

Company registration number 08335073 (England and Wales)

**LDBS FRAYS ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

# **LDBS FRAYS ACADEMY TRUST**

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# LDBS FRAYS ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

A Brett (Chair of Trustees)  
T Wilson (Corporate Member, Oxford Diocesan Board of Education, ODBE)  
P Roberts (Corporate Member, London Diocesan Board for School LDBS)  
Revd R Young  
Revd L Nsenga-Ngoy (The Bishop Willesden)

### Trustees

A Brett (Chair of Trustees)  
C Cole (CEO/Executive Headteacher & Accounting Officer)  
I Woolf  
S Carroll  
G Walker  
H Miller (Appointed 1 September 2022)  
T Wilson (Appointed 1 September 2022 and resigned 1 July 2023)  
K C Paxton (Appointed 1 July 2023)  
J Foster (Appointed 1 May 2023)

### Senior management team

- Head Teacher - Cowley St Laurence
- Head Teacher - St. Matthew's
- Interim Headteacher - St Matthew's
- Head Teacher - St Martin's
- Head Teacher - Keep Hatch
- Head Teacher - Laurel Lane
- Head Teacher - Beechwood
- CEO/Executive Headteacher
- Chief Operating Officer
- Chief Finance Officer
- Interim Head of Finance

D Davies  
L Maher (until June 2023, maternity leave)  
N Moffat (from June 2023)  
J Coates  
C Appleby  
S Voisey  
S Hunter  
S Cole  
J Gaffney  
R Shah (from February 2023)  
R Jackson as part of SAAF (until February 2023)

### Company secretary

C Mosdell

### Company registration number

08335073 (England and Wales)

### Principal and registered office

Cowley St Laurence C of E Primary School  
Worcester Road  
Cowley  
Uxbridge  
London  
UB8 3TH

### Academies operated

Cowley St Laurence CofE Primary School  
Laurel Lane Primary School  
St Martin's CofE Primary School  
St Matthew's CofE Primary School  
Beechwood Primary School  
Keep Hatch Primary School  
All Saints Primary and Nursery School

### Location

Cowley  
West Drayton  
West Drayton  
Yiewsley  
Wokingham  
Wokingham  
Wokingham

### Date of Conversion

01 February 2013  
01 April 2013  
01 September 2015  
01 February 2013  
01 September 2019  
01 January 2021  
01 September 2022

### Head of School

D Davies  
S Voisey  
J Coates  
L Maher/N Moffatt  
S Hunter  
C Appleby  
L Quinell

# **LDBS FRAYS ACADEMY TRUST**

## **REFERENCE AND ADMINISTRATIVE DETAILS**

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### **Independent auditor**

Alliotts LLP  
Friary Court  
13-21 High Street  
Guildford  
Surrey  
GU1 3DL

### **Solicitors**

Winkworth Sherwood  
Minerva House  
Montague Close  
London  
SE1 9BB

# LDBS FRAYS ACADEMY TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

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The Trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

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

##### Constitution

The Frays Academy Trust (from here known simply as the 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 Trust.

The Trustees of LDBS Frays Academy Trust are also the Directors of the Charitable Company for the purposes of company law. The Charitable Company is known as Frays Academy Trust. Details of the Trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

As at 31 August 2023 the Trust was made up of seven academies as shown below. The academies provide high quality education to children of primary school age in Cowley, Yiewsley, West Drayton and Wokingham in accordance with the Trust's objective as set out in its Articles of Association.

##### **Academies operated**

Cowley St Laurence CofE Primary School  
Laurel Lane Primary School  
St Martin's CofE Primary School  
St Matthew's CofE Primary School  
Beechwood Primary School  
Keep Hatch Primary School  
All Saints Primary and Nursery School

##### **Date of Conversion**

01 February 2013  
01 April 2013  
01 September 2015  
01 February 2013  
01 September 2019  
01 January 2021  
01 September 2022

##### 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.

##### Trustees' indemnities

The Trust has taken out professional indemnity insurance which provides cover for Trustees (Directors) and Governors regarding liabilities arising from acts of neglects, errors and/or omissions committed in good faith. Such qualifying third party indemnity insurance remains in force at the date of approving this report.

##### Method of recruitment and appointment or election of Trustees

The number of Trustees shall not be less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum. The Trustees shall appoint one Trustee who is a member of the clergy in the Church of England.

##### Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for new local academy governors and Trustees is in accordance with our policies. Where necessary, training is provided by independent companies depending on the need. Trustee training sessions are held regularly throughout the school year.

All new Trustees are given a tour of the Trust academies and a chance to meet with staff and students. All Trustees are provided with copies of policies, procedures, minutes, accounts, budget plans and other documents that they need to undertake their role as Trustees.

# LDBS FRAYS ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Organisational structure

See Appendix 2 - Organisational Structure for details of our governing structure how our teaching and learning is led and our management structure.

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

The Trust's policies on Pay and Appraisal detail very clearly the process for setting performance management targets, the review of those targets and pay aligned to the performance reviews. Line managers are responsible for the review of the performance and pay of individual staff and the Board of Trustees are responsible for reviewing the performance of the CEO/Executive Headteacher. The Trust continues to operate from the School Teachers Pay and Conditions and, for support staff, the National Joint Council (NJC) pay conditions.

#### Trade union facility time

##### *Relevant union officials*

Number of employees who were relevant union officials during the relevant period	2
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Full-time equivalent employee number	-
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##### *Percentage of time spent on facility time*

Percentage of time	Number of employees
0%	2
1%-50%	-
51%-99%	-
100%	-

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

Total cost of facility time	-
Total pay bill	11,049,572

Percentage of the total pay bill spent on facility time	-
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##### *Paid trade union activities*

Time spent on paid trade union activities as a percentage of total paid facility time hours	-
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#### Engagement with employees

The Trust consults its staff through formal and informal methods including staff consultation committees and regular staff meetings.

The Trust is committed to ensuring that existing members of staff, job applicants, workers and volunteers are treated fairly in an environment which is free from any form of discrimination with regard to the protected characteristics as outlined by the Equality Act 2010. The Trust's Equality and Diversity Policy outlines the Trust's approach to this issue and specific reference is made within this guidance to job applicants.

Applications from candidates with disabilities are welcomed. A statement confirming this and asking applicants to advise on any reasonable adjustment needed through the recruitment and selection process is included in correspondence with applicants.

All staff, when they have been appointed, are asked to undertake a medical placement questionnaire. This process provides information to the employer, which can be discussed with the employee where an employee has a disability for which a reasonable adjustment is required.

Equalities data is collected with respect to Teacher Pay Progression in order to identify whether or not the data indicates that employees with protected characteristics are disadvantaged

# LDBS FRAYS ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Engagement with suppliers, customers and others in a business relationship with the Trust

As a key enabler to meeting the objectives of the Trust, the Trustees continue to seek every opportunity to engage actively and positively with all stakeholders in the local community of each school and in the wider educational landscape. Collaborative relationships with suppliers, parents, educational partners, and community leaders are seen as key enablers to achieving success in all of the Trust's operations. During the 2022/23 the Trust has further promoted this engagement through specific initiatives including:

- Regular communication and engagement with parents and prospective parents of pupils attending the schools to enhance the understanding of the provision to each student and to fully co-ordinate support to students from parents and the school.
- Engagement with other educational trusts and partners at local and national levels to share best practice and to provide support to individual schools.
- Active dialogues with local councils on matters which impact children and families in the community as well as relate to operation of each school.
- Seeking all possible opportunities to engage with local suppliers in each school area.
- Seeking regular communication with all suppliers and ensuring good commercial practices of prompt payment and clear communication to optimise arrangements for supply of goods and services to each school.
- Promoting and encouraging student opportunities to engage in local voluntary and other projects to support the community.

#### Related parties and other connected charities and organisations

The Trust was founded by the London Diocesan Board for Schools (LDBS) and buys in/receives support from both the LDBS, the London Borough of Hillingdon and Wokingham Borough Council.

#### **Objectives and activities**

##### Objects and aims

The Trust's objectives, as set out in its Articles of Association, are specifically restricted to the following: to advance education for the public benefit in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing academies. To offer a broad and balanced curriculum. Any academy which is designated as having a Church of England character shall offer a broad and balanced curriculum conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular for religious education and daily acts of worship (as required by the Funding Agreement).

##### Objectives, strategies and activities

#### ***Our values: we believe in H. O. P. E***

**Honesty:** We evaluate leadership and teaching critically to enable schools to inspire our children. We have a feedback culture where feedback is given with integrity, thoughtfulness and honesty.

**Opportunity:** We welcome, research and seek innovation. Each of our schools brings a wealth of experience, difference and insight to shape the future of Frays.

**Positivity:** We collaborate with each other to innovate. Our children and staff have a growth mindset and a "can do" approach.

**Equality:** We are building an inclusive culture that encourages, supports and celebrates the diversity within our schools and teams. We build aspiration for all our children to achieve.

# LDBS FRAYS ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### *Our vision*

#### *Strength in Partnership*

We believe in and will create partnerships, making use of these to collaborate and share innovation to get the best outcomes for our children.

Our leaders and staff will work together across schools to learn from evidence-based research.

Our strong Christian ethos means that we place the worth of every individual at the centre of all that we do and will create partnerships with faith and non-faith based groups which help our children and staff to flourish.

#### *Investment in Character*

We prepare our children for their future building courage, resilience and raising aspirations through a well-planned curriculum.

We support our staff to develop courage and resilience through a learning and growth culture.

Our schools support our parent communities to develop resilience and their learning to enable children to flourish and reach their potential.

#### *Excellence in Learning*

All of our schools have an inspiring and innovative curriculum which enables each child to flourish and reach their potential.

Our schools make the best use of digital technology to support learning.

Our children develop strong cultural capital and are secondary-ready.

### Public benefit

In setting our objectives and planning our activities, the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

### **Strategic report**

#### **Achievements and performance**

See Appendix 1: Trustees' report - performance of schools in LDBS Frays Academy Trust.

### Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Board of Trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.



# **LDBS FRAYS ACADEMY TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

### ***FOR THE YEAR ENDED 31 AUGUST 2023***

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#### Protecting the success of the Trust

Section 172 of the Companies Act 2006 requires the Trustees as directors to act in the way they consider, in good faith, would be most likely to promote the success of the charitable company to achieve its charitable purposes. The Act states that in doing so, the Trustees as directors should have regard, amongst other matters, to consider:

- . The likely consequence of any decision in the long term: -
  - The Trust makes all key decisions through reference to its long-term strategic plan and after projecting the timing and impact of such decisions. This strategy is primarily designed around the objective to improve educational outcome for students, but every decision and operational approach is regularly reviewed for its impact on all stakeholders and the need for any changes or modifications to decisions previously taken.
- . The interests of the trust's employees: -
  - The Trust's strategic goals and priorities include promoting high levels of employee engagement and well-being and we take seriously our obligations towards employees. We measure formally employees' morale and job satisfaction and the section on "engagement with employees" above sets out day-to-day arrangements for involving employees.
- . The need to foster the Trust's business relationships with suppliers, customers, and others: -
  - Our relationships with partners and suppliers are key to our effectiveness. The Trust actively seeks to engage in service reviews with all key suppliers. These reviews are focused on a two-way relationship with the Trust with an aim of helping one another to achieve an optimum service as efficiently as possible and according to the best value for money. Where the Trust has procured outsourced services, we seek to ensure that staff and management from that contractor are supported as an equal member of the school community and stakeholders.
- . The impact of the Trust's operations on the community and the environment: -
  - We recognise our responsibility to care for the environment and aim to minimise our environmental impact in all our activities. As well as covering environmental issues in our school curriculum, the Trust encourages all staff and students to participate in initiatives to reduce negative environmental impacts. These include the promotion of recycling of waste and actions to maximise efficiency in energy consumption.
- . The desirability of the Trust maintaining a reputation for high standards of business conduct: -
  - Our reputation and public trust in the Trust and its constituent schools is fundamental to our future success. We use our organisational values and behaviours in our recruitment and training for our employees to ensure that we maintain high standards, and these are used in our appraisal processes. Our procurement and ethical policies and procedures ensure that our values are also part of our selection of partners and suppliers.
- . The need to act fairly as between members of the Trust: -
  - We aim to be a fully inclusive organisation and we will not unfairly discriminate against our students, staff or any other member of our community and stakeholders.

# **LDBS FRAYS ACADEMY TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2023**

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#### **Financial review**

Most of the Trust's income is obtained from the Education & Skills Funding Agency (ESFA) in the form of grants, the use of which is restricted to a particular purpose. The grants received from the DfE and other government bodies during the year ended 31 August 2023 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Trust also received grants for fixed assets from the ESFA. In accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK (United Kingdom) (FRS102), such grants are shown in the Statement of Financial Activities as restricted income in the restricted fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the period ended 31 August 2023, total income was £22,314,877 and total expenditure was £17,532,597. The surplus of incoming resources over total expenditure for the period was £4,782,280 (2022: deficit of £106,018). However, excluding the donation transfer of net assets from All Saints School of £5,802,402 the deficit in 2023 was £1,020,122.

Capital grants received from the ESFA were £174,035 (2022: £1,394,565), comprising £63,914 DFC grants and £110,121 of other capital grants. The related expenditure was treated as major buildings improvements.

The net book value of fixed assets at 31 August 2023 were £28,701,568 (2022: £23,113,836), which includes depreciation charges for the period of £329,881 (2022: £278,643).

The fixed assets held by the Trust are used exclusively for providing education and associated support services to the pupils of the Trust.

The balance of total funds held at 31 August 2023 was £29,617,586 (2022: £23,810,306) which comprised of the following:

- Restricted Funds (excluding Pension Liability and Fixed Asset) £343,300 (2022: £963,388)
- Restricted Pension Reserve Fund £1,597,000 deficit (2022: £2,211,000 deficit)
- Restricted Fixed Asset Fund £29,062,856 (2022: £23,441,600)
- Unrestricted Funds £1,808,430 (2022: £1,616,318)

Principal revenue funding from the ESFA amounted to £13,746,954 (2022: £11,190,892) and revenue funding from the London Borough of Hillingdon & Wokingham Borough Council amounted to £2,120,165 (2022: £1,605,433).

A high percentage of this funding is spent on wages and salaries and support costs to delivery the academies' primary objective of the provision of education.

#### Reserves policy

The reserves policy sets out strategy:

- Sufficient funds should be immediately available to meet urgent or emergency requirements
- The obligation to support schools which fall into short term financial difficulties
- The Directors have an obligation to protect the assets of the Trust, predominantly leasehold land and buildings and plant and equipment - ensuring timely repairs and renewals, replacement of infrastructure
- The income of the Trust should be spent for the benefit of current pupils
- The Trust has a responsibility to ensure that funds allocated by the Secretary of State are spent for the purposes intended and to prevent unauthorised use of restricted reserves (set aside for specific purposes by funders)
- As a multi academy trust, the Trust is permitted to pool a portion of each school's GAG income to meet the running costs at any of its schools.

# **LDBS FRAYS ACADEMY TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2023**

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As at 31 August 2023 the Trust had total funds of £29,617,586. This comprised £29,062,856 in restricted fixed assets funds, a negative restricted pension deficit in respect of the LGPS of £1,597,000 and £2,151,730 (2022: £2,579,706) of available reserves (being the amount of restricted general funds of £343,300 and unrestricted free reserves of £1,808,430).

The policy of the Trust is to accumulate reserves to cover the following key areas:

- planned capital expenditure in excess of capital funding;
- to meet the Trust's asset management plans for the following two years;
- a contingency for income protection to ensure the Trust has a balanced budget in year and for following years for all the Trust schools. The medium term financial plan is that no school will have in-year deficits going forward

In addition, reserves will be used to support the increased energy cost pressures and potential overspend due unfunded pay rises. Reserves are at a current level to support the forthcoming cost pressures in the short term. In the short/medium-term cost-saving measures will need to be implemented if funding levels do not increase to match in-year expenditure.

#### Investment policy

Under its Articles of Association, the Trust has the power to invest any funds not immediately required for the furtherance of its objects while ensuring that due regard is made to ensure that any investments are prudent and suitable to its needs.

The Trust seeks to avoid risk rather than maximise return. The Trust places some surplus funds in a 32 days' notice deposit account.

#### Principal risks and uncertainties

The Trust maintains a risk register identifying the major risks to which it is exposed and identifying actions and procedures to mitigate those risks. This register and actions arising from it are monitored by the Audit Committee.

The Trust's reports that the financial and internal controls conform to guidelines issued by the Education & Skills Funding Agency (ESFA) and that improvements to the wider framework of systems dealing with business risk management strategy continue to be made and formally documented.

The Trust assesses the principal risks and uncertainties as follows:

- Falling pupil numbers are having an impact on medium term financial planning and pupil numbers are monitored termly.
- Gap in EHCP funding for children with additional needs and disputes with one local authority on appropriate funding allocations. This has been challenged with the local authority and closely monitored.

The Trust monitors financial performance through its monthly Board meetings and termly sub committees. The Finance Officer carries out additional scrutiny of financial data on a monthly basis.

The Trust provides access to two pension schemes for staff: Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). The TPS is a centrally managed scheme, where the government are responsible for any deficits; the LGPS is administered locally. For both TPS & LGPS there is a risk that remains for the Trust. The percentage contributions can rise following a three year valuation carried out by LGPS actuaries.

The LGPS scheme is in deficit and to reduce this deficit the Trust has set its employer contribution rate at ranging from 20.60% to 23.70% which would be expected to fund the deficit in approximately 15 years.

Our pension liability, valued in line with FRS 102, continues to cause concern for the Trust as it does with all other academies in the UK. Note 19 to the accounts explains these commitments more clearly and shows that at 31 August 2023 there was a potential deficit of £1,597,000.

# **LDBS FRAYS ACADEMY TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 AUGUST 2023***

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### Financial and risk management objectives and policies

#### **Fundraising**

The academy trust does not use any external fundraisers.

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

The Trust is currently developing its processes to allow Streamlined Energy and Carbon Reporting.

#### **Plans for future periods**

The Trust Board has agreed a robust 3-year strategy for 2022-2025 and this is set out in the Trust Strategic Plan.

#### **Auditor**

In so far as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on ~~12-12-2023~~ and signed on its behalf by:



A Brett

**Chair of Trustees**

## **IMPLEMENTATION OF THE STRATEGIC PLAN**

### **Background and Context**

The new strategic plan was introduced in September 2022, crafted in response to a myriad of challenges and opportunities. The impetus for this plan was focused on lower academic outcomes in the previous academic year, necessitating a comprehensive overhaul of educational strategies. Furthermore, an external review of governance illuminated key actions required to enhance the governance across the Trust. The plan also recognising the imperative to cultivate leadership at all levels to enable curriculum development across our seven schools. Additionally, the Trust recognised the necessity of developing systems and infrastructure to support our expanding school network. The resultant plan, ambitiously designed to span a three-year horizon, provides a roadmap for addressing these objectives, ultimately fostering a stronger and more effective education for our pupils.

**Objective 1: To raise attainment and improve outcomes for all pupils.**

### **End of Key Stage 2**

#### **Outcomes Improvement**

One of the most notable achievements in Frays was the significant improvement in consolidated attainment across all schools. Attainment at Key Stage 2 improved from 2022 from 46% of pupils achieving combined expected standard in Reading, Writing and Maths to 54% (attainment measured on 383 pupils).

#### **Progress Rates**

Progress rates from 2023 have shown substantial improvement, particularly in four schools: All Saints, St Matthew's, St Martin's, and Cowley St Laurence. In these schools, progress rates in 2022 were significantly below the national averages and in all cases are now at least in line with national averages, with St Martin's significantly above in Writing.

#### **Stronger Attainment in Writing**

An area of significant achievement was the stronger attainment in Writing. Attainment improved from 57% to 66% (383 pupils) and now broadly in line with the 2022 national average. This demonstrates the impact of central staff training with Headteachers and subject leaders to develop and implement Writing strategies in each school and the focus on support for pupils with English as an Additional Language (EAL).

# LDBS FRAYS ACADEMY TRUST

## TRUSTEES' REPORT – IMPLEMENTATION OF THE STRATEGIC PLAN

### FOR THE YEAR ENDED 31 AUGUST 2023

#### End of Key Stage 2 Attainment by School

	All Saints		
Expected standard	2022 outcomes	2023 outcomes	Improvement
Reading	73%	70%	↓
Writing	70%	67%	↓
Maths	70%	65%	↓
Combined	57%	52%	↓

Beechwood		
2022 outcomes	2023 outcomes	Improvement
65%	72%	↑
52%	54%	↑
58%	61%	↑
45%	46%	↑

	Cowley St Laurence		
Expected standard	2022 outcomes	2023 outcomes	Improvement
Reading	61%	70%	↑
Writing	77%	67%	↑
Maths	77%	77%	-
Combined	43%	60%	↑

Keep Hatch		
2022 outcomes	2023 outcomes	Improvement
78%	73%	↓
71%	75%	↑
77%	83%	↑
62%	65%	↑

	Laurel Lane		
Expected standard	2022 outcomes	2023 outcomes	Improvement
Reading	60%	61%	↑
Writing	51%	70%	↑
Maths	69%	70%	↑
Combined	42%	52%	↑

St Martin's		
2022 outcomes	2023 outcomes	Improvement
61%	50%	↓
57%	66%	↑
54%	53%	↓
43%	40%	↓

	St Matthew's		
Expected standard	2022 outcomes	2023 outcomes	Improvement
Reading	76%	64%	↓
Writing	64%	65%	↑
Maths	64%	67%	↑
Combined	55%	42%	↓

# LDBS FRAYS ACADEMY TRUST

## TRUSTEES' REPORT – IMPLEMENTATION OF THE STRATEGIC PLAN

### FOR THE YEAR ENDED 31 AUGUST 2023

Four out of seven schools demonstrated strong improvement in the percentage of pupils achieving the expected standard by the end of Year 6. All Saints demonstrated similar performance in comparison with 2022, leaving St Martin's and St Matthew's where outcomes had not improved. In these two schools, lower starting points combined with mobility of pupils were significant factors in lower outcomes. In the case of both, lower starting points were evident by the fact that progress rates were in line with national averages. In both schools, progress rates had improved as a result of the improvements to teaching and learning, as demonstrated in the table below:

All Saints			
Progress Scores	2022 outcomes	2023 outcomes	Improvement
Reading	0.60	1.02	↑
Writing	-1.30	1.10	↑
Maths	1.10	0.18	↓

Beechwood			
2022 outcomes	2023 outcomes	Improvement	
1.30	0.60	↓	
0.40	-1.90	↓	
-0.10	-1.80	↓	

Cowley St Laurence			
Progress Scores	2022 outcomes	2023 outcomes	Improvement
Reading	-3.40	-0.50	↑
Writing	0.30	0.30	-
Maths	-0.40	0.70	↑

Keep Hatch			
2022 outcomes	2023 outcomes	Improvement	
1.40	0.60	↓	
1.50	-0.60	↓	
0.80	0.00	↓	

Laurel Lane			
Progress Scores	2022 outcomes	2023 outcomes	Improvement
Reading	-1.20	-1.90	↓
Writing	0.00	-1.90	↓
Maths	-2.90	-2.10	↑

St Martin's			
2022 outcomes	2023 outcomes	Improvement	
-2.60	0.40	↑	
-0.60	4.10	↑	
-2.10	1.00	↑	

St Matthew's			
Progress Scores	2022 outcomes	2023 outcomes	Improvement
Reading	-1.40	0.10	↑
Writing	0.30	1.50	↑
Maths	-1.20	1.00	↑

### Multiplication Tables Check

This was the second year that pupils in Year 4 were required to take the Multiplication Tables Check.

Multiplication check							
Multiplication check	All Saints	Beechwood	Cowley St Laurence	Keep Hatch	Laurel Lane	St Martin's	St Matthew's
Y4	28%	7%	50%	30%	18%	35%	45%

Five schools achieved above the national average with two schools below. The improvement seen in results were directly aligned with the improvements of teaching of Maths and the emphasis placed on monitoring during the year.

### Key Stage 1 Outcomes

While outcomes in Key Stage 1 were lower than in other stages, progress figures were at least in line with the national standards in six schools, and stronger in St. Matthew's. Some of the reasons for lower attainment included mobility (especially in Wokingham and West Drayton schools) and pupils with special educational needs and disability (SEND).

# LDBS FRAYS ACADEMY TRUST

## TRUSTEES' REPORT – IMPLEMENTATION OF THE STRATEGIC PLAN

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Phonics Outcomes

All Saints, Cowley St Laurence, Keep Hatch, Laurel Lane and St Martin's Primary Schools achieved broadly in line with the 2022 national average for Y1 phonics. In the case of three schools, there were several pupils who joined mid-year who did not achieve a pass mark on the Phonics Screening Check.

	Phonics						
Phonics screening check	All Saints	Beechwood	Cowley St Laurence	Keep Hatch	Laurel Lane	St Martin's	St Matthew's
Y1	73%	69%	84%	75%	74%	73%	51%
Y2	80%	75%	88%	93%	83%	91%	70%

The central team had actively supported schools to improve their Phonics teaching, particularly where schools had new staff in place. During the year, monitoring records showed an improvement in the teaching of Phonics, although we recognise that there is more work to do.

#### Early Years Outcomes

The Early Years outcomes in the Frays schools were mixed. Four out of seven schools achieved the Key Performance Indicators set for Early Years. However, starting points for these pupils were very varied. Progress figures give us a more accurate account of starting points. The range of pupils making expected progress across schools and across Reading, Writing and Number was on average from 85% - 90%. This is considered strong when taken into account the number of pupils who were not in school in September 2022 for baseline assessment and who joined mid-year. The % of pupils making greater than expected progress was also strong with average rates of progress ranging from 25% to 58% of pupils exceeding what we expect to see.

During the year, significant support had been given to all leaders and staff in the Early Years either through on-site support or through the Early Years Collaborative.



# LDBS FRAYS ACADEMY TRUST

## TRUSTEES' REPORT – IMPLEMENTATION OF THE STRATEGIC PLAN

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Objective 2: To enhance Governance

Following an external Governance Review undertaken in summer 2022, the Board set up an action plan and at the end of the last academic year signed off all the actions and closed and completed. As a result, there are now clear separation of roles across the governance structure. Support and training have been put in place for local governors and for the Board and a Trustee has been appointed to oversee governor development

#### Objective 3: To ensure that staff engage in professional development that help them to flourish

- 11 leaders embarked on an NPQL (programmes that continue into 2024)
- All subject leaders across the Trust had coaching and mentoring support
- Subject leaders had one to one support in monitoring and evaluating their subject area in schools where the curriculum offer was not as strong
- Curriculum 'intent' in all of our schools has been strengthened and across all of our schools there has been an improvement in the implementation of the wider curriculum
- The teaching of Writing has improved and this has been seen in the improved outcomes at the end of Key Stage 2. There is more work needed to develop Writing in KS1. Pupils are now Writing more confidently across the wider curriculum

#### Objective 4: To develop a new Growth Strategy

- Frays Growth Strategy is now in place following a Board development day in February
- Parameters for Growth are in place, aligned with the metrics on what constitutes a Strong Trust
- All Saints Primary School joined the Trust in September 2022
- We have been developing our partnerships with Wokingham Borough Council by co-ordinating our professional development offer with local need. Our work with London Borough of Hillingdon has been supporting the development of the Hillingdon Partnership to develop curriculum leaders in schools in the Local Authority

#### Objective 5: To continue to build a strong infrastructure which is financially sustainable

##### Safeguarding

- We now have a Frays Safeguarding Strategy to continue to build on the strong practice across the Trust
- Safeguarding reviews across schools and training for staff ensure that Safeguarding is given the highest priority (evidenced in recent OfSTED reports for our schools)

##### IT

- We have developed a more consistent approach to development of IT across schools
- There is an action plan in place to address areas identified in our recent internal audit report

##### Finance

- During the year we recruited and strengthened the central team with skills and expertise by appointing a Chief Finance Officer and Finance Manager. New systems for monitoring of management accounts have meant that we have been able to ensure that the Trust is more

# **LDBS FRAYS ACADEMY TRUST**

## **TRUSTEES' REPORT – IMPLEMENTATION OF THE STRATEGIC PLAN**

### ***FOR THE YEAR ENDED 31 AUGUST 2023***

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financially secure with a small in-year deficit, an improved position on the original budgets set at the beginning of the year.

- The end of year position shows 6 out of 7 schools with a positive position and 1 school with a deficit.

#### Systems and data

- There are now more effective systems for reporting data and Key Performance Indicators to the Board. All data for schools is now managed centrally by the Operations Manager. An additional post into the central team has enabled us to improve policy development and manage the workload around data entry.
- The new data reporting systems has enabled consistency across the Trust ensuring that all local governing bodies receive the right information in the same format. This has reduced the workload of Headteachers as data inputting takes place centrally. The new reporting enables local governors to effectively pinpoint where improvements are needed
- There is clarity around how we monitor for compliance for all of our schools
- We have outsourced the role of the Data Protection Officer to provide us with capacity and expertise to support our schools, particularly when questions arise in relation to Safeguarding matters

#### Safeguarding

The Trust has continued to ensure high priority has been placed on safeguarding of children. In response to this, the following has been either introduced or implemented during the year:

- Safeguarding Policy has been revised to take account of the changes introduced
- Governors in the Trust have completed training on Safeguarding
- All Governors have signed to state they have read part one of the 'Keeping Children Safe in Education' statutory guidance.
- Each school's Single Central Record has been updated to reflect best practice and has been checked on a termly basis for compliance
- Each Governing Body monitors the implementation of the Safeguarding Policy on a termly basis. A full Safeguarding audit and report is put together on a termly basis, which is submitted to the Board of Directors. Each Governing Body has appointed a Safeguarding Governor who has received specific training from the leaders in the Trust

During the Autumn Term, the Trust undertook reviews of Safeguarding in all schools and with follow up visits in the Summer Term. All schools were judged as being compliant with Keeping Children Safe in Education and the Trust policies that sets expectations for strong Safeguarding ethos within our schools. The monitoring work at the end of the year found:

- All schools have prioritised safeguarding and the use of Edukey safeguard to share, monitor and track concerns is generally effective
- All schools have met regularly as part of a 'Frays Safeguarding Team' and this has ensured greater consistency in record-keeping
- Professional development for Safeguarding has been impactful and ensures all staff are compliant with KCSIE.

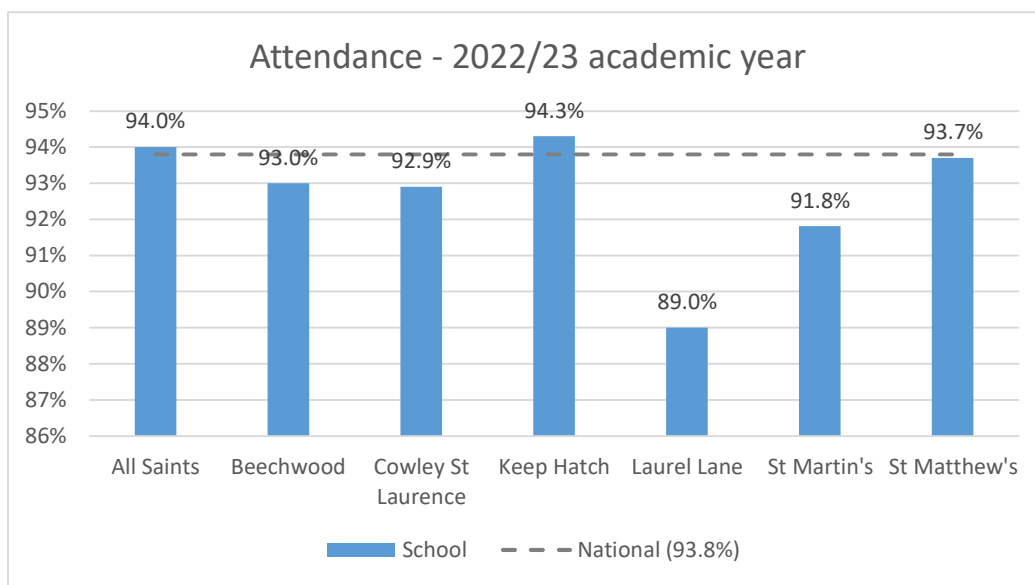
# LDBS FRAYS ACADEMY TRUST

## TRUSTEES' REPORT – IMPLEMENTATION OF THE STRATEGIC PLAN

### FOR THE YEAR ENDED 31 AUGUST 2023

#### Attendance

The Trust monitored attendance of all schools on a weekly basis and matched against the national average. Overall, Trust averages were above the national with 3 schools above the national and 2 broadly in line.



#### Performance Management in the Trust

The Trust's policies on Pay and Appraisal detail very clearly the process for setting performance management targets, the review of those targets and the pay aligned to the performance reviews. Line managers are responsible for the review of performance and pay of individual staff and the Board of Directors are responsible for review of performance of the CEO/Executive Headteacher. A Pay Committee has been established across the Trust to receive reports from senior leaders in order to scrutinise reasons for pay progression and consider supporting evidence. Schools HR Co-operative provide advice, guidance and support to the Trust when setting salaries. The Trust continue to operate from the School Teachers Pay and Conditions.

# LDBS FRAYS ACADEMY TRUST

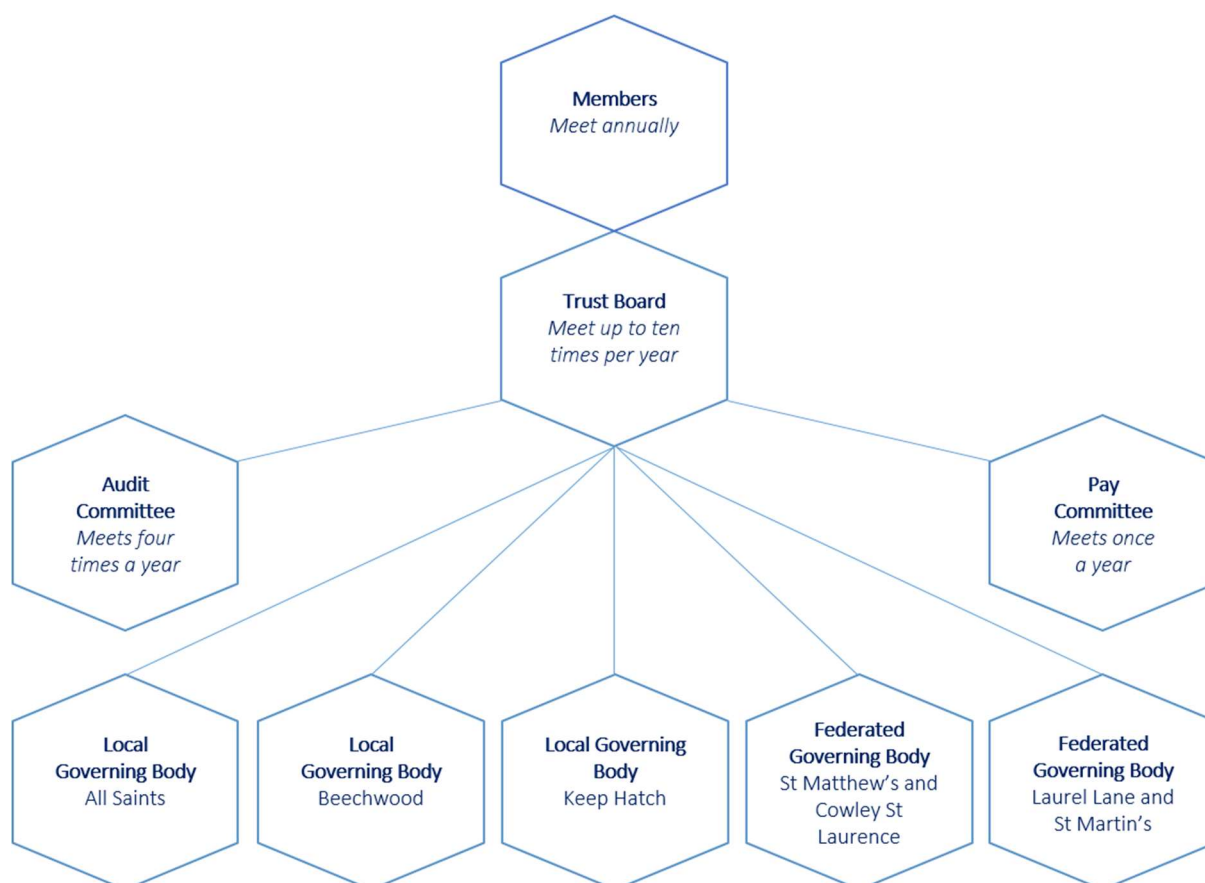
## TRUSTEES' REPORT – IMPLEMENTATION OF THE STRATEGIC PLAN

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Appendix 1 – Governance Arrangements

A multi-academy trust (MAT) is one legal entity which is set up to run several schools. Frays Academy Trust has several tiers creating a governance framework designed to support our schools in delivering the best possible education for our children, whilst promoting and protecting our core Christian values.



# LDBS FRAYS ACADEMY TRUST

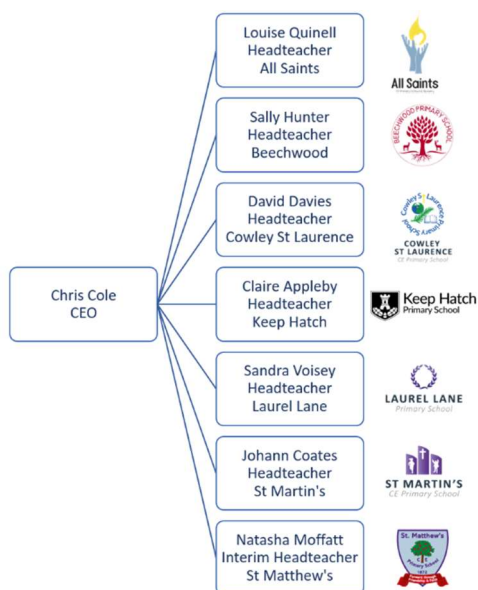
## TRUSTEES' REPORT – IMPLEMENTATION OF THE STRATEGIC PLAN

**FOR THE YEAR ENDED 31 AUGUST 2023**

### Appendix 2 – Organisational Structure

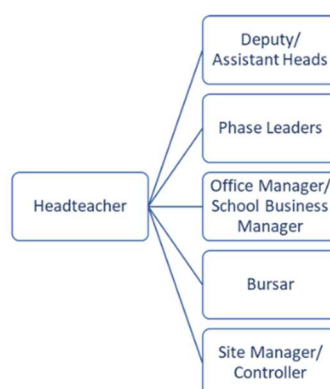
#### *Schools in Frays*

Chris Cole is the Chief Executive Officer (CEO) of the Trust and reports to the Board of Directors. The Headteachers report to Chris.



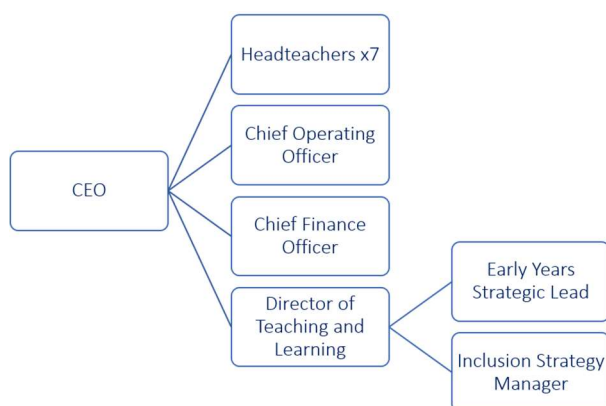
#### *Typical school leadership structure*

Each of our schools has its own leadership structure, which is typically as follows:



#### *Our central team*

The central team supports all our schools with their educational and operational functions. The team is accountable to the Chief Executive Officer, who is held to account by the Board of Directors.



# LDBS FRAYS ACADEMY TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that LDBS Frays 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 Executive Headteacher, 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 LDBS Frays Academy Trust and the Secretary of State for Education. The accounting officer is 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 10 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustees	Meetings attended	Out of possible
A Brett (Chair of Trustees)	9	9
C Cole (CEO/Executive Headteacher & Accounting Officer)	9	9
I Woolf	10	10
S Carroll	9	9
G Walker	9	9
H Miller (Appointed 1 September 2022)	8	9
T Wilson (Appointed 1 September 2022 and resigned 1 July 2023)	1	8
K C Paxton (Appointed 1 July 2023)	1	1
J Foster (Appointed 1 May 2023)	3	3

### Conflicts of interest

During the year the Academy has continued to maintain an up to date and complete register of interests utilising this to monitor and manage any possible conflicts of interest.

To ensure good governance is in place, where necessary Trustees and Key management personnel are required to absent themselves where discussions and decisions are being made that would otherwise result in a conflict of interest.

### Governance reviews

The Board undertakes a self-evaluation each year. Management accounts are reviewed monthly by the Chair and each board meeting is provided with financial data. The Risk Register is reviewed by the board each term. At the end of each board meeting, directors are asked to evaluate the impact of the meeting.

### Audit Committee

The Audit Committee is a sub-committee of the main Board of Trustees. Its purpose is to:

- review the Trust risk register;
- review all matters of Audit & Internal Controls;
- ensure the Trust's internal services meet or exceeds the standards specified in the Government Internal Audit Manual.

# LDBS FRAYS ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

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Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
B Barchha (Chair)	4	4
I Woolf	4	4
H Mehta	2	4
J Whelan (Resigned 17 July 2023)	1	4
L A Tran (Appointed from 18 July 2023)	Nil	Nil
<i>Attendees</i>		
C Cole (CEO/Executive Headteacher and Accounting Officer)	4	4
J Gaffney (Chief Operating Officer)	3	4
R Shah (Chief Finance Officer) (Appointed from February 2023)	2	2
R Jackson (Interim Head of Finance) (Until February 2023)	1	1

### Review of value for money

As accounting officer, the Executive Headteacher has responsibility for ensuring that the Trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved, as well as estates safety and management, in return for the taxpayer resources received.

The accounting officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where available. The Heads Executive Board meets half termly to discuss strategy and we have seen, as a result, a significant impact on outcomes. The central team strive to find best value in purchasing and use a number of established consortia.

### The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of 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 LDBS Frays Academy Trust for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts.

### Capacity to handle risk

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



# LDBS FRAYS ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### The risk and control framework

The 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 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 appointed MHA MacIntyre Hudson to carry out this function. The Trustees have appointed Alliotts, the external auditor, to perform additional checks.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. In particular the checks carried out in the current period included the following procedures and controls:

- bank and cash management;
- income;
- purchasing;
- payroll; and
- month end.

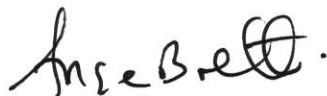
On a termly basis, the Audit Committee receives reports on the operation of the systems of control and on the discharge of the financial responsibilities of the Trust. No material failures or weaknesses were identified during the year as a result of the extended assurance work.

### Review of effectiveness

As accounting officer the CEO/Executive Headteacher 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 auditor.

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

Approved by order of the Board of Trustees on 12-12-2023 and signed on its behalf by:



A Brett  
Chair of Trustees



C Cole  
CEO/Executive Headteacher & Accounting Officer



# **LDBS FRAYS ACADEMY TRUST**

## **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2023**

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As accounting officer of LDBS Frays Academy Trust, I have considered my responsibility to notify the Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

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

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

C Cole  
**Accounting Officer**

  
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2023-08-31

2023-08-31

# **LDBS FRAYS ACADEMY TRUST**

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The trustees (who are also the directors of LDBS Frays Academy Trust for the purposes of company law) are responsible for preparing the Trustees' report and the accounts in accordance with the Academies Accounts Direction 2022 to 2023 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare accounts for each financial year. Under company law, the Trustees must not approve the accounts 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 accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts 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 accounts 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 that 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 accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees on 12-12-2023 and signed on its behalf by:



A Brett  
Chair of Trustees

# **LDBS FRAYS ACADEMY TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LDBS FRAYS ACADEMY TRUST**

***FOR THE YEAR ENDED 31 AUGUST 2023***

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### **Opinion**

We have audited the accounts of LDBS Frays Academy Trust for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

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

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

### **Other information**

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

We have nothing to report in this regard.

# **LDBS FRAYS ACADEMY TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LDBS FRAYS ACADEMY TRUST (CONTINUED)**

***FOR THE YEAR ENDED 31 AUGUST 2023***

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

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

- the information given in the Trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Trustees' report including the incorporated 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 the knowledge and understanding of the Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report, including the incorporated 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 accounts are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of Trustees**

As explained more fully in the statement of Trustees' responsibilities, the Trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the Trustees are responsible for assessing the 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 charitable company, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the accounts**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

# **LDBS FRAYS ACADEMY TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LDBS FRAYS ACADEMY TRUST (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Extent to which the audit was capable of detecting irregularities, including fraud**

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011, the Academy Trust Handbook 2022, the Academies Accounts Direction 2022 to 2023, safeguarding prevent/protect, Ofsted, taxation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

### **Audit response to risks identified**

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of the Board of Trustees;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with the ESFA and HMRC.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

# **LDBS FRAYS ACADEMY TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LDBS FRAYS ACADEMY TRUST (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2023**

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A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

### **Use of our report**

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



**Stephen Meredith BA FCA DChA (Senior Statutory Auditor)**  
**for and on behalf of Alliotts LLP**

18/12/2023  
.....

**Chartered Accountants**  
**Statutory Auditor**

Friary Court  
13-21 High Street  
Guildford  
Surrey  
GU1 3DL

# **LDBS FRAYS ACADEMY TRUST**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO LDBS FRAYS ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

***FOR THE YEAR ENDED 31 AUGUST 2023***

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In accordance with the terms of our engagement letter dated 14 March 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by LDBS Frays Academy Trust during the period 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to LDBS Frays Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the LDBS Frays Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than LDBS Frays Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of LDBS Frays Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of LDBS Frays Academy Trust's funding agreement with the Secretary of State for Education dated 30 August 2012 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Approach**

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

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

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

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



# **LDBS FRAYS ACADEMY TRUST**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO LDBS FRAYS ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2023**

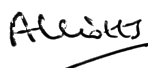
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The work undertaken to draw to our conclusion includes:

- analytical review of the Trust's general activities to ensure that they are within the Trust's framework of authorities;
- consideration of the evidence supporting the accounting officer's statement on regularity, propriety and compliance;
- review of the general control environment for the Trust on financial statements and on regularity;
- sample testing of expenditure transactions to ensure the activity is permissible within the Trust's framework of authority;
- confirmation that a sample of expenditure has been appropriately authorised in accordance with the Trust's delegated authorities;
- formal representations obtained from the governing body and the accounting officer acknowledging the responsibilities, including disclosing all non-compliance with laws and regulations specific to the authorising framework;
- confirmation that any extra-contractual payments such as severance and compensation payments have been appropriately authorised;
- review of credit card expenditure for any indication of personal use by staff, Executive Headteacher or Trustees;
- review of specific terms of grant funding within the funding agreement;
- review of related party transactions for connections with the Executive Headteacher or Trustees;
- review of income received in accordance with the activities permitted within the Trust's charitable objectives.

### **Conclusion**

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



### **Reporting Accountant**

Alliotts LLP

Dated: 18/12/2023



# LDBS FRAYS ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2023 £	Total 2022 £
<b>Income and endowments from:</b>						
Donations and capital grants	3	34,565	1,751	174,035	210,351	1,419,882
Donations - transfer from local authority on conversion	25	30,313	58,975	5,713,114	5,802,402	-
Charitable activities:						
- Funding for educational operations	4	29,566	16,021,693	-	16,051,259	12,976,840
Other trading activities	5	224,546	13,282	-	237,828	211,300
Investments	6	13,037	-	-	13,037	842
<b>Total</b>		<b>332,027</b>	<b>16,095,701</b>	<b>5,887,149</b>	<b>22,314,877</b>	<b>14,608,864</b>
<b>Expenditure on:</b>						
Raising funds	7	10,591	-	-	10,591	5,602
Charitable activities:						
- Educational operations	9	129,324	17,062,801	329,881	17,522,006	14,709,280
<b>Total</b>	<b>7</b>	<b>139,915</b>	<b>17,062,801</b>	<b>329,881</b>	<b>17,532,597</b>	<b>14,714,882</b>
<b>Net income/(expenditure)</b>		<b>192,112</b>	<b>(967,100)</b>	<b>5,557,268</b>	<b>4,782,280</b>	<b>(106,018)</b>
Transfers between funds	17	-	(63,988)	63,988	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit pension schemes	19	-	1,025,000	-	1,025,000	7,909,000
<b>Net movement in funds</b>		<b>192,112</b>	<b>(6,088)</b>	<b>5,621,256</b>	<b>5,807,280</b>	<b>7,802,982</b>
<b>Reconciliation of funds</b>						
Total funds brought forward		1,616,318	(1,247,612)	23,441,600	23,810,306	16,007,324
Total funds carried forward		1,808,430	(1,253,700)	29,062,856	29,617,586	23,810,306

# LDBS FRAYS ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022		Unrestricted funds	Restricted funds:		Total 2022
	Notes	£	General £	Fixed asset £	£
<b>Income and endowments from:</b>					
Donations and capital grants	3	21,768	3,549	1,394,565	1,419,882
Charitable activities:					
- Funding for educational operations	4	70,364	12,906,476	-	12,976,840
Other trading activities	5	124,870	86,430	-	211,300
Investments	6	842	-	-	842
<b>Total</b>		<u>217,844</u>	<u>12,996,455</u>	<u>1,394,565</u>	<u>14,608,864</u>
<b>Expenditure on:</b>					
Raising funds	7	5,602	-	-	5,602
Charitable activities:					
- Educational operations	9	77,796	14,352,841	278,643	14,709,280
<b>Total</b>	7	<u>83,398</u>	<u>14,352,841</u>	<u>278,643</u>	<u>14,714,882</u>
<b>Net income/(expenditure)</b>		134,446	(1,356,386)	1,115,922	(106,018)
Transfers between funds	17	-	(38,390)	38,390	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	19	-	7,909,000	-	7,909,000
<b>Net movement in funds</b>		134,446	6,514,224	1,154,312	7,802,982
<b>Reconciliation of funds</b>					
Total funds brought forward		1,481,872	(7,761,836)	22,287,288	16,007,324
Total funds carried forward		<u>1,616,318</u>	<u>(1,247,612)</u>	<u>23,441,600</u>	<u>23,810,306</u>

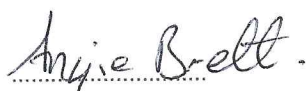
# LDBS FRAYS ACADEMY TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
<b>Fixed assets</b>					
Tangible assets	13		28,701,568		23,113,836
<b>Current assets</b>					
Debtors	14	521,708		1,398,500	
Cash at bank and in hand		3,464,172		3,669,779	
		3,985,880		5,068,279	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	15	(1,472,862)		(2,160,809)	
<b>Net current assets</b>			2,513,018		2,907,470
<b>Net assets excluding pension liability</b>			31,214,586		26,021,306
Defined benefit pension scheme liability	19		(1,597,000)		(2,211,000)
<b>Total net assets</b>			29,617,586		23,810,306
<b>Funds of the Trust:</b>					
<b>Restricted funds</b>	17				
- Fixed asset funds			29,062,856		23,441,600
- Restricted income funds			343,300		963,388
- Pension reserve			(1,597,000)		(2,211,000)
<b>Total restricted funds</b>			27,809,156		22,193,988
<b>Unrestricted income funds</b>	17		1,808,430		1,616,318
<b>Total funds</b>			29,617,586		23,810,306

The accounts on pages 22 to 50 were approved by the Trustees and authorised for issue on 12-12-2023 and are signed on their behalf by:



A Brett

Chair of Trustees

Company registration number 08335073 (England and Wales)

# LDBS FRAYS ACADEMY TRUST

## STATEMENT OF CASH FLOWS

**FOR THE YEAR ENDED 31 AUGUST 2023**

	Notes	2023 £	£	2022 £	£
<b>Cash flows from operating activities</b>					
Net cash (used in)/provided by operating activities	20	(989,839)		733,137	
Cash funds transferred on conversion	25	89,288		-	
		<u>(900,551)</u>		<u>733,137</u>	
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		13,037		842	
Capital grants from DfE Group		886,406		910,706	
Purchase of tangible fixed assets		<u>(204,499)</u>		<u>(1,243,649)</u>	
<b>Net cash provided by/(used in) investing activities</b>		<u>694,944</u>		<u>(332,101)</u>	
<b>Net (decrease)/increase in cash and cash equivalents in the reporting period</b>		<u>(205,607)</u>		<u>401,036</u>	
Cash and cash equivalents at beginning of the year		<u>3,669,779</u>		<u>3,268,743</u>	
<b>Cash and cash equivalents at end of the year</b>		<u><u>3,464,172</u></u>		<u><u>3,669,779</u></u>	

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 1 Accounting policies

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

##### 1.1 Basis of preparation

The accounts of the 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 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

##### 1.2 Going concern

The Trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts and have concluded that the Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

##### 1.3 Conversion to an academy trust

The conversion from a state maintained school to an academy trust involved the transfer of identifiable assets and liabilities and the operation of the school for £nil consideration. The substance of the transfer is that of a gift and it has been accounted for on that basis as set out below.

The assets and liabilities transferred on conversion from All Saints Primary and Nursery School to the academy trust have been valued at their fair value. The fair value has been derived based on that of equivalent items. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in Donations – transfer from local authority on conversion in the Statement of Financial Activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds. Further details of the transaction are set out in note 25.

##### 1.4 Income

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

###### Grants

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

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

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

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

(Continued)

#### Sponsorship income

Sponsorship income provided to the Trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

#### Donations

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

#### Other income

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

#### Donated goods, facilities and services

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

#### Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Trust's accounting policies.

### 1.5 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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

#### Expenditure on raising funds

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

#### Charitable activities

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

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

(Continued)

#### 1.6 Tangible fixed assets and depreciation

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

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

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

Land and buildings	50 years
Leasehold improvements	50 years
Computer equipment	3 years
Fixtures, fittings & equipment	5-10 years

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

#### 1.7 Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the 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.

#### 1.8 Leased assets

Rentals under operating leases are charged on a straight-line basis over the lease term.

#### 1.9 Financial instruments

The Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the 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. Prepayments are not financial instruments.

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

##### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

# **LDBS FRAYS ACADEMY TRUST**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2023**

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#### **1 Accounting policies**

**(Continued)**

##### **1.10 Taxation**

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

##### **1.11 Pensions benefits**

Retirement benefits to employees of the Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the Trust.

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the 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 based on quadrennial valuations using a prospective unit credit method. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the 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 net income or expenditure are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses.

##### **1.12 Fund accounting**

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

#### **2 Critical accounting estimates and areas of judgement**

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



# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 2 Critical accounting estimates and areas of judgement

(Continued)

#### Critical accounting estimates and assumptions

The 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.

#### Valuation of Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, 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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### Estimated useful economic life of tangible fixed assets

Tangible fixed assets, other than freehold land, are depreciated on a straight line basis over their estimated useful economic life. The estimated useful economic life is the expected period of time during which an asset is considered useable.

### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Capital grants	-	174,035	174,035	1,394,565
Other donations	34,565	1,751	36,316	25,317
	<u>34,565</u>	<u>175,786</u>	<u>210,351</u>	<u>1,419,882</u>

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 4 Funding for the Trust's charitable activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	11,839,343	11,839,343	9,956,586
Other DfE/ESFA grants:				
- Pupil premium	-	887,311	887,311	667,678
- Others	-	1,020,300	1,020,300	566,628
	-	13,746,954	13,746,954	11,190,892
<b>Other government grants</b>				
Local authority grants	-	2,115,938	2,115,938	1,599,633
Special educational projects	-	4,227	4,227	5,800
	-	2,120,165	2,120,165	1,605,433
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Other DfE/ESFA COVID-19 funding	-	93,830	93,830	66,591
<b>Other incoming resources</b>	29,566	60,744	90,310	113,924
<b>Total funding</b>	29,566	16,021,693	16,051,259	12,976,840

### 5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Hire of facilities	40,539	-	40,539	32,530
Catering income	3,955	-	3,955	2,991
Other income	180,052	13,282	193,334	175,779
	224,546	13,282	237,828	211,300

### 6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Short term deposits	13,037	-	13,037	842

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2023 £	Total 2022 £
Expenditure on raising funds					
- Direct costs	-	-	10,591	10,591	5,602
Academy's educational operations					
- Direct costs	11,634,413	-	773,726	12,408,139	10,035,993
- Allocated support costs	2,317,894	1,640,590	1,155,383	5,113,867	4,673,287
	<u>13,952,307</u>	<u>1,640,590</u>	<u>1,939,700</u>	<u>17,532,597</u>	<u>14,714,882</u>

#### Net income/(expenditure) for the year includes:

	2023 £	2022 £
Operating lease rentals	19,368	14,720
Depreciation of tangible fixed assets	329,881	278,643
Fees payable to auditor for:		
- Audit	19,000	17,930
- Other services	9,105	8,595
Net interest on defined benefit pension liability	<u>97,000</u>	<u>153,000</u>

### 8 Central services

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

- management and financial services;
- legal and professional services;
- audit and accountancy;
- educational support services;
- strategic leadership;
- pupil welfare;
- health and safety.

The Trust charges for its central services based on the expected costs of providing these services to each academy.

For the year ended 31 August 2023, the amount recharged to Beechwood Primary School was reduced by £24,862 as Beechwood's school improvement funds were already held within the central Trust.

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 8 Central services

(Continued)

The amounts charged during the year were as follows:

	2023 £	2022 £
Cowley St Laurence CofE Primary School	143,525	130,103
Laurel Lane Primary School	143,525	130,103
St Martin's CofE Primary School	146,389	105,000
St Matthew's CofE Primary School	154,265	130,103
Beechwood Primary School	81,223	100,858
Keep Hatch Primary School	126,335	105,057
All Saints Primary and Nursery School	100,802	-
	<u>896,064</u>	<u>701,224</u>

### 9 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<b>Direct costs</b>				
Educational operations	129,324	12,278,815	12,408,139	10,035,993
<b>Support costs</b>				
Educational operations	-	5,113,867	5,113,867	4,673,287
	<u>129,324</u>	<u>17,392,682</u>	<u>17,522,006</u>	<u>14,709,280</u>

	2023 £	2022 £
<b>Analysis of support costs</b>		
Support staff costs	2,329,511	2,794,132
Depreciation	329,881	278,643
Technology costs	205,790	191,449
Premises costs	1,310,709	566,242
Legal costs	29,384	83,498
Other support costs	868,362	722,663
Governance costs	40,230	36,660
	<u>5,113,867</u>	<u>4,673,287</u>

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 10 Staff

#### Staff costs

Staff costs during the year were:

	2023 £	2022 £
Wages and salaries	9,751,771	7,966,179
Social security costs	884,831	730,293
Pension costs	2,453,315	2,751,163
Staff costs - employees	13,089,917	11,447,635
Agency staff costs	862,390	707,697
Staff restructuring costs	-	31,560
	13,952,307	12,186,892
Staff development and other staff costs	96,159	88,035
Total staff expenditure	14,048,466	12,274,927
Staff restructuring costs comprise:		
Severance payments	-	31,560

#### Staff numbers

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

	2023 Number	2022 Number
Teachers	146	125
Administration and support	269	227
Management	4	3
	419	355

The number of persons employed, expressed as a full time equivalent, was as follows:

	2023 Number	2022 Number
Teachers	122	108
Administration and support	150	133
Management	3	3
	275	244

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 10 Staff

(Continued)

#### Higher paid staff

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

	2023 Number	2022 Number
£60,001 - £70,000	6	2
£70,001 - £80,000	5	2
£100,001 - £110,000	-	1
£160,001 - £170,000	-	1
£170,001 - £180,000	1	-
	<u>          </u>	<u>          </u>

During the financial year, the Trust experienced a notable increase in the number of employees whose employee benefits exceeded £60,000. This was primarily attributable to All Saints Primary and Nursery School joining the Trust, along with staff progressing to a higher pay scale.

#### Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £837,198 (7 employees) (2022: £935,098 to 9 employees).

### 11 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The Executive Headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Executive Headteacher and staff members under their contracts of employment, and not in respect of their services as Trustees.

The value of Trustees' remuneration and other benefits was as follows:

C Cole (Executive Headteacher and trustee):

- Remuneration £170,000 - £175,000 (2022: £160,000 - £165,000)
- Employer's pension contributions £40,000 - £45,000 (2022: £35,000 - £40,000)

During the year, travel and subsistence payments totalling £Nil (2022: £Nil) were reimbursed or paid directly to no trustees (2022: no trustees).

Other related party transactions involving the Trustees are set out within the related parties note.

### 12 Trustees' and officers' insurance

The 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 Trust 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.

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 13 Tangible fixed assets

	Land and buildings	Leasehold improvements	Computer equipment	Fixtures, fittings & equipment	Total
	£	£	£	£	£
<b>Cost</b>					
At 1 September 2022	21,492,626	2,285,345	1,176,701	1,376,394	26,331,066
Transfer on conversion	5,713,114	-	-	-	5,713,114
Additions	-	118,778	68,941	16,780	204,499
At 31 August 2023	27,205,740	2,404,123	1,245,642	1,393,174	32,248,679
<b>Depreciation</b>					
At 1 September 2022	813,876	95,693	1,101,430	1,206,231	3,217,230
Charge for the year	168,941	50,089	46,060	64,791	329,881
At 31 August 2023	982,817	145,782	1,147,490	1,271,022	3,547,111
<b>Net book value</b>					
At 31 August 2023	26,222,923	2,258,341	98,152	122,152	28,701,568
At 31 August 2022	20,678,750	2,189,652	75,271	170,163	23,113,836

### 14 Debtors

	2023 £	2022 £
Trade debtors	14,880	19,974
VAT recoverable	105,408	275,344
Prepayments and accrued income	401,420	1,103,182
	521,708	1,398,500

### 15 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	295,661	1,139,628
Other taxation and social security	207,387	305,384
Other creditors	173,689	234,756
Accruals and deferred income	796,125	481,041
	1,472,862	2,160,809

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 16 Deferred income

	2023 £	2022 £
Deferred income is included within:		
Creditors due within one year	445,375	154,033
	<u>          </u>	<u>          </u>
Deferred income at 1 September 2022	154,033	198,387
Released from previous years	(154,033)	(198,387)
Resources deferred in the year	445,375	154,033
	<u>          </u>	<u>          </u>
Deferred income at 31 August 2023	445,375	154,033
	<u>          </u>	<u>          </u>

At the balance sheet date the Trust was holding the following funds received in advance:

- £180,491 of UIFSM (Universal Infant Free School Meals) and £87,684 of FSM (Free School Meals) grants relating to the 2023-2024 academic year;
- £44,292 of school led tutoring grants relating to the 2023-2024 academic year; ;
- £23,496 of early years funding grants relating to the 2023-2024 academic year; ;
- £7,740 of rates relief grants relating to the 2023-2024 academic year;
- £101,672 of trips and other non-DfE deferred income.



# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 17 Funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	963,388	11,839,343	(12,395,443)	(63,988)	343,300
Pupil premium	-	887,311	(887,311)	-	-
Other DfE/ESFA COVID-19 funding	-	93,830	(93,830)	-	-
Other DfE/ESFA grants	-	1,020,300	(1,020,300)	-	-
Other government grants	-	2,120,165	(2,120,165)	-	-
Other restricted funds	-	134,752	(134,752)	-	-
Pension reserve	(2,211,000)	-	(411,000)	1,025,000	(1,597,000)
	<u>(1,247,612)</u>	<u>16,095,701</u>	<u>(17,062,801)</u>	<u>961,012</u>	<u>(1,253,700)</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	20,718,062	5,713,114	(167,872)	-	26,263,304
DfE group capital grants	2,337,270	174,035	(31,359)	-	2,479,946
Capital expenditure from GAG	282,658	-	(102,232)	63,988	244,414
Local authority capital grants	103,610	-	(28,418)	-	75,192
	<u>23,441,600</u>	<u>5,887,149</u>	<u>(329,881)</u>	<u>63,988</u>	<u>29,062,856</u>
<b>Total restricted funds</b>	<u>22,193,988</u>	<u>21,982,850</u>	<u>(17,392,682)</u>	<u>1,025,000</u>	<u>27,809,156</u>
<b>Unrestricted funds</b>					
General funds	<u>1,616,318</u>	<u>332,027</u>	<u>(139,915)</u>	<u>-</u>	<u>1,808,430</u>
<b>Total funds</b>	<u>23,810,306</u>	<u>22,314,877</u>	<u>(17,532,597)</u>	<u>1,025,000</u>	<u>29,617,586</u>

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

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### 17 Funds

(Continued)

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

**General annual grant:** This fund is for the purpose of running the Trust in accordance with the Funding Agreement with the Secretary of State, it includes the School Budget Share. Under the funding agreement the Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023.

**Pupil Premium:** This is additional funding received from the DfE/ESFA for the furtherance of the Trust's activities that are not funded through the General Annual Grant.

**Other DfE/ESFA grants:** Other grants include funding received from the DfE and ESFA for specific purposes.

**Other government grants:** This fund has also arisen from funding received for the furtherance of the Trust's activities that are not funded through the General Annual Grant.

**Pension reserve:** This represents the negative reserve in respect of the liability on the LGPS defined benefit pension scheme.

**Fixed asset funds:** The fixed asset fund includes grants received from the DfE and other sources to finance the development and building of the academy and other tangible fixed assets, and the annual charges for depreciation of these assets.

**Unrestricted funds:** Unrestricted funds represent those resources which may be used towards meeting any of the charitable objects of the Trust at the discretion of the trustees.

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Funds

(Continued)

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

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	1,140,164	9,956,586	(10,094,972)	(38,390)	963,388
Pupil premium	-	667,678	(667,678)	-	-
Other DfE/ESFA COVID-19 funding	-	66,591	(66,591)	-	-
Other DfE/ESFA grants	-	566,628	(566,628)	-	-
Other government grants	-	1,605,433	(1,605,433)	-	-
Other restricted funds	-	133,539	(133,539)	-	-
Pension reserve	(8,902,000)	-	(1,218,000)	7,909,000	(2,211,000)
	<u>(7,761,836)</u>	<u>12,996,455</u>	<u>(14,352,841)</u>	<u>7,870,610</u>	<u>(1,247,612)</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	20,865,366	-	(147,304)	-	20,718,062
DfE group capital grants	968,260	1,394,565	(25,555)	-	2,337,270
Capital expenditure from GAG	324,149	-	(79,881)	38,390	282,658
Local authority capital grants	129,513	-	(25,903)	-	103,610
	<u>22,287,288</u>	<u>1,394,565</u>	<u>(278,643)</u>	<u>38,390</u>	<u>23,441,600</u>
<b>Total restricted funds</b>	<u>14,525,452</u>	<u>14,391,020</u>	<u>(14,631,484)</u>	<u>7,909,000</u>	<u>22,193,988</u>
<b>Unrestricted funds</b>					
General funds	<u>1,481,872</u>	<u>217,844</u>	<u>(83,398)</u>	<u>-</u>	<u>1,616,318</u>
<b>Total funds</b>	<u>16,007,324</u>	<u>14,608,864</u>	<u>(14,714,882)</u>	<u>7,909,000</u>	<u>23,810,306</u>

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Funds

(Continued)

#### Total funds analysis by academy

	2023 £	2022 £
Fund balances at 31 August 2023 were allocated as follows:		
Cowley St Laurence CofE Primary School	321,419	316,026
Laurel Lane Primary School	598,009	607,594
St Martin's CofE Primary School	11,511	137,772
St Matthew's CofE Primary School	608,597	852,315
Beechwood Primary School	204,464	314,042
Keep Hatch Primary School	53,731	(41,255)
All Saints Primary and Nursery School	(13,999)	-
Central services	367,998	393,212
Total before fixed assets fund and pension reserve	2,151,730	2,579,706
Restricted fixed asset fund	29,062,856	23,441,600
Pension reserve	(1,597,000)	(2,211,000)
Total funds	29,617,586	23,810,306

#### Total cost analysis by academy

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

	Teaching and educational support staff £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2023 £	Total 2022 £
Cowley St Laurence CofE Primary School	1,829,925	252,361	71,709	314,979	2,468,974	2,225,348
Laurel Lane Primary School	1,529,593	272,185	73,535	312,849	2,188,162	1,977,723
St Martin's CofE Primary School	1,776,749	221,683	96,281	313,668	2,408,381	2,230,577
St Matthew's CofE Primary School	1,678,593	294,688	91,749	522,827	2,587,857	2,219,772
Beechwood Primary School	1,472,846	233,898	103,005	195,427	2,005,176	1,694,383
Keep Hatch Primary School	1,665,045	218,233	90,384	298,790	2,272,452	2,013,575
All Saints Primary and Nursery School	1,244,440	247,141	159,610	251,866	1,903,057	-
Central services	458,717	275,322	2,907	220,710	957,656	856,858
	11,655,908	2,015,511	689,180	2,431,116	16,791,715	13,218,236

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2023 are represented by:</b>				
Tangible fixed assets	-	-	28,701,568	28,701,568
Current assets	1,808,430	1,816,162	361,288	3,985,880
Creditors falling due within one year	-	(1,472,862)	-	(1,472,862)
Defined benefit pension liability	-	(1,597,000)	-	(1,597,000)
<b>Total net assets</b>	<b>1,808,430</b>	<b>(1,253,700)</b>	<b>29,062,856</b>	<b>29,617,586</b>
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	-	-	23,113,836	23,113,836
Current assets	1,616,318	3,124,197	327,764	5,068,279
Creditors falling due within one year	-	(2,160,809)	-	(2,160,809)
Defined benefit pension liability	-	(2,211,000)	-	(2,211,000)
<b>Total net assets</b>	<b>1,616,318</b>	<b>(1,247,612)</b>	<b>23,441,600</b>	<b>23,810,306</b>

### 19 Pension and similar obligations

The Trust's employees belong to three principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the two Local Government Pension Schemes (LGPS) for non-teaching staff, which are managed by London Borough of Hillingdon and Royal County of Berkshire. All schemes are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2022.

Contributions amounting to £154,876 were payable to the schemes at 31 August 2023 (2022: £141,285) and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

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

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

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

#### Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to the TPS in the period amounted to £1,268,157 (2022: £1,029,935).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The 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 Schemes

##### Defined benefit pension scheme net liability (Combined total of both schemes)

	2023	2022
	£	£
Scheme assets	8,260,000	7,115,000
Scheme obligations	(9,857,000)	(9,326,000)
	<u>(1,597,000)</u>	<u>(2,211,000)</u>

#### London Borough of Hillingdon Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 23.7% for employers and 5.5% to 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 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

Total contributions made	2023 £	2022 £
Employer's contributions	500,000	478,000
Employees' contributions	122,000	121,000
Total contributions	622,000	599,000

Principal actuarial assumptions	2023 %	2022 %
Rate of increase in salaries	3.48	3.35
Rate of increase for pensions in payment/inflation	2.98	3.05
Discount rate for scheme liabilities	5.20	4.25

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

	2023 Years	2022 Years
Retiring today		
- Males	20.1	22.1
- Females	23.9	24.5
Retiring in 20 years		
- Males	21.1	22.8
- Females	25.1	25.5

Scheme liabilities would have been affected by changes in assumptions as follows:

	2023 £	2022 £
Discount rate + 0.1%	(161,000)	(180,000)
Discount rate - 0.1%	161,000	180,000
Mortality assumption + 1 year	284,000	294,000
Mortality assumption - 1 year	(284,000)	(294,000)
CPI rate + 0.1%	156,000	173,000
CPI rate - 0.1%	(156,000)	(173,000)

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

#### The Trust's share of the assets in the scheme

	2023 Fair value £	2022 Fair value £
Equities	2,986,000	2,643,000
Bonds	1,731,000	1,576,000
Property	956,000	1,125,000
Other assets	299,000	282,000
Total market value of assets	5,972,000	5,626,000

The actual return on scheme assets was £(68,000) (2022: (£310,000))

#### Amount recognised in the statement of financial activities

	2023 £	2022 £
Current service cost	542,000	1,197,000
Interest income	(249,000)	(93,000)
Interest cost	322,000	209,000
Total operating charge	615,000	1,313,000

#### Changes in the present value of defined benefit obligations

	2023 £	2022 £
At 1 September 2022	7,320,000	12,082,000
Current service cost	542,000	1,197,000
Interest cost	322,000	209,000
Employee contributions	122,000	121,000
Actuarial gain	(1,124,000)	(6,218,000)
Benefits paid	(99,000)	(71,000)
At 31 August 2023	7,083,000	7,320,000

#### Changes in the fair value of the Trust's share of scheme assets

	2023 £	2022 £
At 1 September 2022	5,626,000	5,408,000
Interest income	249,000	93,000
Actuarial loss	(426,000)	(403,000)
Employer contributions	500,000	478,000
Employee contributions	122,000	121,000
Benefits paid	(99,000)	(71,000)
At 31 August 2023	5,972,000	5,626,000



# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

#### Royal County of Berkshire Pension Fund

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 22.6% for employers and 5.5% to 12.5% for employees.

As described in note 25 the LGPS obligation relates to the employees of the Trust, being the employees transferred as part of the conversion from the maintained school and new employees who joined the scheme in the period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

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 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

<b>Total contributions made</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Employer's contributions	346,000	162,000
Employees' contributions	75,000	49,000
	<hr/>	<hr/>
Total contributions	421,000	211,000
	<hr/>	<hr/>

<b>Principal actuarial assumptions</b>	<b>2023</b>	<b>2022</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	3.90	3.90
Rate of increase for pensions in payment/inflation	2.90	2.90
Discount rate for scheme liabilities	5.30	4.25
	<hr/>	<hr/>

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

	<b>2023</b>	<b>2022</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
- Males	20.70	21.30
- Females	23.60	24.00
Retiring in 20 years		
- Males	22.00	22.70
- Females	25.00	25.50
	<hr/>	<hr/>

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

Scheme liabilities would have been affected by changes in assumptions as follows:

	2023	2022
	£	£
Discount rate + 0.1%	(56,000)	(55,000)
Discount rate - 0.1%	57,000	57,000
Mortality assumption + 1 year	74,000	60,000
Mortality assumption - 1 year	(72,000)	(58,000)
CPI rate + 0.1%	57,000	53,000
CPI rate - 0.1%	(55,000)	(51,000)

#### The Trust's share of the assets in the scheme

	2023	2022
	Fair value	Fair value
	£	£
Equities	1,553,000	936,000
Bonds	292,000	231,000
Property	229,000	200,000
Other assets	214,000	122,000
Total market value of assets	2,288,000	1,489,000

The actual return on scheme assets was £60,000 (2021: £42,000)

#### Amount recognised in the statement of financial activities

	2023	2022
	£	£
Current service cost	618,000	508,000
Interest income	(89,000)	(22,000)
Interest cost	113,000	59,000
Total operating charge	642,000	545,000

#### Changes in the present value of defined benefit obligations

	2023	2022
	£	£
At 1 September 2022	2,006,000	3,473,000
Current service cost	402,000	508,000
Interest cost	113,000	59,000
Employee contributions	75,000	49,000
Actuarial loss/(gain)	254,000	(2,075,000)
Benefits paid	(76,000)	(8,000)
At 31 August 2023	2,774,000	2,006,000

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

#### Changes in the fair value of the Trust's share of scheme assets

	2023 £	2022 £
At 1 September 2022	1,489,000	1,245,000
Interest income	89,000	22,000
Actuarial gain	365,000	19,000
Employer contributions	346,000	162,000
Employee contributions	75,000	49,000
Benefits paid	(76,000)	(8,000)
At 31 August 2023	2,288,000	1,489,000

### 20 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	Notes	2023 £	2022 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)		4,782,280	(106,018)
Adjusted for:			
Net surplus on conversion to academy	25	(5,802,402)	-
Capital grants from DfE and other capital income		(174,035)	(1,394,565)
Investment income receivable	6	(13,037)	(842)
Defined benefit pension costs less contributions payable	19	314,000	1,065,000
Defined benefit pension scheme finance cost	19	97,000	153,000
Depreciation of tangible fixed assets		329,881	278,643
Decrease/(increase) in debtors		164,421	(357,378)
(Decrease)/increase in creditors		(687,947)	1,095,297
Net cash (used in)/provided by operating activities		(989,839)	733,137

### 21 Analysis of changes in net funds

	1 September 2022 £	Cash flows £	31 August 2023 £
Cash	3,669,779	(205,607)	3,464,172

# LDBS FRAYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 22 Long-term commitments

#### Operating leases

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

	2023 £	2022 £
Amounts due within one year	15,600	13,820
Amounts due in two and five years	24,684	31,829
	<u>40,284</u>	<u>45,649</u>

### 23 Related party transactions

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

#### Expenditure related party transactions

Other than those disclosed in note 11, no related party transactions took place in the year ended 31 August 2023.

### 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

### 25 Conversion to an academy

On 1 September 2022 the All Saints Primary and Nursery School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to LDBS Frays Academy Trust from Wokingham Borough Council for £nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair values and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the statement of financial activities as donations – transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the statement of financial activities.

Academy	Location	Date of conversion
All Saints Primary and Nursery School	Wokingham	1 September 2022

**LDBS FRAYS ACADEMY TRUST**

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

25	Conversion to an academy	(Continued)		
		Unrestricted funds	Restricted funds: General Fixed asset	Total 2023
	Net assets transferred:	£	£ £	£
	Leasehold land and buildings	-	- 5,713,114	5,713,114
	Cash	30,313	58,975 -	89,288
		<u>30,313</u>	<u>58,975</u> <u>5,713,114</u>	<u>5,802,402</u>
		Unrestricted funds	Restricted funds: General Fixed asset	Total 2023
	Funds surplus/(deficit) transferred:	£	£ £	£
	Fixed assets funds	-	- 5,713,114	5,713,114
	Share of retained funds - private and public	30,313	58,975 -	89,288
		<u>30,313</u>	<u>58,975</u> <u>5,713,114</u>	<u>5,802,402</u>










# Final LDBS Year End Signed Accounts 22-23 (2)

Final Audit Report

2023-12-18

Created:	2023-12-18
By:	Alliotts Support Team (londonsupport@alliotts.com)
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## "Final LDBS Year End Signed Accounts 22-23 (2)" History

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