



**Bradford Diocesan
Academies Trust**



ANNUAL REPORT & FINANCIAL STATEMENTS

for the year ended 31st August 2022

(A Company Limited by Guarantee)
Company Registration Number 08258994



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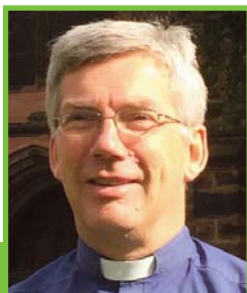




Trustees' Report

Reference and Administrative Details

Members



Venerable Dr Andrew Jolly
Archdeacon of Bradford



Mr Anthony Hesselwood



Mrs Theresa Mason FCCT
(ex-officio)



Canon Richard Noake



Mrs Marilyn Banister

Trustees' Report

Reference and Administrative Details (continued)

Directors & Trustees



Mrs Theresa Mason FCCT
(Chair of Trustees)



Mr Bill Henry
(Vice Chair of Trustees)



Mr Anthony Hesselwood



Ms. Carol Dewhurst OBE
(ex-officio)



Mrs Nurjahan Ali Arobi



Mr Neil Diamond



Mr Stephen Emsley
(resigned 10 August 2022)



Canon Roland Clark



Mrs Ruby Bhatti OBE



Mrs Denise Sterling



Mr Peter Addison-Child



Canon John Wood



Mrs Catherine Wilson
(resigned 21 July 2022)



Mr Richard Giles



Mr Andrew Truby
(appointed 30 September 2021
resigned 14 May 2022)



Mrs Alison Grant
(appointed 30 September 2021)

Trustees' Report (continued)

Reference and Administrative Details (continued)

Senior Executive Management Team



Ms. Carol Dewhurst OBE
Chief Executive Officer/
Accounting Officer



Mr Ashley Reed
Chief Financial Officer



Mr Peter Thompson
Chief Operating Officer
(resigned 28 February 2022)



Mr Craig Lee
Director
of Primary



Mr Jason Kenneally
Director
of Secondary



Mrs Katie Waring
Director of Professional
& Career Development



Mrs Claire Berry
Director of Corporate Affairs
(appointed 1 June 2022)

Trustees' Report (continued)

Reference and Administrative Details (continued)

Company Name

Bradford Diocesan Academies Trust

Principal and Registered Office

2nd Floor, Jade Building
Albion Mills
Albion Road
Bradford BD10 9TQ

Company Registration Number

08258994

Independent Auditor

Saffery Champness LLP
Mitre House
North Park Road
Harrogate HG1 5RX

Bankers

Lloyds Bank PLC
Hustlergate
Bradford BD1 1NT

Legal Advisors

Lupton Fawcett LLP
Yorkshire House
East Parade
Leeds LS1 5BD



Trustees' Report (continued)

Reference and Administrative Details (continued)

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the period 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law.

Principal Activities

The charitable company acts as sponsor for Church of England academies and those with no religious character with a view to providing a high standard of education to the communities in which they exist.

Objectives and Activities of the Trust

Established in 2012, the Trust holds a master funding agreement (updated 2022) and set of agreed memorandum and articles (updated March 2020) with the Secretary of State for Education "to advance the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum". The Trust articles and funding agreement can be found on the BDAT website: www.bdat-academies.org/bdat-business/our-articles

THE TRUST'S MISSION IS: "to provide high quality education within the context of Christian belief and practice so that every child can fulfil their academic potential and accomplish their individual goals".

Further information on our Trust vision and values can be found at www.bdatacademies.org.uk/bdat-mission-statement

The Trust three year strategy, **"One Trust, One Family, Where Every Child Belongs"** launched in 2022, setting out how we will realise our Trust mission can be found at www.bdat-academies.org.uk/introduction-to-bdat



Trustees' Report (continued)

Reference and Administrative Details (continued)

Public Benefit

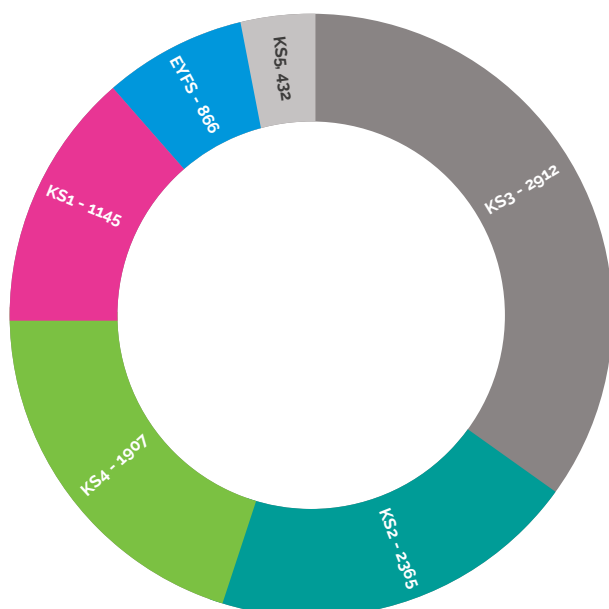
In line with the policy of the Church of England, our faith designated academies offer an education with a Christian ethos, to the whole local community, encouraging good educational standards and an engagement with the wider community. We do work with both Church of England and Non-Church of England Schools within Bradford Diocesan Academies Trust. Robust values underpin the work of the Trust and our schools and everyone is encouraged to explore their own spirituality and to recognise and understand that of others. We recognise that these values are held in common by people of different faiths and by schools without a designated faith. It is for this reason that we are proud to support and sponsor Non-Church of England Academies, as well as those within the faith.

The Trustees continue to comply with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

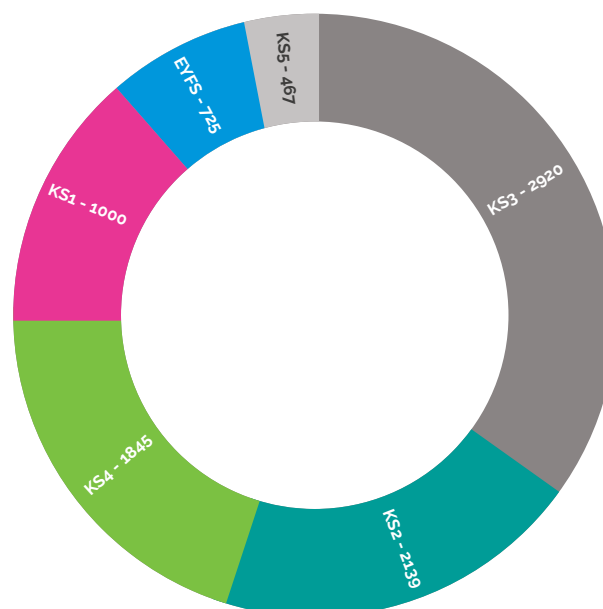
As of August 2022, Bradford Diocesan Academies Trust supports eighteen academies (four secondary and fourteen primary) across the Bradford district. Its academies have a combined pupil capacity of 9,982 and a roll of 9,626 in the school census, which is inclusive of an early year's foundation stage of 866, on 6 October 2022. (2021 comparison: 9,096 in school census, which is inclusive of an early year's foundation stage of 725).

The following charts show a comparison of the October 2022 census data with the October 2021 census data

October 2022 School Census



October 2021 School Census



The Trust's pupil numbers have increased between 2021 and 2022 with the main changes being:

- the growth of Key stage 3 and 4 at Buttershaw Business and Enterprise College and Immanuel College.
- Baildon Church of England Primary School joined the Trust on 1 July 2022.

Trustees' Report (continued)

Structure, Governance and Management

Constitution

The Trust is a company limited by guarantee and an exempt charity: the charitable company's memorandum and articles of association dated 18 October 2012 and updated by special resolution on the 18 October 2018 and 30 March 2020, are the primary governing documents of the Trust.

<https://www.bdat-academies.org/bdat-business/our-articles/>

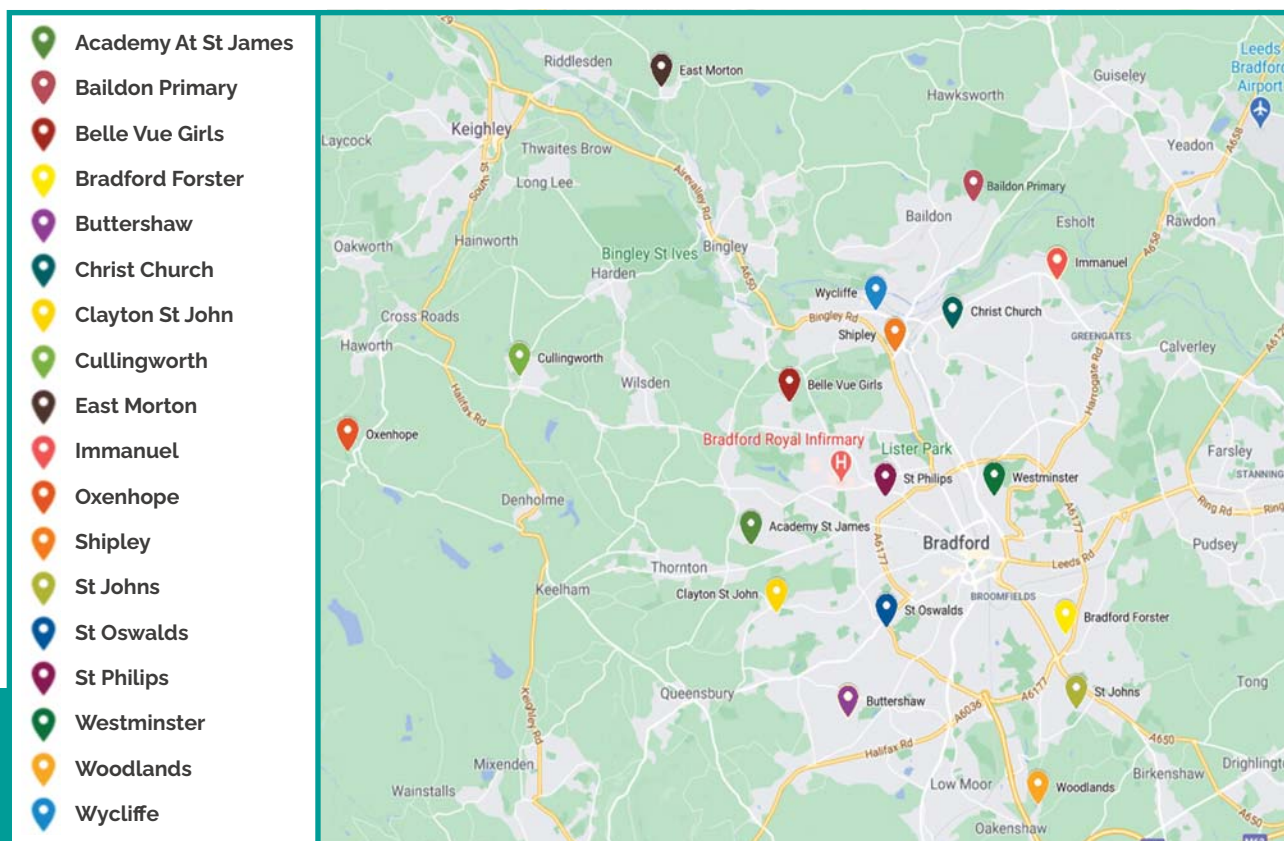
The Trustees of Bradford Diocesan Academies Trust are also the Directors of the charitable company for the purposes of company law. The charitable company operates as Bradford Diocesan Academies Trust and includes the following academies:



- The Academy at St James
- Baildon C of E Primary School (joined 1 July 2022)
- Belle Vue Girls' Academy
- Bradford Forster Academy
- Buttershaw Business and Enterprise College
- Christ Church C of E Primary Academy
- Clayton St John C of E Primary School
- Cullingworth Village Primary School
- East Morton C of E Primary School
- Immanuel College
- Oxenhope C of E Primary School
- Shipley C of E Primary School
- St John's C of E Primary School
- St Oswald's C of E Primary Academy
- St Philip's C of E Primary School
- Westminster C of E Primary Academy
- Woodlands C of E Primary Academy
- Wycliffe C of E Primary School

Trustees' Report (continued)

Geographical Locations of the BDAT Academies



Members' Liability

Members are appointed ex officio or by the Diocesan Board of Education or by the Bishop of Leeds. Each member 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 but not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

Trustees' third-party Indemnity Provision

Subject to the provisions of the Companies Act 2006, every Trustee of the Trust shall be indemnified out of the assets of the Trust against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which they are acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or Trust in relation to the affairs of the Trust.

Trustees' Report (continued)

A Trustee may benefit from any indemnity insurance purchased at the Trust's expense to cover the liability of the Trustee which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of Trust or breach of duty of which they may be guilty in relation to the Trust. This is provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of Trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of Trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as directors of the Trust.

The charitable company pays a premium of £336 (2021: £336) to provide indemnity insurance of £5m for the Trustees.



Method of Recruitment and Appointment or Election of Trustees

The Board seeks to have members with a range of skills and experience in education and business management. New Trustees holding the necessary skills are identified through the Diocesan and national education networks such as Governors for Schools and Academy Ambassadors. The Board may appoint up to two Trustees without reference to the members, who carry out responsibility to appoint Trustees.

A programme of induction by academy visits and familiarisation with the objects and procedures is offered to new Trustees and appropriate training is made available.

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

A programme of induction by academy visits and familiarisation with the objects and procedures is offered to new Trustees and appropriate training is made available. A full induction pack including Code of Conduct, Role Descriptors, Scheme of Delegation and support documentation is also provided to all Trustees at the point of appointment. The Trust employs a Director of Corporate Affairs and a team of Governance Professionals who support Trustees and governors in their roles. The Trust has a central clerking service to provide professional support in all Trustee and governor meetings. The Chair of the Trust conducts annual self-evaluative reviews with a selection of Trustees and Chairs of Governors on a rolling basis.

Trustees' Report (continued)

Organisational Structure

1) Trust Board Structure

BDAT has enjoyed a stable and robust governance and accountability structure for a number of years. In 2021-22, in line with best practice recommendations in the Academy Trust Handbook, the Trust Board commissioned an external review of governance to ensure process, practice and Board composition and accountability was fit for purpose as we looked to future growth. The review took place in Autumn 2021 and concluded that the Board was strongly effective at fulfilling both statutory and best practice and made some minor recommendations which have all been either actioned or considered.

The BDAT board continues to meet at least termly to oversee growth, regulatory compliance, education standards and financial accountability, while detailed scrutiny has been delegated to subject-focussed Board committees. Each sub-committee is made up of at least four Trustees overseeing primary, secondary, finance/resources or key areas of business.

The Trust has an independent audit committee which meets three times per year to provide quality assurance for all areas of Trust activity. This committee reports directly to Trustees at least annually and provides a summary response of activity and recommendations to the ESFA and DfE as part of our annual accounting process, including a review of internal scrutiny.

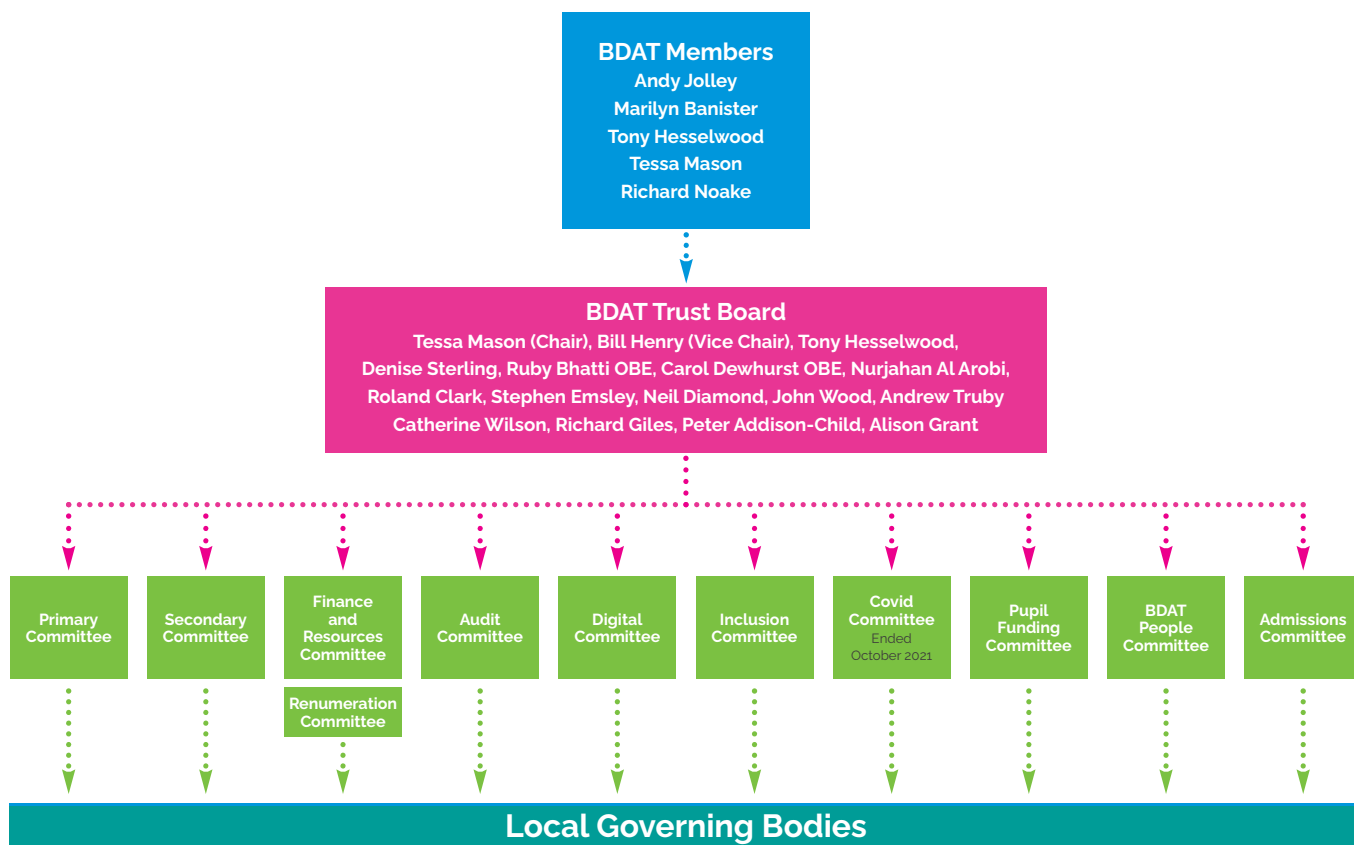
During 2021-22 the Board established a further three sub-committees: - a Pupil Funding Committee, BDAT People Committee and Inclusion Committee as well as continuing the Covid-19 Committee and the Digital Committee. In 2022-23 we will see a rationalisation of some of these committees as following the completion of the Trust ICT migration, Digital will move into the remit of Finance and Resources and Inclusion moves within BDAT People. The Covid-19 Committee has ceased to exist as we learn to live and work alongside the virus. The Pupil Funding Committee will remain a focus as we continue to ensure that our additional funding streams such as pupil premium and catch-up funding are allocated effectively and with most impact to the vulnerable children they are set up to support.



As a Trust we remain committed to ensuring strong and agile governance. We are aware we are a larger than average Board but regularly review the skills and expertise of our Trustees to reflect the significant work and commitment required of our non-executive leaders. As evidenced by our external review the Board remains strong, effective and committed to supporting the Trust in our next stage of growth and development.

Trustees' Report (continued)

Trust Board and Committee Structure 2021 - 2022



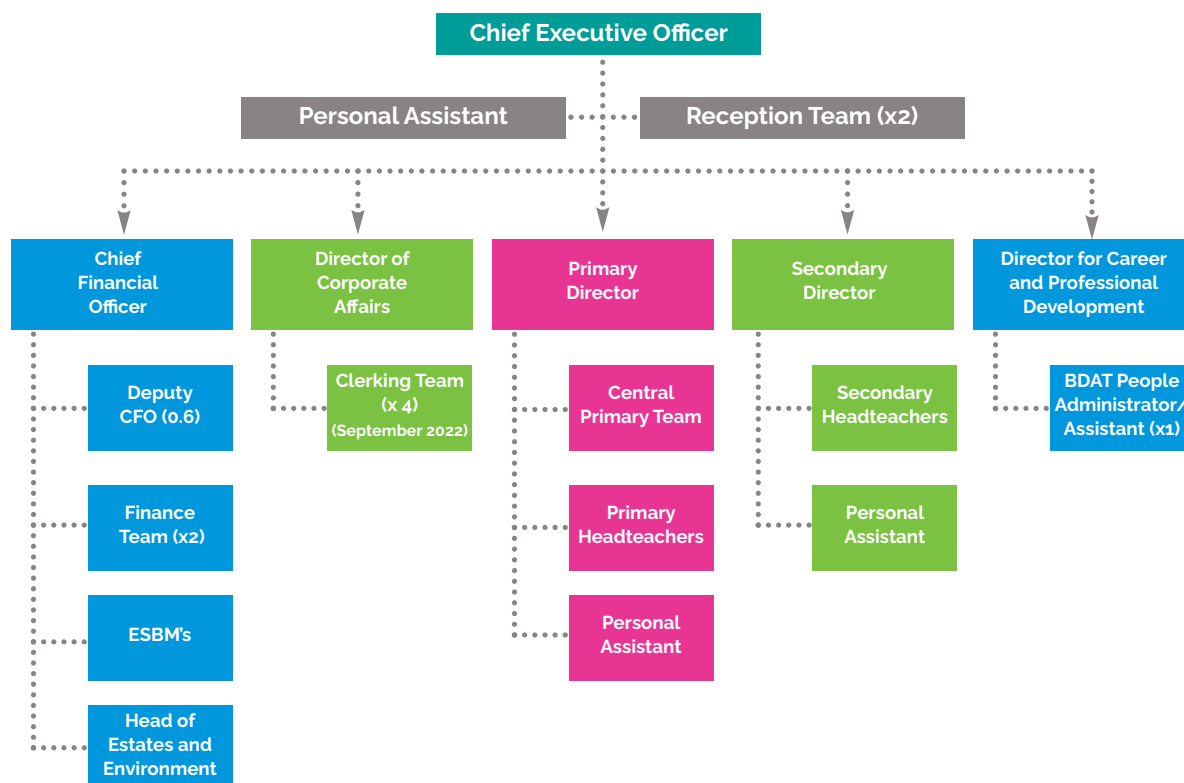
Trustees' Report (continued)

2) Executive Leadership Structure

The Board of Trustees are supported by a lean central executive team providing expertise and advice in education, operations, finance, and governance. The executive team is responsible for the roll out of Trust strategy as detailed in an annual operations plan agreed each year with Trustees.

This current BDAT Executive leadership structure is well established and stable with a number of staff serving for five years or more. The central Trust structure has been reviewed during 2021-22 in anticipation and readiness for future growth.

Central Team Structure



Underpinning the Trust executive leadership structure, the Trust employs 19 experienced and committed headteachers and heads of schools who drive forward the Trust vision within their own academies. We have appointed a number of new headteachers at the end of the academic year 2022, predominantly due to existing staff choosing to retire and were pleased to receive a good quality and quantity of applicants enabling us to fill all leadership posts.

Trustees' Report (continued)

Arrangements for Setting Pay and Remuneration of Key Management Personnel

The Trust has a robust process for the scrutiny of staff performance and remuneration and in particular for those staff identified by the Department for Education as having "high salaries". From Autumn 2020 the Trust has published high emoluments on the Trust website as per the requirements of the Academy Trust Handbook 2021: <https://bdot-academies.org/bdat-business/our-financial-accounts/> The Trust regularly conducts executive salary benchmarking providing additional scrutiny of high salaries.

The Trust Board directly oversees all central staff and headteacher performance management and remuneration decisions. Central Trust senior leaders are directly line managed by the Chief Executive Officer and a Trustee (or in the case of the Chief Executive Officer by two Trustees). Pay decisions for all central team staff are referred to the Board after due consideration by the Remuneration Committee

All headteachers are line managed by their Academy Chair of Governors and either the Chief Executive Officer or a Trust Education Director. All headteachers' pay decisions are referred to the Trust Board after consideration by the Trust Remuneration Committee.



Trustees' Report (continued)

For all other employees, remuneration decisions remain the responsibility of the local governing body and headteacher, although the Trust continues to audit and spot-check individual decisions and monitor equity of approach across schools. The Trust operates a single pay policy across all academies which is updated annually and available on the Trust website.

During 2021-22, as the Covid-19 pandemic started to ease, normal working practices have returned with the re-introduction of appraisals, objective setting and annual performance management discussions.



Trade Union Facilities Time

In line with the Trade Union (Facility Time Publication Requirements) Regulations 2017, the Trust's analysis is as follows:

Relevant Union Officials	
Number of employees who were relevant union officials during the relevant period:	3.0
Full time equivalent employee number:	2.51
Full time equivalent on facility time:	1.30
Percentage of time spent on facility time	
Percentage of time	Number of employees
0%	0
0% - 50%	2
51% - 99%	0
100%	1
Percentage of pay bill spent on facility time	
Total cost of facility time	£106,914
Total pay bill	£44,807,792
Percentage of total pay bill spent on facility time, (total cost of facility time ÷ total pay bill) x 100	0.24%
Paid trade union activities	
Hours spent on paid facility time	1012
Hours spent on paid trade union activity	1012
Percentage of total paid facility time hours spent on paid trade union activities	0%

Trustees' Report (continued)

Section 172 (1) Statement for the Financial Year 1 September 2021 to 31 August 2022

The Trustees of the Board of Bradford Diocesan Academies Trust consider, both individually and collectively, that they have acted to promote the success of the Trust taking into account the needs of pupils, colleagues, Trustees, members and other stakeholders and the Trust's wider role in society.

In doing so they have taken into account the following matters set out in s172 (1) (a) to (f) of the Companies Act 2006:

- a)** The likely consequences of any decision in the long term,
- b)** The interests of the Trust's employees,
- c)** The need to foster the Trust's business relationships with suppliers, customers, and others,
- d)** The impact of the Trust's operations on the community and the environment,
- e)** The desirability of the Trust maintaining a reputation for high standards of business conduct, and
- f)** The need to act fairly as between Trustees of the Trust.

The Board is mindful that the long-term success of the Trust is critically dependent on the way we work with a large number of notable stakeholders. The following table sets out our focus on the key relationships and shows how engagement with them is addressed by the Board of Trustees, committees, and work streams to help the Trust's decision making. It is important for all Trustees of the Board to gain sufficient understanding of the issues relating to every stakeholder so that their views are considered in Board discussions.

A robust governance framework is in place to ensure that stakeholder considerations are captured, and enhancements made to strengthen the views of our stakeholders in the Board meetings.



Trustees' Report (continued)

Stakeholder Group	Forms of Engagement	How this stakeholder group influenced the Board agenda and long-term decision-making s172 (1)(a)
<p>People (our employees) s172(1)(b)(e)</p> <p>At the end of August 2022, the trust had 1,386 employees.</p> <p>We create an environment in which our people can make a positive contribution, develop their careers and reach their potential. Our ambition is to be an employer of choice across the Education sector and across Bradford.</p>	<p>At Board level: Employees are a key asset to the Trust. We can't have great schools without great people. The BDAT "Growth to Great" strategy is now in its final year of a three-year strategy with the main emphasis being enabling the Trust to be an employer of choice. The Board receives regular updates on progress against the Trust's Employee strategic objectives including key performance recruitment and retention data. The Trust board has created a BDAT People sub-committee to focus on staffing development across BDAT and an Inclusion committee that has a golden thread through all aspects of BDAT work.</p> <p>In 2020, BDAT launched our sister website "BDAT People" setting out our core professional development offer for staff, including details of the professional ITT, ECT and NPQ opportunities available to staff, details of our in-house professional learning communities (PLCs) and our wellbeing offer for staff.</p> <p>At Academy Level: To facilitate engagement, we have established a 'Talent Management work stream including executive team members, school leaders and other key staff. We have a range of Professional Learning Communities (PLCs) to support staff knowledge sharing plus wellbeing and HR workstreams.</p> <p>Engagement with our employees takes many forms with regular and ongoing discussions. This includes an annual staff conference, staff surveys, annual career discussions, work streams and professional development networks and termly Chief Executive Officer newsletters.</p>	<p>During the year 2021-22 the Trust has embedded Board approved employee development initiatives to motivate, engage and support high performance and to retain key talent.</p> <p>Early Career Development Bradford Diocesan Academies Trust is a key strategic partner in the Early Careers Framework with the Ambition Institute. This has provided additional training for our early careers teachers and provides mentoring and tutoring opportunities for our more experienced staff. During 2021-22 we also increased the number of teacher trainee placements within our academies recruiting more Newly Qualified Teacher's (NQT) and teaching trainees within our Trust. We are the main partner in the roll out of the outstanding Gorse ITT to Bradford, which is part of the Department for Education Innovation work stream project. The number of apprentices also increased across the Trust utilising the Governments' apprenticeship levy program in core business and administrative support areas.</p> <p>Continuous Development The Director for Professional and Career Development strategically leads professional development. All academies have a ring-fenced staff development budget to invest in their employees – we are seeking to maximise the effective use of this by investing in programmes across our family of schools.</p> <p>Leadership Development Bradford Diocesan Academies Trust has continued to roll out and deliver the full suite of National Professional Qualification (NPQ) leadership qualifications often utilising funding through the opportunity area. We have introduced a number of additional specialist NPQs during 2021-22.</p> <p>Diversity and Wellbeing Reflecting our Christian ethos and values. Bradford Diocesan Academies Trust encourages academic, vocational, mental, physical, and spiritual opportunities and development for each member of our academies. We encourage both professional and personal development and seek to support staff wellbeing. The Trust and each of our academies have Diversity and Wellbeing policies that set out our wellbeing offer including coaching, mentoring, lifestyle coaches and mindfulness. In 2021-22 the Trust focused on promoting and celebrating Inclusion – one of the key Bradford Diocesan Academies Trust values, shared across our family of schools. We define it as "understanding everyone is equal, without exception, valuing and encouraging diversity and difference and seeking to learn from others."</p> <p>Bradford Diocesan Academies Trust launched its inclusion strategy at our annual staff conference in October 2021 where influential speakers engaged Trust colleagues about "What is Inclusion".</p>

Trustees' Report (continued)

Stakeholder Group	Forms of Engagement	How this stakeholder group influenced the Board agenda and long term decision-making s172 (1)(a)
<p>Our Pupils s172(1)(c)(d)(e)</p> <p>The Trust supported 9,626 pupils during the financial year 2021-22 across our 18 academies. Each academy has a curriculum improvement plan with targeted support for pupils with the greatest need.</p>	<p>At Board level: Our academies hold the key relationship with our pupils. This is intentional as each of our schools are very different and serve a unique set of families. The Trust however does receive intelligence and data on a range of areas which highlight trends, concerns and areas for development. These include attendance, safeguarding, behaviour, education outcomes, cultural capital and extracurricular experiences and so on.</p> <p>Trustees do have an active role within our Academies. From 2018 we established Trustee link roles where each Trustee is a named link with an Academy and spends time throughout the year within a school and talking to staff and students. This gives qualitative feedback on pupils' views and lived experiences.</p> <p>When the Trust leads on core school business activity e.g., headteacher recruitment, student voice is always built into the interview process.</p> <p>At Academy level: Schools have extensive mechanisms to ensure student voice is heard. For example, most schools have student councils which feed directly into Governors, most schools complete regular student and parent surveys throughout the year. All schools consult with pupils on significant changes such as the school day, plans for trips, food choice, environment etc.</p> <p>During 2021-22 the Trust was proud to launch a new student voice activity reaching across all secondary schools and a number of primary schools in the Trust. The "Bradford Student Pandemic Recovery Summit" brought together students from across the five Multi-Academy Trusts in the city to meet Civic leaders to highlight and debate what changes and improvements they would like to see across the Local Authority Area.</p>	<p>At Board level: Education outcomes and pupil experience is at the core of all strategic plans reflecting the Trust's mission statement "to provide high quality education within the context of Christian belief and practice so that every child can fulfil their academic potential and accomplish their individual goals". Student voice helped shape the new BDAT strategy for 22-25 and remains one of the 7 key priorities in the next stage of our journey.</p> <p>Trustee decision making is always informed by the qualitative and quantitative feedback set out in the column on the left. For example, one of the themes from the Pandemic recovery summit was disadvantage and poverty therefore Trustees receive regular reports on the disadvantage gap and the impact of the pandemic in increasing disparity in children's outcome and the attendance. As a result, Trustees have ensured that interventions focused on narrowing the gap and improving attendance are central to the 2021-22 Recovery Premium and School Led funds.</p> <p>At Academy level: Student feedback informs all areas of academy action planning. Governors and members of the central executive team regularly visit schools and talk directly to students and families to ensure they have a say.</p>

Trustees' Report (continued)

Stakeholder Group	Forms of Engagement	How this stakeholder group influenced the Board agenda and long term decision-making s172 (1)(a)
<p>Our Suppliers s172(1)(c)(e)</p> <p>Provide goods and services on which we rely to deliver a quality education to our pupils.</p>	<p>At Board level: Trustees are responsible for the strategic running of the Trust so do not frequently interact with suppliers. Reports are submitted to the Board on matters of importance regarding supplies for example, the ethical and environmental choice of new providers.</p> <p>Trustees do support high value procurement of suppliers for example Trust wide human resources. The Finance and Resources Committee and the Audit and Risk Committee are sub-committees of the Board and review details of related party transactions and areas of high spend e.g., supply staff cover.</p> <p>At Academy level: The Trust has a robust procurement policy with delegated authorities through the Scheme of Delegation. Academies regularly benchmark budgets to ensure value for money and spend against similar schools.</p>	<p>At Board level: The Board sets the principles around the type of supplier they want Trust business to be associated with e.g., companies with a similar ethos, companies with a local Bradford focus or companies with a charitable background. This provides the parameters for procurement. This is checked through external audit and concerns would be reported to the Board as appropriate. Trustees also pay particular attention to suppliers who may have a related party interest or are high value. Other than that, Trustees are not expected to interact with day-to-day transactional business. View My Financial Insights, a new tool provided by the ESFA, helps the trust quickly benchmark suppliers for value for money.</p>
<p>Our Regulators s172(1)(c)</p> <p>This includes financial regulators such as the Education and Skills Funding Agency (ESFA), the Department for Education and Regional Schools Commissioner and other bodies who hold the Trust to account such as Ofsted or the Diocese of Leeds.</p>	<p>At Board level: It is the Trust's policy to be open and transparent in line with ESFA regulations and the Nolan Principles of Public Life. Trustees work closely with our external auditors to ensure a robust annual review is conducted. The Audit Committee and the Finance and Resources Committee review the annual reports and have the opportunity to discuss any audit findings. The trust has started working with the DfE research teams to develop and improve the digital platforms and financial tools that they make available to the sector.</p> <p>At Academy/Business level: There are normally four fundamental submissions annually to the ESFA however during 2021-2022 there were five:</p> <ul style="list-style-type: none"> - Annual Report and Financial Statements. This report reviews the past 12 month's operations from a corporate position and includes an Internal Scrutiny report linked to governance. - Academies Accounts Return, - Budget Forecast Return Budget - School Resource Management Questionnaire - Building Collection Tool <p>Ofsted review the education standards within the Trust academies. Trustees are involved in all Ofsted inspections and have face-to-face inspection slots. The Trust has continued external quality assurance visits.</p> <p>We are also accountable as a church Trust to the Diocese of Leeds who frequently visit our schools and are invited to all Trust Board meetings. Our church schools are also inspected under the Statutory Inspection of Anglican and Methodist Schools (SIAMS) framework.</p>	<p>All feedback from the bodies to which we are externally accountable is fed back to the full Trust Board, discussed in Board meetings and then used to inform future activity and priorities.</p> <p>For example, the performance of the Trust was reviewed by the Regional Schools Commissioner – the feedback letter from this was shared with Trustees and used to inform key governance and growth conversations.</p> <p>The Chief Financial Officer and the Chief Executive Officer ensure that all submitted returns are complete, accurate, consistent, timely and in compliance with ESFA's requirements.</p> <p>Feedback from the ESFA is usually conducted through the industry through revisions of the Academy Trust Handbook. These changes are summarised with actions required and communicated to the Board, governing body and Headteachers</p> <p>External inspection reports such as Ofsted reports are always shared with Trustees and frequently headteachers or senior Trust staff will attend Boards to report lessons learned.</p> <p>Where appropriate, feedback on new guidance from regulatory bodies will be used to refresh school and Trust level policies. The Trust finance policies for example are reviewed each year following the release of the Academy Trust Handbook and Annual Accounts Directive.</p> <p>Safeguarding policies are reviewed routinely in response to Keeping Children Safe in Education updates and other best practice recommendations, for example, this year to increase focus and response to harmful sexual behaviour.</p>

Trustees' Report (continued)

Stakeholder Group	Forms of Engagement	How this stakeholder group influenced the Board agenda and long term decision-making s172 (1)(a)
<p>Our Community and the local Environment s172(1)(d)(e)</p> <p>The local neighbourhood being local housing, businesses, and the environment.</p>	<p>Understanding the local communities our students live in is key to supporting their needs and ensuring they have the best chance to achieve their full potential. The Trust Board delegates community links to each local governing body and school as they understand best the communities they serve and hold strong links to the church, community, and local businesses. Any concerns, positive feedback or complaints trends are reported back to the Trustees at academy level through the half-termly CEO report.</p> <p>While school governing bodies do take the main lead in liaising and supporting community issues, where concerns are significant the Trust does get involved to support the school voice for example, actively supporting another school in the location of a new car park build where the original proposed location highlighted potential safeguarding and road safety concerns.</p> <p>Our Inclusion strategy aims to work with our communities and local families to build cohesive relationships understanding and celebrating our differences.</p>	<p>Bradford Diocesan Academies Trust has engaged with a public relations company to support communications out to the community when required as well as celebrating successes across the Trust within the Local Community.</p> <p>If trends or concerns in community communications are picked up these are discussed at Trust Board. Our community are informed of large projects or any events that may impact the local community and always have the opportunity to alert Bradford Diocesan Academies Trust to discuss concerns as well as the school.</p> <p>Websites and social media are regularly updated with latest news items and upcoming events.</p>



Trustees' Report (continued)

Related Parties and Other Connected Charities and Organisations

The charitable company is under the control of the Diocesan Board of Education of the Diocese of Leeds.

The Board have declared seven related party transactions in our financial statements for the period 1 September 2021 to 31 August 2022.

The first is the **Leeds Diocesan Board of Finance** for services to support the religious ethos and vision of the Trust. This related party transaction can only be provided by the Diocese of Leeds and therefore is deemed to meet the "at cost" criteria as stated in the Academy Trust Handbook.

The related party is the Leeds Diocesan Board of Finance with our Trustees and members being associated.

The second is a collaborative arrangement between Bradford Diocesan Academies Trust, Beckfoot Trust and Dixons Academies Trust on the roll out of the Early Careers Framework and National Professional Qualifications through the Ambition Institute. This is to support the administration of the arrangement and passporting of funding for the Early Careers Teachers and the experienced teachers engaging in the National Professional Qualification. The related party transactions exist with **Dixons Academies Trust** because the two entities have a common Trustee.

The third is a staff and pupil wellbeing consultant who currently works across three schools in the Trust, **Chrysalis Consultancy Ltd**. The related party is the husband of a headteacher.

The fourth is the charity **Inn Churches** that provides community support for those in the greatest need. The related party transactions are that a Trustee is also the Chair of Inn Churches.

The fifth and sixth are small transactions with **Sugar Snap Kitchen Events** and **Rooted In**. These were small well-being events at the school at a low value. The related party transactions is that a local governor is linked to these companies.

The seventh related party is income based and is in support of our Diocesan colleagues in setting up a new Multi-Academy Trust. This was the provision of a Chief Financial Officer in a temporary capacity for the new Trust – **Leeds Diocesan Learning Trust (LDLT)**. The related party is that a BDAT member is the CEO of LDLT.

The seven related parties have been notified to the ESFA (if appropriate), externally checked for conflicts of interest or financial impropriety and will continue to be monitored on an annual basis. (note 28).



Trustees' Report (continued)

Strategic Report

2021-2022 was another successful year for the Bradford Diocesan Academies Trust family as our Academies navigated their path out of the Covid-19 pandemic smoothly returning to education and operational business as usual.

Inevitably the impact of the pandemic has left some lasting repercussions and presented a number of challenges (which will become Bradford Diocesan Academies Trust priorities for 2022 -23 and beyond), including improving regular student attendance at school, closing the disadvantage gap (which has been exacerbated by Covid-19 and the UK cost of living crisis) and supporting the mental health and additional needs of our most vulnerable students.

As a Board we continued to celebrate and recognise the hard work and ambition of staff across our schools in supporting our students and young people during this difficult time and wish to thank all our staff for their relentless determination and hard work.

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Educationally we emerge strong from the pandemic as all our academies remained focussed on developing and embedding broad and balanced curriculum over the last 12 months. Staff development and training continued at pace, albeit much delivered online, to embed quality first teaching. Safeguarding remained the Trust's number one priority.

Within our primary phase we were delighted to celebrate a strong set of data:

- At key stage 2, while national attainment dropped by 6% the Trust only dropped by 2%, closing the gap from -10% to -6% against national, continuing our five-year upward trend.
- Reading emerged as a particular strength of the Trust increasing by 10%, where national only increased by 1% - this can be credited to a Trust wide focussed "Year of Reading".
- Attainment of pupil premium students also accelerated compared to national as BDAT students improved by 10% whereas nationally pupil premium attainment remained static.
- Despite prolonged periods of pupil absence, phonics also emerged strongly and for the first time in the Trust's history, BDAT scored above national averages.

In our secondary phase, we also witnessed a set of pleasing results with both year 11 and year 13 pupils undertaking their first formal set of examinations in their school career (GCSE'S were cancelled in 2020 and 2021):

- A Level results across the two eligible secondary academies were strong with results improving more rapidly than the national rate of progress since 2019 at both A*/A and A*-C.
- At key stage 4, GCSE results remained steady against 2019 benchmarks although not making as much progress as the national rate of progress since 2019.
- Destination data at post 16 remained a strength of the Trust with an average of over 99% of students securing their next stage of employment, education or training at the time of writing this report, far surpassing the current national destination trends.

Trustees' Report (continued)

Strategic Report (continued)

The Trust successes were also validated by our external quality assurance visits from OFSTED and SIAMS. The Trust had five OFSTED visits between December 2021 and July 2022 with all schools either maintaining or improving grades:

School Name	Previous Grade	Date Joined BDAT	New inspection grade
Belle Vue Girls' Academy	Good (2016)	September 2016	Good (2021)
East Morton Primary School	Good (2012)	October 2017	Good (2022)
Christ Church Academy	Good (2016)	November 2013	Good (2022)
Clayton St John Primary School	Inadequate (2016)	October 2017	Requires Improvement (2022)
Academy at St James	Requires Improvement (2019)	January 2017	Good with outstanding leadership (2022)

One Bradford Diocesan Academies Trust school, St Johns primary, was also inspected under the Statutory Inspection of Anglican and Methodist Schools (SIAMS) framework securing an 'Excellent' SIAMS inspection outcome – the best possible quality grade a church school can be awarded by the National Society for the Church of England.

Looking outside education, the Trust also celebrated some notable successes:

Inclusion

A core focus for 2021-22 across the BDAT family was the first of the Trust ICARE values – Inclusion. For BDAT inclusion means celebrating the importance of diversity and difference. Bradford is the youngest and one of the most multi-cultural cities in the UK. Celebrating and recognising inclusion as a focus is an important point of education for our students and way of operation for our schools and Trust. This year we worked hard to ensure inclusive practice and policy permeated through every area of Trust business, from what we teach, to how we recruit, to the policies and processes we follow, because after all **Inclusion Matters!**



Trustees' Report (continued)

Strategic Report (continued)

BDAT People - Putting our People First

2021-22 was a year where the strategic direction for BDAT People really came to life. We have always said we can't have great schools without great staff teaching in them or supporting their operations. This year the CPD and training partnerships that we had previously planned took shape. As examples:

- Our school direct partnership, BDAT Initial Teacher Training with Gorse School Centred Initial Teacher Training and Carlton Academies Trust recruited 24 trainees across primary and secondary, and we embarked on delivery using the expertise from across our family of schools.
- We supported Early Career Teachers into their second year of induction, with expert mentoring and the support of the Early Career Framework working with the Ambition Institute, Dixons Academies Trust and Beckfoot Trust.
- In 2021 and 2022 we also recruited to, and delivered a suite of National Professional Qualifications working as a lead delivery partner in conjunction with neighbouring Trusts, Beckfoot Trust and Dixons Academies Trust. Through the new National Professional Qualifications our staff now have the opportunity to both train and teach alongside colleagues in the Trust and to build and share their specialist knowledge across the BDAT family.
- Finally, we launched and ran our first ever New to Headship and Aspiring School Business Manager courses complimenting the CPD programme we already host for incumbent colleagues.

As a Trust we are proud to continue to improve our recruitment, retention and development offer for all staff and are pleased to note the development benefits this provides for our employees as well as the retention benefits for schools. (BDAT staff turnover for 2021-22 remained low at 4% compared to UK average teacher turnover of 8% nationally).





Trustees' Report (continued)

Strategic Report (continued)

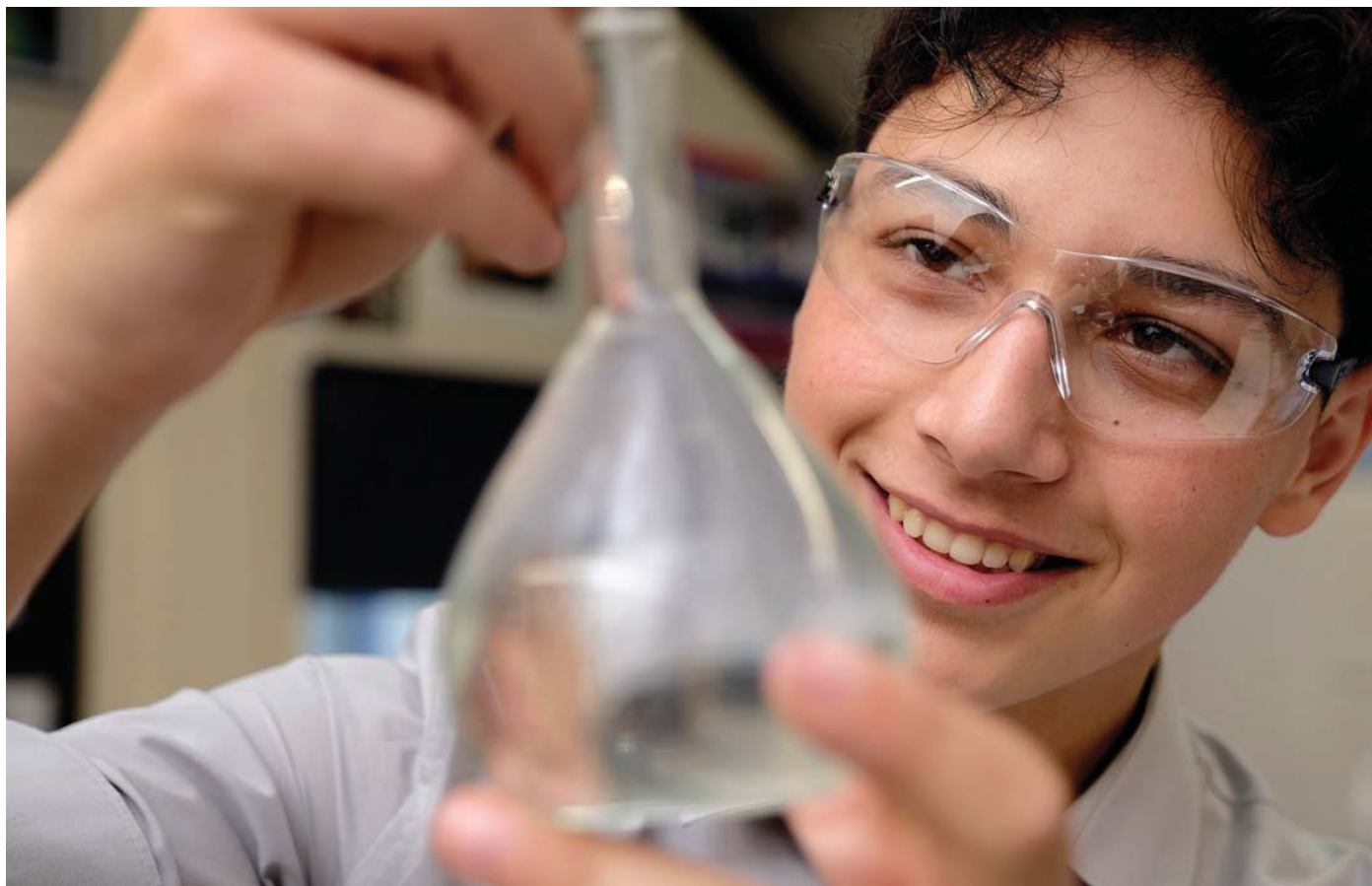
In summary

As we enter our tenth year of operation, BDAT is pleased to close another successful school year and set of accounts as a strong and viable Trust making demonstrable improvements to the academic and life chances of our community of over 9000 students. We are also pleased to be able to evidence our ambition to be an employer of choice for the 1450 employees in our schools.

We were particularly delighted to welcome **Baildon C of E Primary School** as the 18th school to join BDAT in July 2022, adding capacity to our family of schools. Baildon is our first new joiner since 2018.

2021-22 also concluded the third and final year of the BDAT strategy from "**Growth to Great**", published in 2019, which promised a period of consolidation whilst we made sure our systems and structures were robust and effective to support the schools in our family. This strategy could never have been better road-tested than enduring a national pandemic and the changes it brought to the national UK education and social sectors. We emerge from the pandemic stronger than before.

As we launch our new strategy, approved by the Board in July 2022 – "**One Trust, One Family, Where Every Child Matters**" and look to the future and the opportunities for growth directed by the 2022 Education White Paper, we remain excited and positive about the next stage of our journey. We will continue to grow as one family of schools, dedicated to providing the very best quality of education for the children in our Trust.



Trustees' Report (continued)

Strategic Report (continued)

Financial Impact and Governance

The Board were kept fully apprised of all financial implications as the Trust returned from the Covid-19 pandemic and the subsequent recovery funding streams which were provided by government to recovery lost learning over the next three years.

Key Covid-19 Financial Impact Includes:

1) Covid Catch up funds were replaced with a three-year recovery premium, school led tuition funding and the wider national tutoring programme. The Trust has set up the Pupil Funding Committee to ensure that this funding was directed to support those areas where education intervention was most required and to ensure funding was robustly accounted for. The emphasis of the spend was based on the Educational Endowment Foundation research and prioritised three specific areas of impact.

• Teaching • Targeted Support • Wider Strategies



Trustees' Report (continued)

Strategic Report (continued)

2) Another financial impact of the pandemic was **increased supply and agency costs** due to high levels of staff absence due to covid-19 related illness. The ongoing impact of staff absence costs continues to be closely monitored as we head into a new academic year and winter period. Staff were actively encouraged to take up both the covid and flu vaccinations. This remains a high risk on the risk register which is under constant review with the national issues of staff recruitment and retention.

3) **Income from Breakfast clubs and facility hire** were impacted for a third year; with some wrap around care not expected to recover to pre-pandemic levels and school trips have started again with a lot of venues having long-term additional covid based requirements.

4) In addition the **digital strategy implementation** of a new tenancy for all schools completed during the year with regular project management and financial updates being reported to the Board and sub-committees. This has replaced the inherited ICT estate with a resilient cloud-based system which is safe, secure and cyber compliant. The Trusts investment of £1m has been robustly project managed which has led to the project being completed within 5% of budgeted targets.

Moving forward from the pandemic and considering our end of year accounts the Trust has had a positive year in respect of completing the two major capital and investment strategies within budget and Bradford Diocesan Academies Trust remains in a healthy revenue position as we look to the future. This is despite uncertainty at year end around teacher and support staff pay awards and accounting for escalating energy prices and inflation.

Trustees have been able to agree a three-year balanced budget for the Academy Trust and deficit recovery plans with additional scrutiny for any individual Academy holding a deficit reserve. Some continuing covid-19 additional costs are still occurring, particularly around staffing, which are impacting academy reserves. The pension liability has been impacted by the movement in the discount factor during the year. This is shown by a positive £33m movement on the balance sheet. This risk is shown on the Trust risk log, which is scrutinised by both the Board and Audit Committee and remains regularly under review.



Trustees' Report (continued)

Strategic Report (continued)

Streamlined Energy and Carbon Reporting (SECR)

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) came into force on 1 April 2019. It requires large companies which consume (in the UK) more than 40,000 kWh of energy in a reporting period to include energy and carbon information. BDAT meets these criteria and therefore reports its findings.

UK Greenhouse gas emissions and energy use data for the period 01 September 2021 to 31 August 2022

Energy consumption used to calculate emissions (kWh)	2021-2022	2020-21
Gas	5,981,473	7,033,366
Electricity Standard	-	1,258,418
Electricity Renewable	2,952,518	1,242,886
Transport Fuel	80,244	28,841
Total	9,014,235	9,563,511

Scope Energy Source		Emissions Tonnes (CO ₂ e)	Emissions Tonnes (CO ₂ e)
		2021-2022	2020-2021
1	Gas	1,099.81	1,293.23
	Oil	-	-
	Academy Vehicles	11.07	5.25
2	Electricity - Standard	-	293.39
	Electricity - Renewables/Nuclear	-	-
3	Staff mileage in year on Academy Business	6.08	3.25
	Total Emissions	1,116.96	1,595.11
Intensity ratio		0.12	0.18
Intensity measurement	The chosen intensity measurement ratio is total gross emissions in metric tonnes CO ₂ e per pupil, the recommended ratio for the sector.		

Quantification & reporting methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting.

Action

1 The Trust Digital Strategy has moved all servers into the cloud

2 The Trust is rolling out its Environmental Sustainability Strategy

3 The Trust has invested in decarbonisation surveys across our estate to identify areas to invest in.

Three key measures taken to improve energy efficiency

Trustees' Report (continued)

Strategic Report (continued)

Key Financial Performance Indicators

The Trust has fulfilled its key financial performance indicators this year which included:

- Managing the Trust's budget and the relating situation in terms of financial soundness.
- Completing the digital strategy within budget and in a timely manner. Ensuring that all IT is correctly licenced, and all platforms are safe, secure and cyber compliant.
- The Trust has also worked to improve central financial, operational and risk management processes to enable more effective management of the business. Strict budgetary controls are in place and performance is managed against budgets.
- The Trust has increased quality assurance and scrutiny throughout 2021-2022 with updated monthly management accounts and reporting to the new sub-committees of the Board.



BDAT Matrices

Staffing	2021-2022	2020-21
Spend on Staff % of Total Expenditure	69.76%	73.70%
Non-Staff Expenditure		
Other Expenditure % of Total Expenditure	27.48%	26.30%
Income		
ESFA Funding as % of Total Income	90.39%	93.68%
Total Income Per Pupil	£6,374	£6,268

Trustees' Report (continued)

Strategic Report (continued)

Going Concern

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

There continues to be uncertainties, including unfunded pay awards for teachers and support staff, energy increases, inflationary increases as well as uncertainty in the political arena. Trustees take a prudent and risk averse position in assuming funding before it is confirmed to be available. Trustees are fully aware of all assumptions that have taken place during the production of the Trust and Academy budgets. The uncertainty of future pay awards continue to squeeze the budgets and make it increasingly difficult to forward plan with certainty. The Trustees have approved three-year balanced budgets within these assumptions.

Employees and Disabled Persons

As of 1 September 2022 the Trust employs 1,386 staff. We are an equal and equitable opportunity employer across all roles within the Trust. This includes providing a comprehensive induction process for all staff to provide the individual with information about what support and assistance is available to help them in their role and identifying and agreeing what reasonable adjustments will be made to ensure a welcoming environment.

The Trust reviews our Equality and Diversity policy regularly to ensure it is up to date, current and best practice to protect and support all employees including those with disabilities. In addition to this, line managers have a responsibility to ensure that disabled staff are treated fairly and have the same opportunities at work as non-disabled colleagues.

In 2021-22 BDAT refreshed our Equality Statement and Trust Equality Objectives for 2022-26 which provide the following five commitments to being an inclusive and equitable employer to benefit both our staff and students.

1. Continuing to educate our workforce on issues of diversity, equality and equity and inclusion.
2. Promoting a curriculum (including our programmes of enrichment and extracurricular) that is inclusive and calls upon a wide range of diverse role models and resources.
3. Ensuring all our schools achieve the 'diversity bronze mark'.
4. Ensuring every child has equal access to the highest quality education and life chances.
5. Continue to take positive action towards becoming an employer that represents our community.

These objectives can be accessed through the BDAT website with impact measures and success criteria in each area: <https://www.bdat-academies.org/bdat-business/bdatpolicies/>



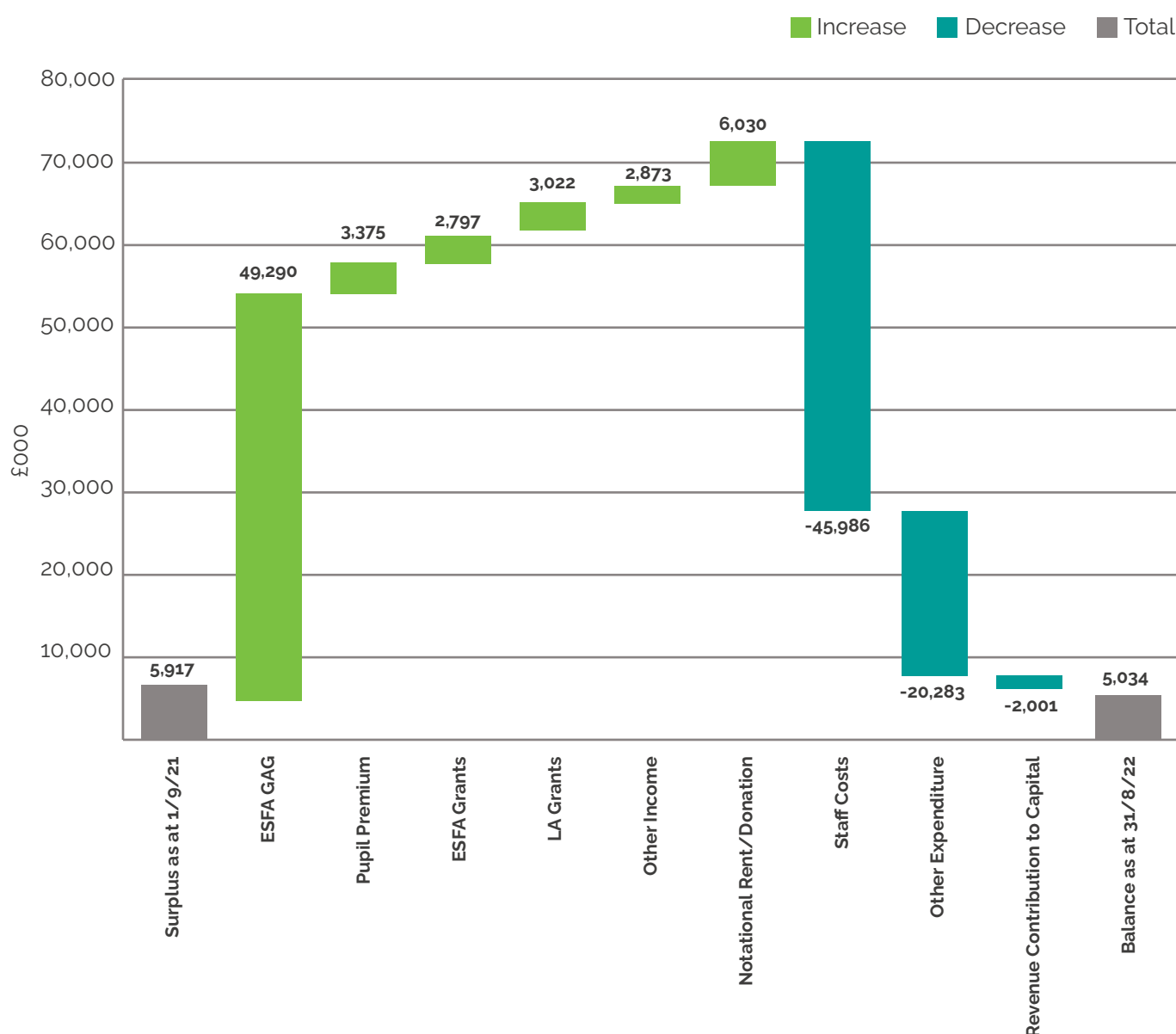
Trustees' Report (continued)

Strategic Report (continued)

Financial Review

The majority of the Trust's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period 1 September 2021 to 31 August 2022 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

Income and Expenditure in 2021/22 – reconciliation of revenue reserves



The chart above reconciles the opening and closing revenue reserves position for the period 1 September 2021 to 31 August 2022 with the Trust closing position having unrestricted revenue reserves of £3,743k and restricted revenue reserves £1,291k.

Trustees' Report (continued)

Strategic Report (continued)

The Trust also receives grants for fixed assets through DFC (Devolved Formula Capital), and SCA (School Condition Allocation) from the Education Skills and Funding Agency. These grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the period 1 September 2021 to 31 August 2022 the Trust had an in-year revenue deficit of £836k (2021: (£797k)) and cumulative unrestricted revenue reserves of £3,743k (2021: £4,289k).

Cumulative Unrestricted Revenue Surplus



Restricted Funds (prior to LGPS)



The restricted funds chart prior to LGPS shows £49,488k (2021: 48,667k) at the period ended 31 August 2022. The total amount of restricted funds has increased due to investments in the Trust digital and capital estate.

Trustees' Report (continued)

Strategic Report (continued)

As at 31 August 2022, the net book value of fixed assets was £46,947k (2021: £45,330k) (movements in tangible fixed assets shown in note 12 to the financial statements). The assets were used exclusively for providing education and the associated support services to the students of the Academy. The fixed assets of the Trust were stated in line with the policy of the National Society for the Church of England and the Leeds Diocesan Board of Education where only Local Authority land and buildings are recognised as fixed assets. The Diocesan land and buildings are available for education use and should be treated much like an operating lease. The assets of Buttershaw Business & Enterprise College are under a PFI contract and therefore have no asset value.

The Board delegate authority, through the Scheme of Delegation, over the day-to-day financial management of each academy to the local governing body and the headteacher. Budgets are approved by the Board and actual outcomes are reviewed on a regular basis. The headteacher ensures that funds are targeted for particular pupils and spent on appropriate resources.

Reserves Policy

All reserves are reviewed by the Trust on a regular basis and an appropriate range of options will be considered. These might include releasing the funds into the revenue budget in furtherance of the Trust's objectives, assigning funds to appropriate designated reserves as may be determined by the Trust, or investing the funds to generate further income to allow expansion of the Trust's work. The Trust has a responsibility to hold reserves that mitigate potential risks against short-term reductions in funding and/or income which would financially impact the cash flow of the Trust. The level of reserves that the Trust will aspire to hold will be between one and two months of the Trust's expenditure (Range - £3m - £6m). The current value of unrestricted reserves is £3,743k (2021 - £4,289k).

Net Current Assets



The movement of funds to and from the reserves identified (other than movements from restricted to unrestricted) above will be at the discretion of the Trust where delegated authority has been provided by the Board of Trustees, subject to the restrictions which will remain attached to restricted funds (revenue and capital) and their use. The movement of funds from restricted to unrestricted must be subject to obtaining appropriate consent from the original donor of the funds.

Trustees' Report (continued)

Strategic Report (continued)

The Trust holds net current assets of £6,341k (2021: £7,688k) at the present time and this is listed on the balance sheet. The Trust held fund balances at 31 August 2022 of £50,925k (2021: £22,424k) comprising £48,197k (2021: £47,039k) of restricted fixed asset funds with an additional restricted revenue fund of £1,291k including the Mary Evason legacy fund (£41k). The Local Government defined benefit pension reserve is in deficit as at 31 August 2022 in the sum of £2,306k (2021: £30,532k).

The Local Government Pension Scheme actuarial statement is based on calculations for each triennial valuation of the fund (or subsequent valuation of the unitised fund, if applicable), the actuary calculates a notional allocation of assets. This allocation is purely notional and does not confer ownership of any assets to any employer. These asset values have been used as the basis for calculating the reported asset values in the Annual Report.

This does not have an immediate cash flow impact but may result in increased contributions in future years. Parliament has agreed that the request of the Secretary of State for Education, to guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department of Education.

Investment Policy

The investment objectives of the Trust are to:

- Achieve a long-term real rate of return, net of inflation, to provide a source of capital to meet beneficiary and operational needs without subjecting the fund to large disinvestment that could impact the ability of the fund to meet future long-term financial commitments.
- Provide an income to the Trust to help maintain its operational effectiveness in the short term.

The policy states that all investments must be ethical and in line with the Trust ethos. There are several investment sectors that the Trust would not invest in e.g., gambling and alcohol. However, a full return approach will take precedence, allowing the Trust to focus on investments providing optimal performance in terms of overall return rather than investments which would provide the right balance of capital and income return. The protection of present and future beneficiaries will be a key responsibility of the Trust.

Surplus income should only be invested if there is no requirement to spend the money within 24 months of the investment. All investments are communicated to the Finance and Resources Committee and currently there are no investments.

Principal Risks and Uncertainties

The Trustees strive to improve the levels of performance of its students at all levels. The focus continues this year on keeping children and staff safe while continuing to provide a remote based education or on-site education depending on national or local guidance and local circumstances. There has been pressure on all funds to provide an education but also an extra responsibility for maintaining free school meals for the most vulnerable pupils. All the academies remained open to support key workers and vulnerable pupils whilst maintaining coronavirus restrictions.

Trustees' Report (continued)

Strategic Report (continued)

The most significant financial risk is for those academies that have reducing pupil numbers, this in main is within the primary phase as the whole demographic reduction in birth rates across Bradford continues to fall. The cost pressures of the unfunded pay rise for both teachers and support staff, inflation and energy issues continue to add increased pressure on already squeezed budgets.

The Board regularly reviews the Trust risk log and in 2021-2022 has regularly reviewed the impact of external influences on its growth plan and strategic priorities. The Board is aware of external influences such as the war in Ukraine and the guidance from the DfE about contracting with international energy providers.

Risk Management

The Trust has a formal risk management programme, which operates across the central Trust office and all our academies. The Trustees have assessed the major risks to which the organisation may be exposed, in particular those relating to teaching, provision of facilities, and other operational areas of the Trust, including finance. The Trustees have implemented a number of systems to mitigate the risks that the Trust and academies face, especially in the operational areas such as teaching, health and safety and academy trips and in relation to the controls of finances. They have introduced systems including operational procedures (e.g., vetting of new staff and visitors, supervision on academy grounds) and internal financial controls in order to minimise risk. Where significant financial risk still remains, Trustees have ensured they have adequate insurance cover. The Trust has a system of internal financial controls which it continuously strives to improve.

Financial and Risk Management Objectives and Policies

The future financial and risk management objectives for the Trust include ensuring that the impact from the current tightening of funding in the public sector is fully taken into consideration when decisions about future spending are taken.

Fundraising

Low level fundraising activities have taken place during the year on a voluntary basis and the Trust does not currently work with professional fundraisers. The funds raised through such fundraising activities are to support external charities. A few examples of school led fundraising events are non-uniform days and coffee mornings.

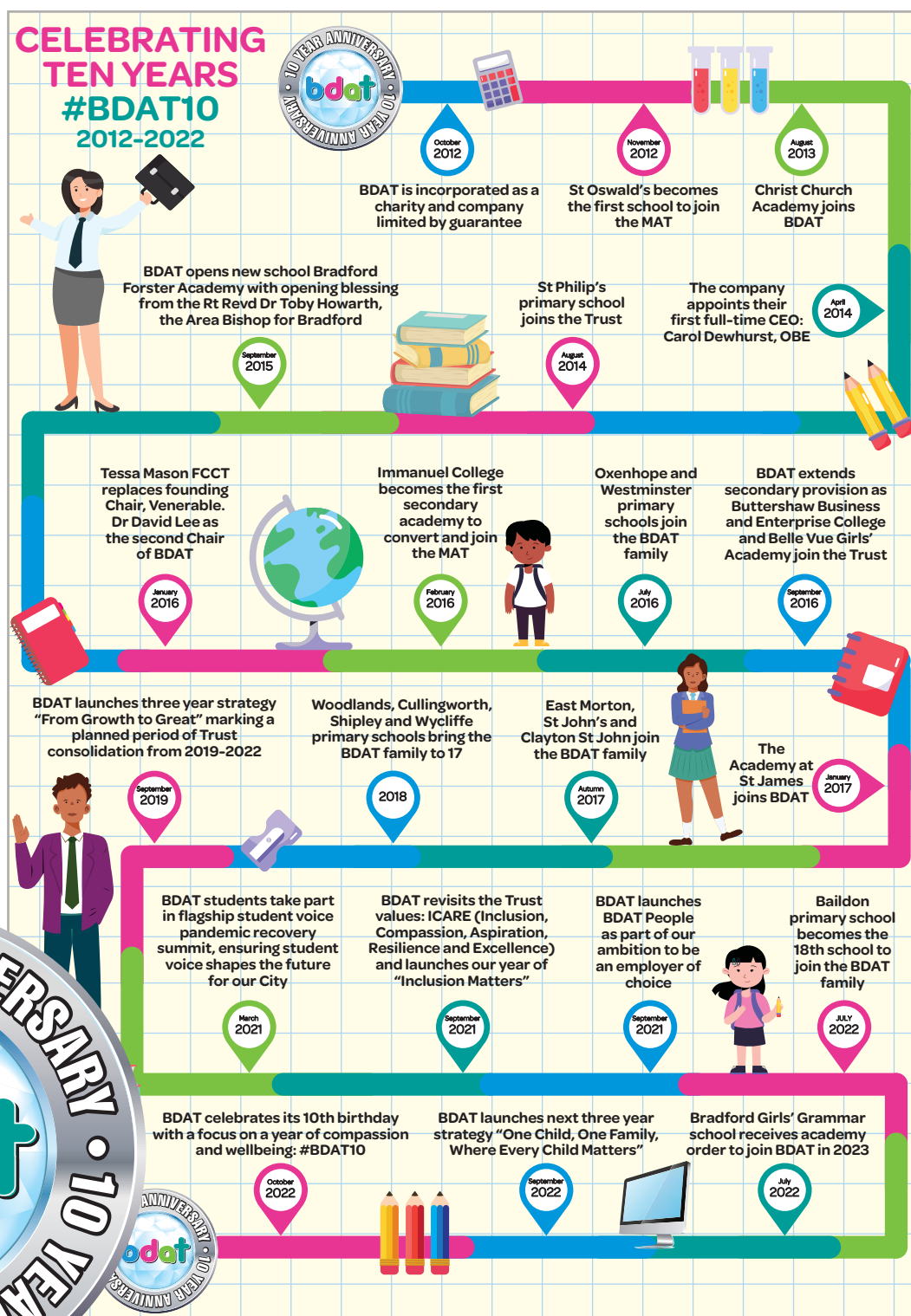


Trustees' Report (continued)

Strategic Report (continued)

Plans for future periods

2022-23 heralds an exciting new phase in the BDAT journey. In October 2022 we celebrate our tenth anniversary as a Trust with a range of celebratory events and school led activities to mark our journey to date. We are proud to launch our #BDAT10 infographic visualising our last ten years.



Trustees' Report (continued)

Strategic Report (continued)

However perhaps as we recognise our past it is more important we look to our future as a strong MAT. In September 2022 the Trust will launch our next future strategy "**One Trust, One Family, Where Every Child Matters**" setting out our key drivers for the next three to five years. This includes again looking at the shape and size of the Trust and the opportunities for growth as suggested in the 2022 Education White Paper "Opportunities for All". Following three years of consolidation, BDAT is excited to look to expanding our family once again beginning with welcoming Bradford Girls' Grammar School to the Trust in Spring 2023. The Trust will now continue to actively seek opportunities for growth with partner schools who share our ethos and values, located in the Bradford and surrounding areas. We do however remain committed to steady and careful growth at a pace which is manageable and remains highly supportive to those schools already in our family.

We do however remain committed to steady and careful growth at a pace which is manageable and remains highly supportive to those schools already in our family.



2022-23 will also see the Trust move to the second of our ICARE values – **Compassion** – and the importance of wellbeing in our schools. In October 2022 we will launch our new Wellbeing Charter for the BDAT workforce designed to put wellbeing at the heart of how we work in our schools. This interactive charter will form a blueprint for the Trust and schools ways of working, whilst encouraging each individual staff member to consider how they look after their own wellbeing.

Finally, another key priority for our Trust as we look to the future will be to launch our Environmental and Sustainability Strategy. As a Trust we have an ambition to be Net Zero by 2030 and are under no illusion of the hard work and cultural buy in this will require. In Autumn 2023 we will publish our Environmental and Sustainability strategy and action plan for achieving Net Zero and improving our school carbon and environmental footprint as we play a part in supporting the long-term health of planet Earth.





Trustees' Report (continued)

Auditor

Saffery Champness LLP have indicated their willingness to continue in office.

Statement as to disclosure of information to the auditor

The Trustees have confirmed that, as far as they are aware, there is no relevant audit information of which the auditor is unaware. The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees' Report incorporating a strategic report is approved by order of the Board of Trustees in their capacity as Directors at a meeting on the 15 December 2022 and signed on its behalf:

Tessa Mason

Mrs Theresa Mason

Chair of Trustees



Governance Statement

Scope of Responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Bradford Diocesan Academies Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can provide only reasonable and not absolute assurance against material misstatement or loss.

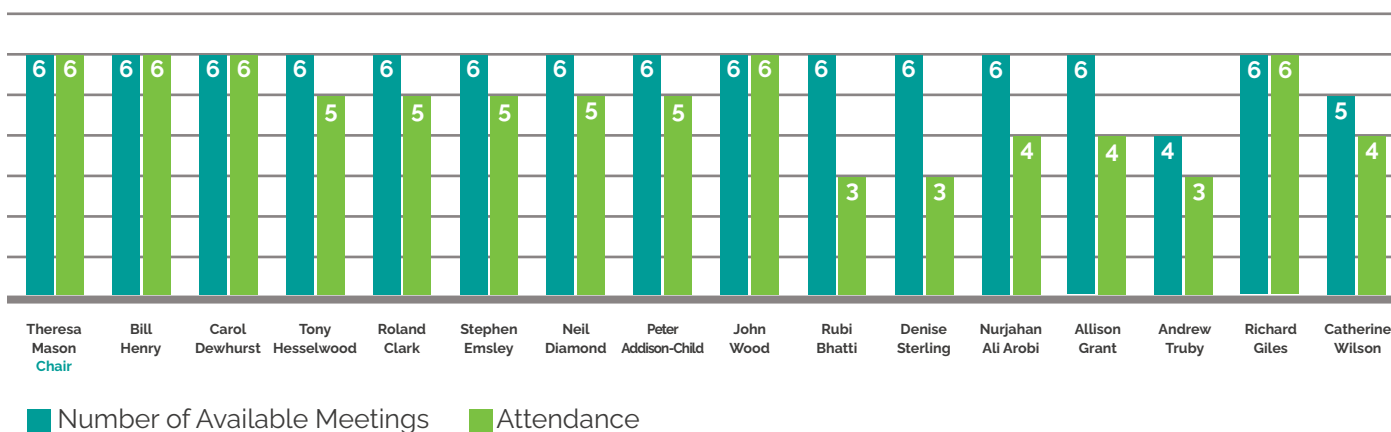
The Board of Trustees' has delegated the day-to-day responsibility to the Chief Executive Officer as Accounting Officer and Chief Financial Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Bradford Diocesan Academies Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Financial matters are dealt with by the Finance & Resources Committee, consisting of Board and staff members who are responsible for ensuring internal controls are implemented and that risks are kept under review. The Audit Committee reviews compliance and procedural matters of the external audit and meets three times a year.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees had planned an initial six meetings between 1 September 2021 and 31 August 2022. Attendance during the year at meetings of the governing body was as follows:

Board Trustee Attendance



Governance Statement (continued)

There were two Trustees appointments during the year:

- 1) **Mr Andrew Truby** - 30 September 2021
- 2) **Mrs Alison Grant** - 30 September 2021

There were three Trustees resignations during the year:

- 1) **Stephen Emsley** - 10 August 2022
- 2) **Catherine Wilson** - 21 July 2022
- 3) **Andrew Truby** - 13 May 2022

Each academy has its own Local Governing Body which has delegated powers as defined in the Scheme of Delegation. The Trustees believe the current governance structure is appropriate to the size of the Trust and acknowledge that this will be developed over time as the number of academies in the Trust increases.

In 2021-22 we commissioned an independent Trust Governance review to test the effectiveness of the BDAT Board. We also conduct an annual Trust and governance review in each of our academies to look at effectiveness, priorities, skills gaps and areas for development.

Board Sub-Committee Structure and Attendance

The BDAT Board operated 10 sub-committees up until October 2021 when the Covid Committee ceased leaving 9 Committees. The structure is highlighted on page 12 of this report and these are:

- 1) Finance and Resources Committee, including Remuneration Committee
- 2) Secondary Committee
- 3) Primary Committee
- 4) Audit Committee
- 5) Digital Committee
- 6) Covid Committee (Until October 2021)
- 7) Pupil Funding Committee
- 8) BDAT People Committee
- 9) Inclusion Committee
- 10) Admissions Committee

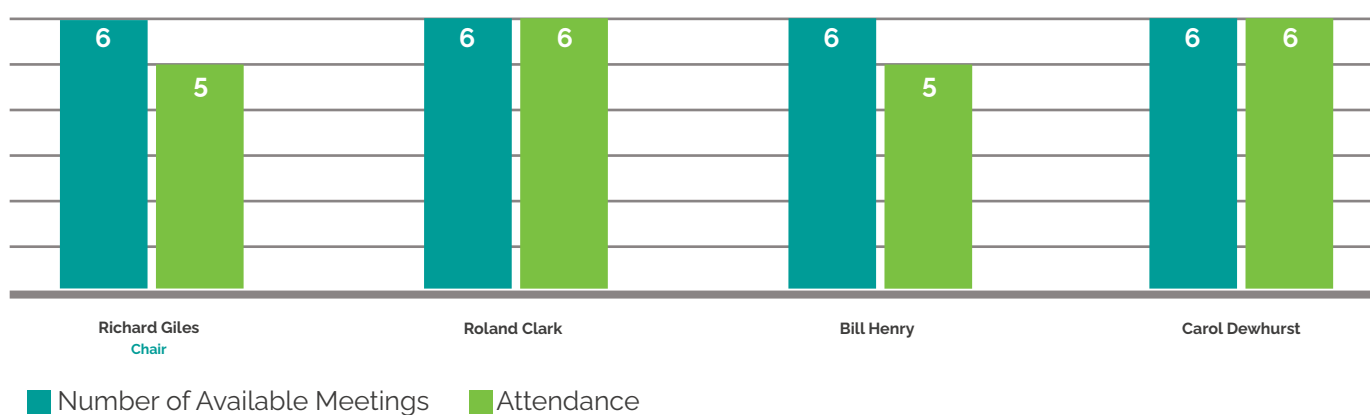


Governance Statement (continued)

The **Finance and Resources Committee** (FARC) purpose is to:

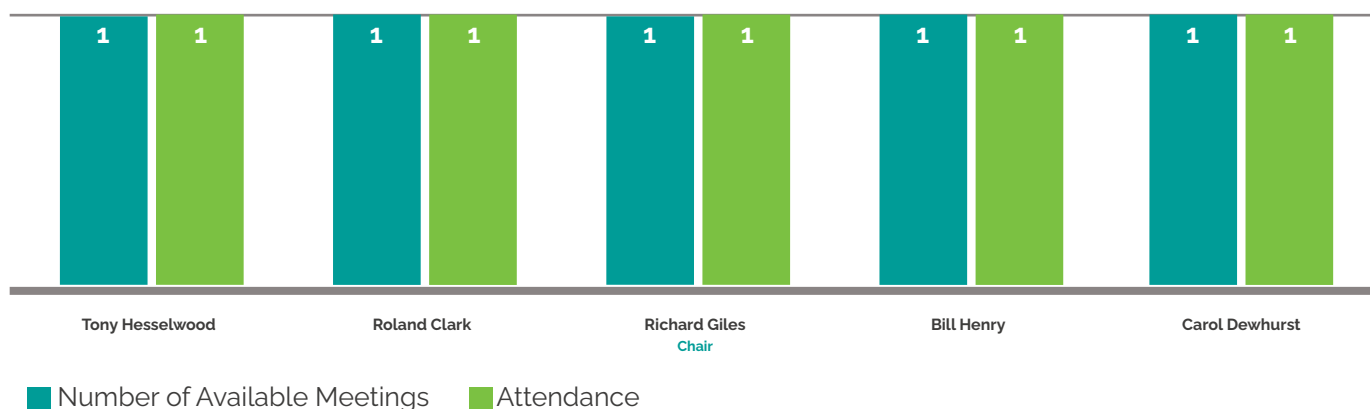
- Evaluate the financial performance of the organisations and ensure finance resources are used appropriately and in accordance with the objectives of the organisations.
- Ensure that appropriate advice and recommendations are made to the Board to ensure the ongoing viability of the organisations occurs.

Finance & Resources - Trustee Attendance



The BDAT Remuneration Committee also sits within the FARC and provides Trustee oversight for central staff and Headteacher pay recommendations. The CEO does not count towards Trustee quoracy within the remuneration committee or have voting rights.

Remuneration Committee - Trustee Attendance

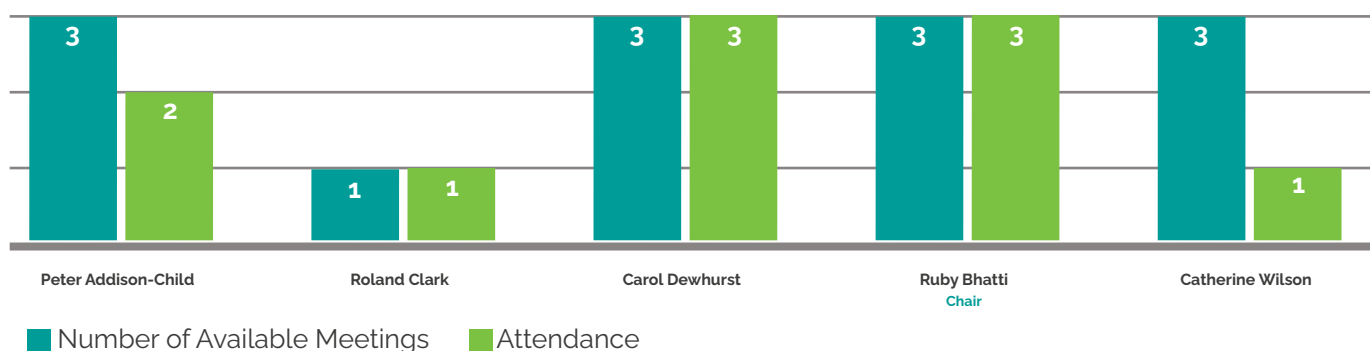


Governance Statement (continued)

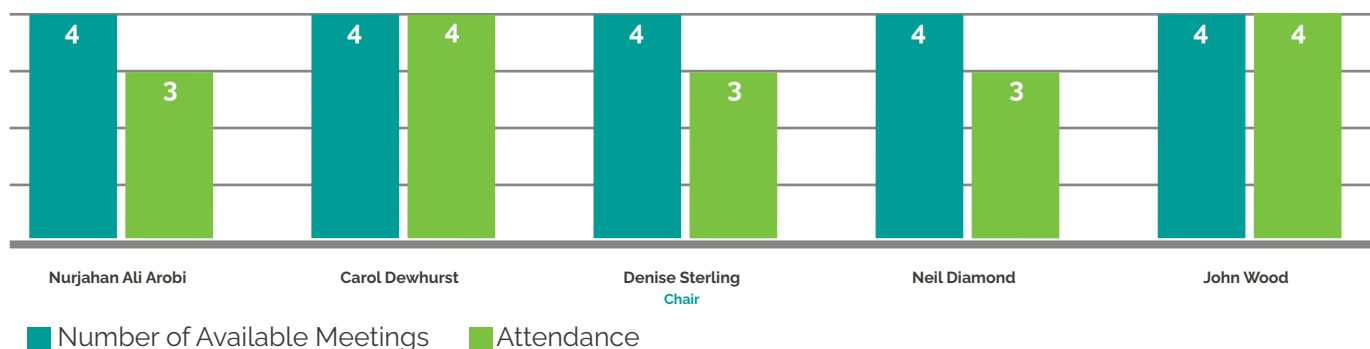
The Primary and Secondary Committees

The Primary and Secondary Committees are responsible for ensuring that standards across the MAT, especially in regards to pupils and learning, are set, achieved and maintained.

Primary Committee - Trustee Attendance



Secondary Committee - Trustee Attendance



The Covid-19 Committee

The Covid-19 Committee purpose was:

- To oversee the spending of the ring-fenced Covid-19 catch-up premium and that school plans are based on the research from the Education Endowment Federation across the 3 strategies of teaching, targeted support and wider strategies.
- Ensure that funds are being spent appropriately and are having an impact on teaching and learning.

This committee ceased in October 2021.

Covid-19 Committee - Trustee Attendance



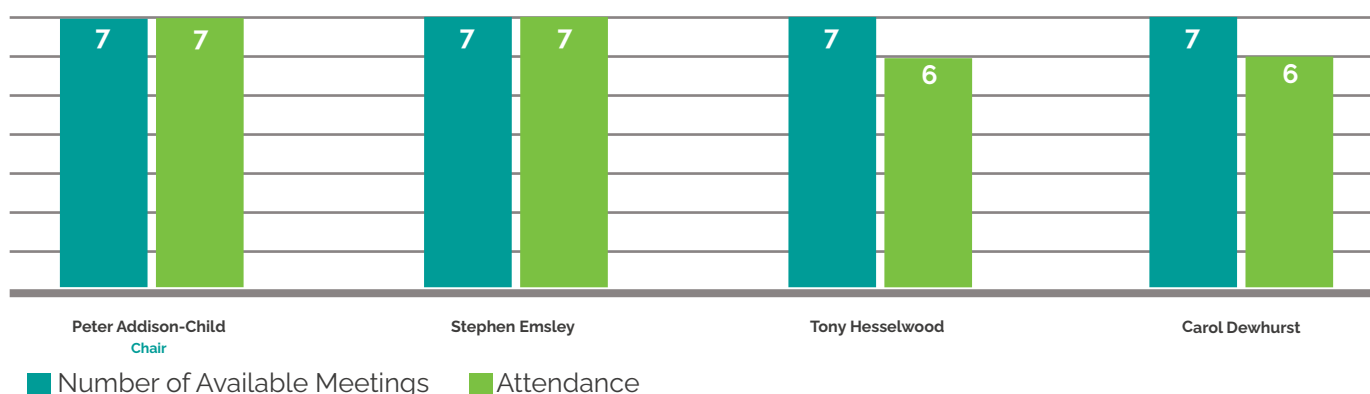
Governance Statement (continued)

The Digital Strategy Committee

- To oversee the development and implementation of the digital strategy within the organisation and ensure financial, physical and human resources are used appropriately and in accordance with the objectives of the organisation.
- Ensure that appropriate advice and recommendations are made to the Board to ensure the ongoing viability of the project.
- To provide Trustee voice to decision making and risk management

This committee will move into the FARC remit once the project set up is completed.

Digital Strategy Committee - Trustee Attendance



Admissions, Pupil Funding & BDAT People Committees – these sub-committees were set up to scrutinise the detailed aspects of the Trusts business providing opportunity for Trustees oversight.

Pupil Funding Committee - Trustee Attendance



Admissions Committee - Trustee Attendance



Governance Statement (continued)

BDAT People Committee – Trustee Attendance

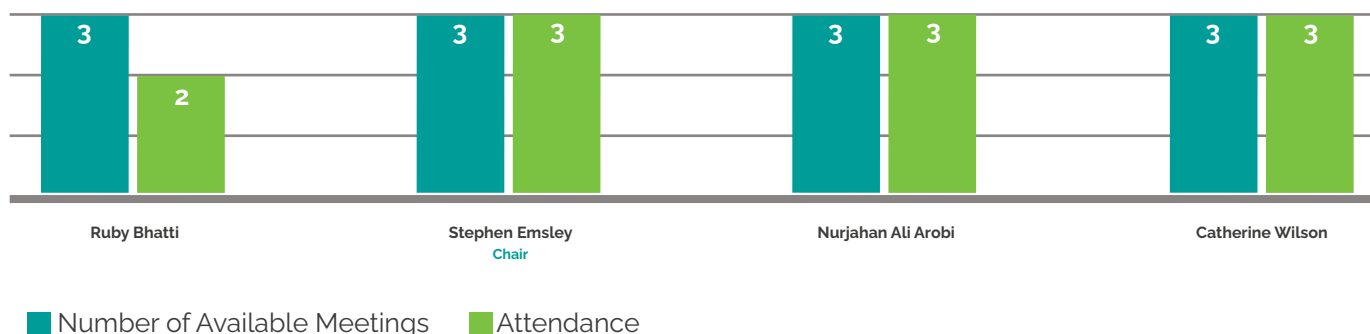


The Audit Committee

This committee is commissioned to meet three times a year, from 1 September 2021 to 31 August 2022. It is chaired by Mr Stephen Emsley (Trustee) and includes an independent non-Trustee (not included below) who is a Chief Operating and Finance Officer at a non-Bradford based Trust.

The purpose of the Audit Committee is to advise on the adequacy of financial and other controls and risk management arrangements in the trust, and it must also direct a programme of internal scrutiny and consider the results and quality of any external audit.

The Audit Committee – Trustee Attendance



In line with Academy Trust requirements, the CEO/Accounting Officer, CFO and other core staff are in attendance as required.

Governance Statement (continued)

Review of Value for Money

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

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where available.

The Trust has delivered improved value for money during the year by:

- The use of Salix loans to invest in the in the estates LEDs providing energy efficient lighting.
- Further engagement with the Apprenticeship scheme has led to a number of new posts being created and additional training for employed staff by utilising the apprenticeship levy.
- More use of Teams to avoid unnecessary travel which is a saving in cost, time and environmental impact.
- Utilising the government's Kick-Start start scheme to employ staff into vacant positions.
- Utilising public transport, where possible, for school trips avoiding unnecessary coach hire costs.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and mitigate the impact should they be realised, efficiently, effectively, and economically. The system of internal control has been in place in Bradford Diocesan Academies Trust for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the period 1 September 2021 and 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees. The Audit committee approves an internal scrutiny plan and monitors progress throughout the year to produce a year-end report.

Governance Statement (continued)

The Risk and Control Framework

The Trust's system of internal financial control is based on a risk and control 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 within an annual budget and periodic financial reports, which are reviewed and agreed by the Board of Trustees.
- Regular reviews by the Finance and Resources 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.
- Testing of the payroll and the bank reconciliations.
- Clearly defined purchasing (asset purchase or capital investment) guidelines.
- Delegation of authority and segregation of duties.
- Identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and agreed the following terms of reference:

- The Audit Committee met three times during the year 1 September 2021 to 31 August 2022 and considers all aspects of internal scrutiny as well as the external auditor's report and recommendations.

In 2021-2022 there was an independent peer review for internal financial scrutiny with the Beckfoot Trust. This was carried out by senior finance staff of a neighbouring Trust with a reciprocal arrangement with Bradford Diocesan Academies Trust finance staff. The Chief Financial Officer of each Trust ensured that the process was managed and reported in an effective and timely manner. This year's internal scrutiny had a focus on procurement and fixed asset processes. The reports were presented to the Local Governing Bodies and a consolidated point-based report was presented to the Audit Committee. A remedial action plan was produced to ensure that corrective actions were planned and followed up. Further independent scrutiny was undertaken by external providers such as Navigate, Fusion and B11 Education in the following areas: human resources, safeguarding, health and safety compliance and education.

The Chief Financial Officer's role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. The Chief Financial Officer will report to the Board of Trustees, through the Audit Committee, on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

Governance Statement (continued)

Review of Effectiveness

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

- the financial management and governance self-assessment process.
- the work of the internal audit function
- the work of the external auditor
- the work of the executive team within the Trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the Board Trustees on 15 December 2022 and signed on its behalf by:



Mrs Theresa Mason

Chair of Trustees



Ms Carol Dewhurst OBE

Accounting Officer



Statement on Regularity, Propriety and Compliance

As Accounting Officer of Bradford Diocesan Academies Trust, I have considered my responsibility to notify the Trust governing body and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with Education and Skills Funding Agency terms and conditions of funding, under the funding agreement in place between the Trust and the Secretary of State for Education. As my part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

I confirm that I and the Board of Trustees are able to identify any material irregular or improper use of funds by the Trust, or material non-compliance with the terms and conditions of the funding under the Trust's funding agreement and the Academy Trust Handbook 2021.

I confirm that the following instances of material irregularity, impropriety or funding non-compliance discovered to date have been notified to the Board of Trustees and the Education and Skills Funding Agency. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and Education and Skills Funding Agency.

- Financial Issues

During the year the Trust entered into a multi-year Management Information System contract with a value of £325k, for which Trustee approval had not been obtained and no tender process had been followed. This represents a breach of both the Trust's own scheme of delegation and financial policies, and procurement requirements included within the Academy Trust Handbook. The breach was identified by the Trust central team, promptly brought to the attention of the Trustees, ESFA and auditors and preventative measures have been put in place to mitigate further breaches.



Ms Carol Dewhurst OBE

Accounting Officer

15 December 2022



Statement of Trustees' Responsibilities

Year ended 31 August 2022

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

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

The Trustees are responsible for ensuring that in its conduct and operation the Charitable Company applies financial and other controls, which conforms to 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 Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees on 15 December 2022 and signed on its behalf by:



Mrs Theresa Mason
Chair of Trustees



Independent Auditor's Report on the Financial Statements to the Members of the Bradford Diocesan Academies Trust

Opinion

We have audited the financial statements of Bradford Diocesan Academies Trust for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the cash flow statements and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

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 charitable company 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.





Independent Auditor's Report on the Financial Statements to the Members of the Bradford Diocesan Academies Trust (continued)

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our 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.

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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.



Independent Auditor's Report on the Financial Statements to the Members of the Bradford Diocesan Academies Trust (continued)

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report and Strategic Report.

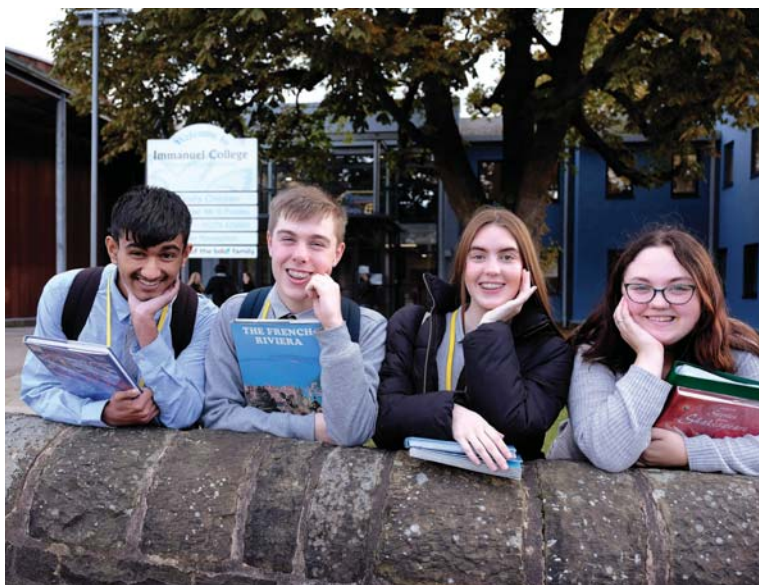
We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement set out on [page 50], the trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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



Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditors under the Companies Act 2006 and report in accordance with regulations made under that Act.

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.



Independent Auditor's Report on the Financial Statements to the Members of the Bradford Diocesan Academies Trust (continued)

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.

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

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the charitable company's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the charitable company by discussions with trustees and updating our understanding of the sector in which the charitable company operates.

Laws and regulations of direct significance in the context of the charitable company include The Companies Act 2006, guidance issued by the Charity Commission for England and Wales and guidance issued by the Education and Skills Funding Agency.

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the charitable company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities, including the Education and Skills Funding Agency and the Department for Education to identify potential material misstatements arising. We discussed the charitable company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

During the planning meeting with the audit team, the engagement partner drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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



Independent Auditor's Report on the Financial Statements to the Members of the Bradford Diocesan Academies Trust (continued)

Use of our report

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

Jonathan Davis (Senior Statutory Auditor)

for and on behalf of

SAFFERY CHAMPNESS LLP,

Statutory Auditor

Mitre House,

North Park Road,

Harrogate, HG1 5RX

15 December 2022

Saffery Champness LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Independent Reporting Accountants' Assurance Report on Regularity to Bradford Diocesan Academies Trust to Bradford Diocesan Academies Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 2 August 2022 and further to the requirements of the Education Skills & Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Bradford Diocesan Academies Trust during the period 1 September 2021 to 31 August 2022 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 Bradford Diocesan Academies Trust and Education and Skills Funding Agency in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Bradford Diocesan Academies Trust and Education and Skills Funding Agency 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 Bradford Diocesan Academies Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Bradford Diocesan Academies Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Bradford Diocesan Academies Trust's funding agreement with the Secretary of State for Education dated October 2012 and the Academy Trust Handbook, extant from 1 September 2021, 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 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed, and income received during the period 1 September 2021 to 31 August 2022 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 2021 to 2022 issued by Education and Skills Funding Agency. 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.

Independent Reporting Accountants' Assurance Report on Regularity to Bradford Diocesan Academies Trust to Bradford Diocesan Academies Trust and the Education and Skills Funding Agency (continued)

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

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

The work undertaken to draw our conclusion includes:

- An assessment of the risk of material irregularity and impropriety across the Academy Trust's activities;
- Evaluation of the processes and controls established and maintained in respect of regularity, propriety and compliance of the use of public funds through observation and testing of the arrangements in place and enquiry of the Accounting Officer;
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance; and
- Limited testing on a sample basis of income and expenditure for the areas identified as high risk.

Conclusion

In the course of our work, except for the matter listed below, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

- During the year the Trust entered into a multi-year Management Information System contract with a value of £325k, for which Trustee approval had not been obtained and no tender process had been followed. This represents a breach of both the Trust's own scheme of delegation and financial policies, and procurement requirements included within the Academy Trust Handbook. The breach was identified by the Trust central team, promptly brought to the attention of the Trustees, ESFA and auditors and preventative measures have been put in place to mitigate further breaches.

Jonathan Davis (Reporting Accountant)

for and on behalf of

SAFFERY CHAMPNESS LLP,

Mitre House,

North Park Road,

Harrogate, HG1 5RX

15 December 2022



Statement of Financial Activities

for year ended 31 August 2022

(including Income and Expenditure Account)

		Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	2021/22 Total	2020/21 Total
Income and endowments from:	Note	£000	£000	£000	£000	£000
Donations and capital grants	2,6	-	6,030	1,340	7,370	12,353
Charitable activities						
Funding for the Trust's educational operations	3	-	58,484	-	58,484	55,836
Other trading activities	4	2,873	-	-	2,873	1,650
Total		2,873	64,514	1,340	68,727	69,839
Expenditure on:						
Transfer from Local Authority on Conversion		(11)	368	(47)	310	-
Raising Funds	5	11	-	-	11	-
Charitable activities						
Academy Trust educational operations	7	1,418	69,622	2,230	73,270	66,843
Total		1,418	69,990	2,183	73,591	66,843
Net income / (expenditure)		1,455	(5,476)	(843)	(4,864)	2,996
Transfers between funds	17	(2,001)	-	2,001	-	-
Other recognised gains /(losses):						
Actuarial gains on defined benefit pension schemes	27	-	33,365	-	33,365	(367)
Net movement in funds		(546)	27,889	1,158	28,501	2,629
Reconciliation of funds						
Total funds brought forward		4,289	(28,904)	47,039	22,424	19,795
Total funds carried forward		3,743	(1,015)	48,197	50,925	22,424

All activities in the current and prior year relate to continuing operations.



Balance Sheet

as at 31 August 2022

		2021/22	2021/22	2020/21	2020/21
	Notes	£000	£000	£000	£000
Fixed assets					
Tangible assets	12		46,947		45,330

Current assets					
Stock	13	7		-	
Debtors	14	1,816		1,571	
Cash at bank and in hand	24	8,442		9,425	
		10,265		10,996	

Liabilities					
Creditors: Amounts falling due within one year	15	(3,924)		(3,308)	
Net current assets			6,341		7,688

Total assets less current liabilities			53,288		53,018
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Creditors: Amounts falling due after more than one year	16		(57)		(62)
Net assets excluding pension liability			53,231		52,956

Defined benefit pension scheme liability	27		(2,306)		(30,532)
Total assets			50,925		22,424

Funds of the Trust:					
Restricted funds					
Fixed asset fund	17	48,197		47,039	
Restricted income fund	17	1,291		1,628	
Pension reserve	17	(2,306)		(30,532)	
Total restricted funds			47,182		18,135

Unrestricted income funds	17		3,743		4,289
Total funds			50,925		22,424

The financial statements on pages 58-90 were approved by the Trustees, and authorised for issue on 15 December 2022 and are signed on their behalf by:



Mr Richard Giles
Trustee – Chair of Finance & Resources Committee



Statement of Cash Flow

for year ended 31 August 2022

	Notes	2021/22	2020/21
		£000	£000
Cash flows from operating activities			
Net cash (used in) provided by operating activities	21	1,568	7,185
Cash flows from investing activities	22	(2,575)	(5,977)
Cash flows from financial activities	23	24	1
Change in cash and cash equivalents in the reporting period		(983)	(1,209)
Cash and cash equivalents at 1 September 2021		9,425	8,216
Cash and cash equivalents at the 31 August 2022	24	8,442	9,425



Notes to Financial Statements

for year ended 31 August 2022

Note 1: Statement of 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 Trust, which is a public benefit entity under FRS102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102), 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 (FRS102) (Charities SORP (FRS102)), the Academies Accounts Direction 2021 to 2022 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006. The Trust meets the definition of the public benefit entity under FRS102.

Going Concern

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

Income

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

Grants

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting performance-related conditions there is no unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued. General Annual Grant is recognised in full in the Statement of

Financial Activities in the year for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Sponsorship Income

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

Donations

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

Other Income

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

Donated goods, facilities and services

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

Transfer on Conversion

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

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 1 (continued)

Donated fixed assets (excluding Transfers on conversion into the Trust)

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

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 contributable 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 the depreciation charges allocated on the portion of the asset's use.

Expenditure on Raising Funds

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

Charitable Activities

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

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. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to the restricted fixed asset fund in the Statement of Financial Activities

and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life on the basis a full years' depreciation. Separate items within capital projects costs are assessed for depreciation on an individual basis. The depreciation rates are as follows:

Long Leasehold Buildings	50 Years
Leasehold Improvements	5 or 50 Years
Plant & Machinery	5 Years
Fixtures & Fittings	5 Years
Motor Vehicles	5 Years
ICT Hardware	3 Years
Assets under Construction	see note below

Leasehold Improvement depreciation are identified by project being either structural which is depreciated over 50 years or internal improvements which are depreciated over 5 years. Assets under construction are included in the cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings. A review for impairment of a fixed asset is carried out if the 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.

Land and Buildings

Where the land and buildings are made available to the Trust under the Church Supplemental Agreement they are recognised on similar terms to an operating lease. Such agreements give the Trustees of the premises the right to give notice (2 or 7 years) and in effect make a donation committed to the remainder of the notice period. These donations made by the site Trustees are recognised on a time basis relative to the period for which a notional rent is recognised. Rent is estimated at 7% of the value of the land and buildings, being a reasonable estimate of the return required by a commercial landlord.

The land and buildings held under the Local Authority are held under a 125-year lease and are recognised as a fixed asset.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 1 (continued)

Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions

Provisions are recognised when the 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 an accrual's basis over the term of the lease.

Investments

The Trust will invest funds that are not required for immediate working capital within a 24-month period. These investments will be at low-risk categories however yielding the greatest returns. The investments will meet the Trust's ethical standards. The Trust currently manages a 32-day savings account which is not considered to be an investment but good treasury management. The current position is that all funds are held in cash and bank (note 24).

Financial Instruments

The Trust only holds basic financial instruments as defined in FRS102. The financial assets and financial liabilities of the Trust and their measurement basis are the follows:

- **Financial assets** – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in (note 14). Prepayments are not financial instruments.
- **Cash at Bank** – is classified as a basic financial instrument and is measured at face value.

- **Financial Liabilities** – trade creditors, accruals and other financial instruments, and are measured at amortised cost as detailed (note 15). Taxation and social security are not included in the financial instrument's disclosure definition. Deferred income is not deemed to be a financial liability, as cash settlements has already taken place and there is not an obligation to deliver services rather than cash or other financial instrument.

Stock

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.

Taxation

The Trust is considered to pass the tests set out in paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by part 11, chapter 3 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.

Pensions Benefits

Retirement benefits to employees of the Trust are provided by the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS) are defined benefit schemes. The Church of England Funded Pension Scheme (CEFPS) and a workplace pension scheme (NEST) are defined contribution schemes.

Teacher Pension Scheme

The TPS is an unfunded scheme and the contributions are calculated so as to spread the cost of pensions over employees' working lives with the Trust in such a way that the pension cost is a substantially level percentage of the current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in (note 27), the TPS is a multi-employer scheme with no underlying assets 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.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 1 (continued)

Local Government Pension Scheme

The LGPS is a funded scheme, and the assets are held separately from those of the Trust in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to 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.

Church of England Funded Pension Scheme (CEFPS)

A new funded scheme started from 1 January 1998 to provide benefits in respect of service from that date. It is called the Church of England Funded Pensions Scheme (CEFPS) and is an occupational pension scheme set up under trust. The cost of CEFPS benefits is met by the various church bodies and other organisations which participate on behalf of their employees and office holders. Contributions are paid to the Board as Trustee of CEFPS by the participating organisations. Member contributions are not required unless through voluntary contributions.

NEST – Workplace pension scheme

Nest is the workplace pension scheme set up by the government. It's a defined contribution scheme with 5 employees who TUPE in from a private nursery.

Fund Accounting

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

Restricted Funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from

the Education and Skills Funding Agency and the Department for Education.

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

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.

Critical accounting estimates and assumptions

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

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 27) will impact the carrying amount of the pension's liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The Trust has to comply with Diocesan rules around accounting for land within its financial statements. There is consideration via notional donated income versus notional rental based on Diocesan lease.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 2. Donations and capital grants

			2021/22	2020/21
	Unrestricted Funds	Restricted Funds	Total	Total
	£000	£000	£000	£000
Notional Donation in respect of rent	-	6,030	6,030	5,715
Capital Grants	-	1,272	1,272	1,441
Donations	-	68	68	5,197
		7,370	7,370	12,353

Note 3. Funding for the Trust's Educational Operations

			2021/22	2020/21
	Unrestricted Funds	Restricted Funds	Total	Total
	£000	£000	£000	£000
DfE / ESFA grants				
General Annual Grant (GAG)	-	49,290	49,290	45,779
Other DfE/ESFA grants				
Pupil Premium	-	3,375	3,375	3,285
UIFSM	-	439	439	458
National Tutoring Programme	-	438	438	-
Recovery Premium	-	433	433	670
Rates Reclaim	-	246	246	226
PE & Sports Premium	-	244	244	244
Teacher Pay/Pension	-	179	179	2,069
Others	-	818	818	688
	-	55,462	55,462	53,419
Other Government grants				
Local authority grants	-	1,942	1,942	1,595
Special educational needs	-	1,080	1,080	822
	-	3,022	3,022	2,417
	-	58,484	58,484	55,836

The Covid-19 catch-up premium has been replaced with two new funds – Recovery Premium and National Tutoring Programme which is the Department of Education's three year strategy to recover lost learning.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 4. Other trading activities

			2021/22	2020/21
	Unrestricted Funds	Restricted Funds	Total	Total
	£000	£000	£000	£000
Catering	1,127	-	1,127	708
Other Income	333	-	333	323
Trips	273	-	273	42
Breakfast/Clubs	216	-	216	138
Other Grants	214	-	214	67
Facilities Hire	196	-	196	41
Trading with Other Trusts	172	-	172	41
BDAT People	122	-	122	132
Insurance Refunds/Claims	98	-	98	48
Pupil Related Income	63	-	63	-
Income from other charitable activities	59	-	59	52
	2,873	-	2,873	1,181

All the income identified in Note 4 is classed as unrestricted funds.

Note 5. Expenditure

	Non Pay Expenditure			2021/22	2020/21
	Staff Costs	Premises	Other	Total	Total
	£000	£000	£000	£000	£000
Expenditure on raising funds:					
Allocated support costs	-	-	11	11	-
Trust's educational operations:					
Direct costs	38,486	-	4,970	43,456	40,633
Allocated support costs	12,639	12,341	4,834	29,814	26,210
	51,125	12,341	9,815	73,281	66,843
Net Income/(expenditure) for the period includes:				2021/22	2020/21
				£000	£000
Operating lease rentals				7,439	7,244
Depreciation				2,230	1,677
Fees payable to auditor for:					
- Audit				32	29
- Other services				9	8
Indemnity Insurance				1	1
Trustee Reimbursed Expenses				1	-

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 6. Analysis of grants

			2021/22	2020/21
	Unrestricted Funds	Restricted Funds	Total	Total
Improvements to diocesan property occupied by the Trust	£000	£000	£000	£000
	950	-	950	100
	950	-	950	100

Note 7. Charitable Activities

	2021/22	2020/21
	Total	Total
	£000	£000
Direct costs - educational operations	43,456	40,633
Support costs - educational operations	29,814	26,210
	73,270	66,843

		2021/22	2020/21
Analysis of support costs	Educational Operations	Total	Total
	£000	£000	£000
Support staff costs	12,639	12,639	10,931
Depreciation	2,230	2,230	1,677
Technology costs	563	563	398
Premises costs	10,263	10,263	9,716
Other support costs	4,081	4,081	3,451
Governance costs	38	38	37
Total support costs	29,814	29,814	26,210

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 8. Staff

	2021/22	2020/21
a. Staff costs		
Staff costs during the period were:	Total	Total
	£000	£000
Wages and salaries	34,215	33,139
Social security costs	3,459	3,274
Pension Costs	11,462	10,421
	49,136	46,834
Agency Staff Costs	1,949	1,073
Staff restructuring costs	40	123
	51,125	48,030
Staff restructuring costs comprise:		
Redundancy payments	-	79
Severance payments	40	22
Other restructuring costs	-	22
	40	123

b. Severance payments

The Trust paid 5 severance payments between 1 September 2021 – 31 August 2022, disclosed in the following bands:

Payment Bands Number

£0 - £25,000 3

£25,001 - £50,000 1

£50,001 - £100,000 1

The total amount of non-contractual pay for all five severances was £40,034.

c. Special staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling: £40,034 (2021: £22,571). Individually, the payments were: £19,921, £18,125, £1,987, £1.

d. Staff numbers

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

	2021/22	2020/21
	No.	No.
Teachers	450	454
Administration and support	834	815
Management	102	97
	1,386	1,366

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 8. Staff (continued)

e. Higher paid staff

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

	2021/22	2020/21
	No.	No.
£60,001 - £70,000	23	21
£70,001 - £80,000	13	9
£80,001 - £90,000	2	3
£90,001 - £100,000	4	4
£100,001 - £110,000	2	3
£110,001 - £120,000	1	2
£120,001 - £130,000	1	-
£130,001 - £140,000	-	-

Forty-one of the forty-six above employees participated in the Teachers' Pension Scheme. There were four employees in the Local Government Pension Scheme and one employee who opted-out.

f. Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was 2022: £774,173 (2021: £693,412).

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 9. Related Party Transactions - Trustees' Remuneration and Expenses

One Trustee has been paid remuneration or has received other benefits from an employment with the Trust. The Chief Executive Officer only receives remuneration in respect of services she provides undertaking the role of Chief Executive Officer under her contract of employment, and not in respect of her role as a Trustee.

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

Ms Carol Dewhurst (Chief Executive Officer and Trustee):

Remuneration:	£120,000 - £130,000 (2021: £110,000 - £120,000)
Employer's pension contributions paid:	£20,000 - £25,000 (2021: £15,000 - £20,000)

During the period ended 31 August 2022, travel and subsistence expenses totalling £1,551 (including the Chief Executive Officer) were reimbursed paid directly to 3 Trustees (2021: £309 to 1 Trustee).

Note 10. Trustees' and Officers' Insurance

In accordance with normal commercial practice the Trust has purchased Trust insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust's business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the period 1 September 2021 to 31 August 2022 was £366 (2021: £366). The cost of this insurance is included in the total insurance cost.

Note 11. Central Services

The Trust has provided business and education services to its academies during the year for the following service:

- Education Quality Assurance
- Budget Management Software
- Education Data management software
- Health & Safety Compliance Software
- Professional Governance Support
- Risk Management Software & Support
- Finance Support including Statutory Accounts
- Human Resources Support
- Financial Systems & licensing
- Conversion Support and TUPE
- Payroll & Pension Services
- Internal & External Audit
- Apprenticeship Levy & Management
- Policy Compliance
- Insurance
- Estates Management
- Safeguarding Quality Assurance
- Training Senior Leaders and Governors

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 11. Central Services (continued)

The Trust retention slice for these services was 4.5% of GAG income.
These services are reviewed at least annually to reflect school needs.

The actual amounts charged during the year were as follows:	2021/22	2020/21
	£000	£000
Academy At St James	62	64
Baildon C of E Primary School	13	-
Belle Vue Girls' Academy	302	301
Bradford Forster Academy	304	294
Buttershaw Business & Enterprise College	435	407
Christ Church C of E Academy	44	44
Clayton St John C of E Primary Academy	78	75
Cullingworth Primary School	60	55
East Morton C of E Primary School	40	39
Immanuel College	406	349
Oxenhope C of E Primary School	38	39
Shipley C of E Primary School	40	39
St Johns C of E Primary School	86	85
St Oswalds C of E Primary Academy	89	85
St Philips C of E Primary School	45	45
Westminster C of E Primary Academy	111	114
Woodlands C of E Primary Academy	25	25
Wycliffe C of E Primary School	64	60
	2,242	2,122

An additional 2% is charged for all schools that are sponsored until they achieve an Ofsted "Good" rating and is allocated for targeted support for school improvement.

	£000	£000
Academy At St James	27	28
Buttershaw Business & Enterprise College Academy	193	181
Clayton St John C of E Primary Academy	34	33
Shipley C of E Primary School	19	18
Westminster C of E Primary Academy	49	51
Wycliffe C of E Primary School	28	27
	350	338
Total	2,592	2,460

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 12. Tangible Fixed Assets

	Leasehold Land and Buildings	Leasehold Improvements	Assets Under Construction	Plant and Machinery	Furniture and Equipment	Computer Hardware	Motor Vehicle	Total
	£000	£000	£000	£000	£000	£000	£000	£000
Cost								
At 1 September 2021	41,937	3,073	738	762	3,260	2,908	55	52,733
Acquisitions	-	-	-	9	18	20	-	47
Additions	-	1,861	432	305	250	913	39	3,800
Transfers	-	262	(1,128)	-	-	866	-	-
At 31 August 2022	41,937	5,196	42	1,076	3,528	4,707	94	56,580
Depreciation								
At 1 September 2021	2,734	266	-	189	2,236	1,966	12	7,403
Charged in year	840	281	-	153	387	558	11	2,230
At 31 August 2022	3,574	547	-	342	2,623	2,524	23	9,633
Net book values								
At 31 August 2021	39,203	2,807	738	573	1,024	942	43	45,330
At 31 August 2022	38,363	4,649	42	734	905	2,183	71	46,947

Bradford Forster Academy building extension completed in June 2022, with an in-year cost of £950k and a full cost of £1.2m. Baildon Church of England Primary School joined the Trust on 1 July 2022 and occupancy is charged as a notional operating lease under the Church Supplemental agreement.

Where the land and buildings are made available to the Trust under a Church Supplemental Agreement they are recognised as being occupied on similar terms as an operating lease. Such agreements give the Trustees of the premises the right to give notice (2 or 7 years) and in effect make a donation committed for the remainder of the notice period. These donations by the site Trustees are recognised on a time basis relative to the period for which a notional rent is recognised. Rent is estimated at 7% of the value of the land and buildings, being a reasonable estimate of the return required by a commercial landlord.

The land and buildings that twelve of the academies operate from are the properties held in the Trust by the Leeds Diocesan Board of Finance and will operate under the above policy.

The land and buildings held under the Local Authority are held under a 125-year lease. These academies are listed below:

- Belle Vue Girls' Academy
- Bradford Forster Academy
- Cullingworth Village Primary School
- St Philips Church of England Primary Academy
- All Playing Fields

The Trust currently has one PFI academy – Buttershaw Business and Enterprise College. This is shown as an operating lease as the risks and rewards of ownership as deemed to be that of the contractor.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 13. Stock

	2021/22	2020/21
	£000	£000
Catering Stock	7	-
Total	7	-

Note 14. Debtors

	2021/22	2020/21
	£000	£000
Trade debtors	69	25
VAT recoverable	447	307
Other Debtors	-	6
Prepayments and accrued income	1,300	1,233
Total	1,816	1,571

Note 15. Creditors: Amounts Falling due within one year

	2021/22	2020/21
	£000	£000
Trade creditors	1,229	1,483
Other taxation and social security	836	775
Other ESFA creditors	146	73
Other creditors including salix	78	1
Accruals and deferred income	1,635	976
Total	3,924	3,308

Deferred Income	2021/22	2020/21
	£000	£000
Deferred income at 1 September 2021	480	476
Released from previous years	(480)	(476)
Resources deferred in the year	487	480
Deferred Income at 31 August 2022	487	480

Deferred income relates to grants that are for the period ending March 2023 and income received for trips taking place post-year end.

Note 16. Creditors: Amounts Falling due in greater than one year

	2021/22	2020/21
	£000	£000
Salix Loan	57	62
Total	57	62

Included in creditors are five original loans of £44k, £30k, £29k, £23k and £13k from Salix which are interest free and are repayable between 2022 and 2028.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 17. Funds

	Balance at 1 Sept 2021	Income	Expenditure	Gains Losses & Transfers	Balance at 31 August 2022
	£000	£000	£000	£000	£000
Restricted general funds					
General Annual Grant (GAG)	1,514	49,290	(49,627)	-	1,177
Pupil Premium	43	3,375	(3,380)	-	38
Teacher Pay/Pension Grant	-	179	(179)	-	-
UIFSM	-	439	(439)	-	-
PE & Sports Grant	-	244	(244)	-	-
Rates Reclaim	-	246	(246)	-	-
Other ESFA Grants	-	744	(744)	-	-
Recovery Premium/National Tutoring Programme/Covid-19	30	945	(940)	-	35
Mary Evason Trust	41	-	-	-	41
Donations	-	6,030	(6,030)	-	-
LA Grants	-	3,022	(3,022)	-	-
Pension reserve	(30,532)	-	(5,139)	33,365	(2,306)
	(28,904)	64,514	(69,990)	33,365	(1,105)
Restricted fixed asset funds					
DfE/ESFA capital grants	5,505	1,272	(412)	(128)	6,237
Local Authority Capital Sponsorship	17,215	-	(266)	-	16,949
Private Capital Donation	563	68	(42)	-	589
Capital Expenditure from GAG	3,556	-	(1,510)	2,129	4,175
Transfer on conversion	20,200	-	47	-	20,247
	47,039	1,340	(2,183)	2,001	48,197
Total restricted funds	18,135	65,854	(72,173)	35,366	47,182
Total unrestricted funds	4,289	2,873	(1,418)	(2,001)	3,743
Total funds	22,424	68,727	(73,591)	(33,365)	50,925

Notes to Financial Statements for year ended 31 August 2022 (continued)

Note 17. Funds (continued)

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

General Annual Grant (GAG)

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2022.

Pupil Premium Grants

The pupil premium grant are funds from the ESFA and relate to all academies for additional support for disadvantaged students.

Teacher Pension Employer Contribution/ Teacher Pay Grant

The funds relate to supporting funding through large increases in pensions costs for teachers and in teacher pay which the majority of funds are now consolidated within GAG the remainder is Post 16 and Nursery provisions.

UIFSM (Universal Infant Free School Meals)

These funds relate to providing FSM to our youngest pupils and relates to the primary sector only.

PE & Sports Grant

These funds relate to supporting the physical well-being of the primary sector pupils.

Rates Reclaim

These funds relate to the re-imbursement of rates' costs that are for the educational premises.

Recovery Premium

A DfE grant to support Trusts recover lost learning for the pupils over a 3 year period.

Other Annual Grants

The funds relate to other ESFA/DfE grants received to carry out objectives of the academies.

Start Up Grants

Funds provided by ESFA/Local Authority for pre-opening costs.

School Improvement

This fund relates to the improvement grants received for each academy. The terms of the grant state this must be spent within 6 years of receipt on academy improvement projects.

Mary Evason Trust

This is a legacy fund that was inherited when Belle Vue Girls' Academy joined the Trust and is to be used for foreign travel.

Conversion – Inherited Funds

There was a closing balance of £11k unrestricted funds and donated capital of £47k.

Transfer of Funds

The transfer of funds in relation to unrestricted funds being utilised for capital procurement



Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 17. Funds (continued)

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

	Balance at 1 Sept 2020	Income	Expenditure	Gains Losses & Transfers	Balance at 31 August 2021
	£000	£000	£000	£000	£000
Restricted general funds					
General Annual Grant (GAG)	-	45,779	(44,901)	636	1,514
Pupil Premium	587	3,285	(3,242)	(587)	43
Teacher Pay/Pension Grant	-	2,069	(2,069)	-	-
UIFSM	-	458	(458)	-	-
PE & Sports Grant	-	244	(244)	-	-
Rates Reclaim	-	226	(226)	-	-
Other ESFA Grants	-	204	(204)	-	-
Covid Grants	-	1,154	(1,124)	-	30
Mary Evason Trust	41	-	-	-	41
Donations	-	5,715	(5,715)	-	-
LA Grants	-	2,417	(2,417)	-	-
Pension reserve	(26,232)	-	(3,933)	(367)	(30,532)
	(25,604)	61,551	(64,533)	(318)	(28,904)
Restricted fixed asset funds					
DfE/ESFA capital grants	4,289	1,441	(176)	(49)	5,505
Local Authority Capital Sponsorship	12,868	4,875	(528)	-	17,215
Private Capital Donation	251	322	(10)	-	563
Capital Expenditure from GAG	2,435	-	(99)	1,220	3,556
Transfer on conversion	21,064	-	(864)	-	20,200
	40,907	6,638	(1,677)	1,171	47,039
Total restricted funds	15,303	68,189	(66,210)	853	18,135
Total unrestricted funds	4,492	1,650	(633)	(1,220)	4,289
Total funds	19,795	69,839	(66,843)	(367)	22,424

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 17. Funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:	2021/22	2020/21
	£000	£000
Academy At St James	(33)	(50)
Baildon C of E Primary School	33	-
Belle Vue Girls' Academy	734	1,203
Bradford Forster Academy	1,368	2,132
Buttershaw Business & Enterprise College	495	357
Christ Church C of E Academy	94	52
Clayton St John C of E Primary Academy	179	24
Cullingworth Primary School	117	134
East Morton C of E Primary School	136	157
Immanuel College	503	494
Oxenhope C of E Primary School	(58)	(32)
Shipley C of E Primary School	57	4
St Johns C of E Primary School	66	76
St Oswalds C of E Primary Academy	357	345
St Philips C of E Primary School	69	77
Westminster C of E Primary Academy	362	489
Woodlands C of E Primary Academy	27	4
Wycliffe C of E Primary School	108	(9)
Mary Evason Trust (BVG)	41	41
BDAT People	3	3
Central services (LGPS Reserve)	55	-
Central services	321	416
Total before fixed assets and pension reserve	5,034	5,917
Restricted fixed asset fund	48,197	47,039
Pension reserve	(2,306)	(30,352)
Total	50,925	22,424

- Academy at St James have had reductions in pupil numbers due the Bradford-wide birth rate decline which has led to long-term reductions in staffing.
- Oxenhope C of E Primary School have a deficit position due to legacy income streams not recovering to pre-pandemic levels.
- All school budgets continue to be monitored closely by the Trust.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 17. Funds (continued)

Analysis of academies by cost

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

	Teaching & Educational Support Staff Costs	Other Support Staff Costs	Educational Supplies	Other Costs Excluding Depreciation	2021/22 Total	2020/21 Total
	£000	£000	£000	£000	£000	£000
Academy At St James	1,275	128	185	273	1,861	1,956
Baildon C of E Primary School	253	61	21	36	371	-
Belle Vue Girls' Academy	5,156	1,206	745	617	7,724	7,320
Bradford Forster Academy	4,129	1,074	929	1,082	7,214	6,457
Buttershaw Business & Enterprise College	5,814	1,198	1,259	2,480	10,751	9,884
Christ Church C of E Academy	849	107	138	220	1,314	1,208
Clayton St John C of E Primary Academy	1,436	287	160	179	2,062	1,963
Cullingworth Primary School	1,033	140	137	191	1,501	1,355
East Morton C of E Primary School	746	115	93	135	1,089	974
Immanuel College	6,367	1,331	1,241	1,025	9,964	8,922
Oxenhope C of E Primary School	603	145	127	149	1,024	911
Shipley C of E Primary School	637	95	129	183	1,044	1,126
St Johns C of E Primary School	1,688	252	221	302	2,463	2,347
St Oswalds C of E Primary Academy	1,495	233	415	291	2,434	2,401
St Philips C of E Primary School	816	124	93	173	1,206	1,152
Westminster C of E Primary Academy	2,023	328	471	422	3,244	3,014
Woodlands C of E Primary Academy	472	44	60	88	664	630
Wycliffe C of E Primary School	1,072	142	133	259	1,606	1,587
BDAT People	15	7	61	10	93	-
Central Services	658	5,622	301	6,841	13,422	11,959
Academy Trust	36,537	12,639	6,919	14,956	71,051	65,166

Central Services – Other Support Staff Costs includes £3.9m of SOFA LGPS cost.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 18. Analysis of net assets between funds

Fund balances at 31 August 2022 are represented by:

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£000	£000	£000	£000
Tangible fixed assets	-	-	46,947	46,947
Current assets	3,743	5,272	1,250	10,265
Current liabilities	-	(3,924)	-	(3,924)
Current liabilities > 1 Year	-	(57)	-	(57)
Pension scheme liability	-	(2,306)	-	(2,306)
Total net assets	3,743	(1,015)	48,197	50,925

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

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£000	£000	£000	£000
Tangible fixed assets	-	-	45,330	45,330
Current assets	4,289	4,998	1,709	10,996
Current liabilities	-	(3,308)	-	(3,308)
Current liabilities > 1 Year	-	(62)	-	(62)
Pension scheme liability	-	(30,532)	-	(30,532)
Total net assets	4,289	(28,904)	47,039	22,424

Note 19. Capital commitments

	2021/22	2020/21
	£000	£000
Contracted for, but not provided in the financial statements	-	1,216

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 20. Commitments under operating leases

Operating Leases

At 31 August 2022 the total of the Trust's future minimum lease payments under non-cancellable operating leases was as follows:

- Buttershaw Business & Enterprise College who converted September 2016 had a PFI arrangement which commenced in 2008 through Integrated Bradford (Amey) for a 25-year period. The services covered are for site management, cleaning services, ground maintenance, health & safety, energy and utilities, caretaking, policy and strategy, partnerships and resources.

	2021/22	2020/21
	£000	£000
Amounts due within one year	1,491	1,529
Amounts due between one and five years	5,759	5,792
Amounts due after five years	9,984	9,892
Total	17,234	17,213

Non-cancellable contracts

At 31 August 2022 the Trust was treating its right to use the land and buildings made available by The Leeds Diocesan Board of Finance, as being similar to an operating lease (as per the Tangible Fixed Assets policy). The Trust was also recognising a related rental charge on the same basis. Amounts receivable and payable under this non-cancellable agreement was:

	2021/22	2020/21
	£000	£000
Amounts due within one year	5,948	5,715
Amounts due between one and five years	6,448	6,215
Total	12,396	11,930

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 21. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2021/22	2020/21
	£000	£000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(4,864)	2,996
Adjusted for:		
Depreciation charges (note 12)	2,230	1,677
Capital grants from DfE and other capital income (note 22)	(1,272)	(1,441)
Interest receivable	-	-
Defined benefit pension scheme obligation inherited	368	-
Defined benefit pension scheme cost less contributions payable (note 27)	4,242	3,475
Defined benefit pension scheme finance cost (note 27)	505	432
Increase in stocks	(7)	2
Increase in debtors	(245)	127
Increase in creditors	611	(83)
Net cash provided by operating activities	1,568	7,185

Note 22. Cash flows from investing activities

	2021/22	2020/21
	£000	£000
Purchase of tangible fixed assets	(3,847)	(7443)
Capital grants from DfE/ESFA	1,272	1,441
Capital grants from sponsors and others	-	25
Net cash used in investing activities	(2,575)	(5,977)

Note 23. Cash flows from financing activities

	2021/22	2020/21
	£000	£000
Repayments of borrowing - Salix	(20)	(12)
Cash Inflows from new borrowing	44	13
Net cash provided by financing activities	24	1

Note 24. Analysis cash and cash equivalents

	2020/21	2019/20
	£000	£000
Cash in hand and at bank	8,442	9,425
Total cash and cash equivalents	8,442	9,425

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 25. Analysis of changes in net debt

	At 1 September 2021	Cash Flows	Acquisition/ Disposal of Subsidiaries	New Finance Leases	Other Non- Cash Changes	At 31 August 2022
	£000	£000	£000	£000	£000	£000
Cash	9,425	(983)	-	-	-	8,442
Cash equivalents	-	-	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-	-	-
	9,425	(983)	-	-	-	8,442
Salix Loans < 1 Year	(13)	(11)	-	-	-	(24)
Salix Loans > 1 Year	(62)	5	-	-	-	(57)
	(75)	(6)	-	-	-	(81)
Total	9,350	(989)	-	-	-	8,361

Note 26. Members' Liability

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

Note 27. Pension and similar obligations

The Trust's employees belong to two principal pension schemes with a third pension scheme available to clergy members and a fourth legacy workplace pension scheme from a private nursery transfer. The Teachers' Pension Scheme England and Wales (TPS) is for academic and related staff; and the Local Government Pension Scheme (LGPS) is for non-teaching staff which is managed by West Yorkshire Pension Fund. There is a third pension scheme the Clergy Pension Scheme which is for employed clergy within the Trust. The fourth scheme is a workplace pension scheme (NEST) which only has a small number of contributors. The teacher pension and LGPS are multi-employer defined benefit pension schemes. The clergy pension and the NEST schemes are defined contribution schemes. The latest actuarial valuation of the TPS related to the period ended 31 March 2019 and the LGPS to the period ended 31 March 2019.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year in, regards to the Teacher Pension Scheme and the West Yorkshire Pension Scheme.

Contributions amounting to £4,000 were payable to the Clergy Pension Scheme at the 31 August 2022 (2020/21: £4,000) and are included in creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension 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 the member and the 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.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 27. 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 level 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 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 the 1 April 2024.

The employer's pension costs paid to the TPS in the period amounted to £4,907k (2021: £4,797k)

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

Under the definitions set out in FRS102, the TPS is an unfunded multi-employer pension scheme. The Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in a separate Trustee-administered funds earned up to 31 March 2014 being linked to final salary. Benefits after 31 March 2014 are based on a Career Average Revalued Earnings scheme. Details of the benefits earned over the period covered by the disclosure are set out in the Local Government Pension Scheme Regulations 2013 (as amended) and the Local Government Pension Scheme (transitional Provisions, Savings and Amendment) regulations 2014 (as amended).

Funding/Governance Arrangements of the LGPS

The funded nature of the LGPS requires participating employers and employees to pay contributions into the fund, calculated at a level intended to balance the pension liabilities with investment assets. Information on the framework for calculating contributions to be paid is set out in the "Local Government Pension Scheme Regulations 2013" and the funds' Funding Strategy Statement. The last actuarial valuation was at 31 March 2019 and the contributions to be paid until 31 March 2023 resulting from that valuation are set out in the Fund's Rates and Adjustment Certificate.

The Fund's administering authority, City of Bradford Metropolitan District Council, is responsible for the governance of the fund.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 27. Pension and similar obligations (continued)

Assets

The assets allocated to the employer in the fund are notional and are assumed to be invested in line with the investments of the fund for the purposes of calculating the return over the accounting period. The fund holds a significant proportion of its assets in liquid investments. As a consequence, there will be no significant restriction on realising assets if a large payment is required to be paid from the Fund in relation to an employer's liabilities. The assets are invested in a diversified spread of investments and the approximate split of assets for the fund as a whole (based on data supplied by the fund Administrating Authority) is shown in the disclosures.

The Fund Administrating Authority may invest a small proportion of the fund's investments in the assets of some of the employers participating in the Fund if it forms part of their balanced investment strategy.

Risks Associated with the fund in relation to accounting

Asset Volatility

The liabilities used for accounting purposes are calculated using a discount rate set with reference to a corporate bond yields at the accounting date. If assets underperform this yield will create a deficit in the accounts. The fund holds a significant proportion of growth assets which, while expected to outperform corporate bonds in the long term, creates volatility and risk in the short term in relation to the accounting figures.

Changes in Bond Yield

A decrease in corporate bond yields will increase the value placed on the liabilities for accounting purposes although this will be marginally offset by the increase in the assets as a result (to the extent the fund invests in corporate bonds).

Inflation Risks

The majority of pension liabilities are linked to either pay or price inflation. Higher inflation expectations will lead to a higher liability value. The assets are not perfectly correlated with inflation meaning that an increase in inflation will increase the deficit.

Life Expectancy

The majority of the funds obligations are to provide benefits for the life of the member following retirement, so increases in life expectancy will result in an increase in the liabilities.

Exiting Employers

Employers which leave the fund (or their guarantor) may have to make an exit payment to meet any shortfall in assets against their pension liabilities. If the employer (or guarantor) is not able to meet this exit payment the liability may in certain circumstances fall on other employers in the fund. Further, the assets at exit in respect of "orphan liabilities" may, in retrospect, not be sufficient to meet the liabilities. This risk may fall on other employers. "Orphan Liabilities" are currently a small proportion of the overall liabilities in the fund.

Summary

The total contributions made for year ended 31 August 2022 was £2,724k (2021: £2,345k), of which employer's contributions totalled £2,084k (2021: £1,689k), and employees' contributions totalled £640k (2021: £657k). The agreed contributions rates for future years are between 15.3% and 16.5% for employers and between 5.5% and 12.5% for employees.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 27. Pension and similar obligations (continued)

Parliament has agreed, at the request of the Secretary of State for Education, to guarantee that, in the event of a 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.

The Clergy Pension Scheme

This is non-contributable scheme for employees and has a fixed monthly employer charge. The total contributions made for year ended 31 August 2022 was £11k (2021: £10k), of which employer's contributions £11k (2021: £10k).

The NEST Workplace Pension Scheme

This is defined contribution scheme for employees and with a percentage contribution rate for both the employee and employer. The total contributions made for year ended 31 August 2022 was £1k (2021: £Nil), of which employer's contributions £1k (2021: £Nil).

Principal Actuarial Assumptions

	2021/22	2020/21
Rate of increase in salaries	3.95%	3.85%
Rate of increase for pensions in payment/inflation	2.70%	2.60%
Discount rate for scheme liabilities	4.10%	1.70%
Inflation assumption (CPI)	2.70%	2.60%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates.

The assumed life expectations on retirement age 65 are:

	2021/22	2020/21
Retiring today		
Males	21.8	21.9
Females	24.6	24.7
Retiring in 20 years		
Males	22.5	22.6
Females	25.7	25.8

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 27. Pension and similar obligations (continued)

Sensitivity Analysis

	2021/22	2020/21
	£000	£000
Discount rate +0.1%	39,944	64,417
Discount rate -0.1%	42,117	67,923
Mortality assumption - 1 year increase	39,862	63,624
Mortality assumption - 1 year decrease	42,158	68,650
CPI rate +0.1%	41,174	66,402
CPI rate -0.1%	40,846	65,872

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

	2021/22	2020/21
	£000	£000
Equities	30,925	28,556
Property	1,509	1,353
Government bonds	2,477	2,848
Corporate bonds	1,664	1,567
Cash	1,548	783
Other	581	498
Total market value of assets	38,704	35,605

The actual return on scheme assets was £538,000
(2021: £151,000).

Amounts recognised in the statement of financial activities

	2021/22	2020/21
	£000	£000
Current service cost (net of employee contributions)	6,026	(5,188)
Net interest cost	505	(432)
Past service cost	24	-
Total amount recognised in the SOFA	6,555	(5,620)

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 27. Pension and similar obligations (continued)

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

	2021/22	2020/21
	£000	£000
At 1 September	66,137	53,681
Current service cost	6,026	5,188
Interest cost	1,128	913
Employee contributions	659	652
Actuarial gain	(33,450)	6,362
Benefits paid	(628)	(659)
Past service cost	24	-
Acquisitions	1,114	-
At 31 August	41,010	66,137

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

	2021/22	2020/21
	£000	£000
At 1 September	35,605	27,449
Interest income	623	481
Remeasurement loss on asset	(85)	5,995
Employer contributions	1,784	1,687
Employee contributions	659	652
Benefits paid	(628)	(659)
Acquisitions	746	-
At 31 August	38,704	35,605

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 28. Related party transactions

Owing to the nature of the Trust and the composition of the Board of Trustees being drawn from local public and private organisations, transactions may take place with organisations in which the Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the Education and Skills Funding Agency of all transactions made on or after the 1 April 2019 and obtaining their approval where required, and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

Expenditure Related Party Transaction

Leeds Diocesan Board of Finance

- The Trust purchased the services of the diocese for religious training and contracted services totalling £4k of which non-exempt element was £nil (2021: £29k).
- The related party is the Leeds Diocesan Board of Finance with our Trustees and members being associated.
- This is below the £20,000 threshold and therefore ESFA approval was not required.

Dixons Academies Charitable Trust

- The Trust purchased staff training and development services from the Dixons Academies Charitable Trust. The services procured between 1 September 2021 to 31 August 2022 were £29k (2021: £4k).
- The related party is Mrs R Bhatti OBE who is a Trustee of both Bradford Diocesan Academies Trust and Dixons Academies Trust.
- This is above the £20,000 threshold and the ESFA have been informed of this arrangement.

Chrysalis Consultancy Ltd

- The Trust purchased wellbeing services for staff at Bradford Forster Academy, Woodlands Church of England Primary and St Johns CE Primary from the Chrysalis Consultancy Ltd. The services procured between 1 September 2021 to 31 August 2022 were £6k (2021: £2k).
- The related party is Mrs C Proud who is the headteacher of Bradford Forster Academy who is the wife of the owner of Chrysalis Consultancy.
- This is below the £20,000 threshold and therefore ESFA approval was not required.

Inn Churches Charity

- Westminster Church of England Primary works with the local community and Inn Churches charity to support the school-based families, this is in conjunction with the Community Hub that Westminster Church of England Primary coordinates. The services procured between 1 September 2021 to 31 August 2022 were £1k (2021: £1k).
- The related party is Canon R Clark who is a Trustee of Bradford Diocesan Academies Trust and is the chair of Inn Churches.
- This is below the £20,000 threshold and therefore ESFA approval was not required.

Sugar Snap Kitchen Events Ltd

- The Academy at St James works with a local governor to providing wellbeing activities. The services procured between 1 September 2021 to 31 August 2022 were £0.1k (2021: £-k).
- The related party is Josiah Sulc who is a governor of The Academy at St James and is CEO of Sugar Snap Kitchen Events Ltd.
- This is below the £20,000 threshold and therefore ESFA approval was not required.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Rooted In

- The Academy at St James works with a local governor to providing wellbeing activities. The services procured between 1 September 2021 to 31 August 2022 were £1k (2021: £0k).
- The related party is Josiah Sulc who is a governor of The Academy at St James and is CEO of Rooted In.
- This is below the £20,000 threshold and therefore ESFA approval was not required.

Income Related Party Transaction

Leeds Diocesan Learning Trust

- The Trust supplied professional support in the position of a part time Chief Financial Officer. £35k (2021: £Nil).
- The related party is a member of Bradford Diocesan Academies Trust and is the CEO of the Leeds Diocesan Learning Trust.
- This is an income generating related party transaction and the Leeds Diocesan Learning Trust has ESFA approval for this arrangement.

Note 29. Agency Arrangements

The Trust distributes 16-19 Bursary funds to students as an agent of the ESFA. In the accounting period the Trust received £65k (2021: £104k) and distributed: £69k (2021 – £60k). An amount of £69k (2021: £73k) has been carried forward into the 2022 figures, relating to undistributed bursary funds. These funds relate to:

	2021/22	2020/21
	£000	£000
Belle Vue Girls' Academy	69	73
	69	73

30. Events after the end of the reporting period

The Trust is actively engaged in the transfer of a single academy trust which is planned to complete on the 1 January 2023.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

31. Conversion to Academy Status

On the 1 July 2022 Baildon Church of England Primary School converted to academy status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Bradford Diocesan Academies Trust from the Bradford Local Authority and the Diocese of Leeds for £nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of Financial Activities as Donations – transfer from Local Authority on conversion

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of Financial Activities.

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£000	£000	£000	£000
Tangible Fixed Assets				
Other tangible fixed asset	-	-	47	47
Budget surplus on LA funds				
Other surplus transfer	11	-	-	11
LGPS pension deficit	-	(368)	-	(368)
Net assets/(liabilities)	11	(368)	47	(310)

A deficit on LGPS of £368k was inherited at the point of conversion.