Company Registration Number: 07700909 (England & Wales)

EASTWOOD PARK ACADEMY TRUST

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2019

EASTWOOD PARK ACADEMY TRUST
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 9
Governance Statement	10 - 13
Statement on Regularity, Propriety and Compliance	14
Statement of Trustees' Responsibilities	15
Independent Auditors' Report on the Financial Statements	16 - 19
Independent Reporting Accountant's Report on Regularity	20 - 21
Statement of Financial Activities Incorporating Income and Expenditure Account	22
Balance Sheet	23 - 24
Statement of Cash Flows	25
Notes to the Financial Statements	26 - 52

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mr L Whittick (resigned 9 September 2019) Mrs J Barber (appointed 5 December 2018, resigned 6 September 2019) Mr D Allen Mr D Hagan Mrs S Mirza
Trustees	Mr I Harkes (appointed 25 September 2019) Mr N Houchen, CEO and Accounting Officer Mr D Allen, (appointed Vice Chair 25 September 2019) (appointed 5 December 2018) Mrs K Heath, (appointed Vice Chair of Finance & Audit Committee 4 December 2019), (resigned as Chair of Finance & Audit Committee 4 December 2019) Mrs A H Fethi, (appointed Chair 18 September 2019), (resigned as Vice Chair 24 September 2019), (resigned Vice Chair Finance & Audit Committee 4 December 2019) Ms A J Chrabaszcz (resigned 5 December 2018) Mr L Whittick, Chair (resigned 18 September 2019) Mr M Wilson, (appointed Chair of Finance & Audit Committee 4 December 2019) (appointed 27 March 2019)
Company registered number	07700909
Company name	Eastwood Park Academy Trust
Principal and registered office	The Eastwood Academy Rayleigh Road Leigh on Sea Southend on Sea Essex SS9 5UU
Company secretary	Mrs K E Toms
Chief executive officer	Mr N Houchen
Senior management team	Mr N Houchen, CEO and Principal of The Eastwood Academy Mr W Brogan, Principal Mrs Y Willis, Finance Officer
Independent auditors	Landau Baker Limited Chartered Accountants Statutory Auditors Mountcliff House 154 Brent Street London NW4 2DR

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Bankers

HSBC Bank plc
1-13 Broadway
London Road
Southend on Sea
Essex
SS1 1TJ

Lloyds Bank plc
77 High Street
Southend-on-Sea
Essex
SS1 1HT

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 operates one primary and one secondary academy in the Southend-on-Sea catchment area. Its academies had a roll of 1,627 in the Summer Term school census on 17 May 2019.

Structure, governance and management

a. Constitution

The trust is a company limited by guarantee and an exempt charity. It was incorporated on 11 July 2011 and in terms of a Funding Agreement entered into with the Secretary of State for Education, became a trust on 17 August 2011. The trust's memorandum and articles of association are the primary governing documents of the trust. The trustees are also the directors of the charitable company for the purposes of company law. The charitable company was formerly known as The Eastwood Academy Trust and changed its name in November 2016 to Eastwood Park Academy Trust. .

The principal activity of the trust is to advance, for the public benefit, education in Southend-on-Sea, Essex, and the surrounding area by maintaining and operating The Eastwood Academy in Leigh-on-Sea and Bournemouth Park Academy in Southend-on-Sea.

Details of 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.

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 Members are appointed under Article 12 of the trust's Articles of Association, which states:

The Members of the Academy Trust shall comprise
- the signatories to the Memorandum until they resign or otherwise cease to be members; and
- any person appointed under Article 15A;

New trustees are appointed by the Members under article 50 which states:

The Members may appoint by special resolution up to 7 Trustees.

Or under article 58 which states:

The Trustees may appoint Co-opted Trustees. A 'Co-opted Trustee' means a person who is appointed to be a Trustee by being Co-opted by Trustees who have not themselves been so appointed. The Trustees may not co-opt an employee of the Academy Trust as a Co-opted Trustee if thereby the number of Trustees who are employees of the Academy Trust would exceed one third of the total number of Trustees.

Structure, governance and management (continued)

d. Policies and Procedures Adopted for the Induction and Training of Trustees

During the period under review, the trustees held five meetings. In addition there were three meetings of the Finance and Audit Committee. The training and induction provided for new trustees utilises both classroom based courses provided by Southend Governor Services and internal induction. Where necessary induction and training covers charity, educational, legal and financial matters.

All new trustees are offered tours of both Academies and the chance to meet with staff and pupils as well as ongoing support and advice from the Company Secretary. All trustees are provided with copies of the relevant policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees.

e. Organisational Structure

Eastwood Park Academy Trust has established a management structure to enable its efficient running. The structure consists of two levels: the trustees and the executives who are the senior leadership team.

The board of trustees has considered its role thoughtfully and decided that the role of the trustees is to approve the strategic direction and objectives of the trust and monitor its progress towards these objectives. Trustees are responsible for setting general policies, adopting an annual plan and budget for its academies, monitoring each academy by use of budgets and making major decisions about the direction of the trust, including capital expenditure and senior staff appointments.

The board of trustees has approved a scheme of delegation which sets out a statement on the system of internal control, responsibilities, standing orders, a scheme of delegation and terms of reference. The academy principles are directly responsible for the day to day running of their academy and are assisted by their Senior Leadership Teams.

The trust has appointed a Responsible Officer (RO) who provides oversight of the operation of financial management arrangements. The RO undertakes checks to help ensure that the financial responsibilities of the board of trustees are properly discharged.

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

The trust operates a robust Pay Policy which sets out the framework for making decisions on staff pay. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD). The objective of the policy is to:

- ensure that pay and staffing arrangements enable the current and future delivery of the curriculum and trust improvement plans;
- support the recruitment and retention of high quality staff;
- recognise and reward staff for their contribution to trust improvement;
- ensure that pay decisions are made in a fair and transparent way; and
- ensure that budgetary funds are allocated appropriately.

Remuneration awards in the year are subject to the key management personnel demonstrating a sustained high quality of performance, as indicated by the extent to which objectives delineated in his/her annual Performance Management appraisal have been met. A discretionary time-limited pay award for key personnel who have reached the top of their relevant pay range may be awarded.

Structure, governance and management (continued)

The trust has delegated responsibility to the CEO in terms of producing a Pay Review Statement. The trust Finance Officer will work with the CEO to produce the annual Pay Review Statement.

g. Trade Union Facility Time

Relevant union officials

Number of employees who were relevant union officials during the year	5
Full-time equivalent employee number	5

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	5
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time	£000	
Total cost of facility time	-	
Total pay bill	6,582,000	
Percentage of total pay bill spent on facility time	-	%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	-	%

h. Connected Organisations, including Related Party Relationships

The composition of the board of trustees is drawn from local public and private sector organisations. It is therefore inevitable that transactions may take place with organisations in which a member of the board of trustees may have an interest. All such transactions would be conducted at arm's length.

i. Risk Management

The trustees have assessed the major risks to which the trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the academies, and its finances. The trustees have implemented a number of systems to assess risks that the academies face, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Risks are scored and prioritised in terms of their potential operational or financial impact and assessed in terms of the likelihood of occurrence. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The trust has an effective system of internal financial controls.

Structure, governance and management (continued)

j. Trustees' Indemnities

Subject to the provisions of the Companies Act, every trustee or other officer of the Charitable Company shall be indemnified out of the assets of the Charitable Company against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Charitable Company.

OBJECTIVES AND ACTIVITIES

a. Objects and Aims

The principal object and activity of the trust is the operation of The Eastwood Academy and Bournemouth Park Academy, to advance for the public benefit education in the United Kingdom, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

b. Objectives, Strategies and Activities

In accordance with the articles of association, the trust has adopted a "Scheme of Government" approved by the Secretary of State for Education. The Scheme of Government specifies, amongst other things, the basis for admitting pupils to each academy, the catchment area from which the pupils are drawn, and that the curriculum should comply with the substance of the national curriculum.

The main objectives of the trust during the year ended 31 August 2019 are summarised below:

- to ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- to raise the standard of educational achievement of all pupils;
- to improve the effectiveness of the academies by keeping the curriculum and organisational structure under continual review;
- to provide value for money for the funds expended;
- to comply with all appropriate statutory and curriculum requirements;
- to maintain close links with industry and commerce; and
- to conduct the trust's business in accordance with the highest standards of integrity, probity and openness.

The trust's vision is to create:

- a strong ethos of achievement leading to improved standards
- personal confidence
- appropriate thinking skills

This is achieved through developing:

- a sense of personal identity
- a sense of belonging to an individual academy
- an emphasis on personal and community responsibility
- a positive learning climate in terms of the nature of courses offered and teaching styles utilised
- positive relationships with external partners

OBJECTIVES AND ACTIVITIES (continued)

c. Public benefit

In setting the objectives, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

STRATEGIC REPORT

Achievements and performance

a. 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 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.

b. Key Performance Indicators

The Performance Review can be viewed online at http://www.epat.education/docs/epat/epat performance review 2019.pdf.

Key financial performance indicators include the number of pupils on roll since this forms the basis of the ESFA's funding. In accordance with the changes to the Academy's Admissions Policy, The Eastwood Academy will accept 220 pupils into Year 7 as opposed to 200 in previous years.

The other main financial performance indicator is staffing costs as a percentage of total income. For 2018/19 this was 75% (2017/18 – 76%). This demonstrates that the academy trust has managed the cost of living rise and performance related increments at a time when income from the ESFA is reducing.

FINANCIAL REVIEW

a. Financial and Risk Management Objectives and Policy

The trust is exposed to a number of financial risks including credit, cash flow and liquidity risks. Exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. Risks are reviewed regularly and the trust's system of internal controls ensures risk is minimal in these areas.

b. Investment Policy

The Memorandum of Association allows the trust to deposit or invest any funds not immediately required for the furtherance of its objects. At the current time the trust only holds cash reserves at the bank on interest bearing accounts.

STRATEGIC REPORT (continued)

FINANCIAL REVIEW (continued)

c. Reserves Policy

The level of reserves held by the trust takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves.

The trustees consider that the appropriate level of free reserves held to be approximately £670,000.

The trust is building its' reserves to facilitate:

- the refurbishment of the existing Science Block at The Eastwood Academy, with costs estimated to be in the region of £0.5m. The timescale for this project is completion by Summer 2021.
- The refurbishment of the existing DT Block at The Eastwood Academy, with costs estimated to be in the region of £0.3m. The timescale for this project is completion by Summer 2022.
- The refurbishment and extension of the existing Learning Enhancement Suit at The Eastwood Academy, with costs estimated to be in the region of £0.2m. The timescale for this project is completion by Summer 2020.

The surplus balance on the restricted and unrestricted funds (excluding pension and fixed asset reserves) at 31st August 2019 was £1,471,000 (2018: 1,907,000).

d. Principal Funding

Most of the trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2019 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 Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2005), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in the total funds of the trust. It should be noted that this does not present the trust with any current liquidity problem. The employer contributions are currently being assessed and it is expected that they will increase to bring a further reduction in this pension deficit in future, although this may not be achieved until stock market investment values start to recover.

Fundraising

The trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the trustees.

Fundraising (continued)

Plans for Future Periods

a. Future Developments

The Strategic and Operational Review can be viewed online at: http://www.epat.education/docs/EPAT%20Overview.pdf.

Funds held as Custodian Trustee on behalf of others

The trust held £219,583 as custodian on behalf of the Southend West School Sports Partnership. These funds are held in a separate bank account in the name of the Sports Partnership and are not included in these financial statements.

Disclosure of Information to Auditors

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

- So far as that trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- That trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the charitable company's auditors in connection with preparing their report and to establish that the charitable company's auditors are aware of that information.

This report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 4 December 2019 and signed on the board's behalf by:

Mrs A H Hethi
Chair of Trustees

GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Eastwood Park 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 CEO Mr Neil Houchen, 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 Eastwood Park 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 5 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
Mr N Houchen, CEO and Accounting Officer	5	5
Mr D Allen, appointed vice chair 25 September 2019	4	4
Mrs K Heath, (appointed Vice Chair of Finance & Audit Committee 4 December 2019), (resigned as Chair of Finance & Audit Committee 4 December 2019)	5	5
Mrs A H Fethi, Chair of Trustees (appointed 25 September 2019)	5	5
Ms A J Chrabaszcz	0	1
Mr L Whittick, Chair of Trustees (resigned 18 September 2019)	4	5
Mr M Wilson, (appointed Chair of Finance & Audit Committee 4 December 2019)	3	3

Recruitment to the Board of Trustees is carried out on a skills basis. It had been agreed that there should be seven members of the Board. The board is presently carrying one vacancy. There are plans to fill this vacancy during the Autumn Term 2019. Other than this, the Board are content with their number and composition.

The key challenges for the Board this year have been an OFSTED inspection at The Eastwood Academy which resulted in an Outstanding finding and the referral of The Eastwood Academy's Admissions Policy to the Office of the Schools Adjudicator and the subsequent re-drafting of that Policy as well as the awarding of contracts for building works at both academies.

Governance Review

Governance within the trust was rated as 'Outstanding' by OFSTED as part of an inspection of The Eastwood Academy in December 2018. Comments on governance included:

Governors have a clear and accurate view of the school's strengths. They provide leaders with effective support and challenge, which ensures that the school continues to improve.

Governance (continued)

The Structure of Governance across the Trust was considered on a formal basis in July 2019 using the NGA's 21 questions for MAT Governance. There were no areas of significant concern.

Trustees met five times to consider education matters and three times as the Finance and Audit Committee (on which all trustees sit). Financial oversight was maintained at these meetings and by the distribution to all trustees of monthly accounts which are approved by the chair and all trustees are invited to scrutinise.

The **Finance and Audit Committee** is a sub-committee of the main board of Trustees. Its purpose is to, through delegated authority, take financial decisions on behalf of the Board of Trustees, to provide independent checking of the Trust's financial controls, systems transactions and risks, review of the reports from the Responsible Officer and the completion of a Statement of Internal Control for each constituent Academy. All trustees sit on this Committee. Issues dealt with in the year include the consideration and recommendation that the Board of Trustees adopt the accounts for 2018/19 and the 3 year budget plans for the 2019/20, 2020/21 and 2021/22 academic years.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr D Allen (appointed 5 December 2018)	2	2
Ms A J Chrabaszcz (resigned 5 December 2018)	0	1
Mrs A H Fethi Vice Chair	3	3
Mrs K Heath Chair	3	3
Mr N Houchen (CEO and accounting officer)	2	3
Mr L Whittick	3	3
Mr M Wilson	1	1

Review for Value for Money

As Accounting Officer, the CEO Mr Neil Houchen has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

- Continually striving to improve the education outcomes of pupils at the Trust academies. The 2018/19 results can be viewed online at http://www.epat.education/docs/epat performance review 2019.pdf
- Improving facilities for learning by investing in property and ICT equipment;
- Purchasing refurbished computers from a reputable supplier generating savings of circa 60% against purchasing new;
- Following robust financial procedures ensuring budget holders obtain three competitive quotations for orders between £1,000 and £9,999. For orders in excess of £9,999 formal tendering procedures must be followed.

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 Eastwood Park 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 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 on-going process for identifying, evaluating and managing the 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 Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed

- A trustee (appointed termly), to performs spot checks;
- Landau Baker Limited, the external auditors, to perform additional checks.

The appointees' 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:

- testing of purchase system from purchase order to payment of invoice;
- review of the payroll system to ensure that employees are correctly remunerated and payments are only made to current employees;
- review of Aged Debtor and Creditor reports; and
- review of Control Accounts for VAT, bank accounts, credit cards, payroll, debtors and creditors.

On a termly basis, the appointees report to the Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

The RO function has been fully delivered in line with the ESFA's requirements as noted in the Academies

GOVERNANCE STATEMENT (CONTINUED)

The Risk and Control Framework (continued)

Financial Handbook (September 2018). The RO has not identified any material issues.

Review of Effectiveness

As Accounting Officer, the CEO, Mr Neil Houchen 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 responsible officer;
- the work of the external auditors; and
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit committee. A plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 4 December 2019 and signed on their behalf by:

Mrs A H Fethi
Chair

Mr N Houchen
Accounting Officer

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Eastwood Park 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.

Mr N Houchen
Accounting Officer
Date: 4 December 2019

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:

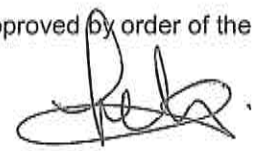
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting 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 4 December 2019 and signed on its behalf by:



Mrs A H Fethi
Chair of Trustees

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF EASTWOOD PARK ACADEMY TRUST

Opinion

We have audited the financial statements of Eastwood Park 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.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF EASTWOOD PARK 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.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF EASTWOOD PARK ACADEMY TRUST (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the academy 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

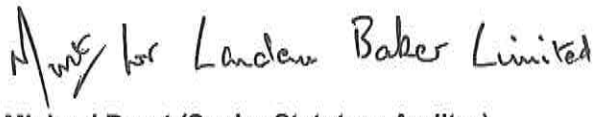
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee 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.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF EASTWOOD PARK ACADEMY TRUST (CONTINUED)



Michael Durst (Senior Statutory Auditor)

for and on behalf of
Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House

154 Brent Street

London

NW4 2DR

4 December 2019

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

In accordance with the terms of our engagement letter dated 31 October 2011 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 Eastwood Park 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 Eastwood Park 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 Eastwood Park 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 Eastwood Park Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Eastwood Park Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Eastwood Park Academy Trust's funding agreement with the Secretary of State for Education dated 17 August 2011 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.

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO EASTWOOD PARK 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.

Landau Baker Limited

Reporting Accountant

Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House
154 Brent Street
London
NW4 2DR

Date: 4 December 2019

EASTWOOD PARK 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 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	Total funds 2019 £000	*Total funds 2018 £000*
Income from:						
Donations and capital grants	3	15	22	966	1,003	*669*
Charitable activities		-	8,495	-	8,495	*7,980*
Other trading activities		103	102	-	205	*215*
Investments	6	-	9	-	9	*5*
Total income		118	8,628	966	9,712	*8,869*
Expenditure on:						
Raising funds		112	37	-	149	*164*
Charitable activities	8	-	8,352	772	9,124	*8,992*
Total expenditure		112	8,389	772	9,273	*9,156*
Net income		6	239	194	439	*(287)*
Transfers between funds	21	-	(926)	926	-	-
Net movement in funds before other recognised gains/(losses)		6	(687)	1,120	439	*(287)*
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	28	-	(317)	-	(317)	*624*
Net movement in funds		6	(1,004)	1,120	122	*337*
Reconciliation of funds:						
Total funds brought forward		24	32	20,205	20,261	*19,924*
Net movement in funds		6	(1,004)	1,120	122	*337*
Total funds carried forward		30	(972)	21,325	20,383	*20,261*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 26 to 52 form part of these financial statements.

BALANCE SHEET
AS AT 31 AUGUST 2019

	Note		2019 £000		2018 £000
Fixed assets					
Tangible assets	15		**21,272**		*20,205*
			21,272		*20,205*
Current assets					
Stocks	16	**6**		*5*	
Debtors	17	**374**		*512*	
Cash at bank and in hand		**1,985**		*2,224*	
		2,365		*2,741*	
Creditors: amounts falling due within one year	18	**(759)**		*(828)*	
Net current assets			**1,606**		*1,913*
Total assets less current liabilities			**22,878**		*22,118*
Creditors: amounts falling due after more than one year	19		**(82)**		*(6)*
Net assets excluding pension liability			**22,796**		*22,112*
Defined benefit pension scheme liability	28		**(2,413)**		*(1,851)*
Total net assets			**20,383**		*20,261*
Funds of the academy trust					
Restricted funds:					
Fixed asset funds	21	**21,325**		*20,205*	
Restricted income funds	21	**1,441**		*1,883*	
Restricted funds excluding pension asset	21	**22,766**		*22,088*	
Pension reserve	21	**(2,413)**		*(1,851)*	
Total restricted funds	21		**20,353**		*20,237*
Unrestricted income funds	21		**30**		*24*
Total funds			**20,383**		*20,261*

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2019

The financial statements on pages 22 to 52 were approved by the Trustees, and authorised for issue on 04 December 2019 and are signed on their behalf, by:

Mrs A H Fethi
Chair of Trustees

Mr N Houchen
Principal

The notes on pages 26 to 52 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £000	*2018 £000*
Cash flows from operating activities			
Net cash provided by operating activities	23	**600**	*135*
Cash flows from investing activities	25	**(864)**	*(147)*
Cash flows from financing activities	24	**25**	*(13)*
Change in cash and cash equivalents in the year		**(239)**	*(25)*
Cash and cash equivalents at the beginning of the year		**2,224**	*2,249*
Cash and cash equivalents at the end of the year	26	**1,985**	*2,224*

The notes on pages 26 to 52 form part of these financial statements

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.

Eastwood Park 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.

1. Accounting policies (continued)

1.4 Expenditure

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

- **Expenditure on raising funds**
  This includes all expenditure incurred by the academy 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 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 Interest receivable

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

1.6 Tangible fixed assets

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

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

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

Depreciation is provided on the following bases:

Freehold property	- 25 to 80 years
Long-term leasehold property	- 125 years
Furniture and equipment	- 5 years

1. Accounting policies (continued)

1.6 Tangible fixed assets (continued)

Computer equipment	- 3 years
Motor vehicles	- 5 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 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.8 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.

1.9 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.

1.10 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.

1.11 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 17. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 18 and 19. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1. Accounting policies (continued)

1.12 Pensions

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ("TPS") and the Local 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.

1.13 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.

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

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 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 28, 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.

3. Income from donations and capital grants

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	**Total funds 2019 £000**	*Total funds 2018 £000*
Donations	15	22	-	**37**	*28*
Capital grants	-	-	966	**966**	*641*
	15	22	966	**1,003**	*669*
Total 2018	*11*	*17*	*641*	*669*	

4. Funding for the academy trust's educational operations

	Restricted funds 2019 £000	Total funds 2019 £000	*Total funds 2018 £000*
DfE/ESFA grants			
School budget share	7,285	**7,285**	*6,814*
Other ESFA grants	823	**823**	*685*
	8,108	**8,108**	*7,499*
Other government grants			
LA and other government grants	271	**271**	*350*
	8,379	**8,379**	*7,849*

5. Income from other trading activities

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Total funds 2019 £000	*Total funds 2018 £000*
Lettings income	-	54	**54**	*51*
Trips income	103	9	**112**	*122*
Catering income	-	39	**39**	*41*
Income from other charitable activities	-	116	**116**	*132*
	103	218	**321**	*346*
Total 2018	*120*	*226*	*346*	

6. Investment income

	Restricted funds 2019 £000	Total funds 2019 £000	*Total funds 2018 £000*
Bank interest	9	**9**	*5*

7. Expenditure

	Staff Costs 2019 £000	Premises 2019 £000	Other 2019 £000	Total 2019 £000	*Total 2018 £000*
Expenditure on raising voluntary income:					
Direct costs	-	-	112	**112**	*129*
Expenditure on fundraising trading activities:					
Direct costs	-	-	37	**37**	*35*
Educational operations:					
Direct costs	5,817	-	661	**6,478**	*6,256*
Allocated support costs	765	1,357	524	**2,646**	*2,736*
	6,582	1,357	1,334	**9,273**	*9,156*
Total 2018	*6,472*	*1,565*	*1,119*	*9,156*	

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Total funds 2019 £000	*Total funds 2018 £000*
Educational operations	-	9,084	**9,084**	*8,940*
Pension cost	-	40	**40**	*52*
Total 2018	*7*	*8,985*	*8,992*	

9. Analysis of expenditure by activities

	Activities undertaken directly 2019 £000	Support costs 2019 £000	Total funds 2019 £000	*Total funds 2018 £000*
Educational operations	6,478	2,646	**9,124**	*8,992*
Total 2018	*6,256*	*2,736*	*8,992*	

Analysis of direct costs

	Educational operations 2019 £000	Total funds 2019 £000	*Total funds 2018 £000*
Staff costs	5,773	**5,773**	*5,614*
Depreciation	33	**33**	*23*
Technology costs	20	**20**	*19*
Examination fees	68	**68**	*57*
Broadband and telephone costs	21	**21**	*17*
Staff training and development	35	**35**	*59*
Licences	14	**14**	*17*
Non ICT educational supplies	440	**440**	*383*
Transport costs	14	**14**	*13*
Other direct costs	16	**16**	*16*
Agency supply costs	44	**44**	*38*
	6,478	**6,478**	*6,256*

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational operations 2019 £000	Total funds 2019 £000	*Total funds 2018 £000*
Pension finance costs	40	**40**	*52*
Staff costs	765	**765**	*819*
Depreciation	738	**738**	*848*
Utilities	190	**190**	*159*
Site management	465	**465**	*420*
Insurance	33	**33**	*31*
Catering provision	176	**176**	*158*
Repairs and maintenance	142	**142**	*138*
Other support costs	28	**28**	*42*
Governance costs	69	**69**	*69*
	2,646	**2,646**	*2,736*

10. Net income

Net income for the year includes:

	2019 £000	*2018 £000*
Operating lease rentals	**20**	*23*
Depreciation of tangible fixed assets	**769**	*871*
Fees paid to auditors for:		
- audit	**12**	*11*
- other services	**3**	*3*

11. Staff costs

a. Staff costs

Staff costs during the year were as follows:

	2019 £000	*2018 £000*
Wages and salaries	**5,051**	*4,951*
Social security costs	**472**	*455*
Pension costs	**1,009**	*1,016*
	6,532	*6,422*
Agency staff costs	**44**	*38*
Staff restructuring costs	**6**	*12*
	6,582	*6,472*

Staff restructuring costs comprise:

	2019 £000	*2018 £000*
Severance payments	**6**	*12*
	6	*12*

b. Non-statutory/non-contractual staff severance payments

A non-contractual termination payment of £6,000 (2018: £12,000) was paid to one (2018: two) former member of staff during the period.

c. Staff numbers

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

	2019 No.	*2018 No.*
Teachers	**92**	*91*
Administration and support	**71**	*77*
Management	**13**	*13*
	176	*181*

11. Staff costs (continued)

c. Staff numbers (continued)

The average headcount expressed as full-time equivalents was:

	2019 No.	2018 No.
Teachers	83	82
Administration and support	51	50
Management	13	13
	147	145

d. Higher paid staff

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

	2019 No.	2018 No.
In the band £60,001 - £70,000	3	4
In the band £70,001 - £80,000	3	2
In the band £80,001 - £90,000	1	-
In the band £100,001 - £110,000	-	2
In the band £110,001 - £120,000	1	-

e. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy Trust was £994,682 (2018: £900,668).

12. Central services

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

- Finance and administration services
- Education support services
- Governance support

The academy trust charges for these services on the following basis:

The central services charge has been levied on each academy at 3% of GAG income.

The actual amounts charged during the year were as follows:

	2019 £000	*2018* *£000*
The Eastwood Academy	**141**	*135*
Bournemouth Park Academy	**76**	*69*
Total	**217**	*204*

13. Trustees' remuneration and expenses

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

		2019 £000	*2018* *£000*
Mr N Houchen, CEO and Accounting Officer	Remuneration	**115 - 120**	*105 - 110*
	Pension contributions paid	**15 - 20**	*15 - 20*

During the year ended 31 August 2019, no Trustee expenses have been incurred *(2018 - £NIL)*.

14. 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.

15. Tangible fixed assets

	Freehold property £000	Long-term leasehold property £000	Assets under construction £000	Furniture and fixtures £000	Plant and equipment £000	Total £000
Cost or valuation						
At 1 September 2018	16,966	7,548	532	839	232	26,117
Additions	16	346	1,332	120	25	1,839
Disposals	-	-	-	(3)	-	(3)
Transfers between classes	1,380	269	(1,649)	-	-	-
At 31 August 2019	18,362	8,163	215	956	257	27,953
Depreciation						
At 1 September 2018	4,950	95	-	683	183	5,911
Charge for the year	599	70	-	68	34	771
On disposals	-	-	-	(1)	-	(1)
At 31 August 2019	5,549	165	-	750	217	6,681
Net book value						
At 31 August 2019	12,813	7,998	215	206	40	21,272
At 31 August 2018	*12,016*	*7,453*	*532*	*156*	*48*	*20,205*

16. Stocks

	2019 £000	*2018 £000*
Uniform stock	6	*5*

17. Debtors

	2019 £000	2018 £000
Due within one year		
Trade debtors	25	210
Other debtors	112	235
Prepayments and accrued income	237	67
	374	512

18. Creditors: Amounts falling due within one year

	2019 £000	2018 £000
Other loans	12	63
Trade creditors	246	320
Other taxation and social security	232	220
Accruals and deferred income	269	225
	759	828

Other loans due within one year relate to £6,000 from Salix Finance Limited which is unsecured and free of interest and £6,000 from the ESFA under the Condition Improvement Fund which is unsecured, repayable over 10 years from September 2019 with an interest rate of 1.85% accruing on the loan.

	2019 £000	2018 £000
Deferred income at 1 September 2018	93	101
Resources deferred during the year	113	93
Amounts released from previous periods	(93)	(101)
	113	93

At the balance sheet date the Academy Trust was holding funds received in advance for trips and grants receivable.

19. Creditors: Amounts falling due after more than one year

	2019 £000	2018 £000
Other loans	82	6

19. Creditors: Amounts falling due after more than one year (continued)

Other loans falling due after one year relate to £18,000 from Salix Finance Limited which is unsecured and free of interest, £44,000 from ESFA under the Condition Improvement Fund which is unsecured, repayable over 10 years from September 2019 with an interest rate of 1.85% accruing on the loan and £20,000 from the ESFA under the Condition Improvement Fund which is unsecured, repayable over 10 years from September 2020 with an interest rate of 2.29% accruing on the loan.

20. Financial instruments

	2019 £000	*2018* *£000*
Financial assets		
Financial assets measured at fair value through income and expenditure	**1,985**	*2,224*
Financial assets that are debt instruments measured at amortised cost	**183**	*324*
	2,168	*2,548*

	2019 £000	*2018* *£000*
Financial liabilities		
Financial liabilities measured at amortised cost	**(425)**	*(521)*

Financial assets measured at fair value through income and expenditure comprise bank and cash balances.

Financial assets that are debt instruments measured at amortised cost comprise debtors and accrued income.

Financial liabilities measured at amortised cost comprise loans, creditors and accruals.

21. **Statement of funds**

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2019 £000
Unrestricted funds						
General Funds - all funds	24	118	(112)	-	-	30
Restricted general funds						
GAG funding	1,883	7,285	(6,801)	(926)	-	1,441
Pupil premium funding	-	627	(627)	-	-	-
Other ESFA funding	-	196	(196)	-	-	-
LA and other government funding	-	271	(271)	-	-	-
General	-	249	(249)	-	-	-
Pension reserve	(1,851)	-	(245)	-	(317)	(2,413)
	32	8,628	(8,389)	(926)	(317)	(972)
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	20,205	-	(772)	926	-	20,359
CIF funding	-	378	-	-	-	378
LA funding	-	588	-	-	-	588
	20,205	966	(772)	926	-	21,325
Total Restricted funds	20,237	9,594	(9,161)	-	(317)	20,353
Total funds	20,261	9,712	(9,273)	-	(317)	20,383

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

All funds originated from assets gifted by the predecessor school. In addition:

21. Statement of funds (continued)

Restricted fixed asset funds have been increased by capital grants provided by the DfE and reduced by depreciation charges.
Restricted general funds have been increased by revenue grants provided by the DfE and reduced by expenditure incurred in the operation of the Trust.
The restricted funds can only be used in terms of limitations imposed the the Funding Agreement with the DfE and the terms of any specific grant.
Unrestricted funds consist of the school fund balances transferred into the Trust on conversion and income and expenditure in the school fund from that date until the year end.

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.

Total funds analysis by academy

Fund balances at 31 August 2019 were allocated as follows:

	2019	*2018*
	£000	*£000*
The Eastwood Academy	**1,305**	*1,844*
Bournemouth Park Academy	**128**	*39*
Held centrally	**38**	*24*
Total before fixed asset funds and pension reserve	**1,471**	*1,907*
Restricted fixed asset fund	**21,325**	*20,205*
Pension reserve	**(2,413)**	*(1,851)*
Total	**20,383**	*20,261*

21. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2019 £000	*Total 2018 £000*
The Eastwood Academy	3,474	448	539	749	**5,210**	*4,930*
Bournemouth Park Academy	2,303	241	258	512	**3,314**	*3,360*
Paid centrally	39	77	20	70	**206**	*197*
Consolidation adjustment	-	-	-	(229)	**(229)**	*(202)*
Academy trust	5,816	766	817	1,102	**8,501**	*8,285*

21. **Statement of funds (continued)**

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

	Balance at 1 September 2017 £000	*Income £000*	*Expenditure £000*	*Transfers in/out £000*	*Gains/ (Losses) £000*	*Balance at 31 August 2018 £000*
Unrestricted funds						
General Funds - all funds	*29*	*131*	*(136)*	-	-	*24*
Restricted general funds						
GAG funding	*1,824*	*6,814*	*(6,610)*	*(145)*	-	*1,883*
Pupil premium funding	-	*580*	*(580)*	-	-	-
Other ESFA funding	-	*105*	*(105)*	-	-	-
LA and other government funding	-	*351*	*(351)*	-	-	-
General	-	*246*	*(246)*	-	-	-
Pension reserve	*(2,218)*	-	*(257)*	-	*624*	*(1,851)*
	(394)	8,096	(8,149)	*(145)*	*624*	*32*
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	*20,289*	*642*	*(871)*	*145*	-	*20,205*
Total Restricted funds	*19,895*	*8,738*	*(9,020)*	-	*624*	*20,237*
Total funds	*19,924*	*8,869*	*(9,156)*	-	*624*	*20,261*

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	Total funds 2019 £000
Tangible fixed assets	-	-	21,272	**21,272**
Current assets	30	2,282	53	**2,365**
Creditors due within one year	-	(759)	-	**(759)**
Creditors due in more than one year	-	(82)	-	**(82)**
Provisions for liabilities and charges	-	(2,413)	-	**(2,413)**
Total	30	(972)	21,325	**20,383**

Analysis of net assets between funds - prior year

	Unrestricted funds 2018 £000	*Restricted funds 2018 £000*	*Restricted fixed asset funds 2018 £000*	*Total funds 2018 £000*
Tangible fixed assets	-	-	20,205	*20,205*
Current assets	24	2,717	-	*2,741*
Creditors due within one year	-	(828)	-	*(828)*
Creditors due in more than one year	-	(6)	-	*(6)*
Provisions for liabilities and charges	-	(1,851)	-	*(1,851)*
Total	24	32	20,205	*20,261*

23. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2019 £000	2018 £000
Net income/(expenditure) for the year (as per Statement of Financial Activities)	439	(287)
Adjustments for:		
Depreciation	771	871
Capital grants from DfE and other capital income	(966)	(642)
Interest receivable	(9)	(5)
Defined benefit pension scheme cost less contributions payable	205	205
Defined benefit pension scheme finance cost	40	52
(Increase)/decrease in stocks	(1)	-
Decrease/(increase) in debtors	138	(350)
(Decrease)/increase in creditors	(17)	291
Net cash provided by operating activities	600	135

24. Cash flows from financing activities

	2019 £000	2018 £000
Cash inflows from new borrowing	38	-
Repayments of borrowing	(13)	(13)
Net cash provided by/(used in) financing activities	25	(13)

25. Cash flows from investing activities

	2019 £000	2018 £000
Dividends, interest and rents from investments	9	5
Purchase of tangible fixed assets	(1,839)	(794)
Capital grants from DfE Group	378	379
Capital funding received from sponsors and others	588	263
Net cash used in investing activities	(864)	(147)

26. Analysis of cash and cash equivalents

	2019 £000	*2018 £000*
Cash in hand	1,985	*2,224*
Total cash and cash equivalents	1,985	*2,224*

27. Capital commitments

	2019 £000	*2018 £000*
Contracted for but not provided in these financial statements		
Acquisition of tangible assets	39	*907*

28. 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 Essex Pension Fund. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 August 2019.

Contributions amounting to £102,672 were payable to the schemes at 31 August 2019 *(2018 - £99,302)* and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go 'basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and

28. Pension commitments (continued)

Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

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 timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

A copy of the latest valuation report can be found by following this link to the Teachers' Pension Scheme website - https://www.teacherspensions.co.uk/public/login.aspx.

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.

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 £299,000 *(2018 - £275,000)*, of which employer's contributions totalled £240,000 *(2018 - £219,000)* and employees' contributions totalled £ 59,000 *(2018 - £56,000)*. The agreed contribution rates for future years are 24.15 per cent for employers and between 5.5 and 12.5 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.

28. Pension commitments (continued)

Principal actuarial assumptions

	2019 %	*2018 %*
Rate of increase in salaries	**3.70**	*3.80*
Rate of increase for pensions in payment/inflation	**2.20**	*2.30*
Discount rate for scheme liabilities	**1.90**	*2.65*

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

	2019 Years	*2018 Years*
Retiring today		
Males	**21.3**	*22.3*
Females	**23.6**	*24.8*
Retiring in 20 years		
Males	**23.0**	*24.5*
Females	**25.4**	*27.1*

Sensitivity analysis

	2019 £000	*2018 £000*
Discount rate +0.1%	**447**	*354*
Discount rate -0.1%	**470**	*372*
Mortality assumption - 1 year increase	**475**	*374*
Mortality assumption - 1 year decrease	**441**	*352*
CPI rate +0.1%	**469**	*363*
CPI rate -0.1%	**447**	*363*

28. Pension commitments (continued)

The academy trust's share of the assets in the scheme was:

	At 31 August 2019 £000	*At 31 August 2018 £000*
Equities	**1,274**	*1,045*
Gilts	**111**	*88*
Other bonds	**114**	*96*
Property	**162**	*146*
Cash and other liquid assets	**59**	*56*
Alternative assets	**198**	*148*
Other managed funds	**104**	*63*
Total market value of assets	**2,022**	*1,642*

The actual return on scheme assets was £99,000 *(2018 - £52,000)*.

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

	2019 £000	*2018 £000*
Current service cost	**(393)**	*(424)*
Past service cost	**(52)**	*-*
Interest income	**46**	*37*
Interest cost	**(86)**	*(89)*
Employer contributions	**240**	*219*
Total amount recognised in the Statement of Financial Activities	**(245)**	*(257)*

28. Pension commitments (continued)

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

	2019 £000	2018 £000
At 1 September	3,493	3,607
Current service cost	393	424
Interest cost	86	89
Employee contributions	59	56
Actuarial losses/(gains)	373	(572)
Benefits paid	(21)	(34)
Past service costs	52	-
Effects of non-routine settlements	-	(77)
At 31 August	4,435	3,493

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

	2019 £000	2018 £000
At 1 September	1,642	1,389
Interest income	46	37
Actuarial gains	99	52
Employer contributions	240	219
Employee contributions	59	56
Benefits paid	(21)	(34)
Effects of non-routine settlements	(43)	(77)
At 31 August	2,022	1,642

29. 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 £000	2018 £000
Not later than 1 year	8	13
Later than 1 year and not later than 5 years	21	17
	29	30

30. 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.

31. 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 trustees has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

Mr D Allen, a Member of the Trust from 1 February 2017 and a Trustee from 5 December 2018, has declared the interest of his wife as an employee of The Eastwood Academy. Her appointment was made in open competition and Mr D Allen was not involved in the decision-making process regarding her appointment. She is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

The above transactions were entered into at arm's length and the requirements of the ESFA's Academies Financial Handbook have been complied with.