enlisting external expertise if needed.

THE HARLINGTON AND SUNDON ACADEMY TRUST

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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 Academies Financial 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
Connie White	3	3
Ian Milloy	3	3
Jo Rayner	2	3
Simon Walley	3	3
Razika Azim	3	3
Sharon Horobin	1	3

Staff members also in attendance:

Company secretary and Finance Manager: Nicola Brown	3	3
---	---	---

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.
- Most training is delivered 'once' to schools, for example, shared training days, staff meetings, moderation of children's work, assessment and computing skills.
- One member of staff often represents both schools by attending training courses with the information then shared internally.

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

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 including stretch and challenge for the more able.
- The Trust has employed experienced adults to work with identified pupils in need of specific focused intervention in relation to academic skills and social emotional wellbeing.
- The funding has also enabled us 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 programmes.
- 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 pyramid, free of charge, reaching a wider market to secure staff to fill positions.

Better purchasing

- The Trust successfully negotiated a reduction in costs through the LA to install fibre optics in both schools.
- 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.

Financial governance and oversight

- Qualified accountant appointed as Finance Manager, regular financial reporting for the Trust Board and members improved.
- Finance Manager has monthly financial review meetings with Accounting Officer; procedures have been streamlined.
- 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.

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

New initiatives

- Review large contracts, for example, HR and Payroll Provision
- 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 2019 to 31 August 2020 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 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

THE RISK AND CONTROL FRAMEWORK

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the 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. 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

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

On a termly basis, the auditor reports to the Board of Trustees through the audit committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

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.

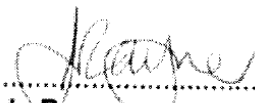
REVIEW OF EFFECTIVENESS


As Accounting Officer, the Head Teacher/CEO has responsibility for reviewing the effectiveness of the system of internal control. During the Year in question the review has been informed by:

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit 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 19 January 2021 and signed on their behalf, by:


.....
Jo Rayner
Chair of Trustees


.....
Connie White
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 trust board of trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2019.

I confirm that the following instances of material irregularity, impropriety or funding non-compliance discovered to date have been notified to the board of trustees and ESFA. If any instances are identified after the date of this statement, these will be notified to the board of trustees and ESFA.


.....
Connie White
Accounting Officer

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2020

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 Annual Accounts Direction issued by the Education & 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 2015 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 19 January 2021 and signed on its behalf by:



.....
Jo Rayner
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 Trust') for the Year ended 31 August 2020 which comprise the Statement of financial activities incorporating income and expenditure account, 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 2015 and the Academies Accounts Direction 2019 to 2020 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2020 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 2015 and the Academies Accounts Direction 2019 to 2020 issued by the Education & Skills Funding Agency.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Academy Trust's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

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

RESPONSIBILITIES OF TRUSTEES

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

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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.

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**

USE OF OUR REPORT

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



Martin Williams FCCA ACA (Senior statutory auditor)

for and on behalf of

George Hay Partnership LLP

Unit 1b
Focus Four
Fourth Avenue
Letchworth
Hertfordshire
SG6 2TU
Date: 26 January 2021

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

INDEPENDENT REPORTING ACCOUNTANTS' 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 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, 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 2019 to 31 August 2020 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 the 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 the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than The Harlington and Sundon Academy Trust and the 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 25th March 2012, and the Academies Financial Handbook extant from 1 September 2019, 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 2019 to 2020. 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 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

APPROACH

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

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

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

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

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the Year 1 September 2019 to 31 August 2020 have 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 Auditors**

Unit 1b
Focus Four
Fourth Avenue
Letchworth
Hertfordshire
SG6 2TU

Date: 26 January 2021

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 2020**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	<i>As restated</i> <i>Total</i> <i>funds</i> <i>2019</i> <i>£</i>	
Note						
INCOME FROM:						
Donations and capital grants	2	31,248	-	10,948	42,196	25,029
Charitable activities	3	587	1,125,401	-	1,125,988	1,082,870
Other trading activities	4	13,254	-	-	13,254	16,397
Investments	6	367	-	-	367	244
TOTAL INCOME		45,456	1,125,401	10,948	1,181,805	1,124,540
EXPENDITURE ON:						
Raising funds	5	8,929	-	-	8,929	9,739
Charitable activities		343	1,096,196	36,358	1,132,897	1,116,513
TOTAL EXPENDITURE	7	9,272	1,096,196	36,358	1,141,826	1,126,252
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS						
		36,184	29,205	(25,410)	39,979	(1,712)
Transfers between Funds	17	-	(3,700)	3,700	-	-
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES						
		36,184	25,505	(21,710)	39,979	(1,712)
Actuarial losses on defined benefit pension schemes	22	-	(357,000)	-	(357,000)	(131,000)
NET MOVEMENT IN FUNDS		36,184	(331,495)	(21,710)	(317,021)	(132,712)
RECONCILIATION OF FUNDS:						
Total funds brought forward		237,995	(281,737)	2,295,345	2,251,603	2,384,315
TOTAL FUNDS CARRIED FORWARD		274,179	(613,232)	2,273,635	1,934,582	2,251,603

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)
REGISTERED NUMBER: 8231721

**BALANCE SHEET
AS AT 31 AUGUST 2020**

	Note	£	2020 £	£	<i>As restated 2019 £</i>
FIXED ASSETS					
Tangible assets	14		2,259,641		2,283,736
CURRENT ASSETS					
Debtors	15	32,182		39,491	
Cash at bank and in hand		<u>556,833</u>		<u>465,921</u>	
		589,015		505,412	
CREDITORS: amounts falling due within one year	16		<u>(46,074)</u>	<u>(72,545)</u>	
NET CURRENT ASSETS			<u>542,941</u>		<u>432,867</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			2,802,582		2,716,603
Defined benefit pension scheme liability	22		<u>(868,000)</u>		<u>(465,000)</u>
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			<u>1,934,582</u>		<u>2,251,603</u>
FUNDS OF THE ACADEMY					
Restricted income funds:					
Restricted income funds	17	254,768		183,263	
Restricted fixed asset funds	17		<u>2,273,635</u>	<u>2,295,345</u>	
Restricted income funds excluding liability		2,528,403		2,478,608	
Pension reserve			<u>(868,000)</u>	<u>(465,000)</u>	
Total restricted income funds			1,660,403		2,013,608
Unrestricted income funds	17		<u>274,179</u>	<u>237,995</u>	
TOTAL FUNDS			<u>1,934,582</u>		<u>2,251,603</u>

THE HARLINGTON AND SUNDON ACADEMY TRUST

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

**BALANCE SHEET (continued)
AS AT 31 AUGUST 2020**

The financial statements on pages 27 to 56 were approved by the Trustees, and authorised for issue, on 19 January 2021 and are signed on their behalf, by:


.....
Jo Rayner
Chair of Trustees

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	As restated 2019 £
Cash flows from operating activities			
Net cash provided by operating activities	20	<u>93,965</u>	<u>51,494</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		367	244
Purchase of tangible fixed assets		(13,868)	(41,343)
Capital grants from DfE Group		<u>10,448</u>	<u>23,509</u>
Net cash used in investing activities		<u>(3,053)</u>	<u>(17,590)</u>
Change in cash and cash equivalents in the Year		90,912	33,904
Cash and cash equivalents brought forward		<u>465,921</u>	<u>432,017</u>
Cash and cash equivalents carried forward		<u>556,833</u>	<u>465,921</u>

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

1. ACCOUNTING POLICIES

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

1.1 Basis of preparation of financial statements

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Harlington and Sundon Academy Trust constitutes a public benefit entity as defined by 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 Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements

THE HARLINGTON AND SUNDON ACADEMY TRUST

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

1. ACCOUNTING POLICIES (continued)

1.3 Income

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

Grants are included in the Statement of financial activities incorporating income and expenditure account on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

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

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

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

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

Expenditure on charitable activities are costs incurred on the Academy Trust's educational operations, including support costs and those costs relating to the governance of the Academy Trust appointed to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

1. ACCOUNTING POLICIES (continued)

1.5 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised 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 incorporating income and expenditure account and carried forward in the Balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of financial activities incorporating income and expenditure account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	not depreciated
Leasehold property	-	over the life of the lease
Furniture and fixtures	-	20% straight line
Computer equipment	-	20% straight line
Assets under construction	-	10% 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 incorporating income and expenditure account.

1.6 Operating leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

1.7 Debtors

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

1.8 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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1. ACCOUNTING POLICIES (continued)

1.9 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions 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 Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Trust and their measurement basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in note 16. 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 instruments. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

1.11 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

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**NOTES TO THE FINANCIAL STATEMENTS
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1. ACCOUNTING POLICIES (continued)

1.12 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 22, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of financial activities incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

1. ACCOUNTING POLICIES (continued)

1.13 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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.

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, 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 2020. 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.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

2. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Donations	31,248	-	500	31,748	1,520
Capital Grants	-	-	10,448	10,448	23,509
	<u>31,248</u>	<u>-</u>	<u>10,948</u>	<u>42,196</u>	<u>25,029</u>
<i>Total 2019</i>	<u>-</u>	<u>-</u>	<u>25,029</u>	<u>25,029</u>	

3. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	<i>As restated Total funds 2019 £</i>
DfE/ESFA grants				
GAG Grant	-	915,379	915,379	916,808
Other EFA Funding	-	88,251	88,251	104,321
	<u>-</u>	<u>1,003,630</u>	<u>1,003,630</u>	<u>1,021,129</u>
Other government grants				
Local Government Funding	-	65,205	65,205	41,264
Other Central Government Funding	-	56,566	56,566	17,400
	<u>-</u>	<u>121,771</u>	<u>121,771</u>	<u>58,664</u>
Other funding				
Nursery Fees Income	587	-	587	3,077
	<u>587</u>	<u>-</u>	<u>587</u>	<u>3,077</u>
	<u>587</u>	<u>1,125,401</u>	<u>1,125,988</u>	<u>1,082,870</u>
<i>Total 2019</i>	<u>3,077</u>	<u>1,079,793</u>	<u>1,082,870</u>	

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

4. OTHER TRADING ACTIVITIES

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Lettings Income	<u>13,254</u>	<u>13,254</u>	<u>16,397</u>
Total 2019	<u>16,397</u>	<u>16,397</u>	

5. TRADING ACTIVITIES

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Fundraising trading expenses			
Support costs - Fundraising	<u>8,929</u>	<u>8,929</u>	<u>9,739</u>
Net expenditure from trading activities	<u>(8,929)</u>	<u>(8,929)</u>	<u>(9,739)</u>

In 2019, of the total fundraising trading expenses £9,739 was to unrestricted funds and £ NIL was to restricted funds.

6. INVESTMENT INCOME

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Investment income - local cash	<u>367</u>	<u>367</u>	<u>244</u>
Total 2019	<u>244</u>	<u>244</u>	

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

7. EXPENDITURE

	Staff costs 2020 £	Premises 2020 £	Other costs 2020 £	Total 2020 £	Total 2019 £
Expenditure on fundraising trading	3,487	5,442	-	8,929	9,739
Educational Activities:					
Direct costs	747,559	-	31,326	778,885	749,717
Support costs	<u>162,564</u>	<u>57,142</u>	<u>134,306</u>	<u>354,012</u>	<u>366,796</u>
	<u>913,610</u>	<u>192,481</u>	<u>35,735</u>	<u>1,141,826</u>	<u>1,126,252</u>
Total 2019	<u>866,754</u>	<u>77,725</u>	<u>181,773</u>	<u>1,126,252</u>	

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**NOTES TO THE FINANCIAL STATEMENTS
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8. CHARITABLE ACTIVITIES

	2020 £	2019 £
DIRECT COSTS		
Wages and salaries	550,306	534,319
National insurance	40,951	42,636
Pension cost	156,302	119,832
Technology Costs	1,358	1,772
Educational Supplies	22,748	42,565
Staff Training	<u>7,220</u>	<u>8,593</u>
	<u>778,885</u>	<u>749,717</u>

SUPPORT COSTS

	Fundraising Expenses £	Educational Expenses £	Total 2020 £	Total 2019 £
Wages and salaries	3,487	112,741	116,228	115,451
National insurance	-	5,927	5,927	6,983
Pension costs	-	43,896	43,896	47,533
Depreciation	1,605	36,358	37,963	34,842
Net interest cost on pension scheme	-	8,000	8,000	8,000
Technology costs	-	16,430	16,430	6,474
Office and administration costs	-	15,454	15,454	8,002
Staff recruitment, development and training	-	1,616	1,616	377
Professional fees	-	10,293	10,293	12,127
Maintenance and repairs	550	17,929	18,479	40,103
Cleaning	642	10,136	10,778	5,581
Rates & premises costs	1,100	9,134	10,234	13,178
Light and heat	1,545	19,943	21,488	17,258
Insurance	-	3,909	3,909	4,614
Catering	-	30,168	30,168	37,008
Other costs	-	2,258	2,258	8,164
Auditors remuneration	<u>-</u>	<u>9,820</u>	<u>9,820</u>	<u>10,840</u>
	<u>8,929</u>	<u>354,012</u>	<u>362,941</u>	<u>376,535</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2020 £	2019 £
Depreciation of tangible fixed assets:		
- owned by the charity	37,963	34,842
Operating lease rentals	1,227	1,227
Auditors remuneration - audit fee	7,500	7,500
Other fees	1,330	1,330
	<u>48,020</u>	<u>44,901</u>

10. STAFF COSTS

a. Staff costs

Staff costs were as follows:

	2020 £	2019 £
Wages and salaries	666,535	649,770
Social security costs	46,883	49,559
Operating costs of defined benefit pension schemes	200,192	167,425
	<u>913,610</u>	<u>866,754</u>

b. Staff numbers

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

	2020 No.	2019 No.
Teachers	16	15
Support Staff	12	11
Administration Staff	9	8
Premises Staff	5	6
Other Staff	5	5
	<u>47</u>	<u>45</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

10. STAFF COSTS (continued)

c. Higher paid staff

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

	2020	2019
In the band £60,001 - £70,000	1	1

The above employee participated in the Teachers' Pension Scheme. During the year ended 31 August 2020 employer's pension contributions for this member of staff amounted to £15,751 (2019 - £10,515).

d. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 2. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £135,258 (2019 - £181,005).

11. TRUSTEES' AND OFFICERS' INSURANCE

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

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

12. TRUSTEES' REMUNERATION AND EXPENSES

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

		2020 £	2019 £
Mrs C White, Headteacher - Salary	Remuneration	65,000-70,000	60,000-65,000
Mrs C White - Employers Pension Contributions	Remuneration	15,000-20,000	10,000-15,000
Mrs T Edmonds, Deputy Headteacher - Salary	Remuneration	45,000-50,000	45,000-50,000
Mrs T Edmonds - Employer's Pension Contributions	Remuneration	5,000-10,000	5,000-10,000
Mrs S Horobin, Deputy Headteacher - Salary	Remuneration	10,000-15,000	40,000-45,000
Mrs S Horobin - Employers Pension Contributions	Remuneration	0-5,000	5,000-10,000
Mr J Callender, Deputy Headteacher - Salary	Remuneration	25,000-30,000	-
Mr J Callender, Deputy Headteacher - Employers Pension Contribution	Remuneration	5,000-10,000	-

During the Year, no Trustees received any reimbursement of expenses (2019 - £NIL).

13. OTHER FINANCE COSTS

	2020 £	2019 £
Interest on pension scheme liabilities	<u>(8,000)</u>	<u>(8,000)</u>

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14. TANGIBLE FIXED ASSETS

	Freehold property £	Leasehold property £	Improve' to Property £	Fixtures and fittings £	Computer equipment £	Total £
Cost						
At 1 September 2019	827,000	1,361,000	177,850	40,092	49,748	2,455,690
Additions	-	-	-	3,700	10,168	13,868
At 31 August 2020	<u>827,000</u>	<u>1,361,000</u>	<u>177,850</u>	<u>43,792</u>	<u>59,916</u>	<u>2,469,558</u>
Depreciation						
At 1 September 2019	-	51,077	73,244	23,880	23,753	171,954
Charge for the Year	-	7,960	17,075	6,659	6,269	37,963
At 31 August 2020	-	<u>59,037</u>	<u>90,319</u>	<u>30,539</u>	<u>30,022</u>	<u>209,917</u>
Net book value						
At 31 August 2020	<u>827,000</u>	<u>1,301,963</u>	<u>87,531</u>	<u>13,253</u>	<u>29,894</u>	<u>2,259,641</u>
At 31 August 2019	<u>827,000</u>	<u>1,309,923</u>	<u>104,606</u>	<u>16,212</u>	<u>25,995</u>	<u>2,283,736</u>

15. DEBTORS

	2020 £	2019 £
Trade debtors	136	-
VAT Recoverable	4,733	7,183
Accrued Income	2,385	3,990
Other debtors	2,494	-
Prepayments	22,434	28,318
	<u>32,182</u>	<u>39,491</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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16. CREDITORS: Amounts falling due within one year

	2020	<i>As restated</i>
	£	2019
		£
Trade creditors	9,470	33,673
Other creditors	-	1,494
Accruals and deferred income	36,604	37,378
	46,074	72,545

	2020	<i>As restated</i>
	£	2019
		£
Deferred income		
Deferred income at 1 September 2019	2,386	4,468
Resources deferred during the year	2,524	2,386
Amounts released from previous years	(2,386)	(4,468)
Deferred income at 31 August 2020	2,524	2,386

Deferred income relates to rates rebate received in advance for the year beginning 1st September 2020.

17. STATEMENT OF FUNDS

	Balance at 1 September 2019	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 August 2020
	<i>As restated</i>	£	£	£	£	£
	£	£	£	£	£	£
Unrestricted funds						
General Funds - all funds	237,995	45,456	(9,272)	-	-	274,179
Restricted funds						
General Annual Grant (GAG)	82,247	915,379	(876,479)	(3,700)	-	117,447
Other ESFA Grants	63,338	88,251	(61,783)	-	-	89,806
Other Government Grants	37,678	121,771	(111,934)	-	-	47,515
Pension reserve	(465,000)	-	(46,000)	-	(357,000)	(868,000)
	(281,737)	1,125,401	(1,096,196)	(3,700)	(357,000)	(613,232)

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**NOTES TO THE FINANCIAL STATEMENTS
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17. STATEMENT OF FUNDS (continued)

Restricted fixed asset funds

	Balance at 1 September 2019 <i>As restated</i> £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Transferred on Conversion	2,136,922	-	(7,960)	-	-	2,128,962
ESFA Capital Grant	48,804	-	(9,824)	-	-	38,980
DCF Grant	66,402	10,448	(8,031)	-	-	68,819
UFSM Transition Funding	1,343	-	(1,164)	-	-	179
Other Capital Funding	<u>41,874</u>	<u>500</u>	<u>(9,379)</u>	<u>3,700</u>	-	<u>36,695</u>
	2,295,345	10,948	(36,358)	3,700	-	2,273,635
Total restricted funds	<u>2,013,608</u>	<u>1,136,349</u>	<u>(1,132,554)</u>	-	<u>(357,000)</u>	<u>1,660,403</u>
Total of funds	<u><u>2,251,603</u></u>	<u><u>1,181,805</u></u>	<u><u>(1,141,826)</u></u>	-	<u><u>(357,000)</u></u>	<u><u>1,934,582</u></u>

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

Restricted Funds:

Both schools receive pupil premium funding, included in Other ESFA Grants, 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 totalled £20,132 for the period and was used to provide both additional classroom support and funding for extra activities. £20,695 is being carried forward, £19,320 of which relates to Harlington Lower School and £1,375 to Sundon Lower School.

During the year the trust received Universal Free School Meals funding, included in Other ESFA Grants, funding totalled £30,270. £30,168 was spent on catering provisions, £44,954 is being carried forward, £34,515 of which relates to Harlington Lower School and £10,439 to Sundon Lower School.

During the year the trust received teachers pay and pension grant funding, included in Other ESFA Grants, funding totalled £53,354, all of the funding was spent on teachers salaries in the period.

During the year the trust received Sports funding, included in Other ESFA Grants, funding totalled £33,660. The funding has been spent on coaching, curriculum courses, the Redbourne Sports Partnership. At the year end £45,530 is carried forward, £29,487 of which relates to Harlington Lower School and £16,043 relates to Sundon Lower School.

During the year Early Years Funding of £53,110 has been received for Sundon Lower School's nursery services. This is included in other government grants above. At the year end £25,734 is carried forward which relates to Sundon Lower School and will continue to be used 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.

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17. STATEMENT OF FUNDS (continued)

Income of £3,212 was received during the year for teacher training and mentoring. This funding has been entirely spent on trainee teacher salaries. This is included in other government grants above.

The restricted fund balance carried forward of negative £868,000 is the Local Government Pension Scheme Liability. See note 22.

Restricted Fixed Asset Fund:

The balance carried forward in the fixed asset fund of £2,273,635 is represented by £16,032 of unspent capital funding relating to Harlington Lower School, £5,319 of unspent capital grants relating to Sundon Lower School and £2,252,284 of fixed assets belonging to the trust. See note 19.

The balance carried forward in Harlington Lower School of £16,032 is represented by £14,746 of unspent DCF funding and £1,286 Friends Donation.

The balance carried forward in Sundon Lower School of £5,319 is represented by £3,664 of unspent DCF funding £1,448 Big Lottery Funding and £207 PTA Donation.

General Funds:

During the year the trust received £13,254 of lettings income relating to Harlington Lower School and £587 of private Nursery Fees relating to Sundon Lower School.

Donations of £31,075 from the closure of academy trust funds were received. £18,198 came from the Harlington Area School Trust which has been disbanded and the monies have been earmarked for future curriculum projects, CPOMS safeguarding and Employee Wellbeing Services. The remaining £12,877 came from the closure of the old schools fund and this money has not been ring fenced, but has been ear marked for future curriculum projects.

£7,357 of unrestricted funds relating to Harlington Lower School is represented by fixed assets at use in the Conifers building at Harlington Lower School.

Of the unrestricted funds carried forward £176,541 relates to Harlington Lower School and £97,637 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 2020.

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**NOTES TO THE FINANCIAL STATEMENTS
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17. STATEMENT OF FUNDS (continued)

ANALYSIS OF ACADEMIES BY FUND BALANCE

Fund balances at 31 August 2020 were allocated as follows:

	Total 2020 £	<i>As restated Total 2019 £</i>
Harlington Lower School	320,655	262,328
Sundon Lower School	208,292	158,930
	<hr/>	<hr/>
Total before fixed asset fund and pension reserve	528,947	421,258
Restricted fixed asset fund	2,273,635	2,295,345
Pension reserve	(868,000)	(465,000)
	<hr/>	<hr/>
Total	1,934,582	2,251,603

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 2020 £	<i>Total 2019 £</i>
Harlington Lower School	412,221	59,000	13,290	120,469	604,980	576,567
Sundon Lower School	224,228	10,760	9,505	84,987	329,480	371,492
Central services	90,256	79,144	-	-	169,400	143,352
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	726,705	148,904	22,795	205,456	1,103,860	1,091,411

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17. STATEMENT OF FUNDS (continued)

STATEMENT OF FUNDS - PRIOR YEAR

	<i>As restated Balance at 1 September 2018 £</i>	<i>As restated Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>As restated Balance at 31 August 2019 £</i>
General Funds - all funds	231,143	19,718	(12,866)	-	-	237,995

Restricted funds

General Annual Grant (GAG)	67,533	916,808	(888,164)	(13,930)	-	82,247
Other ESFA Grants	67,799	104,321	(86,997)	-	-	85,123
Other Government Grants	19,217	58,664	(61,988)	-	-	15,893
Pension reserve	(291,000)	-	(43,000)	-	(131,000)	(465,000)
	<u>(136,451)</u>	<u>1,079,793</u>	<u>(1,080,149)</u>	<u>(13,930)</u>	<u>(131,000)</u>	<u>(281,737)</u>

Restricted fixed asset funds

	<i>As restated Balance at 1 September 2018 £</i>	<i>As restated Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>As restated Balance at 31 August 2019 £</i>
Transferred on Conversion	2,144,882	-	(7,960)	-	-	2,136,922
ESFA Capital Grant	58,628	-	(9,824)	-	-	48,804
DFC Grant	47,037	23,509	(4,144)	-	-	66,402
UFSM Transition Funding	3,563	-	(2,220)	-	-	1,343
Other Capital Funding	35,513	1,520	(9,089)	13,930	-	41,874
	2,289,623	25,029	(33,237)	13,390	-	2,295,345
Total restricted funds	<u>2,153,172</u>	<u>1,104,822</u>	<u>1,113,386</u>	<u>-</u>	<u>(131,000)</u>	<u>2,013,608</u>
Total of funds	<u>2,384,315</u>	<u>1,124,540</u>	<u>(1,118,616)</u>	<u>-</u>	<u>(131,000)</u>	<u>2,251,603</u>

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18. CENTRAL SERVICES

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

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

The Academy Trust 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 Office Secretary Salary for Harlington is charged on a time apportionment basis at 90% to Harlington Lower School and 10% to Sundon Lower School and the Office Secretary Salary for Sundon is charged at 100% 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:

	2020	<i>2019</i>
	£	£
Harlington Lower School	86,686	89,342
Sundon Lower School	82,714	54,010
Total	<u>169,400</u>	<u>143,352</u>

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	7,357	-	2,252,284	2,259,641
Current assets	266,822	300,842	21,351	589,015
Creditors due within one year	-	(46,074)	-	(46,074)
Provisions for liabilities and charges	-	(868,000)	-	(868,000)
	<u>274,179</u>	<u>(613,232)</u>	<u>2,273,635</u>	<u>1,934,582</u>

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19. ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR AS RESTATED

	<i>Unrestricted funds As restated 2019 £</i>	<i>Restricted funds As restated 2019 £</i>	<i>Restricted fixed asset funds As restated 2019 £</i>	<i>Total funds As restated 2019 £</i>
Tangible fixed assets	8,962	-	2,274,774	2,283,736
Current assets	229,033	255,808	20,571	505,412
Creditors due within one year	-	(72,545)	-	(72,545)
Provisions for liabilities and charges	-	(465,000)	-	(465,000)
	<u>237,995</u>	<u>(281,737)</u>	<u>2,295,345</u>	<u>2,251,603</u>

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

	2020 £	<i>As restated 2019 £</i>
Net income/(expenditure) for the year (as per Statement of Financial Activities)	39,979	(1,712)
Adjustment for:		
Depreciation charges	37,963	34,842
Dividends, interest and rents from investments	(367)	(244)
Decrease in debtors	7,309	4,562
Decrease in creditors	(26,471)	(5,445)
Capital grants from DfE and other capital income	(10,448)	(23,509)
Defined benefit pension scheme cost less contributions payable	38,000	35,000
Defined benefit pension scheme finance cost	8,000	8,000
Net cash provided by operating activities	<u>93,965</u>	<u>51,494</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2020 £	2019 £
Cash in hand	<u>556,833</u>	<u>465,921</u>
Total	<u><u>556,833</u></u>	<u><u>465,921</u></u>

22. PENSION COMMITMENTS

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

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

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

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million

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22. PENSION COMMITMENTS (continued)

• the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the period amounted to £95,984 (2019 - £68,036).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the Year ended 31 August 2020 was £79,000 (2019 - £78,000), of which employer's contributions totalled £65,000 (2019 - £64,000) and employees' contributions totalled £14,000 (2019 - £14,000). The agreed contribution rates for future years are 26.4% and 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.

Principal actuarial assumptions:

	2020	2019
Discount rate for scheme liabilities	1.60%	1.85%
Expected return on scheme assets at 31 August	1.60%	1.85%
Rate of increase in salaries	3.30%	2.55%
Rate of increase for pensions in payment / inflation	2.30%	2.25%
Inflation assumption (CPI)	2.30%	2.25%
Commutation of pensions to lump sums	50.00%	50.00%
Mortality	1.25% pa	1.25% pa

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

	2020	2019
Retiring today		
Males	22.2	20.70
Females	24.3	23.20
Retiring in 20 years		
Males	23.4	21.70
Females	26.1	24.70

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**NOTES TO THE FINANCIAL STATEMENTS
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22. PENSION COMMITMENTS (continued)

Sensitivity analysis	At 31 August 2020 £	<i>At 31 August 2019 £</i>
Discount rate +0.1%	121,000	<i>102,000</i>
Discount rate -0.1%	127,000	<i>106,000</i>
Mortality assumption - 1 year increase	128,000	<i>107,000</i>
Mortality assumption - 1 year decrease	120,000	<i>101,000</i>
CPI rate +0.1%	127,000	<i>106,000</i>
CPI rate -0.1%	121,000	<i>102,000</i>

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

	Fair value at 31 August 2020 £	<i>Fair value at 31 August 2019 £</i>
Equities	641,000	<i>577,000</i>
Corporate bonds	152,000	<i>39,000</i>
Property	89,000	<i>78,000</i>
Cash	57,000	<i>129,000</i>
	<hr/> 939,000 <hr/>	<hr/> <i>823,000</i> <hr/>
Total market value of assets	939,000	<i>823,000</i>

The actual return on scheme assets was £15,000 (2019 - £21,000).

The amounts recognised in the Statement of financial activities incorporating income and expenditure account are as follows:

	2020 £	<i>2019 £</i>
Interest income	15,000	<i>21,000</i>
Employer Contribution	65,000	<i>64,000</i>
Administration expenses	(1,000)	<i>(1,000)</i>
Current service cost	(102,000)	<i>(92,000)</i>
Past service costs	-	<i>(6,000)</i>
Interest cost	(23,000)	<i>(29,000)</i>
	<hr/> (46,000) <hr/>	<hr/> <i>(43,000)</i> <hr/>
Total	(46,000)	<i>(43,000)</i>

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**NOTES TO THE FINANCIAL STATEMENTS
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22. PENSION COMMITMENTS (continued)

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

	2020 £	2019 £
Opening defined benefit obligation	1,288,000	1,019,000
Interest cost	23,000	29,000
Employee contributions	14,000	14,000
Actuarial gains/losses	446,000	131,000
Benefits paid	(66,000)	3,000
Current service cost	102,000	92,000
	<u>1,807,000</u>	<u>1,288,000</u>
Closing defined benefit obligation	<u>1,807,000</u>	<u>1,288,000</u>

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

	2020 £	2019 £
Opening fair value of scheme assets	823,000	728,000
Expected return on assets	15,000	21,000
Actuarial gain/losses	89,000	-
Administration expenses	(1,000)	(1,000)
Employer contributions	65,000	64,000
Employee contributions	14,000	14,000
Benefits paid	(66,000)	(3,000)
	<u>939,000</u>	<u>823,000</u>
Closing fair value of scheme assets	<u>939,000</u>	<u>823,000</u>

23. OPERATING LEASE COMMITMENTS

At 31 August 2020 the total of the Academy trust's future minimum lease payments under non-cancellable operating leases was:

	2020 £	2019 £
Amounts payable:		
Within 1 year	1,227	1,227
Between 1 and 5 years	1,666	2,892
	<u>2,893</u>	<u>4,119</u>
Total	<u>2,893</u>	<u>4,119</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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24. 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.

25. RELATED PARTY TRANSACTIONS

Owing to the nature of the academy trust 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 Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with the trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

26. GOING CONCERN

During the year, the pandemic outbreak of COVID-19 has had a significant impact on both people and industry across the world. The governors are carefully monitoring the situation and following the applicable guidance issued by the UK Government. Due to the nature of the outbreak and the ongoing affect it is having globally it is currently very difficult to fully predict the overall impact this situation will have on the Trust and the sector going forward.

The governors have considered the impact of this on the measurements of assets and liabilities in the financial statements and concluded that no adjustments are required.

27. PRIOR YEAR ADJUSTMENT

The figures for the year ended 31st August 2019 have been re-stated due to a change in accounting policy with regards to the recognition of Universal Infant Free School Meals funding.