

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2019

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members	M Allbrook The Rt Rev G James A Kefford M R Butler
Trustees	H L Ashead (resigned 14 September 2018) M R Butler F J Corbett, Chair P N Dunning, Vice Chair E Frankland K Hirst J Kerr Z Moyse (resigned 1 March 2019) S Potter G Rivers M Soper P J Weeks R Beeson (appointed 21 May 2019)
Company registered number	11276240
Company name	The Diocese of Norwich St Benet's Multi-Academy Trust
Principal and registered office	Diocesan House 109 Dereham Road, Easton Norwich Norfolk NR9 5ES
Independent auditors	Larking Gowen LLP Chartered Accountants Statutory Auditors King Street House 15 Upper King Street Norwich NR3 1RB
Bankers	Barclays plc 3 St James Court Whitefriars Norwich NR3 1RJ
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2019

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Trust now has five academies in Norfolk and is looking forward to further growth.

Structure, governance and management

a. Constitution

The Academy Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Trust deed is the primary governing document of the Academy Trust.

The Trustees of The Diocese of Norwich St Benet's Multi-Academy Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as St Benet's.

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.

The Academy Trust was incorporated on 26 March 2018 and commenced trading on that date.

b. Members' liability

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

c. Method of recruitment and appointment or election of Trustees

The management of the Academy Trust is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

d. Policies adopted for the induction and training of Trustees

The Trust ensures all new Trustees receive an induction from the Chair of the Board and/or the Chief Executive Officer. An annual self-assessment will take place in July and includes an element of training. Trustees plan to attend training events across the region including events provided by the Regional Schools Commissioner and through the Future Leaders Trust in conjunction with the Church of England Education Office. The Head of Governance regularly updates the online GovernorHub system with news and information to support Trustees in carrying out their duties. Link Trustees have been designated for 2019-20 (e.g. safeguarding, health and safety, SEND) and they will work closely with a member of the Senior Leadership Team.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Structure, governance and management (continued)

e. Organisational structure

The Trustees are responsible for the management of the company, and operationally during the period have delegated powers to the Chairman and Accounting Officer (Chief Executive Officer) for day to day responsibility. The School Improvement capacity of the Trust has been established through the employment of the Academies Improvement Director with line management oversight of a group of academies in a geographic area of the Diocese. A Chief Operating Officer has strategic oversight of all financial and operational matters.

The Academies within the trust have powers delegated to them for operational and budgetary matters within the Academies through a Scheme of Delegation which is reviewed at least annually.

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

The arrangements for setting pay and remuneration are considered by the Finance, Audit and Resources Committee on an annual basis. Remuneration of key management personnel is set at the point of recruitment in line with the Trust's pay policy and after a review of appropriate benchmarks. Key management personnel are then appointed at a pay point on the Trust's pay scales. Remuneration of key management personnel is then subject to review as part of the annual performance review cycle.

g. Trade union facility time

There was no trade union facility time, or costs associated, during the period.

h. Related parties and other connected charities and organisations

The Trust is connected (through its Trustees) to the Norwich Diocesan Board of Finance which provides services. The Trust is also connected to the Diocese of Norwich Education and Academies Trust which provides services.

Objectives and activities

a. Objects and aims

The Trust's object is to advance for the public benefit education in particular by establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum, and which shall include:

- To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by: -
 - a. Establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum, and which shall include:
 - i. Church of England schools designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and having regard to any advice issued by the Diocesan Board of Educations; and
 - ii. Other academies whether with or without a designated religious character, but in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England; and

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Objectives and activities (continued)

- b. Providing childcare facilities and adult training to develop the capacity and skills of parents to-be and parents with children primarily but not exclusively children under five in such a way that they are better able to identify and help meet the needs of children;
- Promoting in the United Kingdom the physical, intellectual and social development of primarily but not exclusively children under five especially those who are socially and economically disadvantaged;
- Developing the capacity and skills of those inhabitants of the United Kingdom who are socially and economically disadvantaged in such a way that they are better able to identify and help meet their needs and to participate more fully in society;
- Relieving poverty among the inhabitants of the United Kingdom; and
- Providing recreational and leisure time facilities in the interests of social welfare for the inhabitants of the United Kingdom especially those who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstances.

b. Objectives, strategies and activities

Our objective is to establish an environment in which pupils / students, staff and all in the learning community can flourish and be successful. This is achieved by providing an education of the highest quality within the context of Christian belief and practice. Our approach is collaborative where all are valued and encouraged to achieve of their best. Whilst working closely as a family of academies we are also outward looking and work with other organisation to ensure new and innovative best practice is a feature of our ways of working.

Our 'Strategy for improving teaching, learning and leadership' sets high expectations and effective ways of working which ensure rapid school improvement. Consistent reporting and tracking of pupil progress are core elements of this approach as well as external scrutiny to ensure accuracy of our own judgements. A career entitlement for Joint Professional Development has been developed demonstrating the Trust's commitment to investing in staff.

c. Public benefit

The primary purpose of the Multi Academy Trust is the advancement of education within the local area. The Trust has given a high priority to providing public benefit to a cross section of the community and regardless of family background, but perhaps the greatest benefit that the Trust can offer is the provision of an education that maximises each student's potential to develop into principled, informed, open minded and confident citizens who respect the beliefs of others and who are determined to make a positive contribution to society.

The Trustees have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing their aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Objectives and activities (continued)

Strategic report

Achievements and performance

a. Key performance indicators

Financial performance is monitored against budgets set and approved by the Trust Board. The main benchmarking criteria evaluated to date is staff costs as a percentage of GAG and total costs. Due to the number of small schools in the Trust this comparison has needed careful interpretation in the year. Extensive monitoring of the academic performance of the academies is also undertaken.

b. Going concern

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

Financial review

a. Reserves policy

The in-year surplus figure excluding pension and restricted fixed asset reserves for 2019 is £105,558 (2018: £393,946)

At the end of the year, unrestricted reserves stood at £392,903 (2018: £231,703) and the General Annual Grant (GAG) reserves stood at £nil (2018: £nil). The combined balance of these two funds at 31 August 2019 was £392,903 (2018: £231,703). The policy is to maintain/build free reserves to one month's salary cost, which currently equates to £465,000. The Trust is satisfied with the level of reserves and continues to aim to meet the target level.

The balance on reserves (being unrestricted funds plus restricted general funds, excluding pension funds) was £499,504 (2018: £393,946).

The fixed asset fund stood at £4,061,139 (2018: £1,631,219).

The pension reserve stood at a deficit of £2,307,000 (2018: £1,155,000), representing obligations to the Local Government Pension Scheme. The trust is making payments at the levels recommended by the scheme actuary.

Total funds stood at £2,253,643 (2018: £870,165).

b. Investment policy

The Trust's governance document allows Trustees to invest or deposit any funds not immediately required for the furtherance of its objects. Due to the start-up nature of the Trust and the growth, the Trustees have decided to keep all funds immediately available. The Trustees will review this on a regular basis.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Financial review (continued)

c. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Trust is exposed, in particular those related to the operations and finances of the Trust and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks. The Trust has in place policies and plans for Financial and Risk Management. These detailed management of these is allocated to the appropriate Trust Committee and reviewed at each meeting. The full Board receives updates on Risk Management at each meeting.

The key risks identified relate to not achieving high standards for pupils in all academies, staff recruitment, financial pressures due to rising costs and the risk of growth being curtailed by the Regional Schools Commissioner thereby damaging financial plans. These are analysed and reviewed regularly, and suitable mitigation strategies are put in place.

Fundraising

The Trust does not use professional fundraisers. We have a number of "friends of schools" associations who are associated with our academies who raise funds to support the school. We do not work with any commercial participators or professional fundraisers. Any complaints about any aspect of fundraising are dealt with using the Trust complaints policy. As we do not use professional fundraisers there is no risk arising from the protection of the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches, and undue pressure to donate.

Plans for future periods

The Trust is committed to growing the number of Academies and the resources to support this so that the schools in the Diocese are able to join a Diocesan Multi Academy Trust committed to high educational outcomes for their pupils. An additional school become an Academy with the trust in 2019.

Employee involvement and employment of the disabled

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The Academy Trust carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

The Academy Trust has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal opportunities policy
- Volunteers' policy
- Health & safety policy

In accordance with the Academy Trust's equal opportunities policy, the Academy Trust has long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Academy Trust's offices.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Disclosure of information to auditors

Insofar as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the board of Trustees, as the company directors, on 9 December 2019 and signed on its behalf by:

.....
F J Corbett
Chair of Trustees 

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that The Diocese of Norwich St Benet's Multi-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 Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Diocese of Norwich St Benet's Multi-Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 6 times during the year.

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

Trustee	Meetings attended	Out of a possible
H L Ashead	0	0
M R Butler	6	6
F J Corbett, Chair	6	6
P N Dunning, Vice Chair	6	6
E Frankland	5	6
K Hirst	2	6
J Kerr	5	6
Z Moyse	2	3
S Potter	5	6
G Rivers	5	6
M Soper	5	6
P J Weeks	6	6
R Beeson	2	2

The Finance, Audit and Resources Committee is a sub-committee of the main board of trustees. Its purpose is to assist the decision making of the board of trustees, by enabling more detailed consideration to be given to the best means of fulfilling the board of trustees responsibility to ensure sound management of the Trust's finance and resources, including proper planning, monitoring and probity.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
M R Butler	5	6
P N Dunning	6	6
E Frankland	5	6
K Hirst	5	6
G Rivers	5	5
P J Weeks	5	5

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GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

As accounting officer, the Chief Executive Officer has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

Approach to Value for Money

The Trust applied the principles of best value when making decisions about:

- The allocation of resources to best promote the aims and values of the school
- The targeting of resources to best improve standards and the quality of provision
- The use of resources to best support the various educational needs of all pupils

Improving Educational Results

- To ensure that standards are continually raised the Trust has an Academies Improvement Director and this has been effective at supporting schools in improving teaching, learning and assessment through strong and effective support to our academies.
- The Trust has engaged with other educational providers and experts to share good practice and drive up standards for the least cost.

Purchasing, the efficient and effective use of resources

The Trust currently operates at five sites and savings have been made by sharing administration and procurement costs across the Trust. The Trust has also run a number of forums to share best practice and ensure that the most effective and efficient processes are increasingly being used across the Trust.

A review of procurement across the Trust has been completed and procedures have been reviewed for assessing need, obtaining goods and services which provide 'best value' in terms of suitability, efficiency, time and cost. An active and vigorous plan has been implemented to achieve savings across the Trust. This has included the tendering of services such as catering, the use of national frameworks to leverage improved value, as well as the use of competitive tenders for smaller items. The plan has been prioritised so that time and resource is not wasted on investigating minor areas where few improvements and savings can be achieved as this is not considered cost effective and can distract management from more valuable areas

Undertaking detailed due diligence work as part of the processing of the new academies joining the Trust. This forms the basis of the improvements plan and a procurement savings plan.

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GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Diocese of Norwich St Benet's Multi-Academy Trust for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks, that has been in place for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of Trustees
- regular reviews by the Finance and General Purposes 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 RSM Risk Assurance Services LLP as internal auditor. Audits have been completed at two of the schools, for the central services finance function provided by DNEAT and for risk management provided by DNEAT to the Trust.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. In particular the checks carried out in the current period included key financial controls at Harleston Primary School and Archbishop Sancroft High School.

On a quarterly basis, the internal auditor reports to the board of Trustees through the audit committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities. There were no material matters reported.

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GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

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

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

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

Approved by order of the members of the board of Trustees on 9 December 2019 and signed on their behalf by:

.....
F J Corbett
Chair of Trustees

.....
R Cranmer
Accounting Officer

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of The Diocese of Norwich St Benet's Multi-Academy Trust I have considered my responsibility to notify the Academy Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the Academy Trust board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2018.

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.



.....
R Cranmer
Accounting Officer

Date: 9 December 2019

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2019**

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

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


- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of Trustees on 9 December 2019 and signed on its behalf by:


.....
F J Corbett
Chair of Trustees

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST**

Opinion

We have audited the financial statements of The Diocese of Norwich St Benet's Multi-Academy Trust (the 'academy trust') for the year ended 31 August 2019 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST (CONTINUED)**

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
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Responsibilities of trustees

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

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


Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

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

MHA 

Julie Grimmer FCA DChA (Senior statutory auditor)

for and on behalf of
Larking Gowen LLP

Chartered Accountants
Statutory Auditors
King Street House
15 Upper King Street
Norwich
NR3 1RB

Date: 18 December 2019

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST AND THE EDUCATION & SKILLS
FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 28th October 2018 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Diocese of Norwich St Benet's Multi-Academy Trust during the year 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of The Diocese of Norwich St Benet's Multi-Academy Trust's
accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Diocese of Norwich St Benet's Multi-Academy Trust's funding agreement with the Secretary of State for Education dated 26th March 2018 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

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


- Enquiry of senior management and the Multi Academy Trust's Directors;
- Inspection and review of the accounting records, meeting minutes, internal control procedures, management representations and declarations of interest; and
- Observation and re-performance of the financial controls.

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST AND THE EDUCATION & SKILLS
FUNDING AGENCY (CONTINUED)**

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

MHA 

Julie Grimmer FCA DChA

Larking Gowen LLP

Date: 18 December 2019

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2019**

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
Income from:						
Donations and capital grants:	3					
Transfer from local authority upon conversion		262,088	(284,000)	2,400,000	2,378,088	681,459
Other donations and capital grants		29,482	107,687	-	137,169	-
Charitable activities		242,876	6,231,589	-	6,474,465	1,098,419
Other trading activities		189,024	-	-	189,024	22,798
Total income		723,470	6,055,276	2,400,000	9,178,746	1,802,676
Expenditure on:						
Charitable activities		517,947	6,643,918	14,403	7,176,268	941,511
Total expenditure		517,947	6,643,918	14,403	7,176,268	941,511
Net income/(expenditure)		205,523	(588,642)	2,385,597	2,002,478	861,165
Transfers between funds	16	(44,323)	-	44,323	-	-
Net movement in funds before other recognised gains/(losses)		161,200	(588,642)	2,429,920	2,002,478	861,165
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	22	-	(619,000)	-	(619,000)	9,000
Net movement in funds		161,200	(1,207,642)	2,429,920	1,383,478	870,165

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted funds - class ii 2019 £	Total funds 2019 £	Total funds 2018 £
Reconciliation of funds:					
Total funds brought forward	231,703	(992,757)	1,631,219	870,165	-
Net movement in funds	161,200	(1,207,642)	2,429,920	1,383,478	870,165
Total funds carried forward	392,903	(2,200,399)	4,061,139	2,253,643	870,165

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 24 to 49 form part of these financial statements.

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £	2018 £
Fixed assets			
Tangible assets	13	4,061,139	1,631,219
		<u>4,061,139</u>	<u>1,631,219</u>
Current assets			
Debtors	14	206,468	498,946
Cash at bank and in hand		775,852	337,121
		<u>982,320</u>	<u>836,067</u>
Creditors: amounts falling due within one year	15	(482,816)	(442,121)
Net current assets		<u>499,504</u>	<u>393,946</u>
Net assets excluding pension liability		<u>4,560,643</u>	<u>2,025,165</u>
Defined benefit pension scheme liability	22	(2,307,000)	(1,155,000)
Total net assets		<u><u>2,253,643</u></u>	<u><u>870,165</u></u>

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

BALANCE SHEET (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £	2018 £
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	16	4,061,139	1,631,219
Restricted income funds	16	106,601	162,243
		<hr/>	<hr/>
Restricted funds excluding pension asset	16	4,167,740	1,793,462
Pension reserve	16	(2,307,000)	(1,155,000)
		<hr/>	<hr/>
Total restricted funds	16	1,860,740	638,462
Unrestricted income funds	16	392,903	231,703
		<hr/>	<hr/>
Total funds		2,253,643	870,165
		<hr/> <hr/>	<hr/> <hr/>

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 19 to 49 were approved by the Trustees, and authorised for issue on 09 December 2019 and are signed on their behalf, by:

.....
F J Corbett
Chair of Trustees

The notes on pages 24 to 49 form part of these financial statements.

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £	2018 £
Cash flows from operating activities			
Net cash provided by operating activities	18	483,054	342,688
Cash flows from investing activities	19	(44,323)	(5,567)
Change in cash and cash equivalents in the year		438,731	337,121
Cash and cash equivalents at the beginning of the year		337,121	-
Cash and cash equivalents at the end of the year	20	<u>775,852</u>	<u>337,121</u>

The notes on pages 24 to 49 from part of these financial statements

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Diocese of Norwich St Benet's Multi-Academy Trust meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

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

1.3 Income

All incoming resources are recognised when the Academy 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 year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

• **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.

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

1. Accounting policies (continued)

1.3 Income (continued)

- **Other income**

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

- **Transfer on conversion**

Where assets and liabilities are received by the Academy Trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance sheet at the point when the risks and rewards of ownership pass to the Academy Trust. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets

Assets costing £2,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

As described in note 14, the trust occupies school buildings under arrangements that are generally as follows: there are 2 year licence agreements with Norwich Diocesan Board of Finance.

The trustees have considered the licence arrangements for the school buildings in the context of the accounting requirement set out in Academies Accounts Direction 2018 to 2019 and have determined that the conditions required to conclude that the trust has control over the properties are

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

1. Accounting policies (continued)

1.5 Tangible fixed assets (continued)

not met and consequently those buildings are not recognised in the financial statements. The licence arrangements allow the trust to occupy the buildings free of charge. No income or expenditure is recognised for the rent free occupation because the trustees do not consider that a reliable measure of the amount the trust would otherwise have to pay to secure the premises can be made. The costs of improvements to these properties is expensed.

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of these assets, less their estimated residual value, over its expected useful life, as follows:

Depreciation is provided on the following basis:

Furniture and equipment	- 25% straight line
-------------------------	---------------------

1.6 Debtors

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

1.7 Cash at bank and in hand

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

1.8 Liabilities

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

1.9 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

1. Accounting policies (continued)

1.9 Financial instruments (continued)

1.10 Operating leases

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

1.11 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

1.12 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 Diss Infant and Nursery School with Children's Centre 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.

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

1. Accounting policies (continued)

1.12 Conversion to an academy trust (continued)

Further details of the transaction are set out in note 21.

1.13 Fund accounting

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

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

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

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

As described in 1.5, the trustees have determined that a reliable estimate of the amount the trust would otherwise have to pay to occupy its rent free premises cannot be made.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Donations				
Transfer from local authority upon conversion	262,088	(284,000)	-	(21,912)
Transfer from local authority upon conversion	-	2,400,000	-	2,400,000
Donations	29,482	(2,400,000)	2,400,000	29,482
Capital Grants	-	107,687	-	107,687
	<hr/>	<hr/>	<hr/>	<hr/>
Subtotal	29,482	(2,292,313)	2,400,000	137,169
	<hr/>	<hr/>	<hr/>	<hr/>
Total 2019	<hr/> 291,570 <hr/>	<hr/> (176,313) <hr/>	<hr/> 2,400,000 <hr/>	<hr/> 2,515,257 <hr/>
	<hr/>	<hr/>	<hr/>	<hr/>
	<i>Unrestricted funds 2018 £</i>	<i>Restricted funds 2018 £</i>	<i>Restricted fixed asset funds 2018 £</i>	<i>Total funds 2018 £</i>
Donations	190,459	(1,135,000)	1,626,000	681,459
	<hr/>	<hr/>	<hr/>	<hr/>
Total 2018	190,459	(1,135,000)	1,626,000	681,459
	<hr/>	<hr/>	<hr/>	<hr/>

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

4. Funding for the Academy Trust's educational operations

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	5,395,391	5,395,391
Pupil Premium	-	336,439	336,439
Other DfE Group grants	-	119,282	119,282
	-	5,851,112	5,851,112
Other Government grants			
Local Authority Grants	-	380,477	380,477
	-	380,477	380,477
Other funding			
Catering income	166,359	-	166,359
Trip income	76,517	-	76,517
	242,876	-	242,876
Total 2019	242,876	6,231,589	6,474,465

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

	<i>Unrestricted funds 2018 £</i>	<i>Restricted funds 2018 £</i>	<i>Total funds 2018 £</i>
DfE/ESFA grants			
General Annual Grant (GAG)	-	652,072	652,072
Pupil Premium	-	35,416	35,416
Start Up Grant	-	240,000	240,000
	-	927,488	927,488
Other Government grants			
Local Authority Grants	-	61,309	61,309
	-	61,309	61,309
Other funding			
Catering income	14,622	-	14,622
Educational grants from Norwich Diocesan Board of Finance	95,000	-	95,000
	109,622	-	109,622
Total 2018	109,622	988,797	1,098,419

5. Income from other trading activities

	Unrestricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Income from other charitable activities	78,015	78,015	17,214
Income from other ancillary trading	111,009	111,009	5,584
	189,024	189,024	22,798

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

6. Expenditure

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £
Educational Operations:				
Direct costs	4,880,827	-	491,014	5,371,841
Support costs	763,918	291,612	748,897	1,804,427
Total 2019	5,644,745	291,612	1,239,911	7,176,268

	<i>Other 2018 £</i>	<i>Total 2018 £</i>
Educational Operations:		
Direct costs	633,801	633,801
Allocated support costs	307,710	307,710
Total 2018	941,511	941,511

7. Analysis of expenditure by activities

	Direct costs 2019 £	Support costs 2019 £	Total funds 2019 £
Educational Operations	5,371,841	1,804,427	7,176,268
Total 2019	5,371,841	1,804,427	7,176,268

THE DIOCESE OF NORWICH ST BENET'S MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

7. Analysis of expenditure by activities (continued)

	<i>Activities undertaken directly 2018 £</i>	<i>Support costs 2018 £</i>	<i>Total funds 2018 £</i>
Educational Operations	633,801	307,710	941,511
<i>Total 2018</i>	<u>633,801</u>	<u>307,710</u>	<u>941,511</u>

Analysis of support costs

	Educational Operations 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Staff costs	763,918	763,918	111,946
Depreciation	14,403	14,403	348
Technology Costs	43,273	43,273	33,259
Recharged professional services DNEAT	113,559	113,559	-
Maintenance of premises and equipment	290,439	290,439	40,082
Other support costs	422,989	422,989	107,285
Improvements to diocesan premises occupied under licence	1,174	1,174	4,300
Governance costs	154,672	154,672	10,490
	<u>1,804,427</u>	<u>1,804,427</u>	<u>307,710</u>

8. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2019 £	<i>2018 £</i>
Depreciation of tangible fixed assets	14,403	348
Fees paid to auditors for:		
- audit	15,560	8,900
- other services	2,480	1,590
	<u>28,443</u>	<u>10,848</u>

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9. Staff costs

a. Staff costs

Staff costs during the year were as follows:

	2019 £	2018 £
Wages and salaries	4,290,348	485,262
Social security costs	359,549	40,457
Pension costs	937,470	107,770
	<u>5,587,367</u>	<u>633,489</u>
Agency staff costs	43,778	7,599
Staff restructuring costs	13,600	29,677
	<u><u>5,644,745</u></u>	<u><u>670,765</u></u>

Staff restructuring costs comprise:

	2019 £	2018 £
Contractual redundancy payments	13,600	29,677
	<u><u>13,600</u></u>	<u><u>29,677</u></u>

b. Staff numbers

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

	2019 No.	2018 No.
Teachers	71	60
Administration and support	170	114
Management	14	9
	<u><u>255</u></u>	<u><u>183</u></u>

c. Higher paid staff

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

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9. Staff costs (continued)

c. Higher paid staff (continued)

	2019 No.	2018 No.
In the band £60,001 - £70,000	3	-

d. Key management personnel

The key management personnel of the academy trust comprise the Chief Operations Officer, the Chief Executive Officer, and the Academy Improvements Director. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £216,722 (2018: £9,367).

Of this figure £24,279 (2018: £9,367) is not included with staff costs above, but is charged via a Service Level Agreement between the Academy Trust and The Diocese of Norwich Education and Academy Trust (note 24).

10. Central services

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

- Finance Support
- Legal Support
- Governor Support/Clerking

The Academy Trust charges for these services on the following basis:

From academy conversion dates (note 22):

1% of General Annual Grant and Education Services Grant.

The actual amounts charged during the year were as follows:

	2019 £	2018 £
Archbishop Sancroft High School (A CofE Academy)	19,191	1,604
Dickleburgh CofE Primary Academy	7,258	1,811
Diss CofE Junior Academy	13,023	1,910
Harleston CofE VA Primary Academy	14,481	1,196
Total	53,953	6,521

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11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2018 - £NIL).

During the year ended 31 August 2019, expenses totalling £42 were reimbursed or paid directly to 1 Trustee (2018 - £NIL).

12. Trustees' and Officers' insurance

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

13. Tangible fixed assets

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2018	1,626,000	5,567	-	1,631,567
Additions	-	20,194	24,129	44,323
Transfers between classes	2,400,000	-	-	2,400,000
At 31 August 2019	4,026,000	25,761	24,129	4,075,890
Depreciation				
At 1 September 2018	-	348	-	348
Charge for the year	-	6,440	7,963	14,403
At 31 August 2019	-	6,788	7,963	14,751
Net book value				
At 31 August 2019	4,026,000	18,973	16,166	4,061,139
At 31 August 2018	1,626,000	5,219	-	1,631,219

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13. Tangible fixed assets (continued)

Terms of Occupation of Premises

Year of conversion and academy name	Buildings	Land
2017/18 Archbishop Sancroft High School (A CofE Academy)	Licence, 2 years notice from NDBF	125 year lease from NCC
2017/18 Dickleburgh CofE Primary Academy	Licence, 2 years notice from NDBF	125 year lease from NCC
2017/18 Diss CofE Junior Academy	Licence, 2 years notice from NDBF	125 year lease from NCC
2017/18 Harleston CofE VA Primary Academy	Licence, 2 years notice from NDBF	125 year lease from NCC
2018/19 Diss Infant Academy and Nursery	125 year lease from NCC	125 year lease from NCC

14. Debtors

	2019 £	2018 £
Due within one year		
Trade debtors	18,110	12,352
Other debtors	67,906	447,567
Prepayments and accrued income	120,452	39,027
	<u>206,468</u>	<u>498,946</u>

15. Creditors: Amounts falling due within one year

	2019 £	2018 £
Trade creditors	126,763	88,676
Other taxation and social security	91,983	74,203
Other creditors	93,984	236,701
Accruals and deferred income	170,086	42,541
	<u>482,816</u>	<u>442,121</u>

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15. Creditors: Amounts falling due within one year (continued)

	2019 £	2018 £
	2019 £	2018 £
Deferred income at 1 September 2018	19,502	-
Resources deferred during the year	112,053	19,502
Amounts released from previous periods	(19,502)	-
	<u>112,053</u>	<u>19,502</u>

16. Statement of funds

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
Unrestricted funds	231,703	723,470	(517,947)	(44,323)	-	392,903
Restricted general funds						
General Annual Grant (GAG)	-	5,395,391	(5,118,391)	(277,000)	-	-
Pupil premium	-	336,439	(336,439)	-	-	-
Start up funds	100,934	-	(100,934)	-	-	-
Other LA grants	61,309	380,477	(441,786)	-	-	-
Capital grants	-	107,687	(107,687)	-	-	-
Other EFA Grants	-	119,282	(12,681)	-	-	106,601
Pension reserve	(1,155,000)	(284,000)	(526,000)	277,000	(619,000)	(2,307,000)
	<u>(992,757)</u>	<u>6,055,276</u>	<u>(6,643,918)</u>	<u>-</u>	<u>(619,000)</u>	<u>(2,200,399)</u>

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16. Statement of funds (continued)

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Restricted fixed asset funds						
Restricted Fixed Asset Funds	1,631,219	2,400,000	(14,403)	44,323	-	4,061,139
Total Restricted funds	638,462	8,455,276	(6,658,321)	44,323	(619,000)	1,860,740
Total funds	870,165	9,178,746	(7,176,268)	-	(619,000)	2,253,643

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

The General Annual Grant (GAG) represents core funding for the educational activities of the school that has been provided to the academy via the Education and Skills Funding Agency by the department of Education. The GAG fund has been set up because GAG must be used for the normal running costs of the academy.

The pension reserve identifies the pension deficit on the local authority pension scheme.

The local authority grants fund recognises the restricted grant funding received from the local authority to be used for the purpose of specific projects and assisting with the education of children who require special assistance when it comes to learning.

The restricted fixed assets fund recognises the tangible fixed assets gifted to the trust upon conversion by the local authority and also those purchased by the academy following conversion that have been funded from GAG and other funds (via fund transfers). Depreciation charged on those tangible fixed assets is allocated to the fund.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2019.

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16. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2019 were allocated as follows:

	2019 £	2018 £
Archbishop Sancroft High School/Harleston Primary Academy	265,800	220,560
Dickleburgh CofE Primary Academy	51,653	(22,576)
Diss CofE Junior/Infant and Nursery Academy	298,527	41,392
Central services	(116,476)	154,570
Total before fixed asset funds and pension reserve	499,504	393,946
Restricted fixed asset fund	4,061,139	1,631,219
Pension reserve	(2,307,000)	(1,155,000)
Total	2,253,643	870,165

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2019 £
Archbishop Sancroft High School/Harleston Primary Academy	2,986,801	339,727	283,634	559,496	4,169,658
Dickleburgh CofE Primary Academy	567,047	102,887	65,168	91,079	826,181
Diss CofE Junior/Infant and Nursery Academy	1,129,667	140,863	118,183	160,650	1,549,363
Central services	341,461	6,012	15,730	253,460	616,663
Academy Trust	5,024,976	589,489	482,715	1,064,685	7,161,865

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16. Statement of funds (continued)

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

	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers in/out</i> £	<i>Gains/ (Losses)</i> £	<i>Balance at 31 August 2018</i> £
Unrestricted funds					
Unrestricted funds	322,879	(85,609)	(5,567)	-	231,703
	<u>322,879</u>	<u>(85,609)</u>	<u>(5,567)</u>	<u>-</u>	<u>231,703</u>
Restricted general funds					
General Annual Grant (GAG)	652,072	(622,072)	(30,000)	-	-
Pupil premium	35,416	(35,416)	-	-	-
Start up funds	240,000	(139,066)	-	-	100,934
Other LA grants	61,309	-	-	-	61,309
Pension reserve	(1,135,000)	(59,000)	30,000	9,000	(1,155,000)
	<u>(146,203)</u>	<u>(855,554)</u>	<u>-</u>	<u>9,000</u>	<u>(992,757)</u>
Restricted fixed asset funds					
Restricted Fixed Asset Funds	1,626,000	(348)	5,567	-	1,631,219
	<u>1,626,000</u>	<u>(348)</u>	<u>5,567</u>	<u>-</u>	<u>1,631,219</u>
Total Restricted funds	<u>1,479,797</u>	<u>(855,902)</u>	<u>5,567</u>	<u>9,000</u>	<u>638,462</u>
Total funds	<u>1,802,676</u>	<u>(941,511)</u>	<u>-</u>	<u>9,000</u>	<u>870,165</u>

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17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	4,061,139	4,061,139
Current assets	774,278	208,042	-	982,320
Creditors due within one year	(381,375)	(101,441)	-	(482,816)
Provisions for liabilities and charges	-	(2,307,000)	-	(2,307,000)
Total	392,903	(2,200,399)	4,061,139	2,253,643

Analysis of net assets between funds - prior year

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Tangible fixed assets	-	-	1,631,219	1,631,219
Current assets	684,824	151,243	-	836,067
Creditors due within one year	(442,121)	-	-	(442,121)
Provisions for liabilities and charges	(11,000)	(1,144,000)	-	(1,155,000)
Total	231,703	(992,757)	1,631,219	870,165

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Reconciliation of net income to net cash flow from operating activities

	2019 £	2018 £
Net income for the year (as per Statement of financial activities)	2,002,478	861,165
Adjustments for:		
Depreciation	14,403	348
Defined benefit pension scheme obligation inherited	284,000	1,135,000
Defined benefit pension scheme cost less contributions payable	209,000	24,000
Defined benefit pension scheme finance cost	40,000	5,000
Decrease/(increase) in debtors	292,478	(498,946)
Increase in creditors	40,695	442,121
Fixed assets inherited on conversion	(2,400,000)	(1,626,000)
Net cash provided by operating activities	483,054	342,688

19. Cash flows from investing activities

	2019 £	2018 £
Purchase of tangible fixed assets	(44,323)	(5,567)
Net cash used in investing activities	(44,323)	(5,567)

20. Analysis of cash and cash equivalents

	2019 £	2018 £
Cash in hand	775,852	337,121
Total cash and cash equivalents	775,852	337,121

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21. Conversion to an academy trust

On 1 January 2019 Diss Infant and Nursery School with Children's Centre converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The Diocese of Norwich St Benet's Multi-Academy Trust from Norfolk County 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 value and recognised in the Balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Statement of financial activities as Income from Donations and Capital Grants - 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.

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total funds £
Leasehold land and buildings	-	-	2,400,000	2,400,000
Budget surplus/(deficit) on LA funds	136,654	-	-	136,654
LGPS surplus/(deficit)	-	(284,000)	-	(284,000)
Net assets/(liabilities)	136,654	(284,000)	2,400,000	2,252,654

The leasehold land transferred on conversion is held on a 125 year lease with Norfolk County Council.

22. Pension commitments

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

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

Contributions amounting to £30,543 were payable to the schemes at 31 August 2019 (2018 - £22,288) and are included within creditors.

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22. Pension commitments (continued)

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. 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 previous actuarial valuation was carried out as at 31 March 2012 and determined the contributions for the period, which were paid at a rate of 16.48%. This rate has been paid since September 2015.

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%).

The employer's pension costs paid to TPS in the year amounted to £377,000 (2018 - £34,000).

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 Academy Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Trust has set out above the information available on the scheme.

Scheme changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

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22. Pension commitments (continued)

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £351,000 (2018 - £38,000), of which employer's contributions totalled £277,000 (2018 - £30,000) and employees' contributions totalled £ 74,000 (2018 - £8,000). The agreed contribution rates for future years are 16.4 per cent for employers and per cent for employees.

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

Principal actuarial assumptions

	2019	2018
	%	%
Rate of increase in salaries	2.6	2.60
Rate of increase for pensions in payment/inflation	2.3	2.30
Discount rate for scheme liabilities	1.9	2.80

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

	2019	2018
	Years	Years
<i>Retiring today</i>		
Males	21.1	22.1
Females	23.5	24.4
<i>Retiring in 20 years</i>		
Males	22.4	24.1
Females	25.0	26.4

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22. Pension commitments (continued)

Sensitivity analysis

	2019 £000	2018 £000
Discount rate +0.1%	118,600	66,400
Discount rate -0.1%	(118,600)	(66,400)
Mortality assumption - 1 year increase	178,240	103,520
Mortality assumption - 1 year decrease	(178,240)	(103,520)
CPI rate +0.1%	103,600	56,400
CPI rate -0.1%	(103,600)	(56,400)

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

	At 31 August 2019 £	At 31 August 2018 £
Equities	1,053,010	731,000
Corporate bonds	773,640	487,000
Property	257,880	172,000
Cash and other liquid assets	64,470	43,000
Total market value of assets	2,149,000	1,433,000

The actual return on scheme assets was £[enter amount] (2018 - £10,186).

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

	2019 £	2018 £
Current service cost	(464,000)	(54,000)
Past service cost	(22,000)	-
Interest income	50,000	5,000
Interest cost	(90,000)	(10,000)
Total amount recognised in the Statement of financial activities	(526,000)	(59,000)

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22. Pension commitments (continued)

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

	2019 £	2018 £
At 1 September	2,588,000	-
Conversion of academy trusts	544,000	2,520,000
Current service cost	464,000	54,000
Interest cost	90,000	10,000
Employee contributions	74,000	8,000
Actuarial losses/(gains)	685,000	(1,000)
Benefits paid	(11,000)	(3,000)
Past service costs	22,000	-
At 31 August	4,456,000	2,588,000

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

	2019 £	2018 £
At 1 September	1,433,000	-
Conversion of academy trusts	260,000	1,385,000
Interest income	50,000	5,000
Actuarial gains	66,000	8,000
Employer contributions	277,000	30,000
Employee contributions	74,000	8,000
Benefits paid	(11,000)	(3,000)
At 31 August	2,149,000	1,433,000

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23. Operating lease commitments

At 31 August 2019 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2019 £	2018 £
Not later than 1 year	11,361	7,876
Later than 1 year and not later than 5 years	16,878	17,502
Later than 5 years	2,210	3,978
	<u>30,449</u>	<u>29,356</u>

24. Members' liability

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

25. Related party transactions

Owing to the nature of the Academy Trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a trustee has an interest. All transactions involving such organisations are conducted in accordance with the Academy Trust's financial regulations and normal procurement procedures relating to connect and related party transactions. All purchases from related parties were provided at no more than cost and the Trust received statements of assurance confirming this.

The Norwich Diocesan Board of Finance (NDBF) is a related party due to its powers in relation to the appointment of the Company's members.

NDBF awarded £nil (2018: £95,000) in Start Up grants to the Trust to support the establishment and growth of the trust. NDBF recharged costs incurred in relation to services provided to the Trust totalling £2,550 (2018: £nil). There are no balances outstanding at the year end (2018: debtor of £95,000).

In the prior year, a further £95,000 Start Up grant was awarded by the DfE, this was initially received by The Diocese of Norwich Education and Academies Trust (DNEAT) acting as agent for the new trust. DNEAT is a related party due to a common influence on the appointment of company members from the NDBF. The funds were included within St Benet's as restricted income. There were no such occurrences in the current year.

DNEAT charged the trust £113,559 (2018: £38,775) in respect of set-up and ongoing management costs. A further £6,619 (2018: £282,731) was reimbursed to DNEAT for costs that it incurred on behalf of the Trust (as agent) in the period. All such amounts have been provided at no more than cost and DNEAT has provided a statement of assurance confirming this. There were no balances outstanding at the year end (2018: £nil).

