

**ANGLIAN LEARNING**

**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2019**

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**CONTENTS**

|   | Page    |
|---|---------|
| <b>Reference and Administrative Details</b>   | 1       |
| <b>Trustees' Report</b>   | 2 - 13  |
| <b>Governance Statement</b>   | 14 - 17 |
| <b>Statement on Regularity, Propriety and Compliance</b>                              | 18      |
| <b>Statement of Trustees' Responsibilities</b>  | 19      |
| <b>Independent Auditors' Report on the Financial Statements</b>                       | 20 - 22 |
| <b>Independent Reporting Accountant's Report on Regularity</b>                        | 23 - 24 |
| <b>Statement of Financial Activities Incorporating Income and Expenditure Account</b> | 25      |
| <b>Balance Sheet</b>  | 26      |
| <b>Statement of Cash Flows</b>  | 27      |
| <b>Notes to the Financial Statements</b>  | 28 - 55 |

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS**

|  |   |
|--|---|
| <b>Members</b>                         | Claire Lawton<br>Christopher Walkinshaw<br>Alison Butterworth (resigned 17 January 2019)<br>Albena Madej<br>Martyn Postle<br>Amanda Askham<br>Philip Hodgson (appointed 17 January 2019)  |
| <b>Trustees</b>                        | Jonathan Culpin, Accounting Officer (appointed 1 September 2018)<br>Claire Lawton, Chair of Trustees<br>Sue Speller<br>Ken Murphy<br>Donna Cornwell (resigned 4 February 2019)<br>David Lamkin<br>Richard Cowling<br>Duncan Hambridge (resigned 6 January 2019)<br>Philip Hodgson (resigned 2 October 2018)<br>John Morgan (appointed 28 February 2019)<br>Marion Cannie (appointed 1 September 2019) |
| <b>Company registered number</b>       | 07564749  |
| <b>Company name</b>                    | Anglian Learning  |
| <b>Registered and principal office</b> | Lode Road<br>Bottisham<br>Cambridge<br>CB25 9DL   |
| <b>Chief Executive Officer</b>         | Jonathan Culpin   |
| <b>Trust Leadership Team</b>           | Jonathan Culpin, Chief Executive Officer<br>Duncan Cooper, Director of Secondary Education<br>Prue Rayner, Executive Head Teacher   |
| <b>Independent Auditors</b>            | Price Bailey LLP<br>Chartered Accountants<br>Causeway House<br>1 Dane Street<br>Bishop's Stortford<br>Hertfordshire<br>CM23 3BT   |

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

---

The Trustees are pleased to present their Annual Report together with the financial statements and Auditor's Report of Anglian Learning, Company Number 07564749, (The Trust) for the year ending 31 August 2019. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates four secondary and three primary academies (the Academies or the Schools) serving a catchment area in Cambridgeshire. The Academies have a combined capacity of 4,964 and had a roll of 4,563 in the October 2018 census:

Bottisham Village College (converted on 1 February 2012)  
The Netherhall School and Oakes Sixth Form (converted on 1 February 2016)  
Sawston Village College (joined the Trust on 1 September 2016)  
Bassingbourn Village College (joined the Trust on 1 September 2016)  
Bottisham Community Primary School (joined the Trust on 1 March 2018)  
Fen Ditton Primary School (joined the Trust on 1 March 2018)  
Stapleford Community Primary School (joined the Trust on 1 March 2018)

### **Structure, Governance and Management**

Anglian Learning is a company limited by guarantee and an exempt charity. The Trust's Memorandum and Articles of Association are its primary governing documents. The Trustees of the Charitable Company are also the Directors for the purposes of company law. The terms Trustee and Director are interchangeable.

Anglian Learning also trades under the names of each of its schools.

The operation of the Academies and employment of staff are the responsibility of the Trustees. The Trust retains overall control of Academy budgets and finances, and monitors these closely through its Finance and Audit Committee. Local Governing Bodies (LGBs) play a critical role in overseeing financial and educational standards in order to reinforce controls, balances and checks, as well as setting budgets and monitoring expenditure.

Details of the Trustees who served during 2018/19 are included in the Reference and Administrative Details section. Within this report the term Trustee refers to an individual who sits on the Board of Trustees and the term Governor refers to an individual who sits on a LGB.

### **Members' Liability**

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

### **Trustees and Officers' Indemnities**

In accordance with normal commercial practice the Trust has purchased insurance to protect Trustees, Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £5,000,000 on any one claim as disclosed in Note 12 to the accounts.

### **Method of Recruitment and Appointment or Election of Trustees**

The Members should comprise a minimum of three people, including the Chair of the Board of the Trustees. No employee can be a Member.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

The number of Trustees must be at least three but is not subject to a maximum. Subject to Articles 48, 49 and 53, in the Articles of Association, the Academy Trust shall have the following Trustees:

- Up to 10 Trustees appointed by Members by ordinary resolution
- The Chief Executive Officer (CEO) of the Trust.

Trustees are appointed for a fixed term of four years but can be re-elected. The Trustees may appoint up to two co-opted Trustees. In certain circumstances the Secretary of State for Education has the power to appoint Trustees.

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

The Trust is committed to providing high quality training and developmental opportunities for Trustees and Governors, enabling them to perform their role effectively. The specifics of this training will be dependent on their existing experience. Anglian Learning draws on support and expertise from a range of sources, including Stone King (solicitors) and the National Governance Association. All new Trustees are provided with login details to the Anglian Learning Governance secure area, which gives them direct access to all Trust and governance information, including strategic planning documents, policies, procedures, minutes and accounts.

**Organisational Structure**

The governance of the Trust is defined in the Memorandum and Articles of Association together with the Funding Agreement with the Department of Education.

The Board of Trustees meets on at least four occasions per year. Three of its sub committees, Human Resources, Education and Remuneration and Governance, meet at least three times per year. The Finance and Audit Committee met six times during 2018/19. For 2019/20 the Trust has established a Finance Committee which meets six times and an Audit Committee which meets three times. In addition, an Annual General Meeting is held.

LGB's meet at least six times per year. An annual calendar of meetings is approved before the start of the academic year. The Trust provides direction for the agendas for these meetings, including a requirement to review finances; assess risk; and monitor the quality of its governance. An Academies Governance Forum (Chairs of LGBs, the Chair of Trustees and CEO) also meets at least once a term to contribute to the strategic direction of the Trust.

The Board of Trustees is responsible for the strategic direction of the Trust. The Trustees are responsible for setting strategic policy; ensuring excellent governance and legislative compliance; business planning; setting and approving the overall budget; and for monitoring the performance of all its Academies.

The Chief Executive Officer has the delegated responsibility for the operation of the Trust. The CEO will delegate executive management functions to the executive management team and is accountable to the Trust Board for the performance of this team.

Delegated responsibilities are set out clearly in the Anglian Learning Scheme of Delegation and associated guidance.

The Trust's CEO is the Accounting Officer.

The Executive Leadership Team (ELT) consists of:

- Chief Executive Officer (CEO);
- Director of Secondary Education; and
- Executive Primary Headteacher.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

The ELT is responsible for implementing the Strategic Plan across the Trust, alongside the management of risk and ensuring effective reporting and compliance. They work closely with the Academy Headteachers, providing support and challenge to ensure the delivery of key priorities in each school.

The ELT and local Headteachers are supported by their local senior leadership teams and the central Trust Directors of Finance, ICT, Human Resources and Operations.

The local Headteachers and senior leadership teams are responsible for the day to day operation of their school, implementing both Trust and local school policies, monitored by their LGB. This includes the appointment of staff, the appropriate use of resources and ensuring the safety of students, staff and visitors. They are responsible for the authorisation of spending within agreed budgets and for the appointment of staff, following vetting and safeguarding recruitment processes.

### **Arrangements for setting pay and remuneration of key management personnel**

Key management personnel include Trustees and those staff to whom the Trustees have delegated significant authority and responsibility in the day-to-day running of the Trust. Pay and remuneration of key management personnel is decided by a variety of contributory factors, such as the Trust or Academy group size, the Individual School Range, the pay scales for each role and the level of experience of each staff member. In addition, pay levels may be affected by nationally agreed pay awards, the ability to recruit and retain in post, all of which are in accordance with the Trust's appointment and pay policies. At school level, the CEO, Director of Secondary Education or Executive Headteacher act to support and challenge LGBs when Headteacher performance management takes place, and in addition provide an element of moderation and consistency in pay awards. Decisions made by Appraisal Panels are then discussed and approved by the relevant pay review committee of the LGB. The Remuneration and Governance Committee have oversight and provide the final agreement of Headteacher salaries.

For Trust central staff, all amendments to the pay and remuneration of key staff, as recommended by the Appraisal Panel, are approved by the Remuneration and Governance Committee and ratified by the Board of Trustees. No officer of the Trust Central Team is involved in decision making processes relating to their own pay.

### **People with Disabilities**

Employees are not required to share information regarding disabilities directly with the Trust, unless relevant to the interview process or their employment. Should the Trust be made aware of a disability then measures will be considered to ensure that a fair assessment of aptitudes and abilities is conducted, within the framework of reasonable adjustments being made to an employee's post. In the event of employees becoming disabled during their employment, then every effort will be made to seek professional medical opinions as to reasonable adjustments that can be made to continue their employment in their existing role or advice as to alternative roles within the Trust that they may be able to undertake.

### **Employee Involvement and Communication**

Where appropriate, the Trust consults on matters such as pay policy, health and safety and welfare with the relevant teaching and support staff and their trade unions. The Trust provides information to employees generally by way of email, intranet and memo. Each of the Academies also provides communication channels via senior leadership team meetings and cascaded line management meetings and staff meetings. Employees are expected to familiarise themselves with School policy, procedures and advisory information, Ofsted reports, student progress and attainment statistics relevant to their role, which is available through the intranet, school websites or relevant personnel. A dedicated Joint Consultation Committee has been established to enhance communication with professional associations and unions.

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**Equal Opportunities Policy**

It is the Trust's policy to ensure equality of opportunities is afforded to staff, students and other stakeholders. Training, career development or promotion opportunities are available to all employees. Training on equality and diversity has taken place for all secondary school leadership teams and is being rolled out across all schools. Training has taken place within central services and trained individuals are always present on interviewing panels. Where possible, diversity of representation on those panels is in place.

**Fundraising**

The Trust only held small fundraising events during the year, for example sponsored walks, fairs and fetes. The Trust does not work with professional fundraisers or companies who carry out fundraising on its behalf. During the year, no complaints or issues have arisen as a result of the fundraising events.

**Trade Union Facility Time**

The Trust is required to report on Trade Union Facility Time under the Trade Union (Facility Time Publication Requirements) Regulations 2017.

|   |   |
|---|---|
| <b>Number of employees who were relevant union officials during the relevant period</b>     | <b>Full time equivalent employee number</b> |
| 5   | 4.6   |
| <b>Percentage of time spent on facility time</b>  | <b>Number of employees</b>                  |
| 0%  | 4   |
| 1%-50%  | 1   |
| 51%-99%   | 0   |
| 100%  | 0   |
| <b>Percentage of pay bill spend on facility time</b>  |   |
| Total cost of facility time   | £253.00                                     |
| Total pay bill  | £20,956,757                                 |
| Percentage of the total; pay bill spent on facility time                                    | 0.00%                                       |
| <b>Paid trade union activities</b>  |   |
| Hours spent on paid facility time   | 5.5   |
| Hours spent on paid trade union activities  | 0   |
| Time spent on paid trade union activities as a percentage of total paid facility time hours | 0.00%                                       |

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**Related Parties and other Connected Charities and Organisations**

Owing to the nature of the Trust's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, it is possible that from time to time transactions may take place with organisations in which senior staff, Trustees and Governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and the requirements of the Academies Financial Handbook. Any transaction is reported and or approved as applicable on the Education and Skills Funding Agency portal. The Trust accesses legal advice to ensure compliance with regulatory and best practice.

All senior staff, Directors, Trustees and Governors have signed documentation to declare relevant interests.

Related party transactions are disclosed in Note 26 to the financial statements.

The Trust has no other financially connected organisations, but does have wider influence over wider networks and constitutions including other Cambridgeshire Secondary and Primary schools and:

- Cambridgeshire County Council
- Cambridge Area Partnership
- City Behaviour and Attendance Partnership
- East and South Cambridgeshire Inclusion Partnership
- Anglian Gateway Teaching School Alliance (AGTSA)
- Cambridgeshire & Suffolk Teaching School Alliance (CASSA)
- Cambridge Teaching School Network (CTSN)
- Cambridgeshire Secondary and Primary Heads' Groups
- Cambs CEO Network
- Faculty of Education, Cambridge University

The Trust does not have a formal sponsor.

**Funds held as Custodian Trustee on behalf of others**

Cambridge Area Partnership (CAP)

The Trust, through Bottisham Village College, acts as banker school for CAP. CAP is a partnership of all the state-funded providers of education and training for 14-19 year olds in Cambridge, East Cambridgeshire and South Cambridgeshire. Funds are held in a control account and are reported on a regular basis to the CAP consultant and Chair. All payments from the account are authorised by the Chair. The balance on this account as at 31 August 2019 is £340,534 and is included in current liabilities.

**Objects and Aims**

The principal object and aim of the Trust is the operation of a number of Academies to provide free education for pupils of different abilities within its local community between the ages of 4 and 18.

**Objectives, Strategies and Activities**

The overarching mission of Anglian Learning is simple and straightforward: to ensure the best possible educational outcomes and experiences for all of our pupils, for their families and their communities through self-sustaining, innovative and outward facing schools, able to support and challenge each other to achieve excellence.



**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

In order to achieve this mission, Anglian Learning has the following core aims:

- To work collaboratively to improve educational outcomes, promote social justice and tolerance, and foster ethical responsibility to build successful communities
- To deliver a broad, rich and vibrant curriculum which prepares our young people for active citizenship, rapid technological change and dynamic career pathways
- To enable the very best opportunities for the professional development of our workforce, to better impact upon the lives and wellbeing of children, young people and staff
- To build and maintain environments and spaces that excite, inspire and motivate learners of all ages
- To develop leadership capability that will drive improvement, build capacity and take collective responsibility for all of our pupils

In delivering these aims Anglian Learning and its Academies will be guided by the following core values and behaviours:

We are:

- Aspirational and ambitious for all those in our community to be the best they can be;
- Inclusive and comprehensive, working always in the interests of our children and young people;
- Respectful in our relationships, underpinned by mutual support and trust;
- Unafraid to challenge ourselves and others to deliver excellence and acting always with;
- Integrity, probity and honesty within Anglian Learning and as part of the wider educational system.

Anglian Learning welcomes regulation and scrutiny by local and central government. As an organisation governed by company and charitable law, and responsible for significant public expenditure as well as the educational outcomes for thousands of children and young people, we have a duty to discharge our functions in a way that is transparent, efficient and promotes public confidence in not only Anglian Learning but the educational sector as a whole.

### **Activities for Achieving Objectives**

The activities of the Trust over the past twelve months have been ambitious and wide ranging. They have included a particular focus on:

- School improvement through the Quality Assurance and School Improvement Framework;
- ambitious KPIs that have been kept under constant review by the ELT and Trustees;
- the Trust has revisited its core aims and values;
- established frameworks for curriculum, behaviour and leadership;
- developed extended guidance for LGBs to discharge their duties appropriately;
- improved yet further compliance with statutory responsibilities around finance, health and safety, safeguarding and GDPR; and
- developed our procurement activity to ensure increased value for money.

### **Public Benefit**

The Trust's aims are set out in this Report. The Trustees have complied with their duty to have due regard to guidance on public benefit published by the Charity Commission in exercising their powers or duties.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

## **Strategic Report**

### **Achievements and Performance**

Anglian Learning is very proud of the progress that we made against our strategic priorities during 2018/19. The performance of each of the Schools is detailed below under the Key Performance Indicators but more widely the Trust's achievements have included:

- Completion of a £16.7 million project at Bottisham Village College providing a major extension to the School's facilities, including the brand new Morris Wing comprising 12 new classrooms, the Evans Auditorium, along with a dance studio, recording studio and a suite of practice rooms.
- Management and successful delivery of over £1 million of School Condition Allocation funded capital projects in response to the Trust's detailed Asset Management Plan.
- Embedding a rigorous system of quality assurance and school improvement, supported by a model of support and challenge to grow the leaders in our Schools. The Trust has ensured that there is a clear line of accountability running between the Schools through to the Trust Board, underpinned by an academy performance summary, rolling records and common quality assurance processes. Schools also benefit from bespoke school improvement activity based upon agreed areas of development.
- The Netherhall school (a sponsor led Academy) has been judged to be Good by Ofsted after many years of being graded either RI or Satisfactory.
- All three of the primary schools have shown significant improvements in their SAT scores.
- The secondary schools also had improved outcomes, especially in areas identified for improvement. Year 11 students across the Trust achieved a progress 8 score of +0.31 which is significantly above the National average.
- Sawston Village College had a second year of outstanding GCSE outcomes with students achieving a progress 8 score of +0.63.
- The implementation of the Talent management strategy led to the appointment of two "Trust System Leaders" to further support School improvement.
- Improving operating procedures and communication. This has included development of a Local Governing Body Handbook, LGB risk registers and a revision to the Trust's aims and values, supported by an excellence framework for leadership, curriculum and behaviour.
- Work on staff wellbeing, including greater publicity, a training platform, salary sacrifice scheme and a cross Trust exercise scheme.
- Further developed and systematised approaches to integrated curriculum financial planning.
- Completed a number of land transfers at Sawston Village College to facilitate the county council building a Community Hub on the school site to include library and other facilities.

We are confident that these and other key developments including our preparations for growth place us in a strong position as a Multi Academy Trust, serving as firm foundations, which will enable us further develop and enhance our performance in future years.

### **Key Performance Indicators**

The Trustees receive regular information at each Committee and Board meeting to enable them to monitor the performance of the Trust compared to aims, strategies and financial budgets.

### **Educational Performance**

The Trust has developed an Anglian Learning Data Dashboard that identifies key performance indicators for all key educational functions; this data is refreshed regularly, and at least termly, prior to review by the ELT, and circulation to Trustees for scrutiny and discussion during their meetings.

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

Primary Schools

| <b>Key Stage 2 SATs Summer 2019</b>                     | <b>National</b> | <b>Bottisham<br/>Community<br/>Primary School</b> | <b>Fen Ditton<br/>Primary<br/>School</b> | <b>Stapleford<br/>Community<br/>Primary School</b> |
|---|-----------------|---|--|--|
| Number of pupils  |                 | 29  | 25                                       | 28   |
| Number of pupils in receipt of Pupil Premium            |                 | 1   | 12                                       | 3  |
| <b>% reaching the expected standard (all pupils)</b>    |                 |   |  |  |
| Reading   | 73.1            | 90  | 75                                       | 89   |
| Writing   | 78.4            | 76  | 92                                       | 82   |
| Spelling and Grammar                                    | 77.9            | 86  | 71                                       | 82   |
| Mathematics   | 78.7            | 97  | 83                                       | 86   |
| Combined  | 64.8            | 72.4  | 67                                       | 79   |
| <b>% reaching the expected standard (Pupil Premium)</b> |                 |   |  |  |
| Reading   |                 | 100   | 67                                       | 33   |
| Writing   |                 | 0   | 83                                       | 0  |
| Spelling and Grammar                                    |                 | 100   | 75                                       | 0  |
| Mathematics   |                 | 100   | 67                                       | 0  |
| Combined  |                 | 0   | 0  | 0  |
| <b>% reaching the higher standard</b>                   |                 |   |  |  |
| Reading   | 26.9            | 38  | 33                                       | 36   |
| Writing   | 20.2            | 24  | 21                                       |  |
| Maths   | 26.6            | 34  | 13                                       | 32   |
| Combined  | 10.5            | 10.3  | 4.2                                      | 18   |

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

Secondary Schools

|   | <b>Overall Trust</b> | <b>Bassingbourn Village College</b> | <b>Bottisham Village College</b> | <b>The Netherhall School</b> | <b>Sawston Village College</b> |
|---|----------------------|-------------------------------------|----------------------------------|------------------------------|--------------------------------|
| % of students achieving a 5+ in English and Maths | 54.10%               | 47.79%                              | 54.04%                           | 47.83%                       | 62.38%                         |
| % of students achieving a 4+ in English and Maths | 72.46%               | 72.57%                              | 72.34%                           | 66.46%                       | 77.14%                         |
| % of grades at 7-9                                | 19.19%               | 11.50%                              | 17.02%                           | 16.15%                       | 28.10%                         |
| Progress 8 scores                                 | 0.31                 | 0.15                                | 0.23                             | 0.09                         | 0.63                           |
| EBACC Average Point Score                         | 4.79                 | 4.56                                | 4.71                             | 4.44                         | 5.28                           |

Post 16

The Oakes Sixth Form (part of The Netherhall School) posted the following A level results:

| <i>Measure</i> | <i>% of students</i> |
|----------------|----------------------|
| A*-A           | 5.1%                 |
| A*-B           | 23.2%                |
| A*-C           | 55.6%                |
| A*-E           | 96.5%                |

**Financial Performance**

Financial performance is monitored via monthly management accounts, which are scrutinised by the Chair of Trustees and the Chair of the Finance Committee, in addition to consideration in committee and board meetings. This includes reviewing financial performance against the budget set in the previous July, movements in the Balance Sheet and cashflow movements.

A range of other key financial indicators are monitored across the Trust, together with detailed financial reporting to Trustees, which are scrutinised at regular, calendared meetings of the Finance & Audit Committee and Board of Trustees.

**Going Concern**

After making appropriate enquiries, the Trustees have 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.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**Financial Review**

The principal source of funding for the Trust is the General Annual Grant (GAG) and other grants that it receives from the Education and Skills Funding Agency (ESFA). For the year ended 31 August 2019 the Trust received £26,153,515 of GAG funding and other income (excluding capital funding) alongside £12,575,186 of assets donated in relation to the capital expansion at Bottisham Village College and land transfers to facilitate the Community Hub at Sawston Village College.

A high percentage of this income is spent on salaries and support costs to deliver the Trust's primary objective of the provision of education.

During the year the Trust spent £26,366,108 on expenditure and transferred £914,648 to support capital new build and improvement projects on the various Academy sites. The Trust brought forward from 17/18, £2,249,482 in restricted capital funds (CIF awards), £137,397 restricted general funds and £2,580,655 unrestricted funding.

The carry forward for 18/19 is £601,162 in capital funds (School Condition Allocation and Devolved Formula Capital funds), £406,009 restricted general funding and £2,056,802 unrestricted funding.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Trust is recognising a significant pension fund deficit of £8,187,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years.

**Reserves Policy**

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year-end carry forward figures via the monthly reports from central finance. The budget plan identifies how any carry forward will be allocated in the plan for the following academic year, including the identification of any funds earmarked for a specific project or purpose. The aim of reserves management is to provide sufficient working capital to cover delays between spending and receipt of grants to ensure positive operating cash flow, but also to provide a cushion to protect the Trust and individual Academies from inability to react to unexpected emergency funding requirements such as urgent estates or equipment maintenance.

The Trust's total funds balance including Fixed Asset funds was £63,786,440 (this includes Fixed Assets and pension reserves).

The balance on restricted general funds was £406,009 (excluding pension reserve) and this value includes funds set aside for major capital works to be completed during the following financial year.

The Trust current level of free reserves is £2,056,802. This has been built up from a mixture of locally raised income and balances transferred from the predecessor schools.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

The Finance and Audit Committee agreed the latest Reserves Policy in July 2019. The Trust targets an overall level of unrestricted reserves equal to 4% of General Annual Grant (GAG) plus appropriate amounts for sinking funds and as a buffer for commercial facilities. At 31 August unrestricted reserves are 10% of 2018/19 GAG.

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £4,712,997. However, a proportion of this cash is from Capital Funding and is not available to meet normal recurring expenditure.

### **Investment Policy**

The Trust has an Investment Policy which permits the deposit of surplus funds into appropriate investment vehicles (UK based, at least investment grade) taking into account security, liquidity and yield with security being of paramount importance.

### **Principal Risks and Uncertainties**

Trustees work with senior Trust Officers in maintaining a central risk register, identifying the major risks to which each Academy and collectively the Trust, are exposed, identifying actions and procedures to mitigate those risks. This register is approved and monitored by the Board of Trustees regularly via Sub-Committees. The Board itself also considers the whole risk register annually.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As a group of academy schools, the level of financial risk is low. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

The principal risks facing the Trust are outlined below:

- Funding and Balanced Budgets: each Academy has considerable reliance on continued Government funding through the ESFA. There is no assurance that Government policy or practice will remain the same, or that public funding will continue at the same levels or on the same terms. Trustees and the ELT are also mindful of the significant implications of adjustments in income, related to changes in student numbers. Cambridgeshire funding levels continue to be a significant challenge.
- High quality governance and senior leadership capacity during the growth of the Trust: Trustees continue to review and evaluate progress, ensuring that the Executive and Senior Leadership Teams have the required levels of skills and capacity to support successful growth. Trustees evaluate their own performance, identifying development needs and implementing a programme of training.
- Safeguarding and child protection: Trustees continue to ensure that the highest standards are maintained in all Schools in the following key areas - the recruitment and monitoring of staff; the operation of child protection policies and procedures; the implementation of health & safety policies.
- Staffing and skills: the success of our Academies is reliant on the ongoing recruitment and retention of high quality staff. Trustees monitor and review HR policies and procedures alongside staff recruitment, retention and turnover figures, to help to inform future HR strategy priorities.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**Plans for Future Periods**

The Trust will continue to focus on ensuring that every student has access to high quality educational provision, which enables them to thrive and achieve excellent educational outcomes.

The Trust Improvement Plan for 2019/20 focuses on three main educational areas:

- Improving the achievement of the disadvantaged
- Building sustainable leadership at all levels, including governance and external review of the Trust
- Curriculum and Assessment including the development of the Anglian Learning 50 – a set of key experiences for each key stage of education starting with Key Stages 2 and 3.

The Trust will continue its ambitious School Condition Allocation funded capital programme focusing not only on essential health and safety and remedial works, but also programmes designed to improve the teaching and learning experience of young people and staff in our Schools.

The Trust is also entering a significant phase of growth. A single academy trust in North Essex which runs an 11-18 secondary school is expected to join the Trust on 1 January 2020. The Trust is also undertaking due diligence with another Multi-Academy Trust which comprises 4 primaries and 1 secondary based in South Cambridgeshire and Suffolk with plans to come together on 1 April 2020.

We will continue to work closely with the Department for Education and Cambridgeshire County Council in the planning of a new primary school on the Marleigh development, located near Cambridge Airport.

**Auditor**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the Trust's 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, was approved by the Board of Trustees, on 17 December 2019 and signed on its behalf by:

Claire Lawton  
Chair of Trustees

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT**

**Scope of responsibility**

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

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

**Governance**

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

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

| Trustee                             | Meetings attended | Out of a possible |
|-------------------------------------|-------------------|-------------------|
| Jonathan Culpin, Accounting Officer | 6                 | 6                 |
| Claire Lawton, Chair of Trustees    | 6                 | 6                 |
| Sue Speller                         | 6                 | 6                 |
| Ken Murphy                          | 5                 | 6                 |
| Donna Cornwell                      | 2                 | 2                 |
| David Lamkin                        | 5                 | 6                 |
| Richard Cowling                     | 5                 | 6                 |
| Duncan Hambridge                    | 0                 | 2                 |
| Philip Hodgson                      | 1                 | 1                 |
| John Morgan                         | 4                 | 4                 |
| Marion Cannie                       | 0                 | 0                 |

Three Trustees left the Board during the year. A retired senior manager with experience of leading new and growing businesses and optimising and improving them joined the board in February 2019. A retired secondary school Principal also joined the Board in September 2019. Additional Trustees will join the Board in 2019/20 as part of its expansion.

The Board's work this year has included considering the results of due diligence on a single academy trust which will join Anglian Learning on 1 January 2020, reviewing the risk register and revising its structure and focussing on the financial plans for The Netherhall School and Oakes College.

The Board, and the Finance and Audit Committee, have received management accounts along with a commentary during the year. Management accounts for each period are available to Trustees in addition to their formal presentation at meetings. The accounts are reviewed every period by the Chair of Trustees and the Chair of the Finance Committee.

Data on the educational performance of the Trust's secondary schools is now consolidated into a Microsoft Power BI dashboard which is shared regularly with Trustees. Further work on consolidating primary data is planned for 2019/20

A Remuneration and Governance Committee meets to consider governance matters. During 2018/19 Trustees completed a third party self-assessment of skills and supplemented this with a further bespoke skills survey. The plan is to complete this self-assessment every 2-3 years.



**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

The Finance and Audit Committee is a sub-committee of the Board of Trustees. Its purpose is to ensure the sound management of the Trust's finances and resource, including proper planning, monitoring, probity and value for money.

During the 2018/19 academic year the Finance and Audit Committee has continued to focus on ensuring high quality governance and compliance with the requirements of the Academies Financial Handbook.

The Committee has had a particular focus on School Condition Allocation this year as the Trust was awarded this grant for the first time in 2019. The Committee has approved the policy for allocating these funds to schools and subsequently reviewed those projects selected.

Attendance during the year at meetings was as follows:

| Trustee         | Meetings attended | Out of a possible |
|-----------------|-------------------|-------------------|
| Jonathan Culpin | 6                 | 7                 |
| Claire Lawton   | 7                 | 7                 |
| David Lamkin    | 7                 | 7                 |
| Ken Murphy      | 6                 | 7                 |
| Sue Speller     | 5                 | 6                 |
| John Morgan     | 3                 | 3                 |
| Duncan Hambidge | 0                 | 3                 |

The Trust has agreed to separate the audit function from the Finance and Audit Committee from the 2019/20 academic year and an Audit Committee has been established.

**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 appropriate. The Accounting Officer has delivered improved value for money during the year by:

- assigning School Condition Allocation, a capital grant received by the Trust for the improvement of school estates, on the basis of clear priorities identified in detailed Asset Management Plans for each school. Opportunities to secure better value for money have been taken by consolidating similar works across the school estate and awarding larger value contracts where possible;
- implementing a new cleaning contract across the Trust and a new primary catering contract, achieving the best mix of price and quality for our schools; and
- delivering improvements in facilities at The Netherhall School and Bottisham Village College which will maximise opportunities to generate additional sources of income.

The focus in the 2019/20 academic year will be on ensuring that as more schools join the Trust it evaluates the opportunities to secure further savings from procurement.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**The purpose of the system of internal control**

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

**Capacity to handle risk**

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

**The risk and control framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Finance and Audit Committee (Finance Committee from 2019/20) of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance;
- clearly defined purchasing (including asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint Price Bailey LLP as Internal Auditor.

The Internal Auditor's role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. In particular the checks carried out in the current period included a review of key financial controls in operation at the Trust's primary schools.

After each audit, the Internal Auditor reports to the Board of Trustees through the Finance and Audit Committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities. These reports will go to the newly formed Audit Committee in the coming year.

The Internal Auditor has delivered their schedule of work as planned and there were no material control issues arising as a result of their work.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Review of effectiveness**

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

- the work of the Internal Auditor;
- the work of the external auditors;
- the financial management and governance self-assessment process; and
- the work of the executive managers 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 Finance and Audit Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by the Board of Trustees on 17 December 2019 and signed on their behalf by:

Claire Lawton  
Chair of Trustees

Jonathan Culpin  
Accounting Officer

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

As Accounting Officer of Anglian Learning I have considered my responsibility to notify the Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Trust, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

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

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

Jonathan Culpin  
Accounting Officer  
Date: 17 December 2019

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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

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

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

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

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

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

Approved by the board of Trustees on 17 December 2019 and signed on its behalf by:

Claire Lawton  
Chair of Trustees

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
ANGLIAN LEARNING**

**Opinion**

We have audited the financial statements of Anglian Learning (the 'Trust') for the year ended 31 August 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
ANGLIAN LEARNING (CONTINUED)**

**Other information**

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

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

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

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

**Matters on which we are required to report by exception**

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

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

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

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
ANGLIAN LEARNING (CONTINUED)**

**Responsibilities of Trustees**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the 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 Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

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

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

**Use of our report**

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

Gary Miller (Senior Statutory Auditor)  
for and on behalf of  
**Price Bailey LLP**  
Chartered Accountants  
Statutory Auditors  
Causeway House  
1 Dane Street  
Bishop's Stortford  
Hertfordshire  
CM23 3BT

18 December 2019



**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ANGLIAN LEARNING AND THE EDUCATION & SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 11 October 2018 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Anglian Learning during the year 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Anglian Learning's Accounting Officer and the Reporting Accountant**

The Accounting Officer is responsible, under the requirements of Anglian Learning's funding agreement with the Secretary of State for Education dated 28 March 2011 and the Academies Financial Handbook, extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

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

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

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

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

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ANGLIAN LEARNING AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Trust, extending the procedures required for financial statements to include regularity, propriety and compliance
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

**Conclusion**

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

**Reporting Accountant**

**Price Bailey LLP**

Date: 18 December 2019

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

|   | Note | Unrestricted<br>funds<br>2019<br>£ | Restricted<br>funds<br>2019<br>£ | Restricted<br>fixed asset<br>funds<br>2019<br>£ | Total<br>funds<br>2019<br>£ | Total<br>funds<br>2018<br>£ |
|---|------|------------------------------------|----------------------------------|---|-----------------------------|-----------------------------|
| <b>Income from:</b>   |      |                                    |                                  |   |                             |                             |
| Donations and capital grants  | 2    | -                                  | 998,487                          | 14,992,867                                      | 15,991,354                  | 7,251,119                   |
| Charitable activities   | 3    | 235,256                            | 22,913,007                       | -   | 23,148,263                  | 20,708,620                  |
| Teaching schools  | 28   | -                                  | 125,446                          | -   | 125,446                     | 122,749                     |
| Other trading activities  | 4    | 1,709,909                          | 163,087                          | -   | 1,872,996                   | 1,798,625                   |
| Investments   | 5    | 8,323                              | -                                | -   | 8,323                       | 6,625                       |
| <b>Total income</b>   |      | <u>1,953,488</u>                   | <u>24,200,027</u>                | <u>14,992,867</u>                               | <u>41,146,382</u>           | <u>29,887,738</u>           |
| <b>Expenditure on:</b>  |      |                                    |                                  |   |                             |                             |
| Charitable activities   |      | 2,477,341                          | 23,759,623                       | 1,787,133                                       | 28,024,097                  | 26,715,285                  |
| Teaching schools  |      | -                                  | 129,144                          | -   | 129,144                     | 95,352                      |
| Other expenditure   |      | -                                  | -                                | -   | -                           | -                           |
| <b>Total expenditure</b>  | 6    | <u>2,477,341</u>                   | <u>23,888,767</u>                | <u>1,787,133</u>                                | <u>28,153,241</u>           | <u>26,810,637</u>           |
| <b>Net (expenditure) /income</b>                                    |      | <u>(523,853)</u>                   | <u>311,260</u>                   | <u>13,205,734</u>                               | <u>12,993,141</u>           | <u>3,077,101</u>            |
| Transfers between funds   | 17   | -                                  | (914,648)                        | 914,648   | -                           | -                           |
| <b>Net movement in funds before other recognised gains/(losses)</b> |      | <u>(523,853)</u>                   | <u>(603,388)</u>                 | <u>14,120,382</u>                               | <u>12,993,141</u>           | <u>3,077,101</u>            |
| <b>Other recognised gains/(losses):</b>                             |      |                                    |                                  |   |                             |                             |
| Actuarial losses on defined benefit pension schemes                 | 23   | -                                  | (3,078,000)                      | -   | (3,078,000)                 | 1,917,000                   |
| <b>Net movement in funds</b>  |      | <u>(523,853)</u>                   | <u>(3,681,388)</u>               | <u>14,120,382</u>                               | <u>9,915,141</u>            | <u>4,994,101</u>            |
| <b>Reconciliation of funds:</b>                                     |      |                                    |                                  |   |                             |                             |
| Total funds brought forward   |      | 2,580,655                          | (4,099,603)                      | 55,390,247                                      | 53,871,299                  | 48,877,198                  |
| Net movement in funds   |      | (523,853)                          | (3,681,388)                      | 14,120,382                                      | 9,915,141                   | 4,994,101                   |
| <b>Total funds carried forward</b>                                  |      | <u>2,056,802</u>                   | <u>(7,780,991)</u>               | <u>69,510,629</u>                               | <u>63,786,440</u>           | <u>53,871,299</u>           |

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

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07564749**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2019**

|   | Note | 2019<br>£                | 2018<br>£                |
|---|------|--------------------------|--------------------------|
| <b>Fixed assets</b>                                     |      |                          |                          |
| Tangible assets   | 13   | 69,015,512               | 53,246,811               |
| <b>Current assets</b>                                   |      |                          |                          |
| Debtors   | 14   | 1,334,319                | 1,140,103                |
| Cash at bank and in hand                                |      | 4,712,997                | 6,920,361                |
|   |      | <u>6,047,316</u>         | <u>8,060,464</u>         |
| Creditors: amounts falling due within one year          | 15   | <u>(2,746,013)</u>       | <u>(3,037,246)</u>       |
| <b>Net current assets</b>                               |      | <u>3,301,303</u>         | <u>5,023,218</u>         |
| <b>Total assets less current liabilities</b>            |      | <u>72,316,815</u>        | <u>58,270,029</u>        |
| Creditors: amounts falling due after more than one year | 16   | <u>(343,375)</u>         | <u>(161,730)</u>         |
| <b>Net assets excluding pension liability</b>           |      | <u>71,973,440</u>        | <u>58,108,299</u>        |
| Defined benefit pension scheme liability                | 23   | <u>(8,187,000)</u>       | <u>(4,237,000)</u>       |
| <b>Total net assets</b>                                 |      | <u><u>63,786,440</u></u> | <u><u>53,871,299</u></u> |
| <br><b>Funds of the Trust</b>                           |      |                          |                          |
| <b>Restricted funds:</b>                                |      |                          |                          |
| Fixed asset funds                                       | 17   | 69,510,629               | 55,390,247               |
| Restricted income funds                                 | 17   | 406,009                  | 137,397                  |
|   |      | <u>69,916,638</u>        | <u>55,527,644</u>        |
| Restricted funds excluding pension liability            |      | 69,916,638               | 55,527,644               |
| Pension reserve   | 17   | <u>(8,187,000)</u>       | <u>(4,237,000)</u>       |
| <b>Total restricted funds</b>                           |      | <u>61,729,638</u>        | <u>51,290,644</u>        |
| <b>Unrestricted income funds</b>                        | 17   | <u>2,056,802</u>         | <u>2,580,655</u>         |
| <b>Total funds</b>                                      |      | <u><u>63,786,440</u></u> | <u><u>53,871,299</u></u> |

The financial statements on pages 25 to 55 were approved by the Trustees, and authorised for issue on 17 December 2019 and are signed on their behalf, by:

**Claire Lawton**  
Chair of Trustees

The notes on pages 28 to 55 form part of these financial statements.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

|   | Note | 2019<br>£        | 2018<br>£        |
|---|------|------------------|------------------|
| <b>Cash flows from operating activities</b>             |      |                  |                  |
| Net cash provided by operating activities               | 19   | 107,556          | 1,938,436        |
| <b>Cash flows from investing activities</b>             | 20   | (2,314,920)      | (985,879)        |
| <b>Change in cash and cash equivalents in the year</b>  |      | (2,207,364)      | 952,557          |
| Cash and cash equivalents at the beginning of the year  |      | 6,920,361        | 5,967,804        |
| <b>Cash and cash equivalents at the end of the year</b> | 21   | <u>4,712,997</u> | <u>6,920,361</u> |

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies**

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

The Trust is a company limited by guarantee. The Members of the Company are named on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member. The Trust's registered office is Bottisham, Cambridge, CB25 9DL.

**1.1 Basis of preparation of financial statements**

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

Anglian Learning meets the definition of a public benefit entity under FRS 102.

**1.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the 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.

**1.3 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 are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

Donations 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.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.4 Expenditure**

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

Expenditure on charitable activities 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.

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

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

**1.6 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.

**1.7 Tangible fixed assets**

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

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

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.7 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

|                              |                               |
|------------------------------|-------------------------------|
| Freehold property            | - 30 - 50 years straight line |
| Long-term leasehold property | - 50 years straight line      |
| Furniture and equipment      | - 5 - 7 years straight line   |
| Plant and machinery          | - 5 years straight line       |
| Computer equipment           | - 5 - 7 years straight line   |
| Motor vehicles               | - 5 years straight line       |

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

**1.8 Debtors**

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

**1.9 Cash at bank and in hand**

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

**1.10 Liabilities**

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

**1.11 Financial instruments**

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

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.



**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.12 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Trust. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

**1.13 Operating leases**

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

**1.14 Pensions**

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

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

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

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

**1.15 Agency arrangements**

The Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements are excluded from the Statement of Financial Activities incorporating Income and Expenditure Account as the Trust does not have control over the charitable application of the funds. The funds received and paid and any any balances held are disclosed in note 27.

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.16 Fund accounting**

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

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

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the Actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**2. Income from donations and capital grants**

|                      | Unrestricted<br>funds<br>2019<br>£ | Restricted<br>funds<br>2019<br>£ | Total<br>funds<br>2019<br>£ | Total<br>funds<br>2018<br>£ |
|----------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Donated assets       | -                                  | 12,575,186                       | 12,575,186                  | -                           |
| Donation on transfer | -                                  | -                                | -                           | 5,540,140                   |
| Donations            | -                                  | 998,487                          | 998,487                     | 913,750                     |
| Capital grants       | -                                  | 2,417,681                        | 2,417,681                   | 797,229                     |
|                      | <u>-</u>                           | <u>15,991,354</u>                | <u>15,991,354</u>           | <u>7,251,119</u>            |
| Total 2018           | <u>309,713</u>                     | <u>6,941,406</u>                 | <u>7,251,119</u>            |                             |

In 2018, income donated on conversion was £5,540,140 of which £309,713 was unrestricted, £(798,000) was restricted and £6,028,247 restricted fixed assets.

In 2018, income from donations was £913,750, all which was restricted

In 2018, income from capital grants was £797,229, all of which was restricted fixed assets.

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**3. Funding for the Trust's provision of education**

|                                | Unrestricted<br>funds<br>2019<br>£ | Restricted<br>funds<br>2019<br>£ | Total<br>funds<br>2019<br>£ | Total<br>funds<br>2018<br>£ |
|--------------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| <b>DfE/ESFA grants</b>         |                                    |                                  |                             |                             |
| General Annual Grant (GAG)     | -                                  | 20,401,292                       | 20,401,292                  | 18,588,589                  |
| Other DfE/ESFA grants          | -                                  | 1,247,803                        | 1,247,803                   | 1,088,128                   |
|                                | -                                  | 21,649,095                       | 21,649,095                  | 19,676,717                  |
| <b>Other Government grants</b> |                                    |                                  |                             |                             |
| Local Authority grants         | -                                  | 1,263,912                        | 1,263,912                   | 929,333                     |
|                                | -                                  | 1,263,912                        | 1,263,912                   | 929,333                     |
| <b>Other funding</b>           |                                    |                                  |                             |                             |
| Catering income                | 235,256                            | -                                | 235,256                     | 102,570                     |
|                                | 235,256                            | -                                | 235,256                     | 102,570                     |
|                                | 235,256                            | 22,913,007                       | 23,148,263                  | 20,708,620                  |
| Total 2018                     | 102,570                            | 20,606,050                       | 20,708,620                  |                             |

In 2018, income from DfE/ESFA grants was £19,676,717, all of which was restricted.

In 2018, income from other Government grants was £929,333, all of which was restricted.

In 2018, income from other funding was £102,570, all of which was unrestricted.

**4. Income from other trading activities**

|                           | Unrestricted<br>funds<br>2019<br>£ | Restricted<br>funds<br>2019<br>£ | Total<br>funds<br>2019<br>£ | Total<br>funds<br>2018<br>£ |
|---------------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Rental income             | 661,528                            | -                                | 661,528                     | 619,168                     |
| Other income              | 597,582                            | 163,087                          | 760,669                     | 748,528                     |
| Community business income | 450,799                            | -                                | 450,799                     | 430,929                     |
|                           | 1,709,909                          | 163,087                          | 1,872,996                   | 1,798,625                   |
| Total 2018                | 1,693,262                          | 105,363                          | 1,798,625                   |                             |

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**4. Income from other trading activities (continued)**

In 2018, rental income was £619,168, all of which was unrestricted.

In 2018, other income was £748,528, of which £653,165 was unrestricted and £95,363 was restricted.

In 2018, community business income was £430,929, of which £420,929 was unrestricted and £10,000 was restricted.

**5. Investment income**

|               | Unrestricted<br>funds<br>2019<br>£ | Total<br>funds<br>2019<br>£ | Total<br>funds<br>2018<br>£ |
|---------------|------------------------------------|-----------------------------|-----------------------------|
| Bank interest | 8,323                              | 8,323                       | 6,625                       |

In 2018, all investment income was in relation to unrestricted funds.

**6. Expenditure**

|                 | Staff Costs<br>2019<br>£ | Premises<br>2019<br>£ | Other<br>2019<br>£ | Total<br>2019<br>£ | Total<br>2018<br>£ |
|-----------------|--------------------------|-----------------------|--------------------|--------------------|--------------------|
| Direct costs    | 16,384,261               | -                     | 1,679,023          | 18,063,284         | 15,951,856         |
| Support costs   | 4,548,777                | 3,670,286             | 1,741,750          | 9,960,813          | 10,763,429         |
| Teaching school | 23,719                   | -                     | 105,425            | 129,144            | 95,352             |
|                 | <u>20,956,757</u>        | <u>3,670,286</u>      | <u>3,526,198</u>   | <u>28,153,241</u>  | <u>26,810,637</u>  |
| Total 2018      | <u>19,426,795</u>        | <u>2,383,225</u>      | <u>5,000,617</u>   | <u>26,810,637</u>  |                    |

In 2018, of total expenditure, £2,135,685 was on unrestricted funds, £22,696,077 was on restricted funds and £1,978,875 was on restricted fixed asset funds.

In 2018 direct costs consisted of £13,849,013 staff costs and £2,102,843 other costs.

In 2018 support costs consisted of £5,545,420 staff costs, £2,383,255 premises costs and £2,834,984 other costs.

In 2018 teaching school expenditure consisted of £32,562 staff costs and £62,790 other costs.

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**7. Charitable activities**

|                 | 2019<br>£  | 2018<br>£  |
|-----------------|------------|------------|
| Direct costs    | 18,063,284 | 15,951,856 |
| Support costs   | 9,960,813  | 10,763,429 |
| Teaching school | 129,144    | 95,352     |
|                 | 28,153,241 | 26,810,637 |

|   | 2019<br>£ | 2018<br>£  |
|---|-----------|------------|
| <b>Analysis of support costs</b>        |           |            |
| Support staff costs                     | 4,548,777 | 5,545,220  |
| Depreciation                            | 1,787,132 | 1,906,650  |
| Technology costs                        | 293,560   | 416,303    |
| Premises costs (excluding depreciation) | 1,883,154 | 476,575    |
| Other costs                             | 1,376,629 | 2,289,885  |
| Governance costs                        | 71,561    | 128,796    |
|   | 9,960,813 | 10,763,429 |

**8. Net (expenditure)/income**

Net (expenditure)/income for the year includes:

|                                       | 2019<br>£ | 2018<br>£ |
|---------------------------------------|-----------|-----------|
| Operating lease rentals               | 181,130   | 169,434   |
| Depreciation of tangible fixed assets | 1,787,133 | 1,906,650 |
| Fees paid to Auditors for:            |           |           |
| - audit                               | 11,440    | 11,100    |
| - other services                      | 11,310    | 9,500     |
|                                       | 11,440    | 11,100    |

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**9. Staff costs**

**a. Staff costs**

Staff costs during the year were as follows:

|                           | 2019<br>£                | 2018<br>£                |
|---------------------------|--------------------------|--------------------------|
| Wages and salaries        | 15,748,206               | 14,487,358               |
| Social security costs     | 1,445,323                | 1,399,973                |
| Pension costs             | 3,362,064                | 3,176,603                |
|                           | <u>20,555,593</u>        | <u>19,063,934</u>        |
| Agency staff costs        | 377,504                  | 362,861                  |
| Staff restructuring costs | 23,660                   | -                        |
|                           | <u><u>20,956,757</u></u> | <u><u>19,426,795</u></u> |

Staff restructuring costs comprise:

|                    | 2019<br>£     | 2018<br>£ |
|--------------------|---------------|-----------|
| Severance payments | 23,660        | -         |
|                    | <u>23,660</u> | <u>-</u>  |

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

Included in staff restructuring costs are non-statutory severance payments totalling £23,660 (2018 - £NIL). Individually, the payments were: £15,100 and £8,560. Both were paid on 31 May 2019.

**c. Staff numbers**

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

|                   | 2019<br>No. | 2018<br>No. |
|-------------------|-------------|-------------|
| Teachers          | 323         | 284         |
| Admin and support | 336         | 268         |
| Management        | 3           | 4           |
|                   | <u>662</u>  | <u>556</u>  |

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**9. Staff costs (continued)**

**d. Higher paid staff**

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

|                                 | 2019<br>No.       | 2018<br>No.       |
|---------------------------------|-------------------|-------------------|
| In the band £60,001 - £70,000   | 7                 | 7                 |
| In the band £70,001 - £80,000   | 3                 | 4                 |
| In the band £80,001 - £90,000   | 2                 | -                 |
| In the band £90,001 - £100,000  | 2                 | 2                 |
| In the band £100,001 - £110,000 | -                 | 1                 |
| In the band £110,001 - £120,000 | 1                 | -                 |
| In the band £130,001 - £140,000 | -                 | 1                 |
|                                 | <u>          </u> | <u>          </u> |

**e. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the Senior Management Team as listed on page 1. The total amount of employee benefits received by key management personnel for their services to the Trust was £380,635 (2018 - £522,286).

Employer National Insurance contributions included within key management personnel remuneration was £37,246 (2018 - £51,181).

Employer pension contributions included within key management personnel remuneration was £48,686 (2018 - £66,452).

**10. Central services**

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

- School improvement services
- Senior management support
- Financial services
- Human resources services
- Strategic operations support
- ICT support

The Trust charges for these services on the following basis:

The Trust charges for these services on a flat percentage of income being 4% of GAG.



**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**10. Central services (continued)**

The actual amounts charged during the year were as follows:

|   | 2019<br>£ | 2018<br>£ |
|---|-----------|-----------|
| Bassingbourn Village College                | 114,037   | 79,497    |
| Bottisham Village College                   | 212,349   | 146,561   |
| The Netherhall School and Sixth Form Centre | 199,812   | 138,889   |
| Sawston Village College                     | 192,678   | 135,053   |
| Bottisham Community Primary School          | 37,732    | 21,897    |
| Fenn Ditton Primary School                  | 28,876    | 17,806    |
| Stapleford Community Primary School         | 30,090    | 17,773    |
| <b>Total</b>                                | 815,574   | 557,476   |

**11. Trustees' remuneration and expenses**

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

|                       |                            | 2019<br>£            | 2018<br>£            |
|-----------------------|----------------------------|----------------------|----------------------|
| Jonathan Culpin (CEO) | Remuneration               | 115,000 -<br>120,000 |                      |
|                       | Pension contributions paid | 15,000 -<br>20,000   |                      |
| Kate Evans (CEO)      | Remuneration               |                      | 130,000 -<br>135,000 |
|                       | Pension contributions paid |                      | 20,000 -<br>25,000   |

During the year ended 31 August 2019, expenses totalling £573 were reimbursed or paid directly to 1 Trustee in relation to travel costs (2018 - £684 to 1 Trustee).

**12. Trustees' and Officers' insurance**

In accordance with normal commercial practice, the Trust has purchased insurance to protect Trustees and Governing Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2019 was included in the total insurance cost.

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**13. Tangible fixed assets**

|                           | Freehold<br>property<br>£ | Long-term<br>leasehold<br>property<br>£ | Assets under<br>construction<br>£ | Furniture and<br>equipment<br>£ | Computer<br>equipment<br>£ | Motor<br>vehicles<br>£ | Total<br>£               |
|---------------------------|---------------------------|---|-----------------------------------|---------------------------------|----------------------------|------------------------|--------------------------|
| <b>Cost or valuation</b>  |                           |   |                                   |                                 |                            |                        |                          |
| At 1 September 2018       | 53,086,157                | 172,030                                 | 3,624,423                         | 1,826,205                       | 927,793                    | 8,000                  | 59,644,608               |
| Additions                 | 12,598,948                | -                                       | 4,630,294                         | 180,030                         | 146,562                    | -                      | 17,555,834               |
| Transfers between classes | 3,394,214                 | 3,777,747                               | (7,805,885)                       | 463,427                         | 169,464                    | -                      | (1,033)                  |
| At 31 August 2019         | <u>69,079,319</u>         | <u>3,949,777</u>                        | <u>448,832</u>                    | <u>2,469,662</u>                | <u>1,243,819</u>           | <u>8,000</u>           | <u>77,199,409</u>        |
| <b>Depreciation</b>       |                           |   |                                   |                                 |                            |                        |                          |
| At 1 September 2018       | 4,582,944                 | 11,466                                  | -                                 | 1,247,489                       | 552,143                    | 3,755                  | 6,397,797                |
| Charge for the year       | 1,418,016                 | 6,881                                   | -                                 | 219,216                         | 141,420                    | 1,600                  | 1,787,133                |
| Transfers between classes | (92,019)                  | 90,986                                  | -                                 | -                               | -                          | -                      | (1,033)                  |
| At 31 August 2019         | <u>5,908,941</u>          | <u>109,333</u>                          | <u>-</u>                          | <u>1,466,705</u>                | <u>693,563</u>             | <u>5,355</u>           | <u>8,183,897</u>         |
| <b>Net book value</b>     |                           |   |                                   |                                 |                            |                        |                          |
| At 31 August 2019         | <u><u>63,170,378</u></u>  | <u><u>3,840,444</u></u>                 | <u><u>448,832</u></u>             | <u><u>1,002,957</u></u>         | <u><u>550,256</u></u>      | <u><u>2,645</u></u>    | <u><u>69,015,512</u></u> |
| At 31 August 2018         | <u><u>48,503,213</u></u>  | <u><u>160,564</u></u>                   | <u><u>3,624,423</u></u>           | <u><u>578,716</u></u>           | <u><u>375,650</u></u>      | <u><u>4,245</u></u>    | <u><u>53,246,811</u></u> |

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**13. Tangible fixed assets (continued)**

During the year the Trust acquired freehold land donated by Cambridgeshire County Council. The value of this was £293,186 and approval was gained from the Secretary of State.

During the year the Trust acquired freehold property donated by Cambridgeshire County Council, the value of this was £12,282,000. Other additions to freehold property purchased by the Trust totalled £23,762.

**14. Debtors**

|                                | 2019<br>£ | 2018<br>£ |
|--------------------------------|-----------|-----------|
| <b>Due within one year</b>     |           |           |
| Trade debtors                  | 101,550   | 67,590    |
| Other debtors                  | 33,232    | 14,416    |
| Prepayments and accrued income | 1,007,301 | 884,243   |
| VAT recoverable                | 192,236   | 173,854   |
|                                | 1,334,319 | 1,140,103 |

**15. Creditors: Amounts falling due within one year**

|   | 2019<br>£ | 2018<br>£ |
|---|-----------|-----------|
| Other loans   | 133,107   | 126,280   |
| Trade creditors   | 633,947   | 973,384   |
| Amounts owed to ESFA  | 53,856    | -         |
| Other taxation and social security                          | 369,288   | 365,160   |
| Obligations under finance lease and hire purchase contracts | 4,877     | 4,177     |
| Cambridgeshire Area Partnership                             | 340,534   | 389,486   |
| Other creditors   | 189,871   | 234,308   |
| Accruals and deferred income                                | 1,020,533 | 944,451   |
|   | 2,746,013 | 3,037,246 |

Included within other loans are Conditional Improvement Fund loans due within one year of £43,141 (2018 - £86,280) and £60,000 (2018 - £40,000) from the ESFA for which interest is charged at 1.48% and 1.75% per annum respectively.

Also included within other loans are amounts totalling £29,966 (2018 - £NIL) representing the balance due within one year on interest free Salix loans granted by the ESFA.

Obligations under finance leases and hire purchase contracts relate to two finance leases of £1,042 and £3,835 from Cambridgeshire County Council relating to energy saving projects which interest is charged at 2.77% and 2.61% respectively. These leases were inherited on conversion from maintained school status and did not require ESFA approval.

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

|                                       | 2019<br>£ | 2018<br>£ |
|---------------------------------------|-----------|-----------|
| Deferred income at September 2018     | 315,732   | 296,212   |
| Resources deferred during the year    | 314,307   | 315,732   |
| Amount released from previous periods | (315,732) | (296,212) |
|                                       | 314,307   | 315,732   |
|                                       | 314,307   | 315,732   |

Resources deferred at the period end relate to contributions towards future educational visits and funding from local or national Government to which the Trust does not have sufficient entitlement to recognise in the year.

**16. Creditors: Amounts falling due after more than one year**

|   | 2019<br>£ | 2018<br>£ |
|---|-----------|-----------|
| Other loans   | 249,758   | 60,000    |
| Net obligations under finance lease and hire purchase contracts | 93,617    | 101,730   |
|   | 343,375   | 161,730   |
|   | 343,375   | 161,730   |

Included within other loans is a Conditional Improvement Fund loan due in more than one year of £40,000 (2018 - £60,000) from the ESFA for which interest is charged at 1.75% per annum.

Also included within our loans are amounts totalling £209,758 (2018 - £NIL) representing the balance due in more than one year on interest free Salix loans granted by the ESFA..

Net obligations under finance leases and hire purchase contracts relate to two finance leases of £18,510 and £75,107 from Cambridgeshire County Council relating to energy saving projects which interest is charged at 2.77% and 2.61% respectively, and are repayable in more than 5 years. These leases were inherited on conversion from maintained school status and did not require ESFA approval.

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

|                                     | 2019<br>£ | 2018<br>£ |
|-------------------------------------|-----------|-----------|
| Payable or repayable by instalments | 67,113    | 78,024    |
|                                     | 67,113    | 78,024    |

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**17. Statement of funds**

|                                     | Balance at 1<br>September<br>2018<br>£ | Income<br>£              | Expenditure<br>£           | Transfers<br>in/out<br>£ | Gains/<br>(Losses)<br>£   | Balance at<br>31 August<br>2019<br>£ |
|-------------------------------------|--|--------------------------|----------------------------|--------------------------|---------------------------|--------------------------------------|
| <b>Unrestricted funds</b>           |  |                          |                            |                          |                           |                                      |
| General funds                       | 2,580,655                              | 1,953,488                | (2,477,341)                | -                        | -                         | 2,056,802                            |
| <b>Restricted general funds</b>     |  |                          |                            |                          |                           |                                      |
| General Annual Grant (GAG)          | -                                      | 20,401,292               | (19,396,813)               | (968,324)                | -                         | 36,155                               |
| Other DfE / ESFA grants             | 30,000                                 | 1,247,803                | (1,239,501)                | -                        | -                         | 38,302                               |
| Other Government grants             | -                                      | 1,263,912                | (1,263,912)                | -                        | -                         | -                                    |
| Restricted donations                | -                                      | 1,161,574                | (987,397)                  | (12,574)                 | -                         | 161,603                              |
| Sinking fund                        | 80,000                                 | -                        | -                          | 66,250                   | -                         | 146,250                              |
| Teaching schools                    | 27,397                                 | 125,446                  | (129,144)                  | -                        | -                         | 23,699                               |
| Pension reserve                     | (4,237,000)                            | -                        | (872,000)                  | -                        | (3,078,000)               | (8,187,000)                          |
|                                     | <u>(4,099,603)</u>                     | <u>24,200,027</u>        | <u>(23,888,767)</u>        | <u>(914,648)</u>         | <u>(3,078,000)</u>        | <u>(7,780,991)</u>                   |
| <b>Restricted fixed asset funds</b> |  |                          |                            |                          |                           |                                      |
| Restricted fixed asset fund         | 53,140,765                             | 12,575,186               | (1,787,133)                | 4,980,649                | -                         | 68,909,467                           |
| Devolved Formula Capital            | -                                      | 327,220                  | -                          | (220,019)                | -                         | 107,201                              |
| Other ESFA capital grants           | 2,249,482                              | 1,309,335                | -                          | (3,139,856)              | -                         | 418,961                              |
| Other capital grants                | -                                      | 781,126                  | -                          | (706,126)                | -                         | 75,000                               |
|                                     | <u>55,390,247</u>                      | <u>14,992,867</u>        | <u>(1,787,133)</u>         | <u>914,648</u>           | <u>-</u>                  | <u>69,510,629</u>                    |
| <b>Total Restricted funds</b>       | <u>51,290,644</u>                      | <u>39,192,894</u>        | <u>(25,675,900)</u>        | <u>-</u>                 | <u>(3,078,000)</u>        | <u>61,729,638</u>                    |
| <b>Total funds</b>                  | <u><u>53,871,299</u></u>               | <u><u>41,146,382</u></u> | <u><u>(28,153,241)</u></u> | <u><u>-</u></u>          | <u><u>(3,078,000)</u></u> | <u><u>63,786,440</u></u>             |

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

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

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

**Unrestricted funds**

This represents those resources which may be used towards meeting any of the charitable objects of the Trust at the discretion of the Trustees.

**General Annual Grant (GAG)**

This represents funding from the ESFA to cover the costs of recurrent expenditure.

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 2019.

**Pension reserve**

This fund represents the Trust's share of the deficit on the Local Government Pension Scheme (LGPS).

**Restricted donations**

This fund largely represents contributions made by parents to the running of educational visits for the pupils of the Schools and the associated costs of running the trips.

**Other Government grants**

This represents various grants from local and national Government Bodies for the provision of specific services to pupils of the Schools. These grants are generally restrictive in nature.

**Other DfE and ESFA grants**

This represents funding to be used to help raise achievement and improve outcomes for pupils from low income families who are eligible for free school meals.

**Sinking fund**

The Sinking fund was established in order to ring-fence funds for future anticipated refurbishment costs of the sports centre.

**Restricted fixed asset fund**

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

**Devolved Formula Capital grant**

This represents funding received from ESFA specifically for the maintenance and improvement of the Trust's buildings and facilities.

**Other ESFA capital grants**

This represents brought forward Conditional Improvement Funding and School Condition Allocation funding received from the ESFA for capital projects.

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

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

**Other Capital Grants**

This represents funding received specifically for the maintenance and improvement of the Trust's buildings and facilities.

**Total funds analysis by Academy**

Fund balances at 31 August 2019 were allocated as follows:

|  | 2019<br>£         | 2018<br>£         |
|--|-------------------|-------------------|
| Bottisham Village College                          | 1,105,760         | 1,422,697         |
| Bassingbourn Village College                       | 174,299           | 137,306           |
| Sawston Village College                            | 574,501           | 397,963           |
| Netherhall School                                  | 341,757           | 567,574           |
| Bottisham Community Primary School                 | 123,023           | 78,516            |
| Fen Ditton Primary School                          | 151,347           | 141,733           |
| Stapleford Community Primary School                | 43,374            | 36,873            |
| Anglian Learning                                   | (51,250)          | (64,610)          |
|  | <hr/>             | <hr/>             |
| Total before fixed asset funds and pension reserve | 2,462,811         | 2,718,052         |
| Restricted fixed asset fund                        | 69,510,629        | 55,390,247        |
| Pension reserve                                    | (8,187,000)       | (4,237,000)       |
|  | <hr/>             | <hr/>             |
| <b>Total</b>                                       | <b>63,786,440</b> | <b>53,871,299</b> |
|  | <hr/> <hr/>       | <hr/> <hr/>       |

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

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

**Total cost analysis by academy**

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

|   | Teaching<br>and<br>educational<br>support staff<br>costs<br>£ | Other<br>support staff<br>costs<br>£ | Educational<br>supplies<br>£ | Other costs<br>excluding<br>depreciation<br>£ | Total<br>2019<br>£ | Total<br>2018<br>£ |
|---|---|--------------------------------------|------------------------------|---|--------------------|--------------------|
| Bottisham<br>Village College              | 4,312,407   | 1,065,981                            | 205,782                      | 1,171,006                                     | 6,755,176          | 6,541,595          |
| Bassingbourn<br>Village College           | 2,177,994   | 449,218                              | 59,078                       | 538,264                                       | 3,224,554          | 3,368,651          |
| Sawston Village<br>College                | 3,142,788   | 1,528,181                            | 119,798                      | 1,347,842                                     | 6,138,609          | 6,432,398          |
| Netherhall<br>School                      | 4,227,798   | 872,892                              | 137,333                      | 1,005,753                                     | 6,243,776          | 6,638,495          |
| Bottisham<br>Community<br>Primary School  | 912,650   | 109,753                              | 25,811                       | 205,009                                       | 1,253,223          | 607,299            |
| Fen Ditton<br>Primary School              | 601,057   | 58,785                               | 32,696                       | 162,368                                       | 854,906            | 445,892            |
| Stapleford<br>Community<br>Primary School | 693,027   | 150,723                              | 23,093                       | 217,244                                       | 1,084,087          | 553,982            |
| Anglian Learning                          | 340,259   | 313,244                              | -                            | 158,275                                       | 811,778            | 317,065            |
| <b>Trust</b>                              | <b>16,407,980</b>   | <b>4,548,777</b>                     | <b>603,591</b>               | <b>4,805,761</b>                              | <b>26,366,109</b>  | <b>24,905,377</b>  |



**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

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

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

|                                     | Balance at<br>1 September<br>2017<br>£ | Income<br>£              | Expenditure<br>£           | Transfers<br>in/out<br>£ | Gains/<br>(Losses)<br>£ | Balance at<br>31 August<br>2018<br>£ |
|-------------------------------------|--|--------------------------|----------------------------|--------------------------|-------------------------|--------------------------------------|
| <b>Unrestricted funds</b>           |  |                          |                            |                          |                         |                                      |
| General Funds                       | 2,746,850                              | 2,112,170                | (2,135,685)                | (142,680)                | -                       | 2,580,655                            |
| <b>Restricted general funds</b>     |  |                          |                            |                          |                         |                                      |
| GAG                                 | -                                      | 18,588,589               | (18,537,993)               | (50,596)                 | -                       | -                                    |
| Other DfE and ESFA grants           | -                                      | 1,088,128                | (1,058,128)                | -                        | -                       | 30,000                               |
| Other Government Grants             | 196,158                                | 929,333                  | (1,125,491)                | -                        | -                       | -                                    |
| Restricted donations                | -                                      | 1,009,113                | (1,009,113)                | -                        | -                       | -                                    |
| Sinking fund                        | 70,000                                 | 10,000                   | -                          | -                        | -                       | 80,000                               |
| Teaching Schools                    | -                                      | 122,749                  | (95,352)                   | -                        | -                       | 27,397                               |
| Pension reserve                     | (4,486,000)                            | (798,000)                | (870,000)                  | -                        | 1,917,000               | (4,237,000)                          |
|                                     | <u>(4,219,842)</u>                     | <u>20,949,912</u>        | <u>(22,696,077)</u>        | <u>(50,596)</u>          | <u>1,917,000</u>        | <u>(4,099,603)</u>                   |
| <b>Restricted fixed asset funds</b> |  |                          |                            |                          |                         |                                      |
| Restricted fixed asset fund         | 47,229,255                             | 6,028,427                | (1,906,650)                | 1,789,733                | -                       | 53,140,765                           |
| DFC                                 | -                                      | 101,325                  | (57,712)                   | (43,613)                 | -                       | -                                    |
| CIF                                 | 3,120,935                              | 640,661                  | -                          | (1,512,114)              | -                       | 2,249,482                            |
| Other capital grants                | -                                      | 55,243                   | (14,513)                   | (40,730)                 | -                       | -                                    |
|                                     | <u>50,350,190</u>                      | <u>6,825,656</u>         | <u>(1,978,875)</u>         | <u>193,276</u>           | <u>-</u>                | <u>55,390,247</u>                    |
| <b>Total Restricted funds</b>       | <u>46,130,348</u>                      | <u>27,775,568</u>        | <u>(24,674,952)</u>        | <u>142,680</u>           | <u>1,917,000</u>        | <u>51,290,644</u>                    |
| <b>Total funds</b>                  | <u><u>48,877,198</u></u>               | <u><u>29,887,738</u></u> | <u><u>(26,810,637)</u></u> | <u><u>-</u></u>          | <u><u>1,917,000</u></u> | <u><u>53,871,299</u></u>             |

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**18. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

|  | Unrestricted<br>funds<br>2019<br>£ | Restricted<br>funds<br>2019<br>£ | Restricted<br>fixed asset<br>funds<br>2019<br>£ | Total<br>funds<br>2019<br>£ |
|--|------------------------------------|----------------------------------|---|-----------------------------|
| Tangible fixed assets                  | -                                  | -                                | 69,015,512                                      | 69,015,512                  |
| Current assets                         | 2,056,802                          | 2,572,304                        | 1,418,210                                       | 6,047,316                   |
| Creditors due within one year          | -                                  | (2,166,295)                      | (579,718)                                       | (2,746,013)                 |
| Creditors due in more than one year    | -                                  | -                                | (343,375)                                       | (343,375)                   |
| Provisions for liabilities and charges | -                                  | (8,187,000)                      | -   | (8,187,000)                 |
| <b>Total</b>                           | <u>2,056,802</u>                   | <u>(7,780,991)</u>               | <u>69,510,629</u>                               | <u>63,786,440</u>           |

**Analysis of net assets between funds - prior year**

|  | Unrestricted<br>funds<br>2018<br>£ | Restricted<br>funds<br>2018<br>£ | Restricted<br>fixed asset<br>funds<br>2018<br>£ | Total<br>funds<br>2018<br>£ |
|--|------------------------------------|----------------------------------|---|-----------------------------|
| Tangible fixed assets                  | -                                  | -                                | 53,246,811                                      | 53,246,811                  |
| Current assets                         | 2,580,655                          | 2,770,119                        | 2,709,690                                       | 8,060,464                   |
| Creditors due within one year          | -                                  | (2,632,722)                      | (404,524)                                       | (3,037,246)                 |
| Creditors due in more than one year    | -                                  | -                                | (161,730)                                       | (161,730)                   |
| Provisions for liabilities and charges | -                                  | (4,237,000)                      | -   | (4,237,000)                 |
| <b>Total</b>                           | <u>2,580,655</u>                   | <u>(4,099,603)</u>               | <u>55,390,247</u>                               | <u>53,871,299</u>           |

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**19. Reconciliation of net income to net cash flow from operating activities**

|  | 2019<br>£      | 2018<br>£        |
|--|----------------|------------------|
| Net income for the year (as per Statement of Financial Activities) | 12,993,141     | 3,077,101        |
| <b>Adjustments for:</b>  |                |                  |
| Depreciation   | 1,787,133      | 1,906,650        |
| Capital grants from DfE and other capital income                   | (2,417,681)    | (797,229)        |
| Interest receivable  | (8,323)        | (6,625)          |
| Defined benefit pension scheme cost                                | 872,000        | 870,000          |
| (Increase)/decrease in debtors                                     | (194,216)      | 1,089,206        |
| (Decrease)/increase in creditors                                   | (349,312)      | 1,135,804        |
| Net assets and liabilities from local authority on conversion      | -              | (5,336,471)      |
| Donated assets   | (12,575,186)   | -                |
| <b>Net cash provided by operating activities</b>                   | <b>107,556</b> | <b>1,938,436</b> |

**20. Cash flows from investing activities**

|   | 2019<br>£          | 2018<br>£        |
|---|--------------------|------------------|
| Interest  | 8,323              | 6,625            |
| Purchase of tangible fixed assets                 | (4,980,648)        | (1,789,733)      |
| Capital grants from DfE Group and Local Authority | 2,417,681          | 797,229          |
| Salix loan received in the year                   | 239,724            | -                |
| <b>Net cash used in investing activities</b>      | <b>(2,314,920)</b> | <b>(985,879)</b> |

**21. Analysis of cash and cash equivalents**

|              | 2019<br>£ | 2018<br>£ |
|--------------|-----------|-----------|
| Cash in hand | 4,712,997 | 6,920,361 |

**22. Capital commitments**

|  | 2019<br>£ | 2018<br>£ |
|--|-----------|-----------|
| <b>Contracted for but not provided in these financial statements</b> |           |           |
| Acquisition of tangible fixed assets                                 | 124,558   | 1,875,835 |

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**23. Pension commitments**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

Contributions amounting to £174,944 were payable to the schemes at 31 August 2019 (2018 - £168,042) and are included within creditors.

**Teachers' Pension Scheme**

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities.

In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

**The Teachers' Pension Budgeting and Valuation Account**

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

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

**Valuation of the Teachers' Pension Scheme**

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

The employer's pension costs paid to TPS in the year amounted to £1,753,854 (2018 - £1,654,162)

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

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**23. Pension commitments (continued)**

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy has set out above the information available on the scheme.

**Scheme Changes**

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

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £1,100,000 (2018 - £1,050,000, of which employer's contributions totalled £855,000 (2018 - £829,000) and employees' contributions totalled £245,000 (2018 - £221,000). The agreed contribution rates for future years are 22.3 per cent for employers and 6.5 per cent for employees.

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

**Principal actuarial assumptions**

|  | 2019<br>% | 2018<br>% |
|--|-----------|-----------|
| Rate of increase in salaries                       | 2.60      | 2.64      |
| Rate of increase for pensions in payment/inflation | 2.30      | 2.34      |
| Discount rate for scheme liabilities               | 1.86      | 2.80      |
| Inflation assumption (CPI)                         | 2.30      | 3.34      |
| Commutation of pensions to lump sums               | 44.0      | 44.0      |

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

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**23. Pension commitments (continued)**

|                             | 2019<br>Years | 2018<br>Years |
|-----------------------------|---------------|---------------|
| <i>Retiring today</i>       |               |               |
| Males                       | 21.5          | 22.4          |
| Females                     | 23.5          | 24.4          |
| <i>Retiring in 20 years</i> |               |               |
| Males                       | 22.4          | 24.0          |
| Females                     | 24.9          | 26.3          |

As at 31 August 2019 the Trust had a pension liability of £8,187,000 (2018 - £4,237,000). The sensitivity analysis detailed below would increase / (decrease) the closing defined benefit obligation in the following way:

**Sensitivity analysis**

|  | 2019<br>£ | 2018<br>£ |
|--|-----------|-----------|
| Discount rate +0.1%                    | (571,906) | (423,696) |
| Discount rate -0.1%                    | 571,906   | 423,696   |
| Mortality assumption - 1 year increase | 874,000   | 162,960   |
| Mortality assumption - 1 year decrease | (874,000) | (162,960) |
| CPI rate +0.1%                         | 500,002   | 367,824   |
| CPI rate -0.1%                         | (500,002) | (358,512) |

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

|                                     | At 31 August<br>2019<br>£ | At 31 August<br>2018<br>£ |
|-------------------------------------|---------------------------|---------------------------|
| Equities                            | 10,247,000                | 9,548,000                 |
| Corporate bonds                     | 1,776,000                 | 1,329,000                 |
| Property                            | 1,503,000                 | 847,000                   |
| Cash and other liquid assets        | 137,000                   | 363,000                   |
| <b>Total market value of assets</b> | <b>13,663,000</b>         | <b>12,087,000</b>         |

The actual return on scheme assets was £599,000 (2018 - £664,000).

**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**23. Pension commitments (continued)**

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

|   | 2019<br>£          | 2018<br>£          |
|---|--------------------|--------------------|
| Current service cost  | (1,530,000)        | (1,541,000)        |
| Past service cost   | (71,000)           | (28,000)           |
| Interest income   | 352,000            | 264,000            |
| Interest cost   | (478,000)          | (394,000)          |
| <b>Total amount recognised in the Statement of Financial Activities</b> | <b>(1,727,000)</b> | <b>(1,699,000)</b> |

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

|                          | 2019<br>£         | 2018<br>£         |
|--------------------------|-------------------|-------------------|
| <b>At 1 September</b>    | 16,324,000        | 14,327,000        |
| Upon conversion          | -                 | 1,282,000         |
| Current service cost     | 1,530,000         | 1,541,000         |
| Past service cost        | 71,000            | 28,000            |
| Interest cost            | 478,000           | 394,000           |
| Employee contributions   | 245,000           | 221,000           |
| Actuarial losses/(gains) | 3,325,000         | (1,334,000)       |
| Benefits paid            | (123,000)         | (135,000)         |
| <b>At 31 August</b>      | <b>21,850,000</b> | <b>16,324,000</b> |

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

|                        | 2019<br>£         | 2018<br>£         |
|------------------------|-------------------|-------------------|
| <b>At 1 September</b>  | 12,087,000        | 9,841,000         |
| Upon conversion        | -                 | 484,000           |
| Interest income        | 352,000           | 264,000           |
| Actuarial gains        | 247,000           | 583,000           |
| Employer contributions | 855,000           | 829,000           |
| Employee contributions | 245,000           | 221,000           |
| Benefits paid          | (123,000)         | (135,000)         |
| <b>At 31 August</b>    | <b>13,663,000</b> | <b>12,087,000</b> |

**ANGLIAN LEARNING**  
**(A Company Limited by Guarantee)**

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

**24. Operating lease commitments**

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

|  | 2019<br>£      | 2018<br>£      |
|--|----------------|----------------|
| Not later than 1 year                        | 118,320        | 129,368        |
| Later than 1 year and not later than 5 years | 257,480        | 259,558        |
| Later than 5 years                           | 325,615        | 375,130        |
|  | <u>701,415</u> | <u>764,056</u> |

**25. Members' liability**

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

**26. 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 sector 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 Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 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.

No related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 11.

**27. Agency arrangements**

The Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ended 31 August 2019 the Trust received £16,838 and disbursed £12,676 from the fund. An amount of £4,162 is included in deferred income relating to undistributable funds that is repayable to the ESFA.



**ANGLIAN LEARNING**  
(A Company Limited by Guarantee)

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

**28. Teaching school trading account**

|   | 2019              | 2019              | 2018              | 2018              |
|---|-------------------|-------------------|-------------------|-------------------|
|   | £                 | £                 | £                 | £                 |
| <b>Income</b>                                       |                   |                   |                   |                   |
| <b>Direct income</b>                                |                   |                   |                   |                   |
| Grant income  | 93,058            |                   | 40,000            |                   |
| <b>Other income</b>                                 |                   |                   |                   |                   |
| Other income  | 32,388            |                   | 82,749            |                   |
|   | <u>          </u> |                   | <u>          </u> |                   |
| <b>Total income</b>                                 |                   | 125,446           |                   | 122,749           |
| <b>Expenditure</b>                                  |                   |                   |                   |                   |
| <b>Direct expenditure</b>                           |                   |                   |                   |                   |
| Goods and services                                  | 105,425           |                   | 62,790            |                   |
| <b>Other expenditure</b>                            |                   |                   |                   |                   |
| Staff costs   | 23,719            |                   | 32,562            |                   |
|   | <u>          </u> |                   | <u>          </u> |                   |
| <b>Total expenditure</b>                            |                   | 129,144           |                   | 95,352            |
| <b>(Deficit)/surplus from all sources</b>           |                   | (3,698)           |                   | 27,397            |
| <b>Teaching school balances at 1 September 2018</b> |                   | 27,397            |                   | -                 |
|   |                   | <u>          </u> |                   | <u>          </u> |
| <b>Teaching school balances at 31 August 2019</b>   |                   | <u>23,699</u>     |                   | <u>27,397</u>     |