



**Bradford Diocesan
Academies Trust**

(A Company Limited by Guarantee)

Company Registration Number 08258994



ANNUAL REPORT & FINANCIAL STATEMENTS

for the Year Ended 31st August 2023

Table of Contents

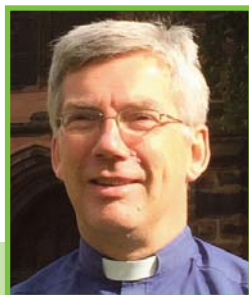
Trustees' Report	3-42
Governance Statement	43-47
Statement on Regularity, Propriety and Compliance	48
Statement of Trustee Responsibilities	49
Independent Auditors Report on Financial Statements	50-54
Independent Reporting Accountants' Assurance Report on Regularity	55-56
Statement of Financial Activities	57
Balance Sheet	58
Cash Flow Statement	59
Notes to Financial Statements	60-90



Trustees' Report

Reference and Administrative Details

Members



Venerable Dr Andrew Jolley
Archdeacon of Bradford



Mr Anthony Hesselwood



Mrs Theresa Mason FCCT
(ex-officio)



Canon Richard Noake



Cannon 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
(resigned 23 March 2023)



Ms. Carol Dewhurst OBE
(ex-officio)



Mrs Nurjahan Ali Arobi



Mr Neil Diamond



Canon Roland Clark



Dr Ruby Bhatti OBE DL



Mrs Denise Sterling



Mr Peter Addison-Child



Canon John Wood



Mr Richard Giles



Mrs Alison Grant
(resigned 30 September 2023)



Mrs Joanna Vickers
(appointed 23 January 2023)



Mrs Emma Hamer
(appointed 14 December 2023)



Mrs Elizabeth Lawley
(appointed 14 December 2023)

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 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

Extended Executive Management Team



Mr Matthew Hill
Deputy Chief
Financial Officer



Mr Mark Dowson
Head of
Corporate Projects



Mr Marc Burrow
Head of Estates
and Environment



Mr James Clarke
Head of
Safeguarding

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 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 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' report, and a directors' report and strategic report under company law.

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-busines/our-articles

Vision & Values

THE TRUST'S VISION IS: "At BDAT we want every child to have a happy and high-quality education enabling them to grow and flourish during their time at school".

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)

Alignment of vision and values with our Academies

As an Academy Trust we are proud to work and educate in Bradford – the youngest city in Europe where 25.7% of the population are aged under 18. Our schools are reflective of the wider diverse and vibrant city we live in with ethnic minorities making up 43% of the total population. Within BDAT 51.2% of our students come from ethnic minorities heritage. There are 160 languages spoken by children attending schools in the Bradford district. The BDAT vision needs to be strong enough to support and have relevance to each of our unique and special communities so that each of those communities understands how they fit within the BDAT family.

At BDAT, we live out our vision in partnership with our schools through our shared values. These values are known as ICARE (Inclusion, Compassion, Aspiration, Resilience and Excellence). They provide a common driver and way of working for all of our schools. While the ICARE values can be described as Christian values, at BDAT we believe these values are inclusive and appropriate to all faiths and to those of no faith rather than exclusively Christian. This enables us to work with both Church schools and non-church schools and to support the many diverse and distinct communities we serve across Bradford.

Building from our values each of our individual academies vision is aligned to the BDAT vision but tailored in context to each academies settings. This applies to all our Church schools and non-Church schools and ensures relevance to the unique and special community each of our schools serve.

Alignment of vision and values with the Church of England.

As a Church Trust it is important that the BDAT vision and values align with the Church of England's vision for education and the National Society's vision for enabling flourishing schools that are created for the **"common good of the whole community"**.

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

Public Benefit

In exercising its powers and duties the Trust has complied with its duty to have due regard to the Charity Commission's guidance on Public Benefit. The main public benefit delivered by the Trust is the provision of a high-quality education to its students. This is evidenced through the results achieved and the feedback from external assessments.



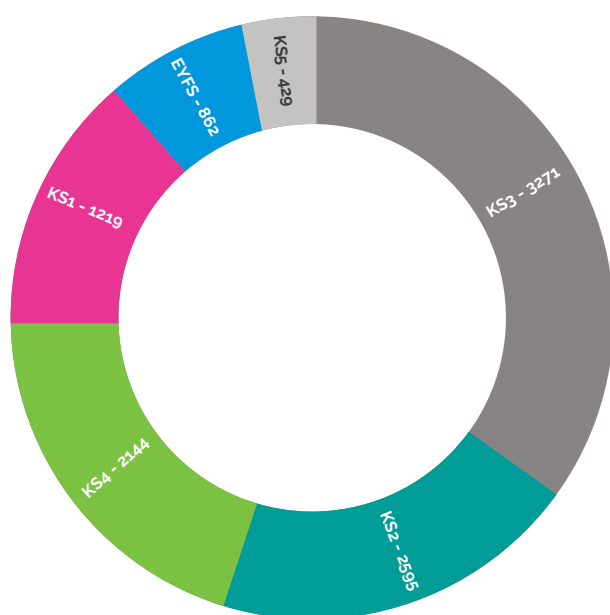
Trustees' Report (continued)

Reference and Administrative Details (continued)

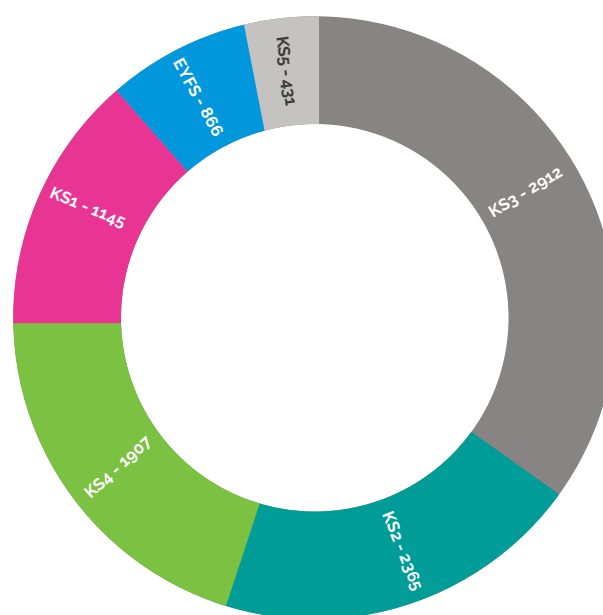
As of August 2023, Bradford Diocesan Academies Trust supports nineteen academies (four secondary, fourteen primary and one all-through school) across the Bradford district. Our academies have a combined pupil capacity of 11,284 and a roll of 10,520 in the school census, which is inclusive of an early year's foundation stage of 862, on 5 October 2023. (2022 comparison: 9,626 in school census, which is inclusive of an early year's foundation stage of 866).

The following charts show a comparison of the October 2023 census data with the October 2022 census data.

October 2023 School Census



October 2022 School Census



The Trust's pupil numbers have increased between 2022 and 2023 with the main changes being:

- Bradford Girls Grammar School joined the Trust on 1 January 2023
- the growth of Key stage 3 and 4 at Buttershaw Business and Enterprise College and Immanuel College

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.

[Our Articles - Bradford Diocesan Academies Trust \(bdac-academies.org\)](http://bdac-academies.org)

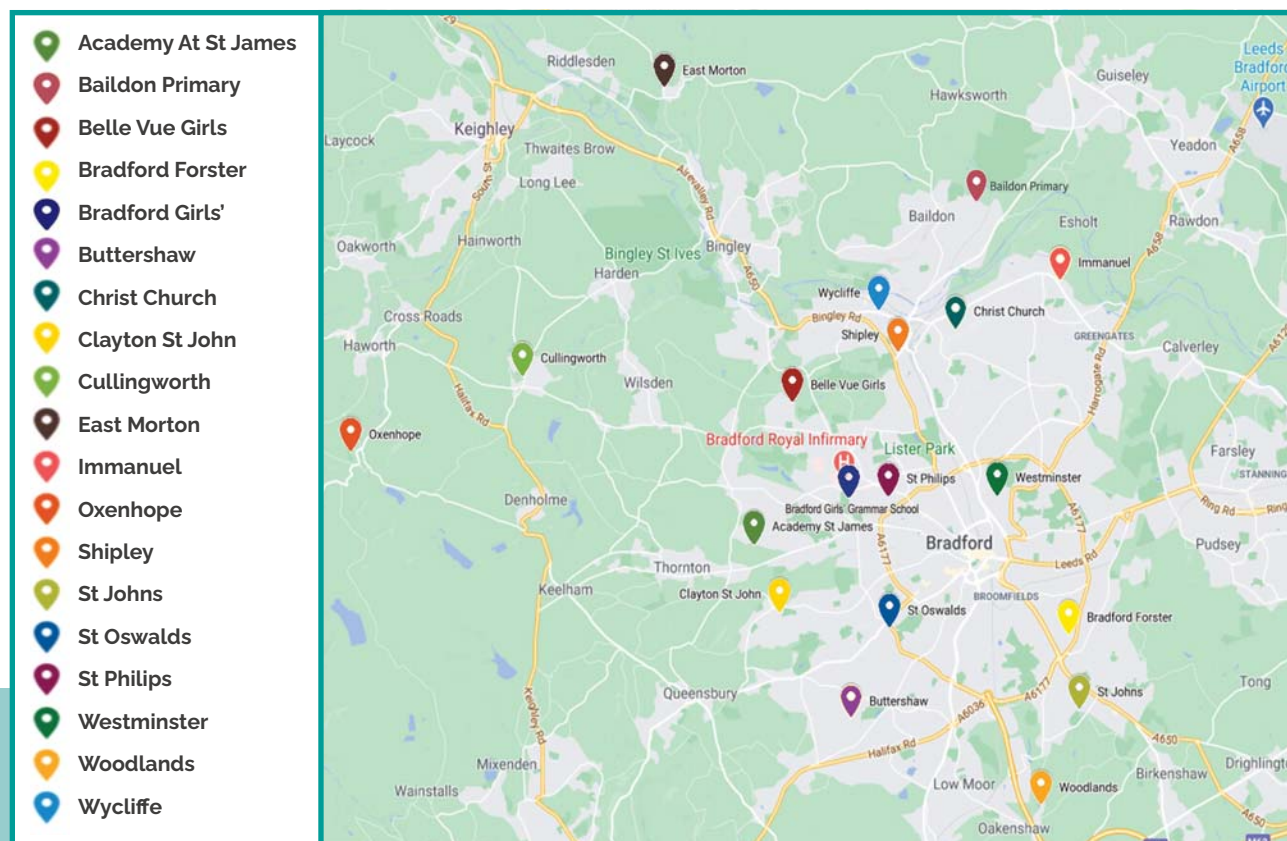
The Trustees of Bradford Diocesan Academies Trust are also the Directors of the charitable company for the purposes of company law. The charitable company operates as Bradford Diocesan Academies Trust and includes the following academies:



- The Academy at St James
- Baildon C of E Primary School
- Belle Vue Girls' Academy
- Bradford Forster Academy
- Bradford Girls Grammar School
- 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 encompassed through the Risk Protection Arrangement (RPA) which is £21 per pupil for full Trust assurance (2022: £336) to provide unlimited indemnity insurance 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 the Governors for Schools Trustee Recruitment Service and Inspiring Governance. 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 central Director of Corporate Affairs and a team of Governance Professionals who provide professional support for trustees and governors in their roles and in 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 recommendations of this report have been fully enacted with the Trust Board now intending to pilot the roll out of local governance reviews across a number of academies to ensure they also remain fit for purpose, effective and agile at local governance level in line with the Trust Scheme of Delegation.

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 up at least four Trustees overseeing primary, secondary, finance/resources or key areas of business. During 2022-23 we did streamline a number of sub-committees incorporating our work on Inclusion and Diversity within the BDAT People Committee and removing the legacy Covid-19 committee.

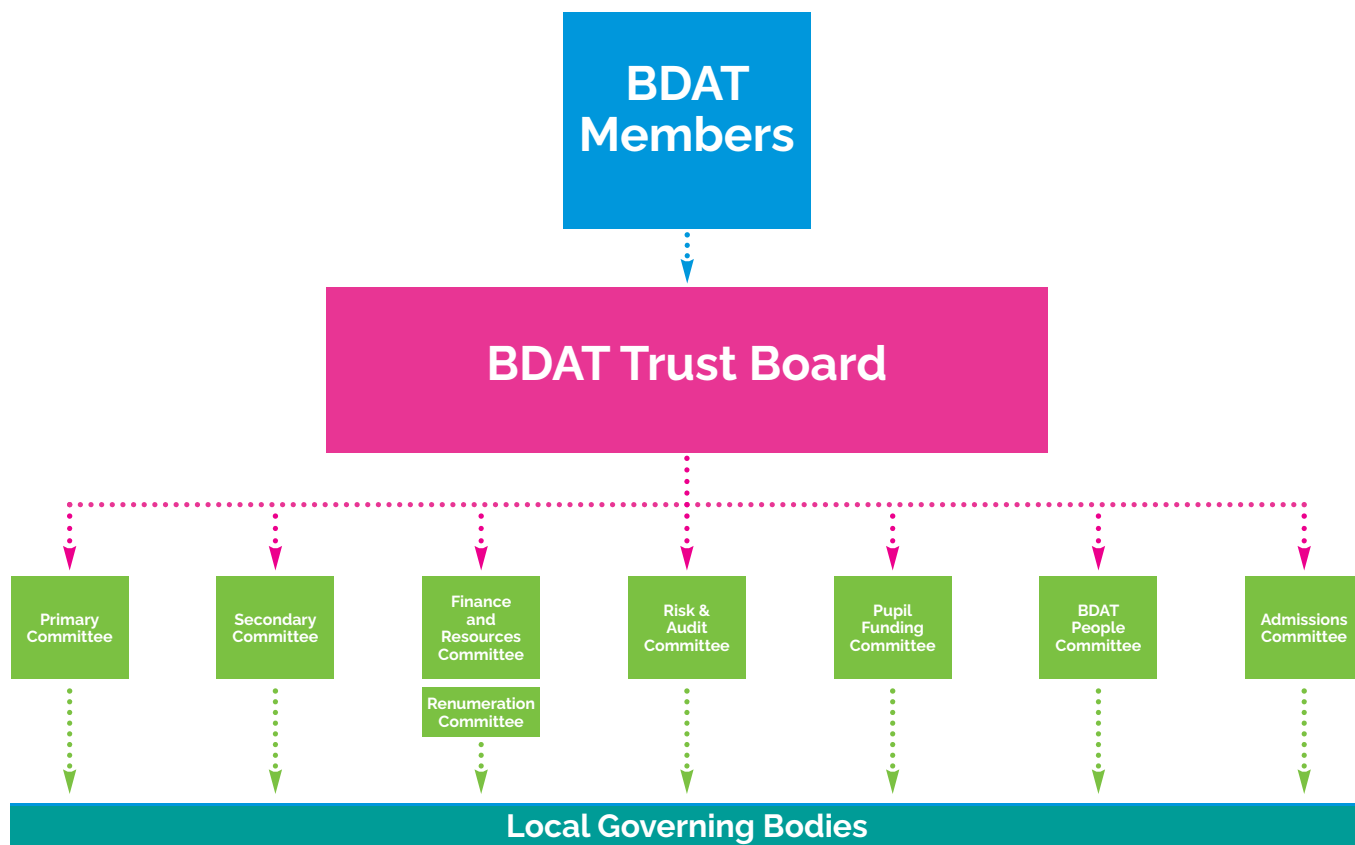


The Trust retains an independent audit committee which meets three times per year to provide quality assurance for all areas of Trust activity. This committee reports directly to Trustees at least annually and provides a summary response of activity and recommendations to the ESFA and DfE as part of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

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 and the significant work, skill and commitment required of our non-executive leaders. During 2022-23 we have strengthened the capacity of our governance and compliance team to ensure effective executive support to all levels of Trust governance.

Trustees' Report (continued)

Trust Board and Committee Structure 2022 - 2023



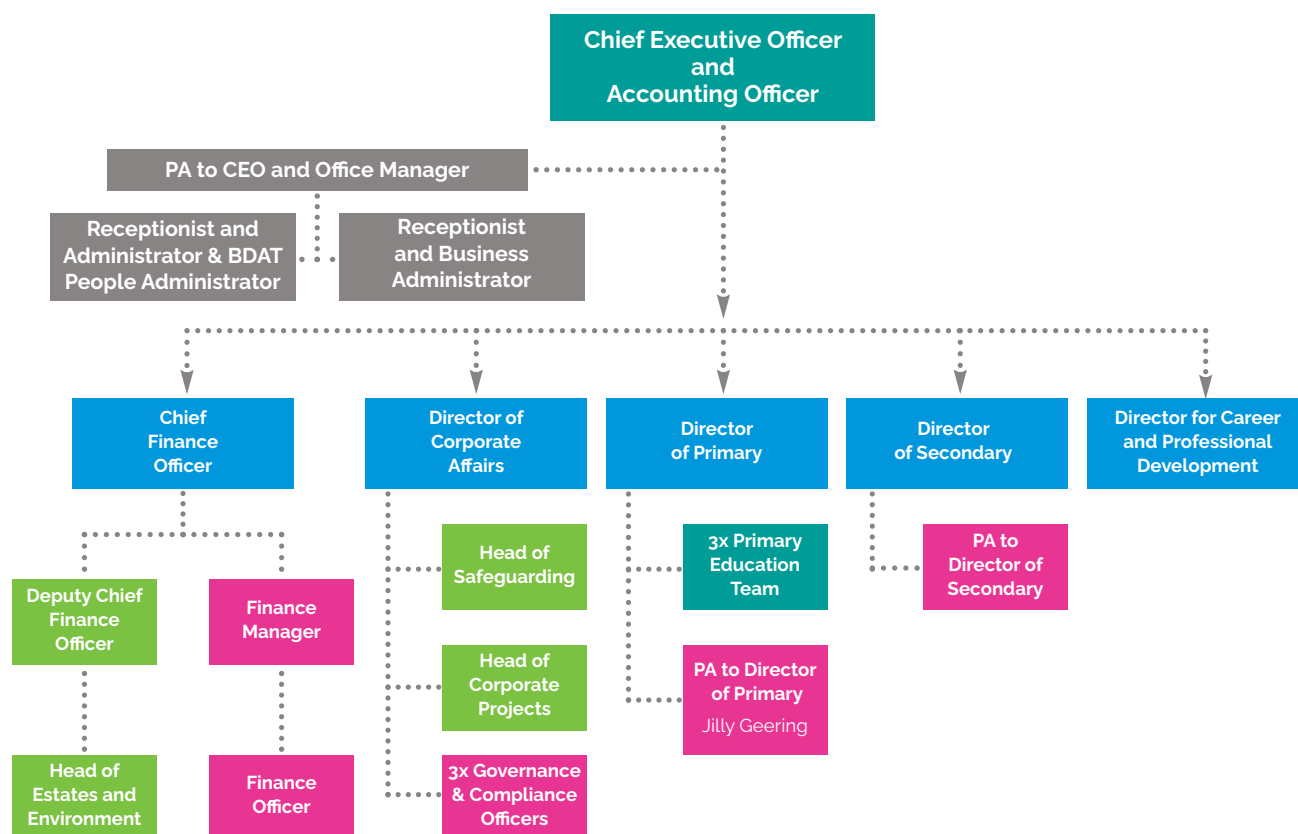
Trustees' Report (continued)

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.

During 2022-23, with the support of DfE TCAF funding, BDAT strengthened the Trust Executive Leadership team to incorporate a number of new Heads of Functions. This move enabled BDAT to increase the breadth of specialist support for our schools. New appointments included a Head of Safeguarding, Head of Estates and Environment, Deputy CFO and Head of Corporate Projects. These postholders have been fundamental in strengthening the back-office support and knowledge for our schools, most latterly well evidenced in the identification and mitigation of RAAC in two of our Academies.

Central Team Structure 2022 - 2023



Moving in to 2023-24 we are similarly looking to strengthen the capacity of our education teams with the restructure of our primary team to create three Deputy Directors of Primary Education and with the appointment of a new Deputy Director of Secondary Education, focusing initially on supporting behavioral and attitude improvements. These plans will enable the Trust to ensure strong and effective support for our current family of schools while also allowing us to look to the future and manage potential growth of our primary phase.

Trustees' Report (continued)

Senior Leadership structures across our schools have also remained stable across the Trust this year, with only two new Headteachers joining our Trust in September 2023. As a Trust we continue to run robust leadership induction programmes for new education and business leaders including "buddying" arrangements for staff joining the Trust. We have recently enhanced our new Head teacher induction by partnering with two other local Academy Trusts to build a wider network of support for our new and aspiring leaders.

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 new requirements of the Academy Trust Handbook 2022: <https://.bdat-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.



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:	10.0
Full time equivalent employee number:	9.11
Full time equivalent on facility time:	1.50
Percentage of time spent on facility time	
Percentage of time	Number of employees
0%	7
0% - 50%	2
51% - 99%	0
100%	1
Percentage of pay bill spent on facility time	
Total cost of facility time	£0.00
Total pay bill	£49,097,611
Percentage of total pay bill spent on facility time, (total cost of facility time ÷ total pay bill)	0.00%
Paid trade union activities	
Hours spent on paid facility time	1,852
Hours spent on paid trade union activity	0
Percentage of total paid facility time hours spent on paid trade union activities	0.00%

Trustees' Report (continued)

Section 172 (1) Statement for the Financial Year 1 September 2022 to 31 August 2023

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 table below 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 2023, the trust had 1,620 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 new "One Child, One Family, Where Everyone Matters" strategy is in its first year of a three-year strategy with the main emphasis being on the key priorities:</p> <ul style="list-style-type: none"> • Education • Safeguarding • BDAT People • Systems and Infrastructure • Inclusion • Pupil Engagement • Growth <p>The Board receives regular updates on progress against the Trust's strategic objectives including key performance recruitment and retention data. BDAT People, a sub-committee of the Board, focuses on staffing development across BDAT.</p> <p>BDAT People, our sister website," sets out the 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>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</p> <p>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 2022-23 we also increased the number of teacher trainee placements within our academies recruiting more Early Career Teachers (ECTs) and teaching trainees within our Trust. 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</p> <p>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</p> <p>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 specialists NPQs during 2022-23.</p> <p>Diversity and Wellbeing</p> <p>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 2022-23 the Trust focused on a MAT Inclusion and Diversity award which was successfully awarded. BDAT launched the Wellbeing Charter as part of the BDAT conference in October 2022. This Charter helps ensure that staff are appreciative of their own work life balance and mental health.</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 10,520 pupils during the financial year 2022-23 across our 19 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>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>Student voice, during 2022-23, continues to move forward with both secondary schools and primary schools engaged within the Trust. The "Bradford Student Summit" continues with 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. The students continue to engage officials with the topics that matter to them mental health, cost-of-living, and anti-racism through the Bradford Citizens project.</p> <p>Bradford Council's lead for Safety of Women and Girls has engaged with student voice at primary and secondary with those students involved in the wellbeing project. This will help inform Bradford Council's community strategies going forward. Belle Vue Girl's students are engaged with Bradford 2025 to produce a Digital Creative Project around STEM and ethics of social media.</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 2022-23 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>In the last 12 months Trustees have actively engaged in the procurement of several high value tender exercises for central services, including audit, payroll and HR services.</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 Director 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 and Risk Committee and the Finance and Resources Committee review the annual reports and have the opportunity to discuss any audit findings.</p> <p>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 five fundamental submissions annually to the ESFA:</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 • Land and Building Collection Tool <p>Ofsted review the education standards within the Trust academies. Trustees are involved in all Ofsted inspections and have education 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>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 related policies (including the Safeguarding and Child Protection Policy, Managing Allegations and Low-Level Concerns Policy and the Prevent policy) are reviewed routinely in response to statutory Keeping Children Safe in Education updates, non-statutory Department for Education guidance and other best practice recommendations. Training is provided to ensure that all stakeholders are knowledgeable about their safeguarding responsibilities. Safeguarding is an agenda item at every Local Governing Body meeting and on a termly basis at Trust Board level to allow further scrutiny and ensure accountability.</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 consultation of a school expansion. Immanuel College have consulted on the growth of their Post-16 and the requirements for a new building to support the expansion.</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. This was extremely useful during 2022-23 as Bradford Girls Grammar School joined the Trust and several consultation meetings were held with parents to provide an opportunity to discuss any issues with the Executive team.</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. 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 Board have declared nine related party transactions in our financial statements for the period 1 September 2022 to 31 August 2023.

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 Leeds Diocesan Board of Finance has a related party association with our members.

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 National Professional Qualifications. The Dixons Academies Trust has a related party association with 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 a school at a low value. The related party transactions is that a local governor is linked to these companies.

The seventh is **Improving Impact** a small company supporting educational impact. The related party transactions is that a local governor is linked to this company. The governor left the Trust during the year.

The eighth is **Abbey Multi-Academy Trust** - a local diocesan academy trust with which we shared training costs so that value for money was achieved. The related party transactions is that BDAT's Chair of Trustees was a Trustee of Abbey Multi-Academy Trust. The Trustee left Abbey Multi-Academy Trust during the year.

There is a related party that 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)**. LDLT has a related party association with a BDAT member and the Chief Executive Officer of LDLT.

The 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 29).



Trustees' Report (continued)

Strategic Report

2022-23 marked the tenth year of BDAT's operations as the Trust was incorporated in 2012. Across BDAT we took time to celebrate and reflect on our journey to date throughout the year as a family of schools.

Key Performance Indicators

During 2022-23 we celebrated our tenth year with time capsules being buried, birthday cake decorating competitions, a video montage of staff and students reflecting on their time with the Trust and key media coverage setting out the lessons we had learned to date. Our Trust celebrations focussed on the theme of "family", reinforcing and exploring the benefits of collaborative working, sharing practice and school to school support.

2022-23 was also the first year of the BDAT Three Year Strategic Plan set out in our publication "[One Trust, One Family, where Every Child Belongs](#)".

In the three year plan BDAT set out seven clear areas of priority:

1. **Education:** relentlessly driving and redefining our school improvement and teaching practices to ensure improved outcomes for pupils.
2. **Safeguarding:** ensuring safeguarding remains our highest priority so our students are happy, healthy, safe and ready to learn.
3. **BDAT People:** providing exciting opportunities for our staff to be the best they can be through cutting edge CPD and by caring for their wellbeing.
4. **Systems and Infrastructure:** developing and refining our business, finance and governance structures to make sure they add value to our schools and reduce bureaucracy, administration and workload.
5. **Inclusion:** Ensuring the BDAT value of inclusion is at the forefront of all we do by valuing and encouraging diversity and difference and proactively seeking to learn from others.
6. **Pupil Engagement:** Working to ensure student voice informs our Trust direction and development. We want student voice to matter!
7. **Growth:** Continuing to seek opportunities for slow and well managed growth – but only at the pace which works for our existing schools and those schools who want to become part of our future family.



Trustees' Report (continued)

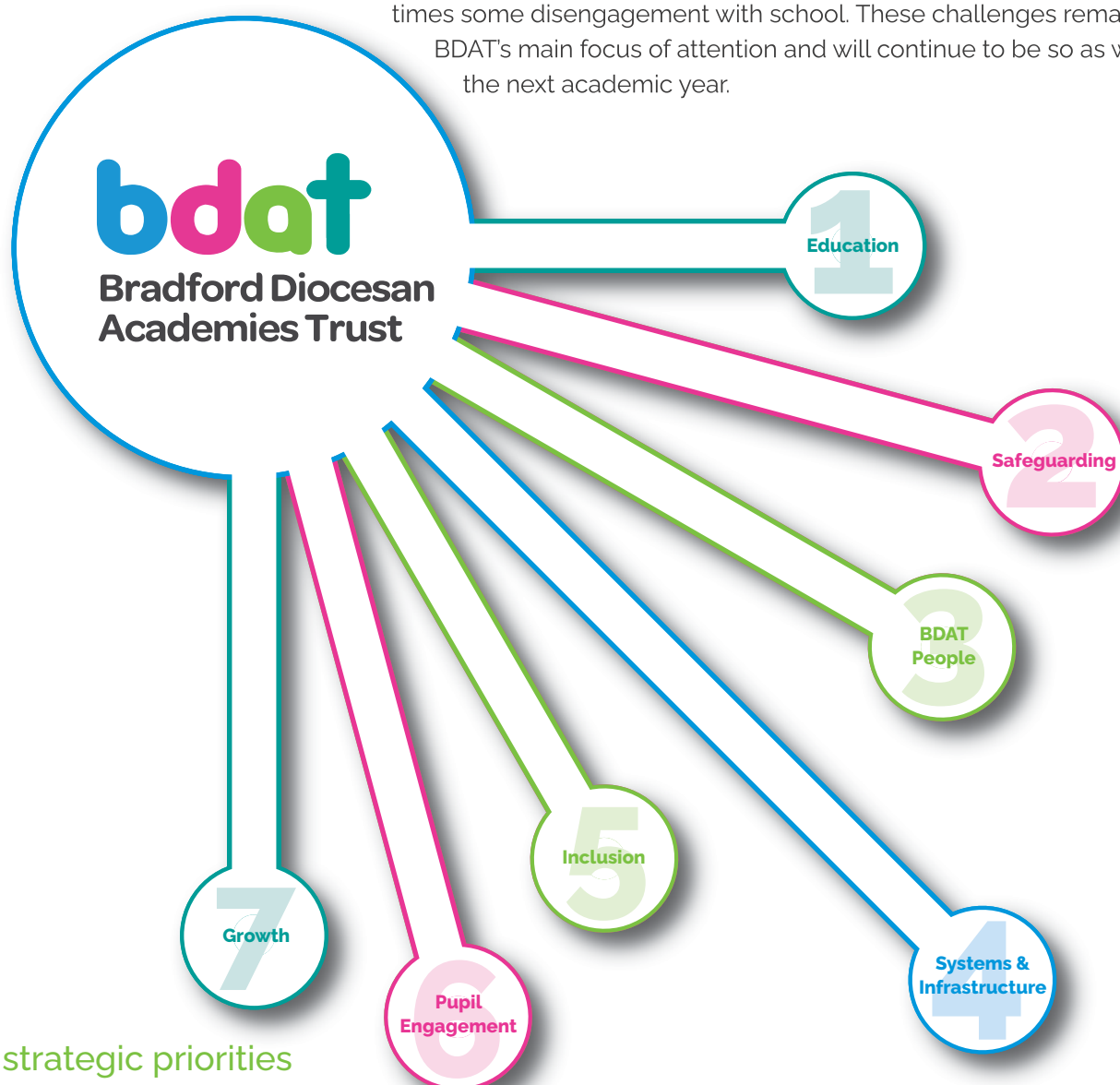
Strategic Report (continued)

Despite being a three-year plan, we are pleased to celebrate considerable success across all of our seven key areas of focus in 2022-2023:

1. Education

School improvement was a mixed picture across the BDAT family in 2022-23 with the Trust experiencing some significant successes whilst also facing some significant challenges.

As we reported in our last annual review the legacy of COVID left some lasting repercussions across our schools including the need to improve regular student attendance at school, work to close the disadvantage gap and identifying and enacting support to address the growing mental health and additional needs of our most vulnerable students. As a Trust we have witnessed significantly higher levels of presenting pupil needs since COVID including increasingly turbulent low level behavioural issues and at times some disengagement with school. These challenges remain BDAT's main focus of attention and will continue to be so as we enter the next academic year.



Our strategic priorities
for 2022-25

Trustees' Report (continued)

Strategic Report (continued)

Academically results across the Trust returned to nearer pre-pandemic levels with some significant school successes and with the identification of some schools requiring additional support and focus as we move into 2022-23.

Within our primary phase:

- Key stage 2 academic achievement remains steady at the end of 2023 in line with national trends. This is on the back of six years of continued improvement across reading, writing and maths as a Trust.
- Key stage 1 results increased dramatically in all subjects in 2023 and quicker than that of the national increases.
- A particular strength is in early reading with the Trust being 2% higher than national averages for Reading at KS1. Our successes in early reading can also be seen in Year 1 phonics where we were at national averages of 79%
- Maths is also at national average in KS1 in 2023, with KS1 writing now only being 2% behind national averages compared to 4% behind in 2023.

In our secondary phase:

- A Level results across the two eligible secondary academies were strong with results at A* - C being better than the national average. At A* - A the gap widened from 2019 when measured against the national average.
- At key stage 4, GCSE results have declined slightly since 2019 overall, whilst Progress 8 remains broadly in line with 2022.
- Destination data at post 16 remained a strength of the Trust with an average of over 96% of students securing their next stage of employment, education or training, far surpassing the current national destination trends.

Trust OFSTED experiences, whilst largely successful also highlighted a need for significant improvement within the Trust secondary phase at both Buttershaw Business and Enterprise College and Bradford Forster Academy which will remain a priority focus for 2022-23 and beyond. Meanwhile in the primary phase of the five primary OFSTED graded inspections during 2022-23, all schools remained or improved to be good schools and our two Trust school SIAMS inspections achieved good and excellent judgements respectively.

The Trust year on year OFSTED profile remains positive with 79% of schools within BDAT being judged good or better.



Trustees' Report (continued)

Strategic Report (continued)

2. Safeguarding

As a key priority for BDAT we have worked hard this year to strengthen the profile and management of safeguarding across the Trust.

This work has accelerated at pace under the leadership of the new BDAT Head of Safeguarding who has reviewed and improved all areas of practice including reporting, intervention and management of specialist provision for our most vulnerable children.

BDAT also now Chairs the cross Bradford Safeguarding Board ensuring the dissemination of good practice across our city.

3. BDAT People

As part of our ambition to be an employer of choice, BDAT has continued to develop our people offer through refining our training and CPD offer. We continue to work with carefully selected, outstanding partners including Dixons, Ambition Institute, the Church of England Foundation and the Gorse Academies Trust to deliver high quality CPD programmes and to support the training and delivery of early careers and ITT students.

We also refreshed and relaunched our internal network of 40 Professional Learning Communities to ensure all CPD is research led and focussed on core school and Trust priorities. These networks now operate across almost every part of the BDAT organisation supporting the sharing of good practice across year groups, subject leaders, site and estates staff, business manager, safeguarding leads and so on.

To support leadership, management and succession planning, in July 2023 we launched a new [BDAT Leadership Competency Framework](#) which sets out our Trust-wide expectations of what makes a good leader. The framework informs how we expect our leaders to act and behave and explains what skills and attributes leaders are expected to demonstrate whilst they work in our schools. We designed the framework to be accessible to all and applicable to both teaching and support staff working across all roles within our Trust and Academies because at BDAT we believe everyone can be a leader in their role and can continue to develop leadership skills and expertise at each step of their career.



Finally, during 2022-23, we also focussed our work on the second of the BDAT core ICARE values – Compassion. During the year the Trust was proud to hold our annual all-staff conference focussed on compassion, wellbeing and workload and launched our Trust wide "[Wellbeing Charter](#)".

Our focus on BDAT People - looking after and developing our staff remains a core driver for the Trust and again shows education benefits with very low staff turnover rates at less than 50% the sector average providing continuity of teaching for our young students.

Trustees' Report (continued)

Strategic Report (continued)

4. Systems and Infrastructure

Robust systems and infrastructure remain a strength across the Trust, particularly when benchmarking processes and performance against the "High Quality Trust Metrics" set out by DfE (2023).

During 2022-23 we strengthened our central Trust back-office structure by investing in a number of expert staff such as a new Head of Estates and Environment, Director of Corporate Affairs, Head of Corporate Projects, Head of Safeguarding and Deputy Chief Financial Officer.

The Trust has proven throughout the year that the capacity and support offered by the Trust central team is realising both financial and operational efficiencies by remaining agile. This was particularly highlighted by the Trust response to the identification of RAAC in two Academies during summer 2023. The impact of RAAC could have devastated the education and operation provision at both schools but with Trust support both impacted academies returned to face-to-face learning within one week of identifying RAAC, having switched immediately to remote learning. Both schools are anticipated to have all classes back in their own building by Autumn half term 2023, a contrast to the management of RAAC mitigation across many schools in the country.

5. Inclusion.

Recognising that Bradford is both the youngest and one of the most diverse cities across the UK with 25.7% of the population under the age of 18, BDAT has continued our previous work to embed inclusion in our recruitment, retention, teaching, policy and operating practice.

This year all BDAT schools have secured a nationally accredited diversity award, Belle Vue Girls has secured a national award for Best Inclusive Student Welfare Provision Award and Westminster CofE Primary Academy was honoured with the Inclusive Curriculum Excellence Award

BDAT was honoured with the Most Outstanding MAT Award in the National Diversity Awards for Education.

Inclusion will continue to be a BDAT priority moving forward built into all new project planning and programmes, so that it becomes an intrinsic part of the MAT promise rather than an overt stand-alone workstream.

A further focus for 2023-24 will be to extend our work to our families and communities so the Trust practice remains proudly inclusive beyond the school gate. An excellent example of this is Westminster Academy securing "School of Sanctuary" status in recognition of the amazing work being undertaken to support refugee and asylum seeker children and families.

6. Student Voice

Developing and encouraging confident student voice remains a central part of the BDAT curriculum intent, setting out what we want our children to learn, know and do during their time with us at schools.

This year BDAT students have been involved with some pioneering student voice activity including Bradford Citizens where students came together to debate and discuss further action to tackle mental health concerns, racism, disadvantage and inequity.

Trustees' Report (continued)

Strategic Report (continued)

Our secondary schools were also amongst secondary students from across ten national multi-academy trusts who came together in the **#RelationshipReset** project to share their hopes, concerns and demands for systems change following a 12-month listening exercise into harmful sexual behaviour.

Our students from Buttershaw Business and Enterprise College, Bradford Forster Academy, Immanuel College and Belle Vue Girls Academy completely stole the show in articulating their thoughts and ideas to some very influential

civic leaders including Jess Philips, MP for Birmingham Yardley and shadow Minister for Domestic Violence and Safeguarding, who pledged to set up a follow up meeting with Bridgit Philipson (MP and Shadow Secretary of State for Education). We were also joined by Sarah Linden (Deputy Mayor of London), Tracy Brayburn (Mayor of West Yorkshire) and the Head of Safeguarding for Transport for London, the latter two of which promised to take away plans to ensure safer travel for young people. The outcome of the project is a cross-trust pledge of activity to address harmful sexual behaviour back in our schools and a group of young people who have been supported to have a voice and a platform to drive future meaningful change.

Further planned events and experiences include development of student led Eco-Councils, the continued roll out of Trust wide Wellbeing Ambassadors, a series of brilliant sport, music, science and maths cross Trust events and opportunities for BDAT students to have a voice in the written and radio media.

#RelationshipReset Project Student Charter for Action - September 2023

As leaders in education, we are committed to providing safe and inclusive learning environments for all students. Sexual harassment is a serious issue that can have a detrimental impact on the well-being and academic success of children and young people. If we are to fulfil our mandate to promote and enhance social justice, young people must be educated in appropriate relationship behaviour.

This charter outlines our commitment and responsibility to address and prevent sexual harassment within our schools. By fostering a culture of respect, awareness and accountability, we strive to ensure that every student feels safe, valued and empowered to reach their full potential.

Creating a Safe and Supportive Environment

- Establish a zero-tolerance policy:** Develop and implement a comprehensive policy that clearly defines sexual harassment, emphasises zero tolerance and outlines the consequences for those who engage in such behaviour.
- Raise awareness:** Conduct regular awareness campaigns to educate students, staff, governors, Trustees and parents about sexual harassment, its impact, and how to prevent and report incidents. Foster open dialogue and provide resources for support. Education around sexual harassment should be a core part of the curriculum, expanded according to age.
- Promote a respectful culture:** Foster a culture that promotes respect, empathy and understanding among all members of the school community. Encourage positive relationships, healthy boundaries and mutual consent through ongoing discussions and educational programmes.
- Create an online support system:** Students can access this during holidays for support and help, anonymously if required.

Implementing Effective Reporting Procedures

- Provide multiple reporting channels:** Establish a variety of confidential (and anonymous) reporting channels, such as hotlines, online reporting systems, or trusted staff members, to ensure that students can report incidents safely and without fear of retaliation. Ensure that staff are well-trained in terms of preventing sexual harassment.
- Respond promptly and sensitively:** Develop clear guidelines for staff on how to respond to reports of sexual harassment. Ensure that all reports are treated seriously, investigated promptly and resolved in a sensitive and supportive manner. Ongoing feedback should be given to victims who must be treated with care and listened to. European rights of personal privacy must be adhered to.
- Support those subject to Sexual Harassment (SH):** Provide appropriate support and resources to survivors of SH, including access to counselling, medical services and legal assistance. Maintain confidentiality and prioritise the well-being of the survivor throughout the process. Ensure accessibility to trained mental health support workers for students. Ensure that those subject to SH retain control over the process post-reporting.

Staff Training and Development

- Provide comprehensive training:** Conduct regular training sessions for all staff members, including teachers, administrators and support staff, to raise awareness about sexual harassment, recognise warning signs, and understand their roles and responsibilities in prevention, challenge and intervention. Consider an action plan for student safety on the way to and from school.
- Foster a culture of reporting:** Encourage staff members to report any incidents or concerns related to sexual harassment promptly. Assure them that their reports will be taken seriously, and that appropriate action will be taken.
- Promote professional boundaries:** Educate staff about maintaining appropriate boundaries with students, ensuring that interactions are professional, respectful and free from any form of harassment.

Collaboration with Students, Parents and the Community

- Involve students in prevention efforts:** Engage student leaders and organisations in initiatives that promote respectful relationships, consent education and bystander intervention. Encourage student-led campaigns and empower them to be active participants in creating a safe school environment. Information around what to do if SH happens and how to respond.
- Partner with parents and carers:** Collaborate with parents and guardians to raise awareness through education and resources and to encourage open communication about sexual harassment prevention and the curriculum that is on offer to students. Seek their input and involvement in policy development and implementation. Work with parents should be culturally-appropriate, but resolute in tackling these sensitive issues.
- Engage the community:** Forge partnerships with local organisations, law enforcement agencies, and community leaders to strengthen prevention efforts, share best practices and ensure a holistic approach to addressing sexual harassment.

Conclusion

By adopting this charter, we, as school and Trust leaders, pledge to take proactive measures to prevent, challenge and address sexual harassment within our schools. We are committed to creating a safe and inclusive learning environment that promotes the dignity and well-being of all students.

Together, we will foster a culture of respect, empathy and accountability, ensuring that every student feels valued, protected and empowered to succeed.

Cathy Anwar
Cathy Anwar
Previous CEO of
Summit Learning Trust

Sian Hampton
Sian Hampton
CEO Archway
Learning Trust

Jon Chaloner
Jon Chaloner
CEO GLF Schools

Susan Douglas
Susan Douglas
CEO The Eden
Academy Trust

Jonny Uttley
Jonny Uttley
CEO The
Education Alliance

Karen Roberts
Karen Roberts
CEO TKAT

Vince Green
Vince Green
CEO Summit
Learning Trust

Wayne Norrie
Wayne Norrie
CEO Greenwood
Academies Trust

Debbie Clinton
Debbie Clinton
Previous CEO of Academy
Transformation Trust and the Diverse
Academies Learning Partnership

Carol Dewhurst
Carol Dewhurst
CEO Bradford Diocesan
Academies Trust (BDAT)

Simon Jones
Simon Jones
CEO Fairfax
Multi-Academy Trust

Trustees' Report (continued)

Strategic Report (continued)

7. Growth

BDAT remains committed to steady and planned growth. During 2021-22 one further school joined the Trust (Bradford Girls Grammar School); the Trust secured approval for a sixth form expansion at Immanuel College and Shipley CofE secured a priority school new build.

As a Trust we continue to review growth annually and have at this point decided to pause secondary growth to concentrate on secondary school improvement. We remain committed to slow primary growth with the right partner schools who share our values and ethos to fit within the BDAT family.

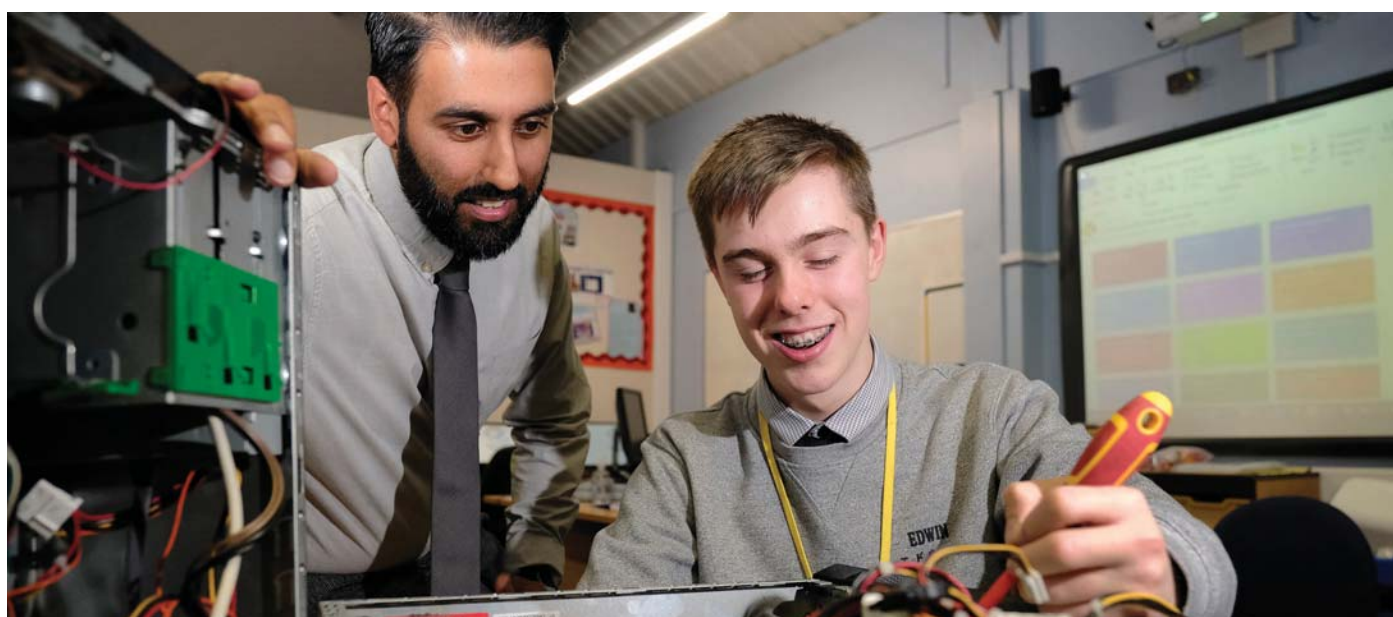
In Summary:

Reflecting on the last ten years, no two years at BDAT have ever been the same. Each year has presented its own unique opportunities, challenges and surprises.

Already with the introduction of RAAC and the likelihood of a general election, 2023-24 promises to be the same.

BDAT has faced and weathered challenges in 2022-23. School improvement has not been linear; societal engagement with schools remains fractured at times; school budgets are tighter than ever before, and pupil sufficiency is becoming a risk to school viability across our city.

However, despite the challenges BDAT has remained robust and united as a family of schools, collectively and individually committed to making sure that every child within our care is supported, cared for and leaves our Academies ready for the next stage of their education, employment or life journey. We look forward to continuing this work as we look to the future.



Trustees' Report (continued)

Strategic Report (continued)

Financial Impact and Governance

The Trustees are kept fully apprised of all financial risks through regular reporting to the Board, Finance and Resources Committee and the Risk and Audit Committee. The Trustees have an opportunity to scrutinise the finances and review operational processes ensuring that they minimise risk whilst providing strategic decision making information.

The risk management system provides additional information on risk which Trustees view on a regular basis at the Board and Audit and Risk Committees. The introduction of new risks are highlighted to Trustees with additional information provided in the management accounts.

During the 22-23 financial year there was a cost-of-living crisis which delayed pay settlements for both teachers and support staff. The Trustees were kept fully informed of the pay negotiations and the budgetary impact through the Finance and Resources Committee and within the CEO's Board report. The level of budgetary impact led to the release of an additional grant to support the financial impact to schools and academies across the country called the Mainstream Additional Schools Grant.

Bradford Girls Grammar School joined the Trust in January and required immediate financial support. The finance team has worked with the school to ensure that all the practices and processes are now financially compliant, including a staff restructure and realignment to national terms of conditions.



The Trust has appointed a deputy Chief Financial Officer who brings additional financial capacity which supports the growth of the Trust. The CFO has been reviewing the financial policies, processes and controls with an ongoing review of systems used in supporting financial management. All academies are required to produce monthly management accounts which compares actuals to budgets with variances explained, which are reviewed by the Local Governing Bodies and then consolidated and presented to Trustees. Any academy presenting financial challenges are escalated to the CFO who, along with the Headteacher and Academy Business Leader work on a deficit recovery plan to ensure the academies financial viability. A small number of academies which were identified as presenting a higher financial risk than normal, were monitored closely and reported to Trustees. On an annual basis the Finance & Resources Committee receive, and review longer term financial budgets to plan and organise resources most effectively to fulfil the strategic aims of the Trust.

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 2022 to 31 August 2023

Energy consumption used to calculate emissions (kWh)	2022-2023	2021-2022
Gas	7,185,991	5,981,473
Electricity Standard	-	-
Electricity Renewable	3,600,267	2,952,518
Transport Fuel	80,215	80,244
Total	10,866,473	9,014,235

Scope Energy Source		Emissions Tonnes (CO ₂ e)	Emissions Tonnes (CO ₂ e)
		2022-2023	2021-2022
1	Gas	1,321.29	1,099.81
	Oil	-	-
	Academy Vehicles	10.63	11.07
2	Electricity - Standard	-	-
	Electricity - Renewables/Nuclear	-	-
3	Staff mileage in year on Academy Business	6.73	6.08
	Total Emissions	1,338.64	1,116.96
Intensity ratio		0.13	0.12
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 is installing Solar panels on all compatible academies with the aim of reducing energy consumption by over 20 %

2 The Trust is rolling out its own Environmental Sustainability Strategy with all schools signing up to the Eco-schools programme.

3 We have invested in LED lighting across the Trust via Salix Loans and capital with the aim of reducing energy consumption by over 20 %

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.
- Ensuring that all IT is correctly licenced, and all platforms are safe, secure and cyber compliant.
- Improving 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.
- Increasing the scrutiny throughout 2022-2023 with updated monthly management accounts identifying key risk areas e.g. procurement and new capital projects.



BDAT Matrices

Staffing	2022-2023	2021-2022
Spend on Staff % of Total Expenditure	69.20%	69.76%
Non-Staff Expenditure		
Other Expenditure % of Total Expenditure	30.80%	30.24%
Income		
ESFA Funding as % of Total Income	90.69%	90.39%
Total Income Per Pupil	£6,806	£6,374

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 pay awards for teachers and support staff, energy uncertainty, 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 pupil numbers is another financial strain on budgets leading to restructures 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 2023 the Trust employs 1,620 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/>.

The Trust Board receive an update against these objectives annually



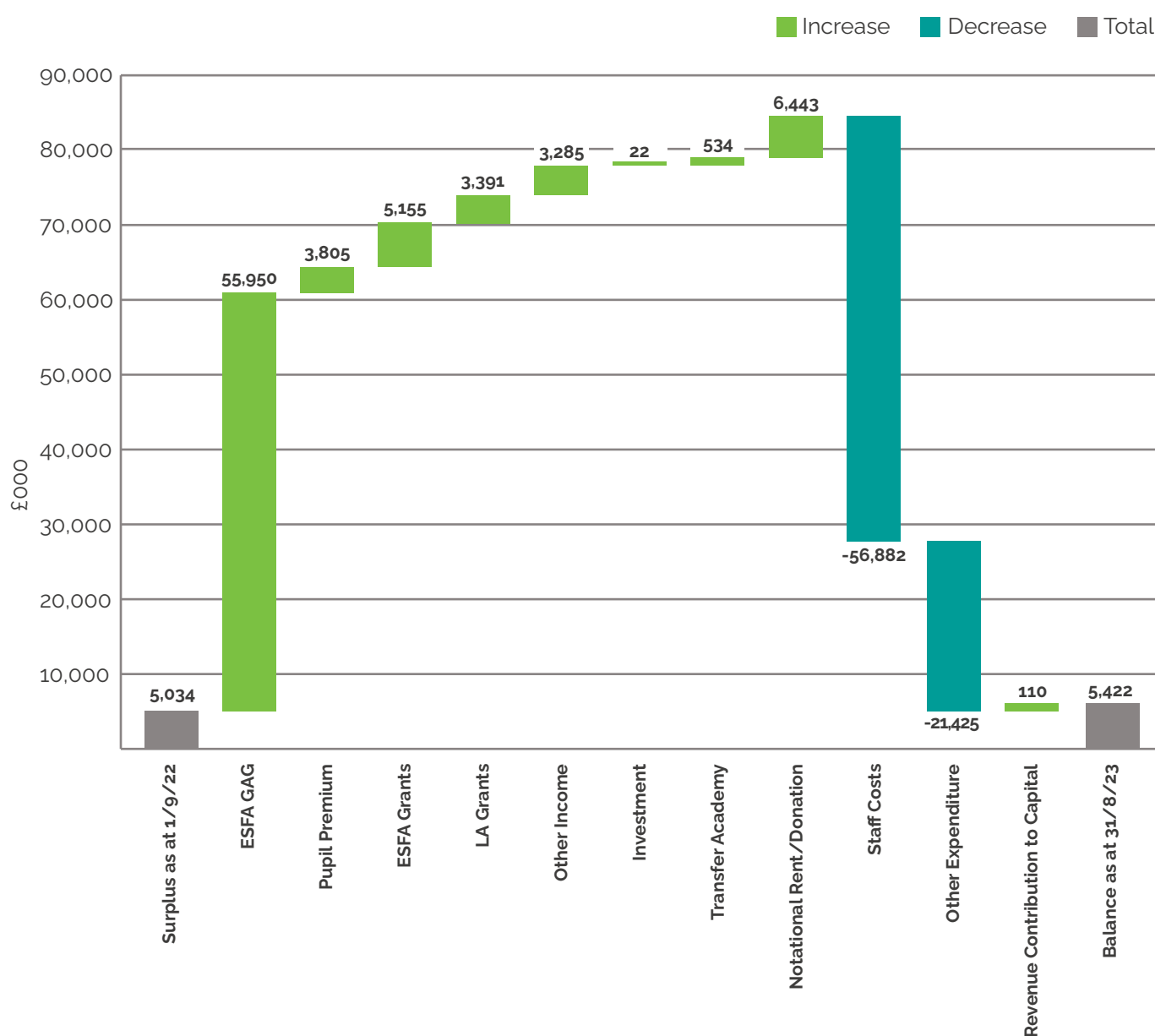
Trustees' Report (continued)

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 2022 to 31 August 2023 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

Income and Expenditure in 2022/23 – reconciliation of revenue reserves



The chart above reconciles the opening and closing revenue reserves position for the period 1 September 2022 to 31 August 2023 with the Trust closing position having unrestricted revenue reserves of £4,726k and restricted revenue reserves £696k.

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 2022 to 31 August 2023 the Trust had an in-year revenue deficit of £256k (2022: (£836k)) and cumulative unrestricted revenue reserves of £4,726k (2022: £3,743k).

Cumulative Unrestricted Revenue Surplus



During the period, DfE, ESFA and Local Authority grants totalled to £68,301k (2022: £58,484k). Other income included within the restricted funds totalled to £3,285k (2022: £2,873k). The restricted fund expenditure totalled to £79,273k (2022: £71,852k). Most of the Academy Trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to a particular purpose. The grants received from the ESFA during the 12-month period ended 31 August 2023 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities. The Academy also received grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2019), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Trustees' Report (continued)

Strategic Report (continued)

As at 31 August 2023, the net book value of fixed assets was £58,328k (2022: £46,947k) and movements in tangible fixed assets shown on (note 13) to the financial statements. The assets were used exclusively for providing education and the associated support services to the students within each of the academies. 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 and freehold land and freehold and buildings are recognised as fixed assets. The Diocese land and buildings are available for educational use and should be treated much like an operating lease with a notional rent income being entered against a corresponding notional expense. The assets of Buttershaw Business & Enterprise College Academy are under a PFI contract and therefore have no asset value until such time that the contract expires.

The restricted fixed assets fund is £59,491k (2022: 49,488k) at the period ended 31 August 2023. The total amount of restricted funds has increased due to the transfer of Bradford Girls Grammar School during 2023. The Trust held fund balances at 31 August 2023 of £64,913k (2022: £50,925k) including restricted and unrestricted funds.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in the total funds of the Academy. It should be noted that this does not present the Academy with any current liquidity problem. The employer contributions continue to increase for the foreseeable future. The Trust balance sheet and cash flow are in line with budgeted outcomes. The Local Government defined benefit pension reserve is currently valued in a surplus position but has only been recognised as a nil value under FRS102 regulations as at 31 August 2023 in the sum of £Nil (2022: (£2,306k)).



Trustees' Report (continued)

Strategic Report (continued)

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 will be held by the trust is between 5% - 15% of cumulative reserves which provides a healthy financial balance as described by the National Audit Office and Public Accounts Committee. The current value of unrestricted reserves is £4,725k (2022 - £3,743k).

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.

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. During the year the Trust engaged in an investment platform that exclusively deals with UK banks offering short- and medium-term deposits. All investments are communicated to the Finance and Resources Committee and currently there is a 45-day notice investment of £1.2m.

Trustees' Report (continued)

Strategic Report (continued)

Principal Risks and Uncertainties

The Trustees strive to improve the levels of performance of its students at all levels. The focus this year is maintain and improve education standards whilst substantial budgetary pressures continue to hinder the appointment of staff across the sector.

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 pay rises 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 2022-2023 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 via the DfE's own RPA scheme. 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

In 2023-24 the Trust will continue to focus on the delivery of our three-year strategic plan and seven key areas of focus.

However noting that very few years seem to go entirely to plan, particularly acknowledging the potential impact of a new election and the challenges already presenting in some of our own academies, there will of course be several areas of focus:

- 1. Secondary School Improvement** will be a focus for the Trust as we seek to support and rapidly improve the two secondary schools of concern within the MAT. We enter the new year in a good place. Both schools have new Headteachers and school leaders; we have appointed strong and experienced Chairs and have had time to start to embed the foundations of improvement. Already we are seeing improved attendance, reduced behavioural incidences and consistently higher quality teaching. We have strengthened Trust capacity to support improvements and have engaged and are working with expert partners from within the Trust and across the sector to reinforce and improve practice based on research and practice within similar schools. Both schools remain a priority focus for the Trust.
- 2. Management and mitigation of RAAC** will remain a focus for the foreseeable future as it impacts the education provision, learning environment and finances of all the schools within the Trust, and particularly the two primary academies with RAAC present. We are committed to getting all children from both schools back in to "normal", medium-long term school learning environments as soon as possible and to minimise the impact on learning.
- 3. Aspiration** – the BDAT third annual conference and theme for the 2022-23 year is aspiration and encouraging everyone to believe they can achieve. We are reinforcing our aspirations and opportunities across the Trust through our use of student voice, refreshing our staff CPD offer and through sharing good practice.
- 4. Finally Environmental Sustainability** remains a priority and aspiration. BDAT has committed to the ambitious target of becoming carbon neutral by 2030, with five priority action areas driving this change. We are committed to:
 - investing in our buildings to make them more efficient,
 - reducing our reliance on fossil fuels,
 - investigating our supply chains and operations to ensure they support carbon efficiencies,
 - reducing wastage, and
 - encouraging sustainable travel.

BDAT will be progressing two key sustainability projects this year to support our environmental strategy.

First as a family of schools we are proud to have signed up to the Eco-Schools programme www.eco-schools.org.uk ensuring our students take a lead on identifying ways to champion environmental improvements across each of our schools.



Trustees' Report (continued)

Strategic Report (continued)

Secondly this year we will also look forward to seeing the roll out of the BDAT Solar Power Scheme across our schools. Starting in November 2023 and concluding by April 2024, the Trust is looking to install solar panels across 15 schools in the BDAT family (we have a few exemptions due to listed roofs, rebuilds and PFI). The benefits of the solar investment are two-fold: first we reduce our reliance on fossil fuels but secondly we hope to make financial savings through our reduced reliance on costly gas and electric. Look out for solar powers in a school near you soon.....



Trustees' Report (continued)

Auditor

Saffery 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 14 December 2023 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.

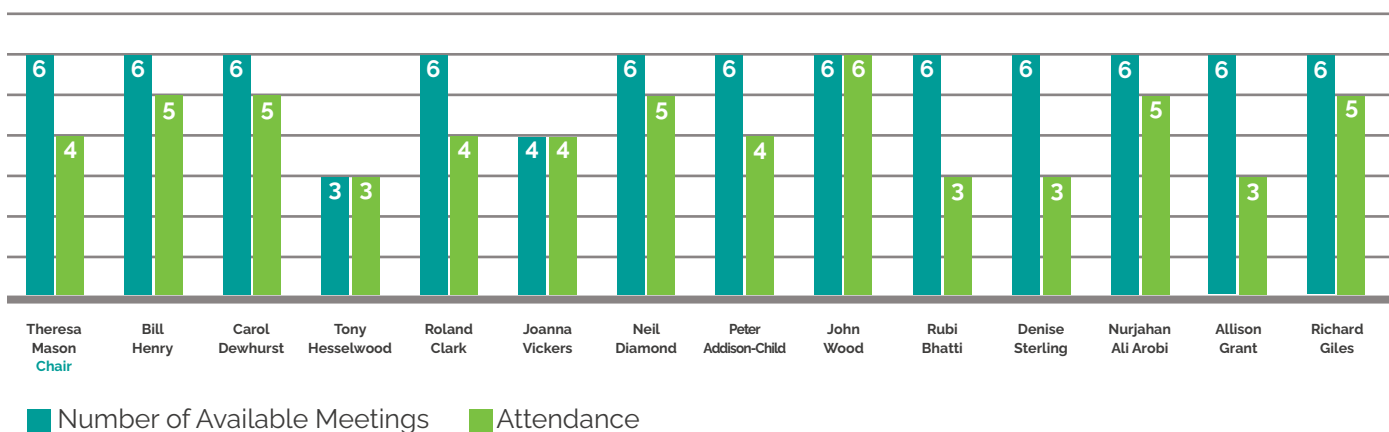
The Board of Trustees' has delegated the day-to-day responsibility to the Chief Executive Officer as Accounting Officer and Chief Financial Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and 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 and Risk 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 2022 and 31 August 2023. Attendance during the year at meetings of the governing body was as follows:

Board Trustee Attendance



Governance Statement (continued)

There were three Trustees appointed during the year:

1. **Mrs Joanna Vickers** - 14 January 2023
2. **Mrs Emma Hamer** - 14 December 2023
3. **Mrs Elizabeth Lawley** - 14 December 2023

There were two Trustees who resigned during the year:

1. **Mrs Alison Grant** - 30 September 2023
2. **Mr Tony Hesselwood** - 23 March 2023

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.

We also conduct an annual Trust and governance skills audit 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 7 sub-committees up until October 2023 when the Admissions Committee ceased leaving 6 Committees. The structure is highlighted on page 12 of this report and these are:

The BDAT Education Committees (primary & secondary) of the Trust Board are responsible for monitoring and challenging education performance and outcomes for all schools across the Trust. This supports the BDAT mission "to provide high quality education for our students".

The Finance and Resources Committee (FARC) is responsible for financial scrutiny, oversight and challenge on finances, estates, the digital strategy and remuneration within the Trust ensuring there is compliance with the Academy Trust Handbook. The committee will support the board in maintaining the trust as a going concern. This committee includes the Remuneration Committee which also sits within the FARC (but excludes the trust accounting officer) and provides Trustee oversight for central staff and Headteacher pay recommendations.

The Admissions Committee is responsible for ensuring there is additional oversight, scrutiny and challenge on admissions arrangements across the Trust, ensuring there is compliance with the regulations and legislation set out in the Admissions Code.

The Pupil Funding Committee has been established to ensure that the Trust Board gives additional oversight, scrutiny, and challenge to the allocation of pupil specific funds, including but not limited to, Pupil Premium and Sports Premium.

The BDAT People Committee has been established to ensure that the Trust Board gives additional oversight, scrutiny, and challenge to the externally funded and partnership work undertaken by BDAT People to support the recruitment, retention, and development of our workforce. The committee also has oversight for inclusion - ensuring equality and diversity. This fits with our Trust ambition to be an Employer of Choice.



Governance Statement (continued)

The Audit and Risk Committee is commissioned to meet three times a year, from 1 September 2022 to 31 August 2023. It is chaired by Mr John Halstead who is an independent non-Trustee. The purpose of the Audit and Risk 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.

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:

- Investment in the estate for LEDs continues with Bradford Forster following the five primary schools in previous years.
- New lease contracts for several schools on reprographics being both energy efficient and value for money
- The use of a carbon neutral paper supplier.
- Trust wide energy procurement utilising the broker's knowledge ensuring a value for money contract for electricity.

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 2022 to 31 August 2023 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 2022 and 31 August 2023 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 and Risk 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 and Risk Committee met three times during the year 1 September 2022 to 31 August 2023 and considers all aspects of internal scrutiny as well as the external auditor's report and recommendations.

In 2022-2023 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 was a deep dive on procurement cards. The reports were presented to the Local Governing Bodies and a consolidated point-based report was presented to the Audit and Risk 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 covering the following areas: human resources, safeguarding, health 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 and Risk Committee, on the operation of the systems of control and on the discharge of the Board of Trustee's 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 and Risk 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 14 December 2023 and signed on its behalf by:



Mrs Theresa Mason FCCT

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 2022.

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 2022.

I confirm that there were no 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.



Ms Carol Dewhurst OBE

Accounting Officer

14 December 2023





Statement of Trustees' Responsibilities

Year ended 31 August 2023

The Trustees of Bradford Diocesan Academies Trust and 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 2022 to 2023;
- 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 14 December 2023 and signed on its behalf by:



Mrs Theresa Mason FCCT
Chair of Trustees



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

Opinion

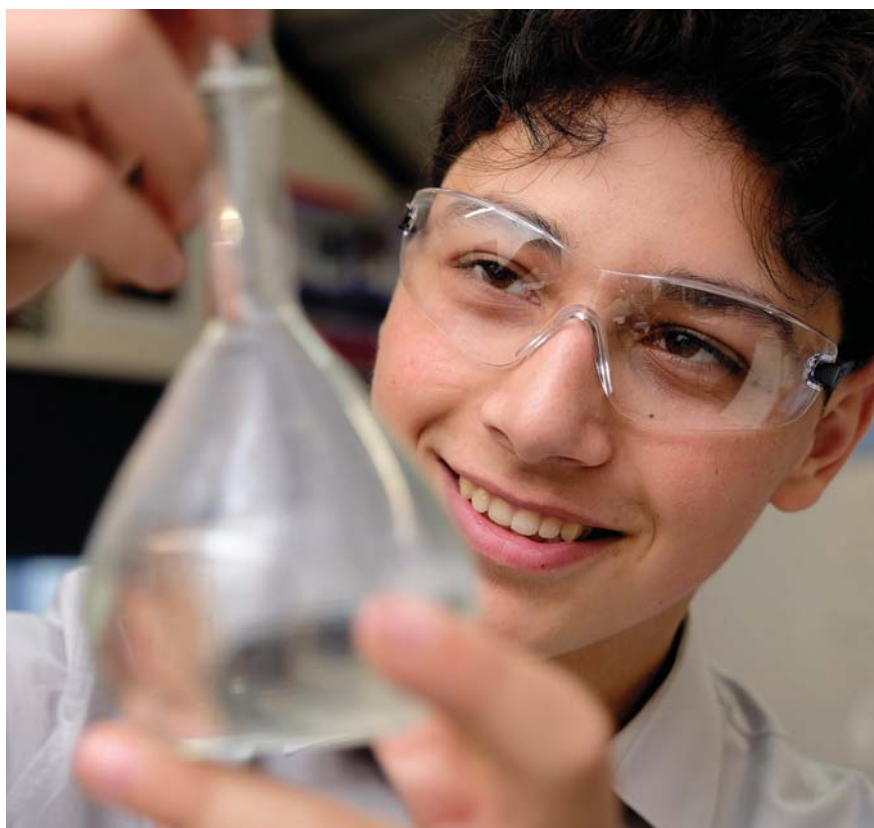
We have audited the financial statements of Bradford Diocesan Academies Trust for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the cash flow statements and the notes to the financial statements, including significant accounting policies. The financial 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 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 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 43, 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.

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.



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

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 LLP,
Chartered Accountants
Mitre House,
North Park Road,
Harrogate, HG1 5RX
14 December 2023

Saffery 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 10 August 2023 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Bradford Diocesan Academies Trust during the period 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to 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 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2022 to 2023 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, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

.....
Jonathan Davis (Reporting Accountant)

for and on behalf of

SAFFERY LLP,

Mitre House,

North Park Road,

Harrogate, HG1 5RX

14 December 2023



Statement of Financial Activities

for year ended 31 August 2023

(including Income and Expenditure Account)

		Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	2022/23 Total	2021/22 Total
Income and endowments from:	Note	£000	£000	£000	£000	£000
Donations and capital grants	2.7	-	6,547	1,846	8,393	7,370
Transfer in from Academy	2	534	-	12,295	12,829	-
Charitable activities						
Funding for the Trust's educational operations	3	-	68,301	-	68,301	58,484
Other trading activities	4.5	3,307	-	-	3,307	2,873
Total		3,841	74,848	14,141	92,830	68,727
Expenditure on:						
Transfer from Local Authority on Conversion		-	-	-	-	310
Raising Funds	6	13	-	-	13	11
Charitable activities						
Academy Trust educational operations	8	2,955	76,536	2,737	82,228	73,270
Total		2,968	76,536	2,737	82,241	73,591
Net income / (expenditure)		873	(1,688)	11,404	10,589	(4,864)
Transfers between funds	18	110	-	(110)	-	-
Other recognised gains /(losses):						
Actuarial gains on defined benefit pension schemes	28	-	3,399	-	3,399	33,365
Net movement in funds		983	1,711	11,294	13,988	28,501
Reconciliation of funds						
Total funds brought forward		3,743	(1,015)	48,197	50,925	22,424
Total funds carried forward		4,726	696	59,491	64,913	50,925

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



Balance Sheet

as at 31 August 2023

		2022/23	2022/23	2021/22	2021/22
	Notes	£000	£000	£000	£000
Fixed assets					
Tangible assets	13		58,328		46,947

Current assets					
Stock	14	3		7	
Debtors	15	2,241		1,816	
Cash at bank and in hand	25	8,996		8,442	
		11,240		10,265	

Liabilities					
Creditors: Amounts falling due within one year	16	(4,533)		(3,924)	
Net current assets			6,707		6,341

Total assets less current liabilities			65,035		53,288
--	--	--	--------	--	--------

Creditors: Amounts falling due after more than one year	17		(122)		(57)
Net assets excluding pension liability			94,913		53,231

Defined benefit pension scheme liability	28		-		(2,306)
Total assets			64,913		50,925

Funds of the Trust:					
Restricted funds					
Fixed asset fund	18	59,491		48,197	
Restricted income fund	18	696		1,291	
Pension reserve	18	-		(2,306)	
Total restricted funds			60,187		47,182

Unrestricted income funds	18		4,726		3,743
Total funds			64,913		50,925

The financial statements on pages 57-90 were approved by the Trustees, and authorised for issue on 14 December 2023 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 2023

	Notes	2022/23	2021/22
		£000	£000
Cash flows from operating activities			
Net cash provided by operating activities	22	555	1,567
Cash flows from investing activities	23	27	(2,575)
Cash flows from financial activities	24	(28)	24
Change in cash and cash equivalents in the reporting period		554	(983)
Cash and cash equivalents at 1 September 2022		8,442	9,425
Cash and cash equivalents at the 31 August 2023	25	8,996	8,442



Notes to Financial Statements

for year ended 31 August 2023

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 2022 to 2023 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 in of existing academy

Where assets and liabilities are received on the transfer of an existing academy into the Trust, the transferred net assets are measured at fair value and recognized in the balance sheet at the point when risks and rewards of ownership pass to the Trust. An equal amount of income is recognized for the transfer of an existing academy into the Trust within donations and capital grant income to the net assets acquired.

Notes to Financial Statements

for year ended 31 August 2023 (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:

- Freehold Buildings 50 Years
- 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 2023 (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 has an investment platform, Insignis, which allows the Trust to invest in short- and medium-term deposits in a secure way. All investments are scrutinized by the Trustees in the monthly management accounts. (note 23).

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 15). 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 16). 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), Royal London 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 29), 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.

Royal London – A Defined contribution scheme

Royal London is a defined contribution scheme for staff members from the new transfer of Bradford Girls Grammar School.

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 28) 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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

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 2023 (continued)

Note 2. Donations and capital grants

			2022/23	2021/22
	Unrestricted Funds	Restricted Funds	Total	Total
	£000	£000	£000	£000
Transfer in from existing Academy	534	12,295	12,829	-
Notional Donation in respect of rent	-	6,547	6,547	6,030
Capital Grants	-	1,829	1,829	1,272
Donations	-	17	17	68
	534	20,688	21,222	7,370

Note 3. Funding for the Trust's Educational Operations

			2022/23	2021/22
	Unrestricted Funds	Restricted Funds	Total	Total
	£000	£000	£000	£000
DfE / ESFA grants				
General Annual Grant (GAG)	-	55,950	55,950	49,290
Other DfE/ESFA grants				
Pupil Premium	-	3,805	3,805	3,375
Supplemental Grant	-	1,597	1,597	600
Recovery Premium	-	1,035	1,035	433
Mainstream Schools Additional	-	837	837	-
UIFSM	-	543	543	439
National Tutoring Programme	-	-	-	438
PE & Sports Premium	-	273	273	244
Rates	-	234	234	246
Teacher Pay/Pension	-	131	131	179
Others	-	505	505	218
	-	64,910	64,910	55,462
Other Government grants				
Local authority grants	-	1,903	1,903	1,942
Special educational needs	-	1,488	1,488	1,080
	-	3,391	3,391	3,022
	-	68,301	68,301	58,484

There is a new Mainstream Additional Schools grant to support the cost-of-living increases, pay increases and utility increases.

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 4. Other trading activities

			2022/23	2021/22
	Unrestricted Funds	Restricted Funds	Total	Total
	£000	£000	£000	£000
Catering	1,325	-	1,325	1,127
Trips	500	-	500	273
Breakfast/After School Clubs	286	-	286	216
Facilities Hire	253	-	253	196
BDAT People	214	-	214	122
Trading with Other Trusts	166	-	166	172
Insurance Refunds/Claims	92	-	92	98
Pupil Related Income	78	-	78	63
Income from other charitable activities	75	-	75	59
Other Grants	62	-	62	214
Other miscellaneous income	234	-	234	333
	3,285	-	3,285	2,873

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

Note 5. Investment Income

			2022/23	2021/22
	Unrestricted Funds	Restricted Funds	Total	Total
	£000	£000	£000	£000
Investment Platform - Insignis	22	-	22	-
	22	-	22	-

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 6. Expenditure

Non Pay Expenditure				2022/23	2021/22
	Staff Costs	Premises	Other	Total	Total
	£000	£000	£000	£000	£000
Expenditure on raising funds:					
Allocated support costs	-	-	13	13	11
Trust's educational operations:					
Direct costs	45,297	-	5,991	51,288	43,456
Allocated support costs	11,585	14,079	5,276	30,940	29,814
	56,882	14,079	11,280	82,241	73,281
Net Income/(expenditure) for the period includes:				2022/23	2021/22
				£000	£000
Operating lease rentals				7,452	7,439
Depreciation				2,737	2,230
Fees payable to auditor for:					
- Audit				34	32
- Other services				9	9
Indemnity Insurance				1	1
Trustee Reimbursed Expenses				3	1

The indemnity insurance is part of the Risk Protection Arrangement with the ESFA and the coverage is unlimited.

Note 7. Analysis of grants

			2022/23	2021/22
	Unrestricted Funds	Restricted Funds	Total	Total
	£000	£000	£000	£000
Improvements to diocesan property occupied by the Trust	-	-	-	950
	-	-	-	950

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 8. Charitable Activities

	2022/23	2021/22
Total	Total	
£000	£000	
Direct costs - educational operations	51,288	43,456
Support costs - educational operations	30,940	29,814
	82,228	73,270

		2022/23	2021/22
Analysis of support costs	Educational Operations	Total	Total
	£000	£000	£000
Support staff costs	11,585	11,585	12,639
Depreciation	2,737	2,737	2,230
Technology costs	735	735	563
Premises costs	11,515	11,515	10,263
Other support costs	4,319	4,319	4,081
Governance costs	49	49	38
Total support costs	30,940	30,940	29,814

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 9. Staff

	2022/23	2021/22
a. Staff costs		
Staff costs during the period were:	Total	Total
	£000	£000
Wages and salaries	40,693	34,215
Social security costs	4,228	3,459
Pension Costs	9,029	11,462
	53,950	49,136
Agency Staff Costs	2,834	1,949
Staff restructuring costs	98	40
	56,882	51,125
Staff restructuring costs comprise:		
Redundancy payments	-	-
Severance payments	98	40
Other restructuring costs	-	-
	98	40

b. Severance payments

The Trust paid 5 severance payments between 1 September 2022 – 31 August 2023, 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 £8,118 to one employee.

c. Special staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling: £8,118 (2022: £40,034).

d. Staff numbers

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

	2022/23	2021/22
	No.	No.
Teachers	523	450
Administration and support	981	834
Management	116	102
	1,620	1,386

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 9. Staff (continued)

e. Higher paid staff

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

	2022/23	2021/22
	No.	No.
£60,001 - £70,000	26	23
£70,001 - £80,000	20	13
£80,001 - £90,000	6	2
£90,001 - £100,000	1	4
£100,001 - £110,000	2	2
£110,001 - £120,000	2	1
£120,001 - £130,000	0	1
£130,001 - £140,000	1	-

Fifty-two of the fifty-eight above employees participated in the Teachers' Pension Scheme. There were five 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 2023: £763,395 (2022: £774,173).



Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 10. 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:	£130,000 - £140,000 (2022: £120,000 - £130,000)
Employer's pension contributions paid:	£20,000 - £25,000 (2022: £20,000 - £25,000)

During the period ended 31 August 2023, travel and subsistence expenses totalling £3,074 (including the Chief Executive Officer) were reimbursed paid directly to 2 Trustees (2022: £1,551 to 3 Trustees).

Note 11. 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 risk protection arrangement (RPA) which is £21 per pupil for Trust assurance incorporates Trustee indemnity with an unlimited threshold (2022: £366).

Note 12. 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 via Risk Protection Arrangement
- Estates Management
- Safeguarding Quality Assurance
- Training Senior Leaders and Governors
- ICT & Digital Managed Service



Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 12. 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:	2022/23	2021/22
	£000	£000
Academy At St James	63	62
Baildon C of E Primary School	83	13
Belle Vue Girls' Academy	321	302
Bradford Forster Academy	322	304
Bradford Girls Grammar School	165	-
Buttershaw Business & Enterprise College	471	435
Christ Church C of E Academy	45	44
Clayton St John C of E Primary Academy	78	78
Cullingworth Primary School	64	60
East Morton C of E Primary School	41	40
Immanuel College	444	406
Oxenhope C of E Primary School	41	38
Shipley C of E Primary School	42	40
St Johns C of E Primary School	90	86
St Oswalds C of E Primary Academy	93	89
St Philips C of E Primary School	48	45
Westminster C of E Primary Academy	108	111
Woodlands C of E Primary Academy	27	25
Wycliffe C of E Primary School	66	64
BDAT People	8	-
	2,620	2,242

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
Bradford Girls Grammar School	73	-
Buttershaw Business & Enterprise College Academy	209	193
Clayton St John C of E Primary Academy	34	34
Shipley C of E Primary School	5	19
Westminster C of E Primary Academy	48	49
Wycliffe C of E Primary School	30	28
	399	350
Total	3,019	2,592

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 13. Tangible Fixed Assets

	Freehold Land and Buildings	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	£000
Cost									
At 1 September 2022	-	41,937	5,199	42	1,074	3,528	4,706	94	56,580
Acquisitions/Transfer in	12,130	-	-	-	30	80	49	6	12,295
Additions	-	-	1,082	30	174	299	228	11	1,824
Disposals	-	-	-	-	-	-	(1)	-	(1)
Transfers Asset under construction	-	-	2	(42)	40	-	-	-	-
At 31 August 2023	12,130	41,937	6,283	30	1,318	3,907	4,982	111	70,698
Depreciation									
At 1 September 2022	-	3,573	547	-	341	2,624	2,525	23	9,633
Charged in year	-	840	357	-	223	349	949	19	2,737
At 31 August 2023	-	4,413	904	-	564	2,973	3,474	42	12,370
Net book values									
At 31 August 2022	-	38,364	4,652	42	733	904	2,181	71	46,947
At 31 August 2023	12,130	37,524	5,379	30	754	934	1,508	69	58,328

Bradford Girls Grammar School transferred into the Trust on 1 January 2023. The Land and Buildings are freehold and were valued on a depreciated replacement cost basis as part of the due diligence process, the secretary of state holds a financial charge on this due to a historic building transaction.

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 Academy. 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 2023 (continued)

Note 14. Stock

	2022/23	2021/22
	£000	£000
Catering Stock	3	7
Total	3	7

Note 15. Debtors

	2022/23	2021/22
	£000	£000
Trade debtors	61	69
VAT recoverable	537	447
Other Debtors	-	-
Prepayments and accrued income	1,643	1,300
Total	2,241	1,816

Note 16. Creditors: Amounts Falling due within one year

	2022/23	2021/22
	£000	£000
Trade creditors	1,007	1,229
Other taxation and social security	1,003	836
Other ESFA creditors	93	146
Other creditors including salix	58	78
Accruals and deferred income	2,372	1,635
Total	4,533	3,924

Deferred Income	2022/23	2021/22
	£000	£000
Deferred income at 1 September 2022	487	480
Released from previous years	(487)	(480)
Resources deferred in the year	715	487
Deferred Income at 31 August 2023	715	487

Deferred income relates to grants that are for the period ending March 2024 and income received for trips taking place post-year end.

Note 17. Creditors: Amounts Falling due in greater than one year

	2022/23	2021/22
	£000	£000
Salix Loan/DfE CiF Loans	122	57
Total	122	57

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 - 2028. The Trust has inherited two CiF loans from Bradford Girls Grammar School of £60k and £30k from the DfE for top up to CiF grants to complete health and safety works, these incur an interest rate of 2.29% across 10 years and repayments started 1 September 2022 and 1 September 2023.

Notes to Financial Statements

for year ended 31 August 2022 (continued)

Note 18. Funds

	Balance at 1 Sept 2022	Income	Expenditure	Gains Losses & Transfers	Balance at 31 August 2023
	£000	£000	£000	£000	£000
Restricted general funds					
General Annual Grant (GAG)	1,177	55,950	(56,472)	-	655
Pupil Premium	38	3,805	(3,843)	-	-
Teacher Pay/Pension Grant	-	131	(131)	-	-
UIFSM	-	543	(543)	-	-
PE & Sports Grant	-	273	(273)	-	-
Rates Reclaim	-	234	(234)	-	-
Other ESFA Grants	-	505	(505)	-	-
Recovery Premium/NTP/MSAG/Supp	35	3,469	(3,504)	-	-
Mary Evason Trust	41	-	-	-	41
Donations	-	6,547	(6,547)	-	-
LA Grants	-	3,391	(3,391)	-	-
Pension reserve	(2,306)	-	(1,093)	3,399	-
	(1,015)	74,848	(76,536)	3,399	696
Restricted fixed asset funds					
DfE/ESFA capital grants	6,237	1,829	(505)	(432)	7,129
Local Authority Capital Sponsorship	16,949	-	(326)	-	16,623
Private Capital Donation	589	17	(52)	-	554
Capital Expenditure from GAG	4,175	-	(1,854)	322	2,643
Transfer on in Academy trust	20,247	12,295	-	-	32,542
	48,197	14,141	(2,737)	(110)	59,491
Total restricted funds	47,182	88,989	(79,273)	3,289	60,187
Total unrestricted funds	3,743	3,841	(2,968)	110	4,726
Total funds	50,925	92,830	(82,241)	3,399	64,913

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 18. 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 2023.

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 transfer balance of £534k unrestricted funds and donated capital of £12.295k.

Mainstream School Additional Grant

This grant is to support the unprecedented teacher pay award and the increases in utility costs.



Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 18. Funds (continued)

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

	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/NTP/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	(1,015)
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	1,387	(2,230)	2,001	48,197
Total restricted funds	18,135	65,901	(72,220)	35,366	47,182
Total unrestricted funds	4,289	2,884	(1,429)	(2,001)	3,743
Total funds	22,424	68,785	(73,649)	33,365	50,925

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 18. Funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2023 were allocated as follows:	2022/23	2021/22
	£000	£000
Academy At St James	-	(33)
Baildon C of E Primary School	32	33
Belle Vue Girls' Academy	546	734
Bradford Forster Academy	1,026	1,368
Bradford Girls Grammar School	348	-
Buttershaw Business & Enterprise College	516	495
Christ Church C of E Academy	103	94
Clayton St John C of E Primary Academy	84	179
Cullingworth Primary School	80	117
East Morton C of E Primary School	111	136
Immanuel College	502	503
Oxenhope C of E Primary School	(43)	(58)
Shipley C of E Primary School	75	57
St Johns C of E Primary School	25	66
St Oswalds C of E Primary Academy	376	357
St Philips C of E Primary School	61	69
Westminster C of E Primary Academy	197	362
Woodlands C of E Primary Academy	58	27
Wycliffe C of E Primary School	158	108
Mary Evason Trust (BVG)	41	41
BDAT People	-	3
Central services (LGPS Reserve)	310	55
Central services	816	321
Total before fixed assets and pension reserve	5,422	5,034
Restricted fixed asset fund	59,491	48,197
Pension reserve	-	(2,306)
Total	64,913	50,925

- Academy at St James deficit recovery plan has brought the school back into a balanced position.
- Oxenhope C of E Primary School have a deficit position due to legacy income streams not recovering to pre-pandemic levels. A recovery plan is in place,
- All school budgets continue to be monitored closely by the Trust.

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 18. 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	2022/23 Total	2021/22 Total
	£000	£000	£000	£000	£000	£000
Academy At St James	1,291	144	196	272	1,903	1,861
Baildon C of E Primary School	1,524	341	208	249	2,322	371
Belle Vue Girls' Academy	5,088	1,336	856	693	7,973	7,724
Bradford Forster Academy	4,621	1,366	1,530	767	8,284	7,214
Bradford Girls Grammar	2,444	959	372	681	4,456	-
Buttershaw Business & Enterprise College	6,094	1,547	1,820	2,550	12,011	10,751
Christ Church C of E Academy	855	119	124	252	1,350	1,314
Clayton St John C of E Primary Academy	1,542	339	204	224	2,309	2,062
Cullingworth Primary School	1,132	161	134	201	1,628	1,501
East Morton C of E Primary School	867	131	73	162	1,233	1,089
Immanuel College	6,978	1,578	1,402	993	10,951	9,964
Oxenhope C of E Primary School	640	145	108	190	1,083	1,024
Shipley C of E Primary School	680	106	149	191	1,126	1,044
St Johns C of E Primary School	1,779	266	176	317	2,538	2,463
St Oswalds C of E Primary Academy	1,740	239	306	295	2,580	2,434
St Philips C of E Primary School	881	131	86	199	1,297	1,206
Westminster C of E Primary Academy	2,026	370	423	439	3,258	3,244
Woodlands C of E Primary Academy	427	55	144	102	728	664
Wycliffe C of E Primary School	1,007	148	240	306	1,701	1,606
BDAT People	32	14	4	131	181	93
Central Services	815	2,090	270	7,417	10,592	13,422
Academy Trust	42,463	11,585	8,825	16,631	79,504	71,051

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

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 19. Analysis of net assets between funds

Fund balances at 31 August 2023 are represented by:

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£000	£000	£000	£000
Tangible fixed assets	-	-	58,328	58,328
Current assets	4,726	5,351	1,163	11,240
Current liabilities	-	(4,533)	-	(4,533)
Current liabilities > 1 Year	-	(122)	-	(122)
Pension scheme liability	-	-	-	-
Total net assets	4,726	696	59,491	64,913

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	-	-	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

Note 20. Capital commitments

	2022/23	2021/22
	£000	£000
Contracted for, but not provided in the financial statements An Immanuel College expansion of the building for Post-16	3,793	-

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 21. Commitments under operating leases

Operating Leases

At 31 August 2023 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.

	2022/23	2021/22
	£000	£000
Amounts due within one year	1,504	1,491
Amounts due between one and five years	5,803	5,759
Amounts due after five years	8,479	9,984
Total	15,786	17,234

Non-cancellable contracts

At 31 August 2023 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:

	2022/23	2021/22
	£000	£000
Amounts due within one year	6,443	5,948
Amounts due between one and five years	6,943	6,448
Total	13,386	12,396

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 22. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2022/23	2021/22
	£000	£000
Net Income/(expenditure) for the reporting period (as per the statement of financial activities)	10,589	(4,864)
Adjusted for:		
Depreciation charges (note 13)	2,737	2,230
Capital grants from DfE and other capital income (note 23)	(14,124)	(1,272)
Interest receivable (note 5)	22	-
Defined benefit pension scheme obligation inherited	-	368
Defined benefit pension scheme cost less contributions payable (note 28)	1,027	4,242
Defined benefit pension scheme finance cost (note 28)	51	505
Decrease/(Increase) in stock	4	(7)
(Increase) in debtors	(425)	(245)
Increase in creditors	674	611
Net cash provided by operating activities	555	1,568

Note 23. Cash flows from investing activities

	2022/23	2021/22
	£000	£000
Dividends, interest and rents from investments	22	-
Purchase of tangible fixed assets	(1,824)	(3,847)
Capital grants from DfE/ESFA	1,829	1,272
Capital grants from sponsors and others	-	-
Net cash used in investing activities	27	(2,575)

Note 24. Cash flows from financing activities

	2022/23	2021/22
	£000	£000
Repayments of borrowing – Salix, CiF loans	(28)	(20)
Cash Inflows from new borrowing	-	44
Net cash provided by financing activities	(28)	24

Note 25. Analysis cash and cash equivalents

	2022/23	2021/22
	£000	£000
Cash in hand and at bank	8,996	8,442
Total cash and cash equivalents	8,996	8,442

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 26. Analysis of changes in net debt

	At 1 September 2022	Cash Flows	Acquisition/ Disposal of Subsidiaries	New Finance Leases	Other Non- Cash Changes	At 31 August 2023
	£000	£000	£000	£000	£000	£000
Cash	8,442	554	-	-	-	8,996
	8,442	554	-	-	-	8,996
Salix / CIF Loans < 1 Year	(24)	(4)	-	-	-	(28)
Salix / CIF Loans > 1 Year	(57)	(65)	-	-	-	(122)
	(81)	(69)	-	-	-	(150)
Total	8,361	485	-	-	-	8,846

Note 27. 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 28. Pension and similar obligations

The Trust's employees have access to two principal pension schemes, the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme with three additional smaller schemes which have been taken on as Trust has grown. The Teachers' Pension Scheme England and Wales (TPS) is for academic and related staff; and the Local Government Pension Scheme (LGPS) is for support 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 final pension scheme is the Royal London which is a scheme that Bradford Girls Grammar School staff were contributing to. The teacher pension and LGPS are multi-employer defined benefit pension schemes. The clergy pension, NEST and the Royal London schemes are defined contribution schemes. The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and the LGPS to the period ended 31 March 2022.

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 2023 (2022: £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 2023 (continued)

Note 28. 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 £5,620k (2022: £4,907k)

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 funds⁴ 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 2022 and the contributions to be paid until 31 March 2026 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 2023 (continued)

Note 28. 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 yield 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 2023 was £2,965k (2022: £2,724k), of which employer's contributions totalled £2,175k (2022: £2,084k), and employees' contributions totalled £790k (2022: £640k). 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 2023 (continued)

Note 28. 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 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

The Clergy Pension Scheme

This is non-contributable scheme for employees and a fixed monthly employer charge. The total contributions made for year ended 31 August 2023 was £8k (2022: £11k), of which employer's contributions £8k (2022: £11k).

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 2023 was £1k (2022: £1k), of which employer's contributions £1k (2022: £1k).

The Royal London 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 2023 was £41k (2022: £Nil), of which employer's contributions £116k (2022: £Nil).

Principal Actuarial Assumptions

	2022/23	2021/22
Rate of increase in salaries	3.85%	3.95%
Rate of increase for pensions in payment/inflation	2.60%	2.70%
Discount rate for scheme liabilities	5.00%	4.10%
Inflation assumption (CPI)	2.60%	2.70%

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

	2022/23	2021/22
Retiring today		
Males	21.0	21.8
Females	24.1	24.6
Retiring in 20 years		
Males	22.2	22.5
Females	25.1	25.7

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 28. Pension and similar obligations (continued)

Sensitivity Analysis

	2022/23	2021/22
	£000	£000
Discount rate +0.1%	38,309	39,944
Discount rate -0.1%	40,033	42,117
Mortality assumption - 1 year increase	38,192	39,862
Mortality assumption - 1 year decrease	40,150	42,158
CPI rate +0.1%	39,249	41,174
CPI rate -0.1%	39,093	40,846

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

	2022/23	2021/22
	£000	£000
Equities	31,626	30,925
Property	1,303	1,509
Government bonds	2,922	2,477
Corporate bonds	1,777	1,664
Cash	1,540	1,548
Other	316	581
Total market value of assets	39,484	38,704

The actual return on scheme assets was a loss of £1,613,000 (2022: £538,000).

Amounts recognised in the statement of financial activities

	2022/23	2021/22
	£000	£000
Current service cost (net of employee contributions)	3,202	6,026
Net interest cost	51	505
Past service cost	-	24
Total amount recognised in the SOFA	3,253	6,555

*The full recognition of the pension surplus in the FRS102 valuation has not been recognized as not to report an asset that cannot be crystallised in value. The value has therefore been off-set to £Nil.

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 28. Pension and similar obligations (continued)

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

	2022/23	2021/22
	£000	£000
At 1 September	41,010	66,137
Current service cost	3,202	6,026
Interest cost	1,687	1,128
Employee contributions	790	659
Actuarial gain	(6,961)	(33,450)
Benefits paid	(557)	(628)
Past service cost	-	24
Acquisitions	-	1,114
At 31 August	39,171	41,010

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

	2022/23	2021/22
	£000	£000
At 1 September	38,704	35,605
Interest income	1,636	623
Remeasurement loss on asset	(3,249)	(85)
Employer contributions	2,160	1,784
Employee contributions	790	659
Benefits paid	(557)	(628)
Acquisitions	-	746
At 31 August	39,484	38,704

Notes to Financial Statements

for year ended 31 August 2023 (continued)

Note 29. 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 £19k of which non-exempt element was £nil (2022: £4k).
- The Leeds Diocesan Board of Finance has an association with our Trustees and members.
- This is below the £20,000 threshold and therefore ESFA approval was not required.

Dixons Academies Charitable Trust

- The Trust has a collaborative arrangement with Dixons Academies Trust and our strategic funding partner, the Ambition Institute, to provide teacher training and development services across both academy trusts. The pass-through services were between 1 September 2022 to 31 August 2023 were £54k (2022: £29k).
- 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 notified of the 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 2022 to 31 August 2023 were £4k (2022: £6k).
- 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 2022 to 31 August 2023 were £1k (2022: £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 2022 to 31 August 2023 were £0.5k (2022: £0.1k).
- 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 2023 (continued)

Note 29. Related party transactions (continued)

Improving Impact

- St Oswalds works with a local governor to provide education improvement services. The services procured between 1 September 2022 to 31 August 2023 were £0.7k (2022: £Nil).
- The related party is Stuart Herrington who was a governor of St Oswalds CE Primary School and is CEO of Improving Impact Ltd.
- This is below the £20,000 threshold and therefore ESFA approval was not required.

Abbey Multi-Academy Trust

- The Chair of Trustees of Bradford Diocesan Academies is also a Trustee of Abbey Multi-Academy Trust. The shared training services procured between 1 September 2022 to 31 August 2023 were £0.5k (2022: £Nil).
- The related party is Tessa Mason who was a Trustee of Abbey Multi-Academy Trust.
- This is below the £20,000 threshold and therefore ESFA approval was not required.

Rooted In

- The Academy at St James works with a local governor to providing wellbeing activities. The services procured between 1 September 2022 to 31 August 2023 were £0.9k (2022: £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. £43k (2022: £35k).
- 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 and the arrangement ceased at the 31 August 2023 as the CFO became an employee of the Leeds Diocesan Learning Trust

Note 30. Agency Arrangements

The Trust distributes 16-19 Bursary funds to students as an agent of the ESFA. In the accounting period the Trust received £69k (2022: £65k) and distributed: £45k (2022 – £69k). An amount of £93k (2022: £69k) has been carried forward into the 2023 figures, relating to undistributed bursary funds. These funds relate to:

	2022/23	2021/22
	£000	£000
Belle Vue Girls' Academy	88	69
Immanuel College	5	-
	93	69

Notes to Financial Statements

for year ended 31 August 2023 (continued)

31. Events after the end of the reporting period

The Trust has two schools currently with RAAC. The business continuity plans are in place at both schools with the central team taking the strategic lead. All pupils were back in the schools by the end of October half term with a comprehensive, structural engineer agreed, plan for full use of the buildings to resume by Easter 2024.

There is a Post 16 expansion program about to commence at Immanuel College with building works planned to start in early 2024 with a completion date of the 31 August 2024. This is 95% funded by the DfE at £3.6m

32. Transfer In existing Academy

On the 1 January 2023 Bradford Girls Grammar School transferred to Bradford Diocesan Academies Trust 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 in existing academy.

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.

	Value Reported by Transferring Trust	Fair Value Adjustments	Transfer In Recognised
	£000	£000	£000
Tangible Fixed Assets			
Freehold Land & Buildings	4,548	7,582	12,130
Furniture & Equipment	160	(81)	79
Plant & Machinery	30	-	30
Computer Equipment	50	-	50
Motor Vehicle	6	-	6
Current Assets			
Debtors due in less than 1 year	281	-	281
Bank and Cash	1,022	-	1,022
Liabilities			
Creditors due in less than 1 year	(688)	-	(688)
Creditors due in more than 1 year	(81)	-	(81)
Net assets/(liabilities)	5,328	7,501	12,829

Bradford Girls Grammar School was not a member of a LGPS and therefore had no pension assets to transfer.