

Tor Bridge Academy Trust

(A company limited by guarantee)

Annual Report and Financial Statements

Year Ended 31 August 2020

Company Registration number: 7584372 (England and Wales)

Tor Bridge Academy Trust

Contents

Reference and Administrative Details	1 to 2
Governors' Report	3 to 17
Governance Statement	18 to 21
Statement of Regularity, Propriety and Compliance	22
Statement of Governors' Responsibilities	23
Independent Auditor's Report on the Financial Statements	24 to 26
Independent Reporting Accountant's Assurance Report on Regularity	27 to 28
Statement of Financial Activities incorporating Income and Expenditure Account	29 to 30
Balance Sheet	31
Statement of Cash Flows	32

Tor Bridge Academy Trust

Reference and Administrative Details

Members	Mrs A Anstis Mrs D Dunstan Mrs S Wills (appointed 28 November 2019) Mrs N Dowrick (appointed 13 January 2020)
Governors and Trustees (Directors)	Mrs N Dowrick, Chair Mrs S Wills (resigned 13 January 2020) Mr G Roser, Headteacher Mrs B Badger Mr C Huitson Mr J Byatt Ms B Schadow Mr B Thorne (appointed 12 March 2020) Mr P Elliott (appointed 21 November 2019)
Company Secretary	Ms C Burnard
Senior Management Team	Mr G Roser, Headteacher Mr J Winstone, Deputy Headteacher Mrs D Norrish, Deputy Headteacher Ms R Golding, Assistant Headteacher Ms C De Pablo Lopez, Assistant Headteacher Mr A Cox, Assistant Headteacher Mr W Riley, Assistant Headteacher Mr O Lee, Assistant Headteacher Mrs C Burnard, Business Manager Mrs R Davison, SMT attachment/transitions/admissions
Company Registration Number	7584372
Principal and Registered Office	Miller Way Estover Plymouth Devon PL6 8UN

Tor Bridge Academy Trust

Reference and Administrative Details (continued)

Solicitors Browne Jacobson LLP
 1 Manor Court
 Dixsfield
 Exeter
 Devon
 EX1 1UP

Auditors PKF Francis Clark
 Statutory Auditor
 North Quay House
 Sutton Harbour
 Plymouth
 Devon
 PL4 0RA

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year to 31 August 2020. The annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

The Trust operates an Academy for pupils aged 11 to 19 serving Plymouth. It has a student capacity of 1400 and had a roll of 1251 in the school census on 16th January 2020.

Structure, governance and management

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The Trustees of Tor Bridge Academy Trust are also the Directors of the charitable company for the purposes of company law and are referred to in this document as Governors. The charitable company is known as Tor Bridge High.

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

Members' liability

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

Trustees' indemnities

The Academy Trust through its Articles has indemnified its Trustees to the fullest extent permissible by law. During the period the Academy Trust also purchased and maintained liability insurance for its Trustees.

Method of recruitment and appointment or election of Trustees

The Members may appoint a minimum of three Governors but shall not be subject to any maximum. The Secretary of State may appoint any additional Governors as she thinks fit provided the Governors have been given a warning notice and have failed to comply, or secure compliance, with the notice to the Secretary of State's satisfaction within the compliance period.

A minimum of two Parent Governors shall be appointed. Where a vacancy for a Parent Governor is required to be filled by election, the Governing Body shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent of a registered student at the Academy is informed of the vacancy and that it is required to be filled by election, informed that he/she is entitled to stand as a candidate, and vote at the election, and given an opportunity to do so. Any election of Parent Governors which is contested shall be held by secret ballot.

Governors may appoint up to three Co-opted Governors. A Co-opted Governor means a person who is appointed to be a Governor by being co-opted by Governors who have not themselves been so appointed. The Governors may not co-opt an employee of the Academy Trust as a Co-opted Governor if thereby the number of Governors who are employees of the Academy Trust would exceed one third of the total number of Governors (including the Headteacher).

This structure changed in 2019 removing staff as Governors of the Trust.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

Policies and procedures adopted for the induction and training of Trustees

All new Governors are assigned an experienced Governor Mentor to assist them in taking on new responsibilities, and are required to attend the new Governor training courses and have automatic membership to the National Governors Association. Governors are also encouraged to attend other training courses such as those provided by Plymouth Teaching Schools Alliance (PTSA) or other suitable agencies as will best enable them to fulfil their ongoing obligations as Governors.

Organisational structure

The structure consists of three levels: the Members, the Governors and the Senior Leadership Team.

The Members of the Trust comprise the signatories of the Memorandum, including the Academy's Chair of Governors. The Trust aims to appoint five Members with a minimum of three including the Chair of Governors. The Members have defined the roles of the Governors and the Committee structure through the Articles of Association and the Terms of Reference (see below). The Members meet at least annually to determine the strategic direction of the Academy Trust and review progress against the strategic objectives for the Academy.

Up to six Governors, in addition to being members of the Full Governing Body, are also members of the Finance/HR/Audit Committee. Likewise up to six Governors, in addition to being members of the Full Governing Body, are also members of the Achievement and Curriculum Committee. Governors are also assigned specific areas of focus aligned to the management and administration of the Academy Trust or specific 'small schools structure' link.

The Governing Body Committees operate in accordance with documented Terms of Reference.

The Terms of Reference for the Finance element of the Finance/Human Resources/Audit Committee are to:

- consider the Academy's indicative funding and to assess its implications for the Academy
- consider and recommend acceptance/non-acceptance of the Academy's budget at the start of each financial year
- contribute to the formulation of the Academy's development plan within the stated and agreed aims and objectives of the Academy
- receive and make recommendations on the broad budget headings and areas of expenditure
- liaise with and receive reports from the Full Governing body as appropriate and to make any subsequent recommendations
- monitor and review procedures for ensuring the effective implementation and operation of financial procedures
- prepare the financial statement to form part of the annual report of the academy in accordance with Companies Act and Charity Commission requirements
- receive auditors' reports and to recommend to the Full Governing body action as appropriate in response to audit findings

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

- recommend to the Full Governing Body the appointment or re-appointment of the auditors to the academy
- regularly review the Academy's Risk Register with a particular consideration of risks with a potential financial or staffing impact

The Terms of Reference for the Human Resources element of the HR/Audit Committee are to:

- consult with the Headteacher to determine the staffing structure of the school
- oversee the appointment procedure for all staff
- consider recommendations on staff salaries made by the Headteacher
- review, adopt and monitor a policy statement on staff consultation and to undertake any formal consultation
- consult with staff to oversee any process leading to staff reductions
- annually review, adopt and monitor the procedures for dealing with staff discipline and grievances and ensure that staff are informed of these
- act as 'first committee' for formal disciplinary or complaints hearings
- review and adopt any policies as delegated by the Full Governing Body

The Terms of Reference for the Audit element of the Finance/Human Resources/Audit Committee are to:

- review the body's internal and external financial statements and reports to ensure that they reflect best practice
- discuss with the external auditor the nature and scope of each forthcoming audit and to ensure that the external auditor has the fullest co-operation of staff
- consider all relevant reports made by the appointed external auditor
- review the effectiveness of the body's internal control system
- ensure that the body's internal audit service meets, or exceeds, the standards specified in the Government Internal Audit Manual
- consider and advise the board on the body's annual and long-term audit programme
- consider internal audit reports
- review the operation of the body's code of practice for board members and code of conduct for staff
- consider any other matters where requested to do so by the board and to report as least once a year to the board on the discharge of the above duties.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

The Terms of Reference for the Achievement and Curriculum Committee are to:

- review, monitor and evaluate the curriculum offer
- monitor/review and evaluate the rates of progress and standards of achievement by students together with the impact of teaching on student outcomes
- ensure that the requirements of students with special needs are met
- receive reports from the Special Education Needs Co-ordinator and the SEN Governor link as required
- advise the Finance/Human Resources/Audit Committee on the relative funding priorities necessary to deliver the curriculum
- broadly celebrate student achievements
- make recommendations to the Full Governing Body as appropriate with regard to school improvement and self-evaluation
- monitor and evaluate the impact of continuing professional learning on improving staff performance
- regularly review and develop relevant policies
- consider recommendations from external advisors/agencies reviews of the Academy and amend Improvement Plan priorities accordingly
- monitor the Academy's public relationships and partnerships with other organisations and the wider community

The Senior Leadership Team comprises the Headteacher, two Deputy Headteachers, five Assistant Headteachers and the Business Manager who together have the executive responsibility for implementing the Governors' policies and delivering on the Objects of the Articles of Association. One Deputy Headteacher leads on the delivery of the curriculum with the second Deputy Headteacher holding responsibility for teaching and learning. The Headteacher retains responsibility for data analysis and overall student performance.

Three Assistant Headteachers hold the post of 'Head of Schools' to deliver the 'small schools' model of student support and are responsible for the performance of students within their 'small school'. The remaining two Assistant Headteachers have an area of responsibility each - Head of Inclusion and IT Co-ordination. In addition, another colleague has been allocated the role of overseeing admissions/transition and is attached to the Senior Leadership Team for this element of her role.

In accordance with the Academies Financial Handbook, the Governors appointed the Headteacher as the Accounting Officer and the Business Manager as the Principle Finance Officer.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

Arrangements and for setting pay and remuneration of key management personnel

The pay committee meets annually to review the performance of all management personnel, set pay and remuneration, and to review the performance of teaching staff following the regulations set out in the School Teachers Pay and Conditions Document.

The arrangements and policies for setting pay and remuneration of all staff is fully explained within the teachers' pay policy and the support staff pay policy, both of which are reviewed annually and can be found on the Academy's website. (Click on 'About Us' then 'Policy Documents' to access).

Description of employee consultation

Changes to arrangements that affect all employees across the Trust are communicated by a senior member of staff, e.g. changes to existing policies that do not require consultation. Staff are informed by letter or email of any proposed policy changes that require staff consultation. A hard copy of the proposed policy is available from the Business Manager, and an electronic copy of the proposed policy is sent to all staff as well as to relevant unions, together with clear information about the period of consultation and the ways to reply to it.

Changes that affect a sub-group of employees are communicated in writing and by meeting both as group and individually with the affected employees. This includes giving out written and verbal information about the proposed changes and the reasons for them, the start and end date of the consultation, who to ask for more information and how to respond to the consultation. Unions are involved when appropriate.

Tor Bridge Academy Trust consults with relevant trade unions termly through a Joint Consultative Committee to review existing policies and consult on proposed changes.

Data regarding Trade Union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full time equivalent employee number
2	1.4

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility	£926
Total pay bill	£75,288

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time/ total bill pay) x 10	1.23%
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Time spent on paid trade union activities as a percentage of total paid facility time hours was nil.

Engagement with employees (including disabled persons)

Tor Bridge Academy Trust is committed to abiding by the Equality Act 2010 and has an Equality policy in place. The Trust recruitment policies help to ensure that no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation. If an applicant makes the Trust aware, at any stage of the recruitment process, that they have a disability then the Trust will consider reasonable adjustments to ensure the applicant is not disadvantaged by the process. Should an employee become disabled, particular consideration will be given to whether there are reasonable adjustments that could be made to the requirements of a job or other aspects of working arrangements that will provide support at work and/or assist a return to work for that employee. Employees will have access to the same training, career development and promotion prospect unless reasonable adjustments cannot be made to ensure this is possible. The Trust actively encourages employees to positively promote equality and diversity and inclusion at all times.

Related Parties and other Connected Charities and Organisations

The Academy Trust works closely with many external agencies including:

The Tor Bridge Partnership. This brings four schools together – Tor Bridge High, Tor Bridge Primary, Cann Bridge (special) School and Plym Bridge Nursery School and Day Care. In addition, the Soundhouse Performing Arts Centre completes the 'cradle to grave' approach to learning.

Each school is led by a Headteacher and has its own Governing Body. Cann Bridge and Tor Bridge Primary have, historically, formed a Hard Federation, which was, however, dissolved in July 2017. The Academy and Plym Bridge Nursery School and Day Care sat outside of this structure. The overarching Tor Bridge Partnership is the means by which the four schools come together. The Chairs, Vice Chairs and Headteachers sit on the Partnership governance structure. This structure was reviewed during the 2013/2014 reporting period and supercedes that previously in place with effect from 1 September 2014.

Tor Bridge Primary School is set to join a multi academy trust (TIMAT) in the coming months. This has been delayed due to Covid 19 but has been approved by the DfE and should take place during the next financial year.

The school works in partnership with 2 other schools with regard to post 16 students – a structured approach to provide a greater scope for sixth form provision for our learners. Various courses/qualifications are offered across the three schools in Plymouth with learners being able to enrol onto specific courses as appropriate, whilst remaining on roll with their main school. Learners then travel across the city to attend lessons – transport is provided by means of mini buses or taxis to reduce the cost to individuals.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

Within the last 2 years the school has sought examples of best practice outside of the geographical area and has worked closely with one of the highest performing multi academy trusts nationally, the Greenshaw Learning Trust. In developing the opportunities afforded by genuine, high quality school to school support the school is a founding member of the STEP alliance. This alliance is between 4 schools within the city of Plymouth who have taken best practice from the Greenshaw Learning Trust to address the fundamental issues stopping the highest possible progress. The STEP alliance has been supported with expertise and funding from the TSCSW (support from Tony Bloxham). Developments include, Disruption Free Learning; changes to pedagogical approach; lesson structures, including Low Stakes Tests; a whole school reading programme; a revised approach to home learning, based around Knowledge Organisers; staff's continuing professional development and Developmental Drop Ins (DDIs). These fundamental changes to the way the school operates are hoped to be held up as an exemplar within the city to address the deep seated issues within Plymouth's secondary education. We have hosted visits from colleagues from other schools within the city regarding our new procedures and practices and have shared implementation resources.

The Soundhouse Trust – the Trust manages a Performing Arts Centre which provides community access to music and other arts through evening use, workshops and various bands. The Soundhouse Trust works closely with the Academy Trust to utilise the facilities available during the evenings and also has a strong link with the normal timetabled lessons during the day.

Objectives and activities

Objects and aims

The principal object and activity of the Academy Trust is the operation of Tor Bridge High to provide education for students of different abilities between the ages of 11 and 19.

In accordance with the Articles of Association, the Academy Trust's object is restricted to the following: to advance for the public benefit, education in the United Kingdom, in particular but not without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

The main objectives of the Academy during the year ended 31 August 2020 are summarised below:

- To establish, maintain, carry on, manage and develop the Academy
- To provide educational facilities and services to learners of all ages and the wider community for the public benefit
- To establish or support, whether financially or otherwise, any charitable trusts, associations or institutions formed for all or any part of the Object

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

Public benefit

The Academy provides educational services to all children in the local area. The Governors confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the public benefit guidance provided by the Charity Commission.

Strategic Report

Achievements and performance

In March 2018 Tor Bridge High was inspected by OFSTED and retained a 'Good' rating.

In 2018 the progress 8 score was below the national average at -0.38. However in 2018 the percentage of students who achieved 4+ grades in English and mathematics was 52%; and the percentage who achieved 5+ grades in English and mathematics was 31%; the English 4+ was 68% and the mathematics 4+ was 62%. The English 5+ was 48% and the mathematics 5+ was 37%. All an improvement on the 2017 results.

The key management personnel of the Academy are the Governors and the Senior Leadership Team.

In 2018 the progress 8 score was below the national average at -0.38. However in 2018 the percentage of students who achieved 4+ grades in English and mathematics was 52%; and the percentage who achieved 5+ grades in English and mathematics was 31%; the English 4+ was 68% and the mathematics 4+ was 62%. The English 5+ was 48% and the mathematics 5+ was 37%. All an improvement on the 2017 results.

In 2019 the progress 8 improved considerably to be in line with national average at -0.16 (an improvement of almost a quarter of a grade in every subject by every student) which shows that the downward trend has not only stopped but was reversed. This was after the significant changes made to our systems and processes that the year 11 cohort benefited from for approximately half a year. In 2019 the percentage of students who achieved 4+ grades in English and mathematics was 50%; and the percentage who achieved 5+ grades in English and mathematics was 24%; the English 4+ was 63% and the mathematics 4+ was 59%. The English 5+ was 46% and the mathematics 5+ was 30%. As always we are proud to be an inclusive school which is reflected once again in 98% of our Year 11 students achieving at least 5 grades 9-1. The gap in progress between students that are disadvantaged and those that are not has narrowed and is less than the national average (TBH gap 0.08 compared to a national gap of 0.4).

In 2020 we were devastated by the cancellation of exams and that we are unable to have data that validates the continuing improvements which happened as a result of our new approaches. We are certain that we would have broken through and been positive in terms of progress and we are still confident that despite the disruption caused by COVID19 that the trajectory of improvement will continue if exams are able to happen and disruption beyond our capacity to control is avoided. A crucial factor is that we were able to support all of our students at the end of KS4 into positive next stage with the majority staying into the sixth form.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

At Post-16 the A-level average point score per entry was 28.1 in 2017 to 29.6 in 2018 29.1 and in 2019. While it appears that this is a decline, the 'value added' score for A-Level- Level 3 qualifications was positive at 0.1 in 2019. The applied general - Level 3 value added is very strong at 0.51. The pass rate for A-level courses is above the national rate (98.7% compared to 98.3% nationally) and Level 3 vocational pass rates are also very good at 100%. Results and completion rates for Level 2 courses continues to be very good with results above the national average and 96% achieving a full award. The progress made by students in English (-0.05) was in line with national and above national in mathematics (0.14) for those without at least GCSE Grade 4 in these subjects. It is not possible to report on 2020 results due to the use of Centre Assessed Grades (CAG), however as at the end of KS4 all students at the end of a course (either a 1 year, so finishing in yr12 or two year ending yr13) moved to a positive destination.

In 2020 the process which the school undertook to provide CAG was externally verified as being robust and rigorous and was in fact shared across the region.

Key performance indicators

The key financial performance indicator for the Academy Trust is the adherence to the financial budget set at the beginning of the year. Excluding any generated funds, all income for the Academy is Government or Local Authority funded and therefore the income of the Academy is largely a given.

An expenditure budget is set at the beginning of the year, taking into consideration the level of funding available. The Governors have reviewed detailed capital and revenue expenditure reports compared to expenditure budgets, which confirms that the processes and procedures in place to control expenditure are acceptable.

The financial health of the Academy is intricately linked to recruiting a full PAN. In September 2019 we achieved a full cohort to year 7 for the 6th consecutive year. This trend continued into 2020 and the academy continues to work with our local primary schools to ensure this trend remains.

As part of our budget management and review we consider both financial and non-financial data such as pupil teacher ratio, average staff, income per pupil and staff costs as a % of total costs - all of which are benchmarked against other similar organisations.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

Covid-19 Virus

Due to Covid-19 the school closed on 23rd March as per Government directive.

During the school lockdown all fund raising and lettings activities ceased reducing the planned income for the financial year. This loss of income was partially offset by the staff employed directly to manage the Sport's Centre being furloughed for the remainder of the financial year. However, this has impacted the budget and where the Academy Trust had made in year savings to reduce the predicted overspend this was no longer achieved.

The Academy Trust responded to Covid-19 by implementing procedures to ensure vulnerable students were supported throughout the lockdown period.

Additional cost identified during this period were items such as mobile phones to enable staff to be in contact with students and families in a safe and secure way and increasing expenditure in areas such as photocopying and postal charges to ensure that home learning activities were available to all families.

The Academy Trust also managed an Educare system throughout the period of lockdown for vulnerable students, student of key workers, children in care and other disadvantaged students.

Communication to all stakeholders was paramount throughout this period with various forms of communication including emails for staff, My Ed parent portal, teams meetings etc. Weekly updates were sent to parents confirming the Academy Trusts response to Covid-19 which included relevant links relating to the wellbeing. Tutors were in weekly contact with tutees to check on wellbeing and home learning activities.

Staff were supported via the school email system but also by having each member of staff being linked through direct communication with another member of staff to support wellbeing and enabling the Trust to quickly identify staff who were not coping with the lockdown and new ways of working. The Trust used the skills of staff and external agencies to support staff as necessary.

All the work of the Trust was supported by the 'risk assessment' written by the Senior Management Team to ensure that safe working practices were in place. This risk assessment was reviewed as necessary throughout the period of lockdown.

The Trusts pension liability has increased during the period of lockdown due to a volatile market, with the bond yeild achieving 1.35% to 31 August 2020. This will result in the employers' liabilities increasing.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

As already mentioned, the financial impact of Covid-19 has meant that the Trust was not able to reflect the in-year savings made due to additional expenditure that has directly related to the new ways of working and educating students during the lockdown months and this has directly impacted on the Trusts reserve balance reducing it by the full amount of the in-year overspend.

In moving forward the Trust's costs have increased to ensure compliance with the restrictions in place and to ensure that the trust is compliant with its risk assessment. The majority of the additional expenditure will be due to increased cleaning/cleaning resources and premises related costs.

The virus control measures as detailed in the Trusts risk assessment (published on the school website) has affected operations with all year groups being kept in zone for the majority of the time and strict control measures, including a cleaning regime, where year groups are required to use specialist rooms. Teaching staff have adopted new practices to ensure social distancing is maintained at 2 metres for the majority of the time with minimal time spent at 1 metre plus.

Going concern

The Academy Trust set a deficit budget for year-end 31st August 2020 with the intention of making in year savings and reducing the deficit by year end. This involved reviewing all contracts and services and making savings wherever possible. Unfortunately, this has not been achieved as the Academy failed to achieve all of the income due to the lockdown, such as lettings income which showed a shortfall of £40k. This has had a negative impact on the budget moving forward.

The cash in bank in 31st August 2020 was £435,971 plus £12,963 in an investment account. The cash in bank as of 13 November is £1,038,041 (pending November salary payments of £524k) plus £12,963 in the investment account. Looking at the Academy's cashflow for the following 12 months we predict that the lowest amount of cash held in the bank will be in March 2021 - £314k.

The budget for 2020/2021 has been set with a reserve of £21k. The Academy will closely monitor the budget throughout the year to ensure we remain within budget. We have already made savings to ensure this is possible by not recruiting for positions from where staff have left during the first term. We have also set a contingency of £20k within the staffing budget to support any additional teaching/supply requirements throughout the year.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

The current Covid situation has had an impact on the Academies financial situation in different areas of the school.

Catering is unable to be offered in the same way as before, the Academy has ensured that food is available to all students daily, however, the menu has reflected the year group zones and therefore what the catering team are able to provide is very limited. This has resulted in a significant decrease in students purchasing items. This will have an impact on the budget which is currently showing a deficit of £36k (projected in excess of £60k) whereas the Academy has previously seen profits in this area year on year in excess of £30k.

The Academy is also experiencing increased premises costs for additional cleaning and cleaning materials to ensure we are maintaining a Covid safe environment as much as possible.

Another area affected by Covid is the income generated for lettings. Lettings have been unable to fully operate since the first lockdown in March. This reduced income for 2019/20 and will restrict income for 2020/21. The income line for letting was reduced from £80k to £60k for 2020/21, but it is unknown if this will be achievable given the current Covid situation.

Additional supply cover is also being recognised as time goes on. The Academy was fortunate in Term 1 of 2020/21 when supply was at a record low, however, this has changed as Covid has increased in the region and more staff have needed to self-isolate. The impact on the budget for this is at present unknown.

The Academy has taken the decision not to replace some roles that have ended during the financial year and will review this as working practices are able to change back to a more normal situation. The savings made by doing this will support other areas of the budget affected by the additional expenditure as a result of Covid.

The Academy will receive additional funding in the form of the 'Catch-up' grant. Part of this fund was used to offer a summer catch up programme to students in all year groups from 7 to 10. Further funds have been used to introduce a Post 16 Study Mentor supporting students in their learning. The remaining funds will be used to support students catching up on the missing months of education, including engaging with the Teach First academic mentor programme which is being delivered on behalf of the Government. We will also be actively investigating the tutoring offer, however the application of this is less clear.

The Academy will continue to monitor the budget closely to ensure that areas of concern are identified as early as possible and decisions are made to ensure that we remain within budget.

Taking into account the above and 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. The Trustees are of the opinion that there are no material uncertainties relating to going concern and for this reason the Trust continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

Financial review

The Academy held fund balances at 31 August 2020 of £21,506,174 (2019: £23,253,139) comprising of £26,073,309 (2019: £26,685,504) of restricted funds, £142,865 (2019: £347,635) of unrestricted funds and a pension reserve deficit of £4,710,000 (2019: £3,780,000). The Academy has no General Annual Grant carry forward as at 31 August 2020.

During the year £255,602 of unrestricted funds were transferred to GAG to support the overspend in the year.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

In accordance with the Funding Agreement, the principal source of general funding with which to finance the operation of the Academy Trust is the Department for Education. £80,039 of general funding was spent on capital items.

Reserves policy

The Trustees review the reserve balances of the Trust annually as part of its rolling 5 year budget setting process. The policy of the Trustees is to maintain a level of reserves that will be adequate to provide a stable basis for the continuing activity of the Trust. Reserves are held within the restricted and unrestricted funds to provide protection against unforeseen financial risk. The Trust aims to maintain a reserve balance of 5% on the restricted general fund.

The trusts reserves as the balance sheet at 31st August 2020 included unrestricted funds of £142,865.

The general reserves will be allocated to the Academy's improvement priorities.

The Academy has moved an element of its reserves to a separate bank account which attracts a higher rate of interest whilst still maintaining flexibility of access. Funds are monitored closely to ensure this element of reserves are not required on a monthly basis to cover expenditure.

At the year end the Academy Trust holds £142,865 (2019: £347,635) in free reserves, along with £23,047 (2019: £30,890) in other restricted funds and £49,740 (2019: £46,416) of devolved capital funds.

Key Management Personnel

The key management personnel of the Academy are the Governors and the senior Leadership Team.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

Investment policy

The Business Manager is responsible for monitoring cash flow forecasts to ensure the Academy has sufficient funds available to pay for day to day operations. If significant cash surpluses can be foreseen, steps may be taken to invest the extra funds with the objective of increasing the return to the Academy Trust from available resources whilst still maintaining the security of existing funds. The value of the cash flow and investment balances will equate to the total reserves held. However the level of investment will be agreed in advance with the Governing Body dependent on the financial position at the time of investment and will take account of the Trust's ongoing liquidity requirements.

Investment balances will be held in no risk, fixed term interest bearing bank accounts. The term of such investments will not exceed the period for which a cash surplus is foreseen. The Governors delegate the responsibility of identifying such accounts and values to be invested to the Headteacher and Business Manager who may take advice as required from a professional advisor.

Principal risks and uncertainties

Governors use the Risk Register as defined in the Academies Financial Handbook to evaluate strategic and reputational, operational, compliance and financial risks to which the Academy Trust is exposed and have ensured that suitable management structure, systems and controls are in place to manage these risks, as well as insurance to cover financial loss and legal exposure.

The Governing Body ensures regular reviews of risks through the reporting provided by the Senior Leadership Team to the Governing Body Committees. The Finance/Human Resources/Audit, Achievement & Curriculum Committees and Full Governing Body met 3, 4 and 6 times per year respectively with Committees reporting to the Full Governing Body at every meeting as a standing agenda item. Minutes of Committee meetings are also distributed to all Governors as they are completed.

Governors feel that any exposure to risk by the Academy is minimal due to the process in place to monitor such an occurrence. The key risks identified in the risk register are:

- Cost of staffing risk with particular regard to the implementation of the National Living Wage and Teachers Pension contributions
- Other charities competing for donations or similar sources of income
- Risk of inability to maintain buildings/equipment due to lack of funding

The principle risk facing the Academy Trust remains the future level of government funding. This risk is managed by careful control over budgeted expenditure which aims to minimise any in-year deficit, combined with a prudent reserves policy. All Governors, and in particular those who sit on the Finance/HR/Audit Committee, challenge and question key Academy staff on all aspects of financial management. Careful monthly monitoring takes place and this is reported back to Governors through Committee minutes.

Tor Bridge Academy Trust

Governors' Report for the Year Ended 31 August 2020 (continued)

Principle risks now include the Covid pandemic and the effect this has on the ability to run, maintain and operate the academy. The effect of this pandemic is monitored and evaluated from strategic and reputational, operational, compliance and financial risk to which the Academy trust is exposed.

Our approach to fundraising

The Academy is aware of the benefits to all of fundraising either for external charities and to increase resources within school. Each of our four 'small schools' nominate a charity each year and proceeds from multi days and other fundraising activities are split between these. In addition, there is a formal charity linked to the Academy - Supporters and Parents of Tor Bridge (SPOT) who organise various events such as Quiz Nights, Summer Fayre and raffles. One multi day per year is also allocated to SPOT. Students are encouraged at all times to take part in projects, which will benefit all students, and they often look at fundraising to cover the cost of such.

Plans for future periods

The Academy will continue to build on the examination results of the current period, ensuring that all students are offered every opportunity to achieve Grades 5 - 9 GCSE's in English and Mathematics and to make positive progress in Progress 8 and English Baccalaureate as appropriate. To this end, the development of the learning opportunities across the Tor Bridge Partnership is a high priority.

Another focus of the Academy is to continue to develop the opportunity for community use of the facilities within sport and performing arts in particular, current Covid restrictions allowing. Evening community use continues to increase in popularity and this presents very definite benefits to the students and the wider community.

Funds Held as Custodian Trustee on Behalf of Others

The Academy and its Governors do not act as the Custodian Trustees of any other charity.

Auditor

In so far as the Trustees are aware:

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

The Trustee's Report, incorporating a Strategic Report, was approved by order of the members of the Governing Body, as the company directors, on ...26/11/2020.....and signed on its behalf by:



.....
Mr C Huitson
Governor and Trustee

Tor Bridge Academy Trust

Governance Statement

Scope of responsibility

As governors, we acknowledge we have overall responsibility for ensuring that Tor Bridge 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.

As governors, we have reviewed and taken account of the guidance in DfE's Government Handbook and competency framework for governance.

The Governing Body has delegated the day-to-day responsibility to Mr G Roser, Headteacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Tor Bridge Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The Governing Body has formally met 6 times during the year. Attendance during the year at meetings of the Governing Body was as follows:

Trustee	Meetings attended	Out of a possible
Mrs B Badger	6	6
Mr J Byatt	5	6
Mrs N Dowrick, Chair	6	6
Mr P Elliott (appointed 21 November 2019)	5	5
Mr R Hember (resigned 28 March 2019)	3	6
Mr C Huitson	5	6
Mr G Roser, Headteacher	6	6
Ms B Schadow	5	6
Mr B Thorne (appointed 12 March 2020)	2	2
Mrs S Wills (resigned 13 January 2020)	2	2

Tor Bridge Academy Trust

Governance Statement (continued)

Governance reviews

The Finance and General Purposes Committee is a sub-committee of the main Governing Body. Its purpose is to assist the decision making of the governing body, by enabling more detailed consideration to be given to the best means of fulfilling the governing body's responsibility to ensure sound management of the academy's finances and resources, including proper planning, monitoring and probity. To also make appropriate comments and recommendations on such matters to the governing body on a regular basis, major issues will be referred to the full governors body for ratification. Attendance at meetings during the year was as follows:

Trustee	Meetings attended	Out of a possible
Mrs B Badger	3	3
Mrs N Dowrick	2	3
Mr C Huitson	3	3
Mr G Roser	3	3
Ms B Schadow	1	1
Mrs S Wills	1	2

Review of Value for Money

As accounting officer the Headteacher 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 Governors where value for money can be improved, including the use of benchmarking data where appropriate. Governors work closely with the Headteacher and Business Manager to demonstrate their responsibilities of securing value for money on all purchases, particularly those of high value. For all purchases over £5,000 three competitive quotes are obtained and presented to the Finance/HR/Audit Committee for discussion and approval. The Headteacher, as Accounting Officer, is aware of the guide to academy value for money statements published by the Education and Skills Funding Agency and understands that the value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

Set out below are three examples of value for money major purchases/changes:

1. The telephone contract was reviewed and re-tendered providing annual savings
2. The photocopier lease was put out to tender and over three years of savings have been made
3. The Trust cancelled membership to a professional body previously costing £8,000 per annum and is now working across local schools in STEP alliance

Tor Bridge Academy Trust

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 Tor Bridge Academy Trust for the year ended 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Governing Body 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 Governing Body is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the year ending 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Governing Body.

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 Governing Body;
- regular reviews by the Finance, Human Resources 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 Governing Body has considered the need for a specific internal audit function and has decided:

- to appoint Mrs A Vickery as internal auditor officer

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 include:

- testing of payroll systems
- testing of purchase systems
- testing of control account/ bank reconciliations

On a quarterly basis, the internal auditor reports to the Governing Body on the operation of the systems of control and on the discharge of the Governing Body' financial responsibilities.

There were no material control or other issues reported by the internal audit officer to date.

Tor Bridge Academy Trust

Governance Statement (continued)

Review of Effectiveness

As Accounting Officer, Mr G Roser, Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor;
- the work of the external auditor;
- 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 Finance, Human Resources and Audit Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Governing Body on .26/11/2020..... and signed on its behalf by:

C. Huitson

.....
Mr C Huitson
Governor and Trustee

G Roser

.....
G Roser
Accounting Officer
Governor and Trustee


Tor Bridge Academy Trust

Statement of Regularity, Propriety and Compliance

As Accounting Officer of Tor Bridge Academy Trust I have considered my responsibility to notify the Academy Trust Governing Body and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy 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 2019.

I confirm that I and the Academy Trust Governing Body 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 2019.

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



.....

Mr G Roser,
Accounting Officer
Governor and Trustee

Date:.....26/11/2020.....

Tor Bridge Academy Trust

Statement of Governors' Responsibilities

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

Company law requires the Governors to prepare financial statements for each financial year. Under company law the Governors 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 Governors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards [FRS 102] have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors 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 Governors 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 the ESFA/DfE have been applied for the purposes intended.

The Governors 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 on ...26/11/2020.. and signed on its behalf by:

C. Huitson

.....
Mr C Huitson
Governor and Trustee

Tor Bridge Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Tor Bridge Academy Trust

Opinion

We have audited the financial statements of Tor Bridge Academy Trust (the 'Academy') for the year ended 31 August 2020, which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Academy'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.

Other information (covers the Reference and Administrative Details, the Governors' Report and the Governance Statement)

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

Tor Bridge Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Tor Bridge Academy Trust (continued)

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 Governors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Governors' Report 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report.

We have nothing to report in respect of the following matters where 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Governors

As explained more fully in the Statement of Governors' Responsibilities [set out on page 23], the Governors 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 Governors 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 Governors are responsible for assessing the Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

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

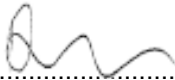
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Tor Bridge Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Tor Bridge Academy Trust (continued)

Use of our report

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



.....
Duncan Leslie (Senior Statutory Auditor)
PKF Francis Clark, Statutory Auditor

North Quay House
Sutton Harbour
Plymouth
Devon
PL4 0RA

Date:.....01/12/2020.....

Tor Bridge Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Tor Bridge Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 9 October 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Tor Bridge Academy Trust during the period 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of the Governing Body's Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of Tor Bridge Academy Trust's funding agreement with the Secretary of State for Education dated 1 January 2013 and the Academies Financial Handbook extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year from 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by 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 to our conclusion includes:

- Inspection and review of documentation providing evidence of governance procedures
- Evaluation of the system of internal controls for authorisation and approval
- Performing substantive tests on relevant transactions

Tor Bridge Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Tor Bridge Academy Trust and the Education and Skills Funding Agency (continued)

Conclusion

In the course of our work nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year from 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



.....
Duncan Leslie
PKF Francis Clark, Chartered Accountants

North Quay House
Sutton Harbour
Plymouth
Devon
PL4 0RA

Date: 01/12/200
.....

Tor Bridge Academy Trust

Statement of Financial Activities for the Year Ended 31 August 2020 (including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2019/20 Total £
Income and endowments from:					
Donations and capital grants	2	-	9,722	26,250	35,972
<i>Charitable activities:</i>					
Funding for the Academy Trust's educational operations	3	36,626	7,238,125	-	7,274,751
Other trading activities	4	47,560	243,592	-	291,152
Investments	5	1,310	-	-	1,310
Total		85,496	7,491,439	26,250	7,603,185
Expenditure on:					
<i>Charitable activities:</i>					
Academy trust educational operations	7	34,664	8,014,845	710,641	8,760,150
Net income/(expenditure)		50,832	(523,406)	(684,391)	(1,156,965)
Transfers between funds		(255,602)	175,563	80,039	-
Other recognised gains and losses					
Actuarial loss on defined benefit pension schemes	26	-	(590,000)	-	(590,000)
Net movement in deficit		(204,770)	(937,843)	(604,352)	(1,746,965)
Reconciliation of funds					
Total funds/(deficit) brought forward at 1 September 2019		347,635	(3,749,110)	26,654,614	23,253,139
Total funds/(deficit) carried forward at 31 August 2020		142,865	(4,686,953)	26,050,262	21,506,174

Tor Bridge Academy Trust

Statement of Financial Activities for the Year Ended 31 August 2019 (including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2018/2019 £
Income and endowments from:					
Donations and capital grants	2	-	22,430	91,735	114,165
<i>Charitable activities:</i>					
Funding for the Academy Trust's educational operations	3	44,279	6,862,190	-	6,906,469
Other trading activities	4	81,651	249,875	-	331,526
Investments	5	3,174	-	-	3,174
Total		129,104	7,134,495	91,735	7,355,334
Expenditure on:					
<i>Charitable activities:</i>					
Academy trust educational operations	7	33,606	7,691,365	726,328	8,451,299
Net income/(expenditure)		95,498	(556,870)	(634,593)	(1,095,965)
Transfers between funds		(308,603)	207,836	100,767	-
Other recognised gains and losses					
Actuarial gain on benefit pension schemes	26	-	(582,000)	-	(582,000)
Net movement in deficit		(213,105)	(931,034)	(533,826)	(1,677,965)
Reconciliation of funds					
Total funds/(deficit) brought forward at 1 September 2018		560,740	(2,818,076)	27,188,440	24,931,104
Total funds/(deficit) carried forward at 31 August 2019		347,635	(3,749,110)	26,654,614	23,253,139

Tor Bridge Academy Trust

(Registration number: 7584372) Balance Sheet as at 31 August 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	12	26,000,522	26,608,098
Current assets			
Debtors	13	178,846	194,674
Cash at bank and in hand		<u>449,244</u>	<u>607,730</u>
		628,090	802,404
Creditors: Amounts falling due within one year	14	<u>(412,438)</u>	<u>(377,363)</u>
Net current assets		<u>215,652</u>	<u>425,041</u>
Total assets less current liabilities		<u>26,216,174</u>	<u>27,033,139</u>
Net assets excluding pension liability		26,216,174	27,033,139
Defined benefit pension scheme liability	26	<u>(4,710,000)</u>	<u>(3,780,000)</u>
Total assets		<u><u>21,506,174</u></u>	<u><u>23,253,139</u></u>
Funds of the Academy:			
Restricted funds			
Restricted general fund		23,047	30,890
Restricted fixed asset fund		26,050,262	26,654,614
Restricted pension fund		<u>(4,710,000)</u>	<u>(3,780,000)</u>
		21,363,309	22,905,504
Unrestricted funds			
Unrestricted general fund		<u>142,865</u>	<u>347,635</u>
Total funds		<u><u>21,506,174</u></u>	<u><u>23,253,139</u></u>

The financial statements on pages 29 to 63 were approved by the Governors, and authorised for issue on 26/11/2020 and signed on their behalf by:

C. Huitson

.....
Mr C Huitson
Governor and Trustee

Tor Bridge Academy Trust

Statement of Cash Flows for the Year Ended 31 August 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash used in operating activities	18	(82,981)	(59,011)
Cash flows from investing activities	20	<u>(75,505)</u>	<u>(73,040)</u>
Change in cash and cash equivalents in the year		(158,486)	(132,051)
Cash and cash equivalents at 1 September		<u>607,730</u>	<u>739,781</u>
Cash and cash equivalents at 31 August	21	<u><u>449,244</u></u>	<u><u>607,730</u></u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020

1 Accounting policies

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

Basis of preparation

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

Tor Bridge Academy Trust meets the definition of a public benefit entity under FRS 102.

Going concern

The Governors 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 company to continue as a going concern. The Governors make this assessment in respect of a period of one year from the date of approval of the financial statements.

The current Covid situation has had an impact on the Academies financial situation in different areas of the school.

Catering is unable to be offered in the same way as before, the Academy has ensured that food is available to all students daily, however, the menu has reflected the year group zones and therefore what the catering team are able to provide is very limited. This has resulted in a significant decrease in students purchasing items. This will have an impact on the budget which is currently showing a deficit of £36k (projected in excess of £60k) whereas the Academy has previously seen profits in this area year on year in excess of £30k.

The Academy is also experiencing increased premises costs for additional cleaning and cleaning materials to ensure they are maintaining a Covid safe environment as much as possible.

Another area affected by Covid is the income generated from lettings. Lettings have been unable to fully operate since the first lockdown in March. This reduced income for 2019/20 and will restrict income for 2020/21. The income line for letting was reduced from £80k to £60k for 2020/21, but it is unknown if this will be achievable given the current Covid situation.

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

Additional supply cover is also being recognised as time goes on. The Academy was fortunate in Term 1 of 2020/21 when supply was at a record low, however, this has changed as Covid has increased in the region and more staff have needed to self-isolate. The impact on the budget for this is at present unknown. The Academy has taken the decision not to replace some roles that have ended during the financial year and will review this as working practices are able to change back to a more normal situation. The savings made by doing this will support other areas of the budget affected by the additional expenditure as a result of Covid.

The Academy will receive additional funding in the form of the 'Catch-up' grant. Part of this fund was used to offer a summer catch up programme to students in all year groups from 7 to 10. Further funds have been used to introduce a Post 16 Study Mentor supporting students in their learning. The remaining funds will be used to support students catching up on the missing months of education, including engaging with the Teach First academic mentor programme which is being delivered on behalf of the Government. The Academy will also be actively investigating the tutoring offer, however the application of this is less clear.

The Academy will continue to monitor the budget closely to ensure that areas of concern are identified as early as possible and decisions are made to ensure that they remain within budget.

Taking into account the above and 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. The Trustees are of the opinion that there are no material uncertainties relating to going concern and for this reason the Trust continues to adopt the going concern basis in preparing the financial statements.

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 entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the year for which it is receivable and any unspent amount is reflected as a balance in the restricted general fund. Capital grants are recognised when receivable and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

Other income

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

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

Donated goods, facilities and services

The leasehold of the property at which the Academy operates has been provided by the Local Authority (Plymouth City Council). The value of this property (at depreciated replacement cost) has been included in the Statement of Financial Activities as a donation in the restricted fixed asset fund. Fixtures, fittings and plant transferred at nil cost have also been accounted for in this way (at market value). The amounts are included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with Academy Trust's policies.

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.

All resources expended are inclusive of irrecoverable VAT.

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.

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

Tangible fixed assets

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. 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 such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Academy Trust's depreciation policy.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset over its expected useful lives, per the table below.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

Asset class

Computer equipment
Motor vehicles
Fixtures and fittings
Buildings

Depreciation method and rate

33% straight line
25% reducing balance
20% reducing balance
2% straight line

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.

Provisions

Provisions are recognised when the Academy Trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Leased assets

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

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

Financial Instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Amounts due to the charity'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 14. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

Pension benefits

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.

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 Governors.

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

Restricted general funds comprise all other restricted funds received and include grants from the ESFA.

Critical accounting estimates and areas of judgement

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

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

1 Accounting policies (continued)

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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, 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 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Agency accounting

The Academy Trust acts as an agent in distributing 16-19 bursary funds from the EFA. Payments received from the EFA and subsequent disbursements to students are excluded from the statement of financial activities as the Academy Trust does not have control over the charitable application of the funds. The Academy Trust can use up to 2% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 25.

2 Donations and capital grants

	Restricted funds £	Restricted fixed asset funds £	Total 2020 £	Total 2019 £
Other donations	9,722	-	9,722	22,430
DfE Devolved Formula Capital Grant	-	26,250	26,250	91,735
	<u>9,722</u>	<u>26,250</u>	<u>35,972</u>	<u>114,165</u>

The income from donations and capital grants was £35,972 (2019: £114,165) of which £Nil was unrestricted (2019: £Nil), £9,722 restricted (2019: £22,430) and £26,250 restricted fixed assets (2019: £91,735).

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

3 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2019/20 £	Total 2018/19 £
DfE/ESFA revenue grants				
General Annual Grant (GAG)	-	6,245,674	6,245,674	6,092,516
Other DfE grants	-	693,043	693,043	460,271
	<u>-</u>	<u>6,938,717</u>	<u>6,938,717</u>	<u>6,552,787</u>
Other government grants				
SEN from LA	-	229,561	229,561	256,486
Coronavirus Job Retention Scheme grant	-	9,768	9,768	-
	<u>-</u>	<u>239,329</u>	<u>239,329</u>	<u>256,486</u>
Non-government grants and other income				
Other income	<u>36,626</u>	<u>60,079</u>	<u>96,705</u>	<u>97,196</u>
Total grants	<u><u>36,626</u></u>	<u><u>7,238,125</u></u>	<u><u>7,274,751</u></u>	<u><u>6,906,469</u></u>

The funding for educational operations was £7,274,751 (2019: £6,906,469) of which £36,626 was unrestricted (2019: £44,279), £7,238,125 restricted (2019: £6,862,190) and £Nil restricted fixed assets (2019: £Nil).

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

4 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Hire of facilities	42,409	-	42,409	77,094
School shop sales	3,052	-	3,052	1,514
Other income	2,099	243,592	245,691	252,918
	<u>47,560</u>	<u>243,592</u>	<u>291,152</u>	<u>331,526</u>

The income from other trading activities was £291,152 (2019: £331,526) of which £47,560 was unrestricted (2019: £81,652), £243,592 restricted (2019: £249,875) and £Nil restricted fixed assets (2019: £Nil).

5 Investment income

	Unrestricted funds £	2020 Total £	2019 Total £
Short term deposits	<u>1,310</u>	<u>1,310</u>	<u>3,174</u>

The income from investments was £1,310 (2019: £3,174) of which £1,310 was unrestricted (2019: £3,174), £Nil restricted (2019: £Nil) and £Nil restricted fixed assets (2019: £Nil).

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

6 Expenditure

	Non Pay Expenditure			2020	2019
	Staff costs	Premises	Other costs	Total	Total
	£	£	£	£	£
Academy's educational operations					
Direct costs	5,521,682	710,641	787,030	7,019,353	6,615,780
Allocated support costs	<u>1,112,323</u>	<u>381,723</u>	<u>246,751</u>	<u>1,740,797</u>	<u>1,835,519</u>
	<u>6,634,005</u>	<u>1,092,364</u>	<u>1,033,781</u>	<u>8,760,150</u>	<u>8,451,299</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

6 Expenditure (continued)

Net income/(expenditure) for the year includes:

	2020	2019
	£	£
Operating leases - other leases	11,780	13,138
Audit Costs	9,500	9,300
Accountancy Services - Non Audit	4,075	4,155
	<u>4,075</u>	<u>4,155</u>

7 Charitable activities

	Total	Total
	2019/20	2018/19
	£	£
Direct costs - educational operations	7,019,353	6,615,780
Support costs - educational operations	1,740,797	1,835,519
	<u>8,760,150</u>	<u>8,451,299</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

7 Charitable activities (continued)

	Educational operations £	Total 2020 £	Total 2019 £
Analysis of support costs			
Support staff costs	1,112,323	1,112,323	1,163,231
Technology costs	4,537	4,537	1,596
Premises costs	381,723	381,723	370,230
Other support costs	228,639	228,639	273,382
Governance costs	13,575	13,575	27,080
Total support costs	<u>1,740,797</u>	<u>1,740,797</u>	<u>1,835,519</u>

All direct costs of £7,019,353 (2019: £6,615,780) are restricted. Support costs of £1,706,133 (2019: £1,801,913) are restricted and £34,664 unrestricted (2019: £33,606).

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

8 Staff

Staff costs

	2019/20 £	2018/19 £
Staff costs during the year were:		
Wages and salaries	4,845,202	4,694,965
Social security costs	440,449	425,908
Pension costs	<u>1,292,203</u>	<u>1,035,498</u>
	6,577,854	6,156,371
Supply teacher costs	<u>56,151</u>	<u>44,294</u>
	<u><u>6,634,005</u></u>	<u><u>6,200,665</u></u>

Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £Nil (2019: £Nil).

Staff numbers

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

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

8 Staff (continued)

	2020 No	2019 No
Charitable Activities		
Teachers	81	104
Administration and support	107	91
Management	10	10
	<u>198</u>	<u>205</u>

Higher paid staff

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

	2020 No	2019 No
£60,001 - £70,000	2	2
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-
	<u>1</u>	<u>-</u>

The key management personnel of the Academy Trust comprise the Governors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £823,279 (2018: £698,553).

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

9 Related party transactions - Trustees' remuneration and expenses

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

Mr G Roser (Headteacher):

Remuneration: £90,000 - £95,000 (2019 - £85,000 - £90,000)

Employer's pension contributions: £20,000 - £25,000 (2019 - £10,000 - £15,000)

Mr J Sambells-Perry (Staff Governor):

Remuneration: £Nil (2019 - £25,000 - £30,000)

Employer's pension contributions: £Nil (2019 - £0 - £5,000)

Mr R Hember (Staff Governor):

Remuneration: £Nil (2019 - £20,000 - £25,000)

Employer's pension contributions: £Nil (2019 - £0 - £5,000)

On 28 March 2019 Mr J Sambells-Perry and Mr R Hember resigned as trustees.

During the year ended 31 August 2020, travel and subsistence and other expenses totalling £342 (2019 - £456) were reimbursed or paid directly to 1 Governors (2019 - 3).

Other related party transactions involving the Governors are set out in note 24.

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

10 Trustees' and officers' insurance

In accordance with normal commercial practice the Academy has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2020 was £220 (2019 - £543).

The cost of this insurance is included in the total insurance cost.

11 Connected charities

Tor Bridge High is a connected charity set up for the purposes of raising funds for the Academy Trust. At 31 March 2020 it reported the following:

- The aggregate amount of the entity's assets is £6,489
- The aggregate amount of the entity's liabilities is £Nil
- The aggregate amount of the entity's funds is £6,489
- The total turnover of the entity is £Nil
- The total expenditure of the entity is £108
- Loss for the year is £108

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

12 Tangible fixed assets

	Leasehold land and buildings £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost					
At 1 September 2019	30,488,623	2,122,611	546,707	52,898	33,210,839
Additions	<u>467</u>	<u>12,971</u>	<u>89,627</u>	<u>-</u>	<u>103,065</u>
At 31 August 2020	<u>30,489,090</u>	<u>2,135,582</u>	<u>636,334</u>	<u>52,898</u>	<u>33,313,904</u>
Depreciation					
At 1 September 2019	4,342,258	1,754,096	458,636	47,751	6,602,741
Charge for the year	<u>538,588</u>	<u>86,082</u>	<u>84,684</u>	<u>1,287</u>	<u>710,641</u>
At 31 August 2020	<u>4,880,846</u>	<u>1,840,178</u>	<u>543,320</u>	<u>49,038</u>	<u>7,313,382</u>
Net book value					
At 31 August 2020	<u>25,608,244</u>	<u>295,404</u>	<u>93,014</u>	<u>3,860</u>	<u>26,000,522</u>
At 31 August 2019	<u>26,146,365</u>	<u>368,515</u>	<u>88,071</u>	<u>5,147</u>	<u>26,608,098</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

13 Debtors

	2020	2019
	£	£
Trade debtors	2,437	5,092
Prepayments	71,510	84,093
Accrued grant and other income	82,999	60,000
VAT recoverable	21,900	45,489
	<u>178,846</u>	<u>194,674</u>

14 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	64,253	49,673
Other taxation and social security	222,438	196,500
Other creditors	406	4,557
Accruals	64,964	49,094
Deferred income	60,377	77,539
	<u>412,438</u>	<u>377,363</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

14 Creditors: amounts falling due within one year (continued)

	2020
	£
Deferred income	
Deferred income at 1 September 2019	77,539
Resources deferred in the period	60,377
Amounts released from previous periods	<u>(77,539)</u>
Deferred income at 31 August 2020	<u><u>60,377</u></u>

Resources deferred in the period relate to the Devolved Capital grant received in advance of £15,321 (2019 - £15,308), trip income of nil (2019 - £17,879) received in advance and rates relief income of £45,056 (2019 - £44,352) received in advance.

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

15 Funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
Restricted general funds					
General Annual Grant	-	6,245,674	(6,421,237)	175,563	-
Pupil Premium	-	305,980	(305,980)	-	-
Voluntary Income	-	9,722	(9,722)	-	-
Other Restricted	30,890	700,502	(708,345)	-	23,047
SEN	-	229,561	(229,561)	-	-
	<u>30,890</u>	<u>7,491,439</u>	<u>(7,674,845)</u>	<u>175,563</u>	<u>23,047</u>
Restricted fixed asset funds					
Fixed Assets Fund	26,608,098	-	(710,641)	103,065	26,000,522
Devolved Capital	46,516	26,250	-	(23,026)	49,740
	26,654,614	26,250	(710,641)	80,039	26,050,262
Restricted pension funds					
Pension Reserve	<u>(3,780,000)</u>	-	<u>(340,000)</u>	<u>(590,000)</u>	<u>(4,710,000)</u>
Total restricted funds	22,905,504	7,517,689	(8,725,486)	(334,398)	21,363,309
Unrestricted funds					
Unrestricted general funds	<u>347,635</u>	<u>85,496</u>	<u>(34,664)</u>	<u>(255,602)</u>	<u>142,865</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

15 Funds (continued)

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
Total funds	<u>23,253,139</u>	<u>7,603,185</u>	<u>(8,760,150)</u>	<u>(590,000)</u>	<u>21,506,174</u>

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2019 £
Restricted general funds					
General Annual Grant	-	6,092,516	(6,300,352)	207,836	-
Voluntary Income	-	22,430	(22,430)	-	-
Other Restricted	30,924	763,063	(763,097)	-	30,890
SEN	-	256,486	(256,486)	-	-
	<u>30,924</u>	<u>7,134,495</u>	<u>(7,342,365)</u>	<u>207,836</u>	<u>30,890</u>
Restricted fixed asset funds					
Fixed Assets Fund	27,166,477	-	(726,328)	167,949	26,608,098
Devolved Capital	21,963	91,735	-	(67,182)	46,516
	<u>27,188,440</u>	<u>91,735</u>	<u>(726,328)</u>	<u>100,767</u>	<u>26,654,614</u>
Restricted pension funds					
Pension Reserve	<u>(2,849,000)</u>	<u>-</u>	<u>(349,000)</u>	<u>(582,000)</u>	<u>(3,780,000)</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

15 Funds (continued)

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2019 £
Total restricted funds	24,370,364	7,226,230	(8,417,693)	(273,397)	22,905,504
Unrestricted funds					
Unrestricted general funds	<u>560,740</u>	<u>129,104</u>	<u>(33,606)</u>	<u>(308,603)</u>	<u>347,635</u>
Total funds	<u><u>24,931,104</u></u>	<u><u>7,355,334</u></u>	<u><u>(8,451,299)</u></u>	<u><u>(582,000)</u></u>	<u><u>23,253,139</u></u>

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

GAG is restricted to the extent that the funds are required to be spent within the terms of the academy's Financial Memorandum with the Education and Skills Funding Agency.

Other restricted funds have restrictions linked to performance under the specific terms of the grants. The balance at the year end includes initial teacher training income £2,061, School Fund £4,706 and other restricted funds of £16,280. Funds will be spent appropriately in the coming financial year according to the restrictions on the income.

A transfer from GAG to restricted fixed asset funds, of £80,039 represents the purchase of fixed assets in the year.

Unrestricted funds are generated principally from the letting of facilities and profits on catering provisions. These funds may be applied to any charitable objective of the Academy. At the year end a transfer of £255,602 was made from unrestricted funds to GAG to support the overspend in the year. This includes funds to cover fixed assets purchased from GAG of £80,039 in the year.

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

16 Analysis of net assets between funds

Fund balances at 31 August 2020 are represented by:

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets	-	-	26,000,522	26,000,522
Current assets	555,303	23,047	49,740	628,090
Current liabilities	(412,438)	-	-	(412,438)
Pension scheme liability	-	(4,710,000)	-	(4,710,000)
Total net assets	<u>142,865</u>	<u>(4,686,953)</u>	<u>26,050,262</u>	<u>21,506,174</u>

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

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets	-	-	26,608,098	26,608,098
Current assets	724,998	30,890	46,516	802,404
Current liabilities	(377,363)	-	-	(377,363)
Pension scheme liability	-	(3,780,000)	-	(3,780,000)
Total net assets	<u>347,635</u>	<u>(3,749,110)</u>	<u>26,654,614</u>	<u>23,253,139</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

17 Financial commitments

Operating leases

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

	2020	2019
	£	£
Amounts due within one year	5,094	-
Amounts due between one and five years	<u>13,412</u>	<u>13,639</u>
	<u><u>18,506</u></u>	<u><u>13,639</u></u>

18 Reconciliation of net expenditure to net cash inflow/(outflow) from operating activities

	2019/20	2018/19
	£	£
Net expenditure	(1,156,965)	(1,095,965)
Depreciation	710,641	726,328
Capital grants from DfE and other capital income	(26,250)	(91,735)
Interest receivable	(1,310)	(3,174)
Defined benefit pension scheme obligation inherited	271,000	274,000
Defined benefit pension scheme finance cost	69,000	75,000
Decrease in debtors	15,828	3,997
Increase in creditors	<u>35,075</u>	<u>52,538</u>
Net cash used in Operating Activities	<u><u>(82,981)</u></u>	<u><u>(59,011)</u></u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

19 Cash flows from financing activities

	2020 £	2019 £
Interest received	1,310	3,174
Net cash inflow from returns on investments and servicing of finance	<u>1,310</u>	<u>3,174</u>

20 Capital expenditure and financial investment

	2019/20 £	2018/19 £
Dividends, interest and rents from investments	1,310	3,174
Purchase of tangible fixed assets	(103,065)	(167,949)
Capital grants from DfE group	<u>26,250</u>	<u>91,735</u>
Net cash used in investing activities	<u>(75,505)</u>	<u>(73,040)</u>

21 Analysis of cash and cash equivalents

	2020 £	2019 £
Cash at bank and in hand	<u>449,244</u>	<u>607,730</u>
Total cash and cash equivalents	<u>449,244</u>	<u>607,730</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

22 Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash	607,730	(158,486)	449,244
	-	-	-
Total	<u>607,730</u>	<u>(158,486)</u>	<u>449,244</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

23 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.

24 Related party transactions

Owing to the nature of the Academy Trust's operations and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which a member of the Board of Governors may have 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.

There were no related party transactions in the year, other than certain trustees' remuneration and expenses already disclosed in note 9.

25 Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2020 the academy trust received £26,481 and disbursed £25,951 from the fund. An amount of £Nil is included in other creditors relating to undistributed funds that is repayable to ESFA.

26 Pension and similar obligations

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Barnett Waddingham. 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 March 2016.

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

Teachers' Pension Scheme

Introduction

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

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

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

26 Pension and similar obligations (continued)

Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

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

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

The pension costs paid to TPS in the period amounted to £685,070 (2019: £519,451).

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.

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

26 Pension and similar obligations (continued)

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £309,000 (2019 - £298,000), of which employer's contributions totalled £238,000 (2019 - £228,000) and employees' contributions totalled £71,000 (2019 - £70,000). The agreed contribution rates for future years are £39,000 plus 17.6% per cent for employers and 5.5 to 12.5 per cent for employees.

Included in employers contributions the Academy Trust is paying a past service deficit contribution of £48,303 (2019: £48,303). This payment is anticipated to continue in the future while the scheme is in deficit.

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

On 27 June 2019 the Supreme Court upheld the Court of Appeal's ruling that government reform's made in 2015 to the pensions of judges and firefighters were unlawful on the grounds of age discrimination. This case has become known as the 'McCloud judgement' and the ruling will have wider implications for all public service schemes affected by the reforms. Accordingly, the valuation provided by the actuary at 31 August 2020 includes the expected impact of compensation payments arising from this judgement.

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	3.30	3.70
Rate of increase for pensions in payment/inflation	2.30	2.20
Discount rate for scheme liabilities	1.60	1.90
Inflation assumptions (CPI)	2.30	2.20
RPI increases	<u>3.10</u>	<u>3.20</u>

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

	2020	2019
Retiring today		
Males retiring today	22.90	22.50
Females retiring today	24.10	24.40
Retiring in 20 years		
Males retiring in 20 years	24.30	24.20
Females retiring in 20 years	<u>25.50</u>	<u>26.20</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

26 Pension and similar obligations (continued)

Sensitivity analysis

	At 31 August 2020 £	At 31 August 2019 £
Discount rate +0.1%	7,957,000	7,068,000
Discount rate -0.1%	8,344,000	7,400,000
Mortality assumption – 1 year increase	8,443,000	7,488,000
Mortality assumption – 1 year decrease	<u>7,863,000</u>	<u>6,985,000</u>

The Academy Trust's share of the assets and liabilities in the scheme were:

	At 31 August 2020 £	At 31 August 2019 £
Equities	2,052,000	2,061,000
Gilts	122,000	122,000
Other bonds	162,000	65,000
Property	273,000	301,000
Cash and other liquid assets	39,000	46,000
Other	<u>790,000</u>	<u>857,000</u>
Total market value of assets	<u>3,438,000</u>	<u>3,452,000</u>
Surplus in the scheme	<u>3,438,000</u>	<u>3,452,000</u>

The actual return on scheme assets was £14,000 (2019 - £143,000).

Amounts recognised in the statement of financial activities

	2019/20 £	2018/19 £
Current service cost	509,000	502,000
Interest cost	67,000	73,000
Admin expenses	<u>2,000</u>	<u>2,000</u>
Total amount recognised in the SOFA	<u>578,000</u>	<u>577,000</u>

Tor Bridge Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

26 Pension and similar obligations (continued)

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

	2020	2019
	£	£
At start of period	7,232,000	5,985,000
Current service cost	509,000	451,000
Interest cost	132,000	158,000
Employee contributions	71,000	70,000
Actuarial (gain)/loss	419,000	640,000
Benefits paid	(215,000)	(123,000)
Past service cost	-	51,000
At 31 August	<u>8,148,000</u>	<u>7,232,000</u>

Changes in the fair value of academy's share of scheme assets

	2020	2019
	£	£
At start of period	3,452,000	3,136,000
Interest income	63,000	83,000
Actuarial gain/(loss)	(171,000)	58,000
Employer contributions	238,000	228,000
Employee contributions	71,000	70,000
Benefits paid	(215,000)	(123,000)
At 31 August	<u>3,438,000</u>	<u>3,452,000</u>