

Report of the Trustees and
Financial Statements For The Year Ended 31 August 2020
for
Northern Ambition Academies Trust

Allotts Business Services Ltd, Statutory Auditor
Chartered Accountants
The Old Grammar School
13 Moorgate Road
Rotherham
South Yorkshire
S60 2EN

Northern Ambition Academies Trust

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For The Year Ended 31 August 2020

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Northern Ambition Academies Trust

Reference and Administrative Details
For The Year Ended 31 August 2020

MEMBERS:	A Clark M Dixon F Fisher (resigned 15.9.2020) R Sloan
TRUSTEES	R A Hall (Chair) E Fairhurst (Accounting Officer) S Fox (appointed 23.9.2020) S Groves K S Guy (appointed 18.6.2020) E Hayden A Latham A J Nicholson N Wrightson (appointed 2.10.2020)
COMPANY SECRETARY	A Byard
SENIOR MANAGEMENT TEAM:	E Fairhurst (Chief Executive) A Byard (Director of Finance & Operations (CFO)) J Chapman-Kemp (Headteacher Oyster Park Primary Academy) L Proctor (Principal Airedale Academy) J Richmond (Director of School Improvement (Secondary)) K Robinson (Headteacher Airedale Junior School and Airedale Infant School, Director of School Improvement (Primary))
REGISTERED OFFICE	Crewe Road Airedale CASTLEFORD West Yorkshire WF10 3JU
REGISTERED COMPANY NUMBER	07556117 (England and Wales)
AUDITORS	Allotts Business Services Ltd, Statutory Auditor Chartered Accountants The Old Grammar School 13 Moorgate Road Rotherham South Yorkshire S60 2EN
SOLICITORS	Wrigleys Solicitors 19 Cookridge Street Leeds LS2 3AG
BANKERS	Lloyds TSB Plc Wakefield Westgate Branch PO Box 1000, BX1 1LT

Northern Ambition Academies Trust

Report of the Trustees **For The Year Ended 31 August 2020**

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the period 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

This has been a year of stability in terms of the size of the Trust, as no new schools have joined the Trust during this financial year. The Trust continues to comprise Airedale Academy (capacity 1250, NOR 1018 including sixth form), Airedale Infants School (capacity 180 plus 78 nursery places, NOR 165 plus 54 in nursery), Airedale Junior School (capacity 480 and NOR 450) and Oyster Park Primary Academy (capacity 420 plus 78 nursery places and NOR 355 plus 30 in nursery) - figures correct as at October 2020.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Northern Ambition Academies Trust (the Trust) is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Trust.

The Trustees of Northern Ambition Academies Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Northern Ambition Academies Trust and operates four academies: Airedale Academy, Oyster Park Primary Academy, Airedale Infant School and Airedale Junior School.

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

Members' Liability

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

Trustees' Indemnities

The Trust does not purchase separate insurance for trustees' indemnities as it buys into the Risk Protection Arrangement offered by the Department for Education, which provides appropriate cover for the trustees' liabilities.

Method of Recruitment and Appointment or Election of Trustees

Members of the Trust may appoint up to nine Directors by any process as they may determine. There must be at least two Parent Directors unless there are Academy Councils which include at least two Parent Members. In addition, the Chief Executive Officer is an ex-officio director. The directors may appoint Co-opted Directors. The table below gives details of the directors, which group they belong to, who is entitled to elect them and where the details of their appointment can be found in the Articles of Association.

Type	Name	Number / proportion	Appointed / elected by	Section of Articles
Chief Executive	Mrs E Fairhurst	1	Directors. Ex-officio	46b, 57, 107
Directors	R Hall S Fox (From 17/09/2020) S Groves K Guy (From 18/06/2020) E Hayden A Latham A Nicholson N Wrightson (From 02/10/2020)	Up to 19	Directors or Members. Intended to have a balance of skills and experience appropriate to the needs of the Board at the time, as identified by skills audits and gaps analysis	47, 58
Staff Directors	Mrs E Fairhurst	CEO only	Directors or Members.	50B, 58
Parent Directors	None as parents are represented on each governing body.	At least two unless there are at least two parent governors on each Academy Council.	Directors	53-56

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Report of the Trustees **For The Year Ended 31 August 2020**

The Trustees identify, through periodic audits of skills, where there are skills lacking on the Board of Trustees and seek nominations from suitably-qualified persons to fill any vacancies, and from time to time receive expressions of interest in joining the Board of Trustees, which are considered as and when vacancies arise. Priority in appointing individuals to the Board goes to those individuals with skills which are needed by the Trust, and to individuals with a link to the community of Airedale. Potential candidates for the role of Trustee are interviewed by the Recruitment Committee (comprising the Chief Executive and Chair of Trustees (or their representatives)), before attending a Board meeting as an observer. A recommendation is made to the Trustees by the Recruitment Committee regarding the appointment or otherwise of the potential trustee, and voted on by Board members. Appointments are subject to satisfactory references and DBS clearance for the appointed trustee.

Trustees are subject to retirement by rotation every four years, except that this time limit shall not apply to the Chief Executive. Subject to remaining eligible to be a particular type of trustee, any trustee may be reappointed or re-elected.

Policies and Procedures Adopted for the Induction and Training of Trustees

The training and induction provided for new trustees will depend upon their existing experience. Where necessary, induction will provide training on charity and educational, legal and financial matters. All trustees are offered the opportunity to visit the academies and to meet with staff and students to develop their knowledge of the phases of education being delivered within the Trust. All trustees are provided with copies of relevant policies, procedures, minutes, budgets, reports and other documents which they will need in order to discharge their responsibilities as directors and trustees.

Organisational Structure

Northern Ambition Academies Trust is a family of academies with a single shared vision, a single Board of Trustees and a single Scheme of Delegation. The Scheme of Delegation sets out the powers the Trust's committees (including Academy Councils) and executive officers may exercise on behalf of the Trustees. In accordance with requirements this is published on the Trust's website www.northernambition.org.uk

Our model of governance is designed to reflect the overall responsibility of the Trust Board, the line management of Headteachers by education professionals, and the value of the local experience and understanding of Academy Councils in assessing the performance of their academy and its interaction with the local community.

The company has three layers of corporate governance which sit alongside two executive layers.

Corporate governance structures

Members

Members are the subscribers to the Memorandum of Association. They are the equivalent of shareholders of the company (although unlike shareholders they do not have rights of ownership of the company, or receive dividends or any other remuneration). Each member undertakes to contribute £10 to the liabilities of the company in the event of it being wound up.

Key responsibilities

- Establishing the purpose of the company
- Overseeing the achievement of the objectives of the company, acting as the 'conscience' and 'moral guardian' of the company's purpose and values
- Undertaking such legal duties reserved to members as are set out in the relevant legislation, such as changing the name of the company and amending the Articles
- Appointing other members and some of the Trustees
- Overseeing the performance of the Trustees
- Receiving and approving the company's financial accounts and annual report
- Appointing the auditors, based on the recommendation of the Risk and Audit Committee
- Committing to contribute a maximum of £10 to the debts of the company in the event of it being wound up
- Taking part in Annual General Meetings and any other General Meetings

Trust Board (sometimes called Board of Directors)

Trustees are responsible for the effective operation of the Trust and each academy. They have legal duties as company directors and charity trustees, and provide ongoing challenge and support to the executive team. The Board of Trustees is responsible for setting general policy, guiding the strategic direction of the Trust, adopting an annual plan and budget, monitoring the use of the Trust's resources, making major decisions about capital expenditure and changes to the Trust establishment, and participating in senior staff appointments.

Committees of the Board

These committees are established by the Trust Board to support and advise the Trustees on the work of the Trust and its academies. The Trust Board determines the remit of each of these committees, their membership and the powers it will delegate to them.

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Report of the Trustees **For The Year Ended 31 August 2020**

Risk and Audit Committee

The Risk and Audit Committee is a committee of the Board. It is the role of the Risk and Audit Committee to act on behalf of the Board to monitor the risks facing the Trust and ensure that appropriate strategies are put in place to eliminate or mitigate these risks.

Resources Committee

The Resources Committee is a committee of the Board. It is the role of the Resources Committee to act on behalf of the Board to ensure value for money, to make decisions about the administration of the financial, physical and human resources of the Trust within its delegated levels and to monitor the appropriate use of resources by the Chief Executive Officer and other staff within their delegated authorities.

Recruitment Committee

The Recruitment Committee is a committee of the Board. It is the role of the Recruitment Committee to act on behalf of the Board to review the effectiveness of the Trust's governance, identify skills gaps or potential skills gaps in governance across the Trust and recruit or develop individuals to meet the needs of the Trust's structures.

Academy Councils

Academy Councils are committees of the Trust Board. It is the role of the Academy Council to support the translation of the Trust's vision and mission into their own school, to ensure the Academy complies with all policies and procedures established by the Trust Board or where required by legislation, to support and strengthen their academy's leadership through robust challenge and to develop links with the local community and stakeholders of the school.

Executive structures

Trust Executive Team

This group comprises the senior executive officers of the Trust, led by the CEO, and is responsible for the operational management of the Trust and its schools, including monitoring performance and ensuring the Trust's strategy and policies are translated into action across the schools. The Chief Executive is responsible for the overall day-to-day operation of the Trust and the Chief Financial Officer has financial oversight of the Trust on a day-to-day basis.

Academy Leadership Team

This group is responsible for the day-to-day running of each individual academy within the Trust, within the parameters set out by the Executive Team. Senior leaders are responsible for authorising expenditure within agreed budgets and appointing staff within the existing establishment; appointments for Headteacher posts always include at least one member of the Board of Trustees.

Arrangements for setting pay and remuneration of key management personnel

In determining the pay of the Trust's headteachers, the Trust sets an Individual School Range (ISR) of seven points for the Headteacher within the range of salaries applicable to the Headteacher group of the school. The range is determined on the basis of the school size and circumstances. Changes in responsibilities and the positioning of other members of the Leadership Group on the pay spine may be taken into consideration.

On appointment a Headteacher will normally be placed at the minimum of the range but the relevant body in the scheme of delegation may consider placing the successful candidate on a higher point if their existing salary exceeds the minimum of the ISR. The Headteacher must demonstrate sustained high quality of performance, with particular regard to leadership and management and pupil progress at the school, and will be subject to a review of performance against performance objectives, before any progression through the range will be awarded.

The relevant body may determine that payments in addition to the salary arising from the Headteacher's point on the ISR should be made in circumstances where:

- the school is a school causing concern;
- without such additional payment the Governing Body considers that the school would have substantial difficulty filling the vacant Headteacher post;
- without such additional payment the Governing Body considers the school would have substantial difficulty retaining the existing Headteacher; **or**
- the Headteacher is appointed as a temporary Headteacher of one or more additional schools.

This is provided that in each case that the relevant body has not previously taken such reason or circumstance into account when determining the ISR. However all discretionary payments made to a Headteacher in respect of any school year must not exceed 25% of the amount which corresponds to that individual's point on their ISR for that year

In setting the remuneration of the Trust's CEO, the Trust Board will set a seven-point ISR range with reference to that which would be applicable were all pupils within the Trust contained within a single school. The pay range is set to reflect the additional responsibilities of the role of CEO over and above that of a normal Headteacher. The CEO is subject to the same performance management and pay progression arrangements as headteachers within the Trust. The CEO's performance management is undertaken by a Performance Management Committee comprising the Chair of Trustees (or nominated representative) and plus at least one other Trustee, with professional advice provided by an external adviser with expertise in education.

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Remuneration for the Director of School Improvement (Secondary) and Director of Finance and Operations is set with reference to other leadership posts in the Trust's schools by comparing the levels of responsibility attached to these posts with those of other school senior leaders and determining an appropriate five-point range on the Leadership pay spine. The top of the range for the Directors of School Improvement (Secondary) and Finance and Operations must be at least one point lower than the bottom of the range for the highest-paid Headteacher in the Trust.

Remuneration for the Director of School Improvement (Primary) is set with reference to the agreed ISR for the Headteacher post to which it is attached, with an increase to the range of one point to reflect the additional responsibilities within the role.

Trade Union Facility Time **Relevant union officials**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
3	1.95

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	£15,846.07
Total pay bill	£9,199,311
Percentage of the total pay bill spent on facility time	0.17%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	0%
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Related Parties and other Connected Charities and Organisations

The Trust works closely with the two other maintained schools within the Airedale pyramid - Townville Infants' School and Fairburn View Primary School - as part of a collaborative partnership in the interests of all pupils within the locality. This involves developing shared policies and protocols where this is of benefit to schools within the pyramid.

Engagement with employees (including disabled persons)

Northern Ambition Academies Trust believes that everyone should be treated fairly and without prejudice. We believe that a non-discriminatory approach is beneficial to the working environment just as an inclusive approach is essential for the learning environment. As such, we believe that discrimination is unacceptable and recognise two fundamental principles:

- Each individual has the right to equality of opportunity, but this also brings with it the responsibility of each individual to respect those rights for others;
- The needs of one individual are not identical to those of another and we have a responsibility to both recognise the individual's needs and to respond positively to them.

Throughout our schools, regular briefings are held by the Principal/Headteacher for all staff to discuss day to day matters. Emails and staff notice boards are also used for communication. Trust policies are widely consulted on with staff and unions prior to approval. Surveys of employee engagement and attitudes are undertaken across the Trust at least annually. At Airedale Academy a Staff Wellbeing group has been introduced to discuss ideas to ensure effective staff wellbeing, which has resulted in initiatives including yoga sessions and the offer of flu jabs to staff across the Trust. All staff are invited to regular meetings to provide updates on Trust matters and we have held a number of very successful joint INSET days across the Trust.

During COVID-19 both the Trust and individual schools have kept in contact with staff through a range of mechanisms - letters, emails, telephone calls and virtual meetings when appropriate. In recognition of the likely impact on staff of the COVID-19 pandemic, the Trust commissioned a series of wellbeing sessions, delivered via Zoom, to enable staff to discuss and reflect on their experiences during the pandemic and their thoughts about returning to work. In addition, a survey of staff was commissioned by the Trust (undertaken by Edurio) to understand how staff felt about how the situation had been handled and what lessons could be learnt.

The policy of the Trust is to support the recruitment and retention of students and employees with disabilities. Adaptations are made to methods of teaching and behaviour management to support those pupils with SEND.

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During Trust recruitment processes, we ensure that our job adverts are accessible to all, stating clearly that we welcome applications from all sections of the community and demonstrate our equal opportunities policy. As part of our Equal Opportunities monitoring, when a disabled applicant applies for a role, we commit to making any adjustments necessary to allow them to apply for roles. These adjustments may involve using accessible interview locations and providing any other necessary aids, adaptations or equipment.

For members of staff who become disabled, our policy is to consider either reasonable adjustments to their current role or to seek alternative employment within the Trust, to ensure they remain in employment. Employees with disabilities are supported as appropriate to them, including adapting working patterns or providing specific equipment to support them in their work. Lifts, ramps and disabled toilets have been installed and the needs of disabled staff and students are taken into account in the design of new facilities, including the provision of adjustable workstations in specialist teaching areas where appropriate. During the COVID-19 pandemic, those staff with underlying health conditions were supported by the Trust to work from home where appropriate, or measures were put in place to enable them to return to work safely. Since the full return to school in September, all staff who want one (because they have self-identified as vulnerable in some way) have been offered an individual risk assessment, to enable them and the school to talk through their concerns and put appropriate measures in place to support them.

Engagement with suppliers, customers and others in a business relationship with the Trust

Our key stakeholders are our pupils, parents/carers, staff and local communities, who are at the heart of our purpose. We are focused on providing the best possible educational experience for our pupils, helping them to achieve their goals, and adding value within our local community. Other key stakeholders are the suppliers from whom we purchase goods and services, local and national government.

Pupils, parents and carers

Surveys with parents are undertaken periodically to assess their views of the organisation, including a recent survey on how parents felt the Trust and its schools responded to education provision during lockdown. Parental concerns and complaints are considered and addressed, with changes made to systems and processes where appropriate. Pupils are consulted via school councils. Academy Councils and their governors, along with some of the Trustees, are drawn from parents with children at the Trust's schools, to ensure that these stakeholders' voices are heard at all levels within the Trust.

Suppliers

Engagement with our suppliers is limited beyond ensuring that we pay invoices from them in a timely way. However, we endeavour to use locally-based suppliers where possible and have supported small businesses during the COVID lockdown by negotiating advance payments for services deferred until the schools returned.

Community

The Trust is at the heart of our local community, with large numbers of our employees living locally, and we are mindful of the impact of our operations on the local area. Members, Trustees and Governors are appointed with consideration to ensuring that the voice of the local community is represented within the organisation, along with that of employers for whom our pupils will form their future workforce. The Trust also supports a range of charitable and community activities, including fundraising for both national and local good causes.

Other Stakeholders

The Trustees seek to make data available to other stakeholders as part of information provided about and by the Trust, including that required by statute on the Trust's website. We engage regularly with representatives of DfE, the RSC and other government bodies.

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Report of the Trustees **For The Year Ended 31 August 2020**

OBJECTIVES AND ACTIVITIES

Objects and Aims

The charitable object of the Trust is to advance for the public benefit education in the United Kingdom, by establishing, maintaining, managing and developing schools which provide high quality education to students from all backgrounds by offering a broad curriculum and fostering collaboration across the Trust family of schools, other schools and the wider community.

Northern Ambition Academies Trust is the legal entity responsible for the operation and governance of all academies within the Trust. The academies within the Trust are not legal entities in their own right - like maintained schools they do not have a legal personality. This means that all the assets and liabilities of each academy run by the Trust are owned by the Trust, all contracts are held and entered into by the Trust, and all staff at the constituent academies are employed by the Trust. However, each academy has its own identity within the Northern Ambition Academies Trust family and contributes uniquely to the success of the organisation.

As a Trust:

- We believe that every child, whatever their background or circumstances, should be given the opportunity to flourish, succeed and dream.
- We believe that our schools have a duty to contribute to the improvement of our local communities and wider society.
- We believe that all schools within our Trust, irrespective of their starting points, bring something valuable to contribute to our success and the achievement of our collective goals.
- We believe in the importance of working together in the best interests of the children in our communities.

Our vision is a world where all children and young people are given the opportunity to thrive, succeed and aspire.

Children are at the centre of what we do. We are an organisation where

- every pupil will be supported and challenged to reach their potential
- we aim to provide the best possible preparation for our pupils to contribute to society and live fulfilled lives
- we look for the best in everyone and our starting point is that everyone in our organisation wants to learn and to contribute positively to their school and wider society

Our mission is for every child to leave our schools equipped with the essential skills they need to contribute effectively to society and to become well-rounded, confident, happy adults. To do this we believe in the following values and try to keep these at the heart of what we do:

Ambition

- We aim high and don't put limits on ourselves or other people;
- We are relentless in assessing our performance and seeking to continuously improve;
- We make the most of the opportunities offered to us to help us achieve our goals.

Bravery

- We try new things and see mistakes as an opportunity to learn;
- We don't shy away from tough decisions or difficult situations;
- We don't give up if things are hard.

Respect

- We think about the impact of our actions on others in the choices we make;
- We value what makes us different and believe everyone has something to contribute;
- We encourage honest, open debate and listen to constructive feedback about how to make things better.

Objectives, Strategies and Activities

The main overarching objectives for the Trust in 2019/20 were:

- Embed the shared vision and values ensuring buy-in from all stakeholders
- Improve the effectiveness of governance at all levels across the Trust
- Develop an improved financial model for the Trust's centralised operations
- Increase capacity within the Trust for supporting school improvement and growth
- Ensure that children in all the Trust's schools make good progress

The main objectives for Airedale Academy in 2019/20 were:

- To raise achievement of all students at all levels
- To improve further the Quality of Teaching, Learning and Assessment
- To improve the behaviour, attendance and engagement of all learners
- To improve the quality of leadership at all levels

The main objectives for Oyster Park Academy in 2019/20 were:

- To improve leadership, by embedding subject leadership in all non-core subjects
- To improve the curriculum, delivery and status of non-core subjects across the school

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- To improve Early Years provision and to improve the leadership of EYFS.
- To improve data and tracking, to ensure that accelerated in-year progress is being made in all year groups
- To continue to improve attendance and to reduce the % of pupils deemed to be persistently absent from school.

The main priorities for Airedale Junior Academy in 2019/20 were:

- To further improve attainment by ensuring that all groups of pupils continue to make substantial and sustained progress
- To further develop the quality of teaching, learning and assessment.
- To ensure outstanding leadership at all levels
- To ensure the quality of personal development, safety and welfare is 'Outstanding'.

The main priorities for Airedale Infants Academy in 2019/20 were:

- To significantly improve outcomes for learners so that all groups make rapid and sustained progress in reading, writing and maths
- To develop the quality of teaching and learning so that all lessons are consistently good or better
- To develop good leadership at all levels.
- To ensure personal development, safety and welfare is good or better.
- To create effective systems for reporting and evaluating attendance, behaviour and safety.
- To increase the % of children leaving EYFS at Expected or GDS so in-line with National expectations

Public Benefit

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit. The principal public benefit delivered by the Trust is the provision of a high-quality education to students within the community of Airedale, in line with the articles of association. The direct beneficiaries of the Trust are the children and young people of Airedale, who benefit from the education provided through the Trust. The Trust's success in this endeavour is evidenced by Airedale Academy's most recent Ofsted judgement of 'good', the sustained 'good' judgement at Airedale Infant School and the improvements taking place at Oyster Park and Airedale Junior School, which have included an improved Ofsted judgement for both schools (Airedale Juniors now being a 'good' school).

The Trust also generates additional public benefit through promoting involvement and engagement in education, sports and the arts in the wider community, offering facilities for the use of local residents, providing a not-for-profit school meals service across its schools and creation of local employment in an area of high socio-economic deprivation.

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Report of the Trustees **For The Year Ended 31 August 2020**

STRATEGIC REPORT

Achievement and performance

The academic year 2019-20 was a year unlike any other for our Trust. We started the academic year in a strong position with robust strategic plans in place for all schools and a comprehensive plan for school improvement. The Trust central Team was strengthened further by the addition of an apprentice Trust Executive Assistant and the move for the CEO from joint Principal and Chief Executive to sole CEO. This has enabled Airedale Academy to have a Principal focussed solely on meeting the priorities for the school whilst being appropriately held to account by the CEO. The trust also started the ball rolling with a much needed staffing restructure within the secondary school. Trustees continue to plan strategically in order to establish the key priorities for the year and appropriate actions. Our Board and Academy Councils are strong, and although essential trustee/governor training remains ongoing, we remain in a good position to grow as a Trust. Our annual review with the RSC took place in Manchester on the 25th November, with an extremely positive outcome. The RSC advised we maintain our efforts as a Trust to improve attendance but were pleased with how our schools are progressing and in particular, the positive financial position the Trust finds itself in.

Due to the global Covid-19 pandemic, we were forced to close all of our schools to the majority of pupils on the 23rd March. Our schools remained open for Key Worker children and those deemed as vulnerable throughout the national lockdown period, closing only on Easter Sunday and Monday. Staff across all schools were placed on a rota system ensuring all aspects of the schools operational functions were covered. Quality Remote Learning was provided to all pupils by all schools to minimise the risk as much as possible of gaps in their learning and communication from the Trust to all Stakeholders throughout this period was frequent and as reassuring as possible. The health and safety of our pupils and staff remained a priority at all times. Frequent contact, including home visits, was ensured for our most vulnerable children and their families.

Primary Phase

Oyster Park Primary Academy was inspected in October 2019, where they achieved Good in Behaviour and Personal Development. All other areas were judged as being Requires Improvement. SLT have continued to drive the school forward to address the school priorities working alongside staff and external professionals.

Outcomes for pupils at the end of the Early Years Foundation Stage (EYFS), for a Good Level of Development, was 64%, which is a slight reduction on 67% in 2019. This is due to a large percentage of the cohort entering EYFS provision well below age related expectation. Baseline data on entry to EYFS is verified by the Local Authority. Girls continue to outperform boys in terms of achieving GLD by 16%. Therefore, the progress of boys will continue to be a priority in EYFS in 2020-2021. There is an attainment gap of 22% between disadvantaged pupils and non-disadvantaged pupils achieving GLD. Provision continues to improve and prime learning a key focus as well as speech, language & communication.

In terms of Year 1 Phonics Screening, 70% of the Year 1 cohort achieved the expected standard in phonics screening. Girls outperform boys by 37% and non-disadvantaged pupils outperformed their disadvantaged peers by 7%.

Attainment at the end of KS1 has significantly improved in all areas compared to 2019. The combined outcome was 76% which is a 15% increase from 2019. The % of the cohort achieving ARE were 78% in reading & writing and 80% in maths. The cohort were very strong in EYFS and have continued to make accelerated progress. The % of pupils achieving Greater Depth in 2020 is has also improved from 2019, where 25% of the cohort achieved GDS in reading, 22% in writing and 20% in maths which makes the overall combined GDS outcome 16%.

Key Stage 2 outcomes have reduced in all subject areas from those achieved in 2019, which is due to the complex needs of the cohort. The % of pupils achieving the Combined Score at KS2 decreased to 43% from 52% in 2019. Outcomes in reading were 49%, writing 51% and maths 47%. Differences in gender outcomes by the end of KS2 have narrowed in reading to 13%, widened in writing to 27% and reduced in maths to only 3%. Differences in disadvantaged compared to non-disadvantaged outcomes by the end of KS2 have widened in reading to 42%, in writing to 16% and in maths to 16%. However, improvements were made at Greater Depth, in reading to 25% from 22% in 2019 and 28% in maths. The cohort comprised only 44 children so each child = 2.3% and the ability levels extreme from extremely low to a cluster of more able, with little in between.

Attendance has dipped slightly from 2019 so is now just below national.

Airedale Junior School also continues to see improvements in achievement. Key Stage 2 Final outcomes improved in 2020 in terms of the Combined Score from 50% to 64%. GDS combined score increased to 17% in 2020 from 6% in 2019. Reading improved from 60% to 65% and maths improved further from 58% to 68% in 2019 to 71% in 2020. Differences in gender outcomes by the end of KS2 have narrowed in reading to 18%, widened in writing to 25% and slightly widened in maths to only 10%. Differences in disadvantaged compared to non-disadvantaged outcomes by the end of KS2 have reduced in reading to 21%, slightly widened in writing to 23% and narrowed in maths to 15%.

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Key Stage 2 final outcomes also improved in terms of the % of pupils achieving Greater Depth in reading and maths, and the % of pupils achieving Greater Depth in writing continues to be above national. The percentage of pupils achieving Greater Depth, despite low starting points, demonstrates the ambition that the Senior Leadership Team and Year 6 team have for their pupils. The % of pupils achieving Greater Depth in reading dipped from 18% in 2018 to 10% in 2019 but through the focused GDS teaching by SLT this has increased to 20% and in maths from 13% in 2018 to 9% in 2019, but in 2020 increased to 21%

Attendance continues to be in line with national.

Airedale Infant School had their Section 5 inspection on 5th and 6th November 2019, achieving the outcome of 'Good' in all areas.

In EYFS, 70% of pupils achieved a Good Level of Development in 2020, which has remained the same as 2019, but was a 3% increase from 2018 and is now in-line with national. This is an 8% improvement from 2016. This demonstrates good progress over time as 84% of this cohort entered Nursery working below ARE within the GLD strands. This evidences a 54% increase in the % of children working at expected standards. Girls continue to out-perform boys in terms of GLD. Therefore, the progress of boys will continue to be a priority in EYFS in 2020-2021. There is an attainment gap of 19% between disadvantaged pupils and non-disadvantaged pupils achieving a GLD. 11% of this cohort achieved ELD in 2020 compared to 0% in 2018.

In terms of Year 1 Phonics Screening, 87% of the Year 1 cohort achieved the expected standard in phonics screening. This is an increase of 11% from 2018 results and a further 3% increase from 2019. Non-disadvantaged pupils outperformed their disadvantaged peers by 18%. (Due to the small cohort of 38 children each child = 2.6% and there are only eight pupil premium children in the group.)

At the end of KS1, 65% of Year 2 children scored expected standard in reading, writing and maths combined. This is a 3% increase on 2018 scores and a further 2% increase from 2019. There has been an upwards trajectory from 2017 outcomes within combined scores over the three years. 69% of children achieved the expected standard in writing; this is an increase on the last two years' outcomes, and has increased by 12% since 2017. 71% of children achieved the expected standard in maths; this is an increase on the last two years' outcomes, having increased by 9% since 2017. The % of children achieving a higher standard within reading and writing has also increased from 2018 outcomes scores. Only 16% of the Year 2 cohort entered Nursery on track for a GLD.

Secondary Phase - Airedale Academy

Airedale Academy has seen a significant improvement in its Progress 8 score from -0.45 in 2019 to +0.16 in 2020. This is as a result of improvements in the curriculum offer and a sharper focus on assessment-led learning.

The Year 11 cohort in 2020 had entered the Academy with an APS score at KS2 of 26.8, very significantly below the national average of 28.9. The Attainment 8 Score improved significantly in 2020, from 38.39 in 2019 to 42.85. Again, this is attributable to the improvements made to the curriculum offer, as well as greater stability in staffing and improvements in the quality of leadership in certain subjects, particularly within MFL.

Importantly, the % of pupils attaining a Grade 4+ and 5+ in English and Maths has remained stable. 50% of the Year 11 cohort achieved a Grade 4+ in both subjects in 2020, which is a 1% improvement from 2019. Pleasingly, 29% of the Year 11 cohort achieved a Grade 5+ in both subjects in 2020, compared to 26% achieving a Grade 5+ in 2019.

17% of the cohort achieved the Standard Pass in the EBacc in 2020, compared to 19% in 2019. However, there were significant improvements in terms of the % achieving a Strong EBacc Pass, improving from 7% in 2019 to 14% in 2020; this is attributable to a change in leadership in MFL. Curriculum changes have been put in place to ensure this figure steadily climbs and that the right students are placed on the right pathways. EBacc subjects continue to be priority subjects within the Academy and will be subject to close monitoring by the Senior Leadership Team throughout 2020-2021.

The 6th Form continues to perform significantly above national expectations, with positive progress scores being achieved in all three pathways and an average grade of at least a Distinction -.

The academic year of 2019-2020 was curbed unexpectedly due to the Covid-19 lockdown; however, numbers for fixed term exclusions were slightly higher in comparison to the previous year. The number of days lost to FTE in 2018-19 was 459 in total and 302.5 from Sept 2019 to end March 2020. The number of days lost to FTE pre-lockdown (to 24 March 2020) was 371. This is slightly higher than previous year but there was also an increase in the number of pupils, as the incoming Y7 was larger than outgoing Y11 cohort.

There were five permanent exclusions in 2019-2020, in comparison to ten permanent exclusions the previous academic year. Each of the five was as a result of extremely serious incidents of behaviour. The rate of permanent exclusion remains too high, but the Academy cannot and will not tolerate incidents of behaviour which disrupts the education and safety of the majority.

Northern Ambition Academies Trust

Report of the Trustees **For The Year Ended 31 August 2020**

Prior to lockdown, attendance was at 92.4%. It was expected that the year would have ended with a final figure of 93% which would have mirrored 2018-2019. However, this is still below national average and, as such, remains a key priority for the school. Attendance for the partial reopening to Year 10 and 12 reached 70% which was significantly higher than other schools in the local authority despite only being optional. Since full reopening in September, attendance at Airedale Academy has been significantly above national average for the first time in many years, which suggests the year ahead will yield a much more positive outcome.

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 they continue 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.

Promoting the success of the company

The Trustees have acted in accordance with their duties codified in law, which include their duty to act in the way in which they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members, stakeholders and the matters set out in section 172(1) of the Companies Act 2006. The Charities Commission has issued guidance which explains that charitable companies should take "promoting the success of the company" to mean "promoting the success of the charity to achieve its charitable purposes."

Northern Ambition Academies Trust is governed by its charitable objects. These charitable objects set out the purpose of the charity. The consequences of all decisions and activities of the charity are assessed by how they drive us towards achieving that long-term purpose, including by reference to the charity's strategy, vision and values. As an educational charity, we are accountable not only to our funders and direct beneficiaries (our pupils) but also our parents and wider community. These stakeholders support us, engage with us, and challenge us. They ensure that the decisions we make as a charity, from the ground level through to the Board, are for their benefit. We are a values driven organisation and our values mean that we are informed, shaped and powered by our determination to uphold our vision and values. Well-established involvement and consultation mechanisms, both direct (through parent and staff surveys) and indirect (through the involvement of parents and local people on our Academy Councils and Trust Board) ensure that decisions made by the Trustees are informed by the needs of the organisation's stakeholders.

Long-term consequences of any decision

Trustees consider the consequences of any strategic decision in the long-term as part of their assessment. We aim to ensure that as an organisation we balance our income and expenditure to ensure that our organisation remains sustainable in the long term. This is balanced against the needs of our pupils, staff and other stakeholders, and the community, to ensure we are spending the funding we receive from the government in the most effective way to support our aims, and with integrity. This has included, for example, decisions relating to the long-term impact of changes to the curriculum on pupils at Airedale Academy to support them in achieving better outcomes at GCSE, or the short-term financial and HR impact of a planned restructure at Airedale Academy which will give longer-term benefits.

The interests of the company's employees

Details of how the Trustees give consideration to the interests of the organisation's employees can be found in the section Engagement with employees within this report. An example of this has been regarding the restructure which has taken place this year at Airedale Academy; consideration was given to the interests of the organisation's employees when the decision was taken to pause the restructure process during the most stringent phases of lockdown, as Trustees were mindful that continuing with the restructure at this time could have had an adverse impact on the wellbeing of our employees.

The need to foster the company's business relationships with suppliers, customers and others

Details of how the Trustees give consideration to the interests of the organisation's other stakeholders can be found in the section Engagement with suppliers, customers and others in a business relationship with the Trust. One of the principal examples of this during 2019/20 has been the support the Trust has provided to suppliers, particularly in the case of small local businesses, by negotiating payment in line with pre-existing contracts during lockdown while deferring the delivery of these services until the schools returned in September 2020.

The impact of the company's operations on the community and the environment

Details of how the Trustees give consideration to the impact on the community can be found in the section Engagement with suppliers, customers and others in a business relationship with the Trust. Further information is also given in the section on Public Benefit. An example of how the Trust has considered its impact on the local community has been during the COVID-19 crisis, where a decision was made to supply supermarket vouchers to families normally in receipt of free school meals, ahead of the government introducing a national scheme. The Trust has also worked to ensure the schools remained open during holiday periods to support working parents within the local community during the COVID lockdown when other childcare options were not necessarily available.

The desirability of the company maintaining a reputation for high standards of business conduct

Northern Ambition Academies Trust

Report of the Trustees **For The Year Ended 31 August 2020**

The Trust aims to conduct all its relationships with integrity and courtesy, and scrupulously to honour every business agreement. We subscribe to the principles of Ethical Leadership and are a pathfinder Trust. The Trustees have approved a number of policies that help to ensure the charity maintains high standards of business conduct; these include the Investment Policy, Anti Fraud and Whistleblowing Policy, and Gifts and Hospitality Policy.

The need to act fairly as between members of the company.

All members of the Trust are treated fairly and equally, with the same access to information, the ability to directly contact trustees or the Executive, and being invited to participate in training or strategic development events; for example, all Members were invited to participate in our recent Trust Strategy Day.

All matters reserved for decision by the Trustees are presented at Board or Committee meetings as appropriate. Trustees are briefed on any identified potential impacts and risks for our stakeholders and how they are to be managed. The Trustees take these factors into account before making a final decision which together they believe is in the best interests of the Trust and its stakeholders.

Financial review

The Trust held fund balances as at 31 August 2020 of £15,913K. This comprised £1,178K of unrestricted funds, £22,077K of restricted fixed asset funds and £2,611K of restricted general funds, set against a pensions reserve deficit of £9,953K.

The majority of the Trust's funding comes from the Department for Education (DfE) via the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE and related expenditure are shown as restricted funds in the statement of financial activities.

During the year ending 31 August 2020, total expenditure (excluding depreciation and FRS102 adjustments, including assets purchased out of revenue funds) of £11,661K was covered by recurrent grant funding from the DfE plus income from other sources and reserves brought forward. The surplus of income over expenditure for the period (excluding restricted fixed asset funds and pension reserve) was £703K.

At 31 August 2020 the net book value of fixed assets was £21,650K. The value of fixed assets includes the value of those assets which were transferred by Wakefield MDC as part of the transfer agreement, which comprises the land and buildings for Airedale Academy and Oyster Park (which are occupied on a 125 year lease from the local authority at a peppercorn rent) plus the fixtures, fittings, furniture and equipment on the Academy site at the point of transfer. It also includes the land and buildings for Airedale Junior School and Airedale Infant School (occupied on a 125 year lease) plus the fixtures, fittings, furniture and equipment on the site at conversion. These assets have been used for the provision of education and associated support services to the pupils of the relevant academy. The significant level of fixed assets additions during the period was due to a combination of a successful bid by Airedale Academy for Condition Improvement Fund money to address issues relating to improvements in fire safety security, plus trust-wide investment in upgrades to facilities and IT.

The deficit in the Local Government Pension Scheme (LGPS) of £9,953K is recognised in the balance sheet as per the requirements of FRS102. The pension deficit is not expected to have any material impact on the financial viability of the organisation.

Reserves Policy

The trustees consider it prudent that the Trust maintains sufficient reserves to meet unexpected expenditure and aims to hold a minimum level of reserves equivalent to one month's average GAG expenditure (in the region of £700K). The level and nature of these reserves is reviewed by the Board of Trustees at least annually.

At 31 August 2020, Northern Ambition Academies Trust held £1,178K in unrestricted free reserves and £2,594K in restricted GAG reserves. This is above the minimum level set by the Trust by £3,072K. A significant proportion of the funding above the minimum level set by the Trustees is designated for capital expenditure in the next five years in line with renewal and refurbishment plans, and the remainder is being held in reserve to meet emerging needs during forthcoming academic years due to predicted changes in pupil numbers and to smooth out budget fluctuations anticipated as the effects of the new National Funding Formula become clear.

Investment Policy

The trustees have adopted a cautious investment policy, the main principle of which is to safeguard the Trust's cash funds. In light of this approach, the Trust maintains substantial cash balances, the bulk of which is held on deposit in a high-interest savings accounts with necessary monthly running expenses held in a current account

Northern Ambition Academies Trust

Report of the Trustees **For The Year Ended 31 August 2020**

STRATEGIC REPORT

Principal Risks and Uncertainties

The trustees have assessed the major risks to which the Trust is exposed, in particular those relating to teaching, provision of facilities, financial and other operational areas of the academies.

Risk management is embedded in the day-to-day processes of the Trust. Systems or procedures have been established to manage risks, especially in relation to operational areas, and are regularly reviewed and updated. These include aspects such as vetting new staff and visitors, undertaking and updating risk assessments, and implementing a robust system of internal financial controls in order to minimise risk. Where significant financial risks still remain, the Trust has adequate insurance cover in place.

- COVID-19 - the specific risks associated with COVID-19, covering health and safety issues (keeping staff and pupils safe during the pandemic), staffing issues (sufficient staff to deliver the service), financial issues (loss of income due to reduced catering activity and temporary closure of theatre) and technological issues (the ability to deliver learning and work remotely) and compliance issues (ensuring that adequate procedures to reduce risk are maintained during this period)
- Health and safety issues - a student, employee, visitor or volunteer is injured while on one of the academy sites
- Recruitment - someone unsuitable to work with children is recruited to a post within the Trust or one of the academies is unable to recruit to fill a crucial post
- Legal - the risk that various legislative requirements, including in relation to safeguarding, charity and company law are not complied with
- Financial - the Trust has insufficient funds to continue to operate at current levels because of uncertainty over funding streams
- Reputational - the schools within the Trust do not achieve a rating of at least 'Good' under the Ofsted framework.
- Operational - too much attention is focused on the growth and development of the Trust's underperforming schools to the detriment of those schools currently deemed 'Good'.
- Operational - key staff are lost without effective succession planning being in place

The Trust has an ongoing process of identifying and addressing risks to the business and seeks to put appropriate measures in place as new risks are identified or existing risks are reassessed.

FUNDRAISING

The Trust carries out a limited amount of fundraising, mindful of the communities within which it operates. All fundraising is undertaken at individual school level and any funds raised remain within the school which raised them, unless explicitly raised for an external organisation such as Macmillan, Invictus Games, Sports Relief, Children in Need, and the Australian Bushfires Relief effort (all of which have been supported during 2019/20). During the year fundraising activities included bake sales, non-uniform days and sponsored sporting activities. These were fewer in number than in previous years due to the impact of COVID-19.

In the circumstances when fundraising is undertaken, systems and controls are in place to separate and protect funds.

The trust is mindful of its responsibilities under the Charities (Protection and Social Investment) Act 2016 and legal rules, and ensures all activities are agreed and monitored at Senior Leadership Team level in compliance with relevant legal rules. Recognised standards are applied to ensure that fundraising is open, honest and respectful, protecting the public from undue pressure to donate. The Trust does not normally work with professional fundraisers or companies who carry out fundraising on its behalf.

Complaints are handled and monitored through the Trust's complaints procedure. During the year no complaints or issues have arisen as a result of the fundraising events.

Northern Ambition Academies Trust

Report of the Trustees For The Year Ended 31 August 2020

STREAMLINED ENERGY AND CARBON REPORTING

UK Greenhouse gas emissions and energy use data for the period 1 September 2019 to 31 August 2020	2019/20
Energy consumption used to calculate emissions (kWh)	2,516,160
Energy consumption break down (kWh) (optional):	
- gas	1,596,856
- electricity	912,048
- transport fuel	7,256
Scope 1 emissions in metric tonnes CO ₂ e	
Gas consumption	293.61
Owned transport - mini-buses	0.89
Total Scope 1	294.51
Scope 2 emissions in metric tonnes CO ₂ e	
Purchased electricity	212.63
Scope 3 emissions in metric tonnes CO ₂ e	
Business travel in employee owned vehicles	0.83
Total gross emissions in metric tonnes CO ₂ e	507.97
Intensity ratio Tonnes CO ₂ e per pupil	0.24

Quantification and reporting methodology

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

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO₂e per pupil, the recommended ratio for the sector.

Measures taken to improve energy efficiency

No specific measures have been taken this year to improve energy efficiency. Energy usage was reduced due to closure of the schools from March 2020 due to COVID-19. More staff have been working at home, which has reduced mileage costs as more remote meetings have taken place. As an organisation we will look to continue to reduce mileage in this way by holding meetings virtually where appropriate.

PLANS FOR FUTURE PERIODS

The overarching objectives for the trust this year are to ensure:

- Strong and Effective Leadership (including governance)
- High Performing Staff
- The Quality of Education leads to exceptionally good progress in all phases
- Develop capacity for school improvement and growth.

The main priorities for driving school improvement across all Trust Schools this year (2020/21) are:

- To develop and implement a curriculum at all phases which ensure children know more and remember more
- Train and develop teaching staff to enable them to deliver the curriculum effectively
- To diminish the difference between disadvantaged and non-disadvantaged groups by the end of KS4
- To improve KS2 reading outcomes especially that of pupil premium boys

Northern Ambition Academies Trust

Report of the Trustees
For The Year Ended 31 August 2020

- To improve KS1 writing outcomes especially that of pupil premium boys
- To improve boys' attainment in all Key Stages across the Trust.
- To further develop our collaborative working practices both within and outside of the Trust.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Trust currently holds no funds on behalf of any other organisation.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on and signed on the board's behalf by:

.....
R A Hall - Trustee

Northern Ambition Academies Trust

Governance Statement **For The Year Ended 31 August 2020**

Scope of Responsibility

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

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

The board of the trustees has delegated the day-to-day responsibility to the Chief executive, 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 Northern Ambition Academies Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Report of the Trustees 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
R Hall (Chair)	6	6
E Fairhurst (Accounting Officer)	5	6
Simon Fox (appointed 29/09/2020)	N/A	N/A
S Groves	5	6
K Guy (appointed 18/06/2020)	1	1
E Hayden	5	6
A Latham	6	6
A Nicholson	4	6
N Wrightson (appointed 02/10/2020)	N/A	N/A

Having reviewed governance across the organisation, the focus in 2019/20 has been the continuing development of effective communication and work plans between the Board and its committees, the recruitment of additional Trustees, and responding to the challenges of ensuring effective governance during the COVID pandemic and lockdown period.

With the departure of a number of Trustees in the previous period, the Trustees evaluated where the skills gaps within the organisation were and identified the skills and experience required from new Trustees to complement that of the existing Board. The appointment of additional Trustees has been achieved through a combination of engaging with local community networks and via Academy Ambassadors, with three new Trustees appointed who bring skills in risk management and corporate governance, health and safety, marketing, PR and community engagement. The Trust continues to work with Inspiring Governance and SGOSS to endeavour to fill remaining gaps on Academy Councils, as well as conducting campaigns through social media and via individual schools.

One of the key challenges for the Board this year has been ensuring effective governance still takes place during the pandemic, particularly while Trustees are not able to meet face-to-face. This has entailed a change in the way the Trustees operate, with a move to virtual meetings at Board and Committee level for the foreseeable future. As an organisation we have focused this year on supporting governors and trustees to make more effective use of technology, including the development of Microsoft Teams sites for the distribution and storage of minutes, agendas and other key documents. This has also facilitated some collaborative virtual work by Trustees on particular documents.

The continued focus for 2020/21 will be on working with our trustees and governors to ensure that they have the skills and expertise to provide effective governance across the organisation. We are looking to develop and deliver a schedule of training events for Trust senior leaders, trustees, governors and members focusing on key areas to enhance their knowledge. These include events on performance management and Integrated Curriculum Led Financial Planning, which were planned for 2019/20 but have now been postponed until this year due to the pandemic. The Trust has also facilitated access for all trustees and governors to the NGA's Learning Link materials, to support the development of knowledge and fill skills gaps.

Trustees receive regular overview reports providing data on the academic and financial performance of the schools and wider Trust. More detailed scrutiny of the data takes place at committee level, either within Academy Councils or at the Resources Committee.

The Resources Committee is a subcommittee of the main Board of Trustees and met 6 times during the year. It is the role of the Resources Committee to act on behalf of the Board to ensure value for money, to make decisions about the administration of the financial, physical and human resources of the Trust within its delegated levels and to monitor the appropriate use of resources by the Chief Executive Officer and other staff within their delegated authorities. Attendance at the meetings in the year was as follows:

Northern Ambition Academies Trust

Governance Statement **For The Year Ended 31 August 2020**

Trustee	Meetings attended	Out of a possible
R Hall	6	6
E Fairhurst	5	6
E Hayden	6	6
A Latham (chair)	6	6

The Risk and Audit Committee is a subcommittee of the main Board of Trustees and met 3 times during the year. It is the role of the Risk and Audit Committee to act on behalf of the Board to monitor the risks facing the Trust and ensure that appropriate strategies are put in place to eliminate or mitigate these risks. Attendance at the meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
S Groves	2	3
E Hayden	3	3
A Latham (chair)	3	3
A Nicholson	3	3

Review of Value for Money

As accounting officer the Chief Executive 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 in the following ways:

- Value for money has been obtained through several joint procurement exercises. Trust schools have jointly contributed to the purchase of common management information software, leveraging economies of scale to reduce unit costs as well as improving efficiency by utilising a single MIS solution across all schools in the Trust.
- Joint procurement also provided value for money in the purchase of Microsoft licences, where economies of scale meant the cost was reduced.
- The Trust has recently purchased a new cloud-based performance management software system for all schools across the Trust, which would have been cost-prohibitive for the smaller primary schools. This will improve the efficiency of the performance management process, reducing the time taken to complete paperwork associated with the process.
- The Trust has moved from a Clerking Services contract with the local authority to the delivery of this provision in-house. This provides improved value for money through a more bespoke approach to the clerking service and through the negotiation of Trust-wide access to the NGA's Learning Link training materials for governors.

During the year the Trust has had regard to PPN 02/20 and PPN 04/20 and has applied the guidance to a small number of suppliers for minimal amounts. An appropriate decision-making process was followed when determining whether to provide support under this arrangement. The agreements reached with the suppliers included payment of normal volumes to the end of the contract following agreement from the grant-awarding body, and payment of normal volumes in line with original planned service delivery, but with the fulfilment deferred to the following academic year. The Trust made the decision to apply the guidance in the main to support small local businesses who would otherwise face financial difficulties due to the impact of COVID on their financial and cash flow positions and considers that value for money has been achieved in this regard.

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 the Trust's 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 at Northern Ambition Academies Trust for the period 1 September 2019 to 31 August 2020 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 Trustees are of the view that there is an ongoing process for identifying, evaluating and managing the Trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

Northern Ambition Academies Trust

Governance Statement **For The Year Ended 31 August 2020**

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 trustees and local governing bodies of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has determined to seek internal audit support from external providers based on identified risks.

It has appointed a division of Allotts Chartered Accountants to provide assurance on the effectiveness of internal financial control and the discharge of the Trust's financial responsibilities. The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the Trust's financial and other systems. In particular, the internal auditor has provided a report in the current period, discussed by the Risk and Audit Committee, on compliance by the Trust with the requirements of the Academies Financial Handbook (the 'musts'). This was deemed to be an appropriate activity for the internal auditor to undertake due to the Trustees wishing to ensure that the COVID-19 pandemic and associated staffing difficulties and school closures had not had any impact on the Trust's compliance with the requirements of the AFH. This was different to the schedule of work originally planned as the Risk and Audit Committee felt that undertaking this alternative work was more critical given the impact of COVID-19. It is intended that the schedule of works originally planned will be picked back up in 2020/21.

In the view of the internal auditor, the Trust is compliant with all the requirements of the AFH (the 'musts'). However, although the value of these was not material, the internal auditor suggested that the Trust should endeavour to address long-standing balances to aged creditors where these relate to historic transactions by correcting these in the income and expenditure account to ensure that the balance sheet is a more accurate reflection of the financial position. This was the only recommendation arising from the report. Recommendations from the internal auditor are addressed as follows:

- High Priority - within one month
- Medium Priority - within three months
- Low priority - within six months

As part of its risk management process, the Trust also commissioned a number of additional internal or external reviews, along with completing a range of external accreditations, which provide additional assurance to the Trustees, including:

- Audit of Trust websites took place during September 2019 to ensure all remain compliant with requirements
- External review via PIXL of Science at Airedale Academy in September 2019.
- WAS (Wellbeing Award for Schools) awarded to Airedale Junior School February 2020.
- WAS (Wellbeing Award for Schools) awarded to Oyster Park Primary Academy in September 2019.
- External Pupil Premium review at Airedale Junior School October 2019.
- WAS (Wellbeing Award for Schools) awarded to Airedale Infant & Nursery School February 2020.
- External Pupil Premium review at Airedale Juniors & Airedale Infant & Nursery School October 2019.
- Silver Eco Award at Airedale Junior School - an external audit on how environmentally friendly/aware the school and children are.
- Bronze Eco Award at Airedale Infant & Nursery School.
- Bronze School Games Mark awarded to Oyster Park Primary Academy - an external audit of sporting activity across the curriculum and use of sport premium funding.
- Safeguarding Audit at Oyster Park Primary Academy.
- Silver School Games Mark Award for Airedale Juniors.
- Internal Deep Dive with a focus on English at Airedale Academy.
- Peer Deep Dive of Maths at Airedale Academy supported by Oyster Park Primary Academy.
- Deep Dives at Airedale Academy undertaken by another Trust focusing on French, Geography, History & Business Studies.
- SEND Review at Airedale Academy.

This is fewer than have been undertaken in previous years due to the schools being closed during the height of the COVID-19 pandemic.

The Trust will be affected by the revised FRC Ethical Standard for Auditors as the company providing external audit to the Trust has in this period also been providing internal audit. The Trustees have therefore decided to conduct a tender process to appoint a new firm as internal auditor to address this issue.

Northern Ambition Academies Trust

Governance Statement
For The Year Ended 31 August 2020

Review of Effectiveness

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

- the work of the internal auditor;
- the work of the external auditor;
- the school resource management self-assessment tool and the work of the Trust's own accredited SRMA
- 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 Audit Committee and a plan to address any weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on and signed on its behalf by:

.....
R A Hall - Trustee

.....
Mrs E Fairhurst - Accounting Officer

Northern Ambition Academies Trust

Statement on Regularity, Propriety and Compliance
For The Year Ended 31 August 2020

As accounting officer of Northern Ambition Academies Trust I have considered my responsibility to notify the charitable company board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the charitable company, under the funding agreement in place between the charitable company and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the charitable company board of trustees are able to identify any material irregular or improper use of funds by the charitable company, or material non-compliance with the terms and conditions of funding under the charitable company's funding agreement and the Academies Financial Handbook 2019.

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

.....
Mrs E Fairhurst - Accounting Officer

Date:

Northern Ambition Academies Trust

Statement of Trustees' Responsibilities
For The Year Ended 31 August 2020

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

Company law requires the 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 the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 the ESFA/DfE have been applied for the purposes intended.

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

Approved by order of the members of the board of trustees on and signed on its behalf by:

.....
R A Hall - Trustee

Report of the Independent Auditors to the Members of Northern Ambition Academies Trust

Opinion

We have audited the financial statements of Northern Ambition Academies Trust (the 'charitable company') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency (ESFA).

In our opinion the financial statements:

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

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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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 Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

**Report of the Independent Auditors to the Members of
Northern Ambition Academies Trust**

Responsibilities of trustees

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

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Mark Garrison BCom FCA DChA (Senior Statutory Auditor)
for and on behalf of Allotts Business Services Ltd, Statutory Auditor
Chartered Accountants
The Old Grammar School
13 Moorgate Road
Rotherham
South Yorkshire
S60 2EN

Date:

Independent Reporting Accountant's Assurance Report on Regularity to Northern Ambition Academies Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 22 September 2017 and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Northern Ambition Academies Trust during the period 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Northern Ambition Academies Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Northern Ambition Academies Trust's funding agreement with the Secretary of State for Education dated 21 March 2011 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by the 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 charitable company's income and expenditure.

The work undertaken to draw to our conclusion includes:

- Enquiry of officers of the academy
- Review and testing of income and expenditure for compliance with the funding and other agreements, the Academies Financial Handbook and the academy's system of controls
- Examination of relevant documents
- Review of the activities carried out by the academy
- Review of the delegated authorities set out in the Academies Financial Handbook
- Review of governance arrangements in accordance with the Academies Financial Handbook

Conclusion

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

Allotts Business Services Ltd
Chartered Accountants
The Old Grammar School
13 Moorgate Road
Rotherham
South Yorkshire
S60 2EN

Date:

Northern Ambition Academies Trust

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 August 2020

					2020	2019
	Notes	Unrestricted fund £'000	Restricted funds £'000	Fixed Asset fund £'000	Total funds £'000	Total funds £'000
INCOME AND ENDOWMENTS FROM						
Donations and capital grants	3	1	-	476	477	568
Charitable activities						
Funding for the academy's educational operations	4	274	11,787	-	12,061	11,501
Other trading activities	5	281	10	-	291	256
Investment income	6	11	-	-	11	10
Other income	7	-	-	(57)	(57)	-
Total		567	11,797	419	12,783	12,335
EXPENDITURE ON						
Raising funds	9	43	29	-	72	60
Charitable activities						
Academy's educational operations	10	418	11,962	985	13,365	12,850
Total	8	461	11,991	985	13,437	12,910
NET INCOME/(EXPENDITURE)		106	(194)	(566)	(654)	(575)
Transfers between funds	23	-	(127)	127	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		-	(2,645)	-	(2,645)	(2,930)
Net movement in funds		106	(2,966)	(439)	(3,299)	(3,505)
RECONCILIATION OF FUNDS						
Total funds brought forward		1,072	(4,376)	22,516	19,212	22,717
TOTAL FUNDS CARRIED FORWARD		<u>1,178</u>	<u>(7,342)</u>	<u>22,077</u>	<u>15,913</u>	<u>19,212</u>

The notes form part of these financial statements

Northern Ambition Academies Trust (Registered number: 07556117)

Balance Sheet
31 August 2020

	Notes	2020 £'000	2019 £'000
FIXED ASSETS			
Tangible assets	15	<u>21,650</u>	<u>22,295</u>
CURRENT ASSETS			
Stocks	16	13	13
Debtors	17	802	661
Cash at bank and in hand		<u>3,981</u>	<u>3,769</u>
		4,796	4,443
CREDITORS			
Amounts falling due within one year	18	(571)	(1,121)
		<u>4,225</u>	<u>3,322</u>
NET CURRENT ASSETS			
		25,875	25,617
TOTAL ASSETS LESS CURRENT LIABILITIES			
CREDITORS			
Amounts falling due after more than one year	19	(9)	(15)
PENSION LIABILITY	24	(9,953)	(6,390)
		<u>15,913</u>	<u>19,212</u>
NET ASSETS			
FUNDS	23		
Unrestricted funds:			
General fund		1,178	1,072
Restricted funds:			
General Restricted fund		2,611	2,014
Fixed Asset Fund		22,077	22,516
Pension reserve		<u>(9,953)</u>	<u>(6,390)</u>
		<u>14,735</u>	<u>18,140</u>
TOTAL FUNDS		<u>15,913</u>	<u>19,212</u>

The financial statements were approved by the Board of Trustees and authorised for issue on
and were signed on its behalf by:

.....
R A Hall - Trustee

Northern Ambition Academies Trust

Cash Flow Statement
For The Year Ended 31 August 2020

	Notes	2020 £'000	2019 £'000
Cash flows from operating activities			
Cash generated from operations	1	<u>65</u>	<u>571</u>
Net cash provided by operating activities		<u>65</u>	<u>571</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(340)	(521)
Capital grants from DfE/EFA		476	560
Interest received		<u>11</u>	<u>10</u>
Net cash provided by investing activities		<u>147</u>	<u>49</u>
Change in cash and cash equivalents in the reporting period		212	620
Cash and cash equivalents at the beginning of the reporting period		<u>3,769</u>	<u>3,149</u>
Cash and cash equivalents at the end of the reporting period		<u>3,981</u>	<u>3,769</u>

The notes form part of these financial statements

Northern Ambition Academies Trust

Notes to the Cash Flow Statement
For The Year Ended 31 August 2020

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £'000	2019 £'000
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(654)	(575)
Adjustments for:		
Depreciation charges	985	1,003
Capital grants from DfE/ESFA	(476)	(560)
Interest received	(11)	(10)
Decrease in stocks	-	3
(Increase)/decrease in debtors	(140)	24
Decrease in creditors	(556)	(52)
Difference between pension charge and cash contributions	<u>917</u>	<u>738</u>
Net cash provided by operations	<u><u>65</u></u>	<u><u>571</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.19 £'000	Cash flow £'000	At 31.8.20 £'000
Net cash			
Cash at bank and in hand	<u>3,769</u>	<u>212</u>	<u>3,981</u>
	<u>3,769</u>	<u>212</u>	<u>3,981</u>
Total	<u><u>3,769</u></u>	<u><u>212</u></u>	<u><u>3,981</u></u>

Northern Ambition Academies Trust

Notes to the Financial Statements **For The Year Ended 31 August 2020**

1. STATEMENT OF ACCOUNTING POLICIES

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

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Academies Accounts Direction 2019 to 2020 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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 company to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of authorisation for issue of the financial statements and have concluded that the multi academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the multi academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants

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

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

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

Donations

Donations are recognised on a receivable basis (where there are no performance related conditions), where it is probable that the income will be received and the amount can be measured reliably.

Other income

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

Donated fixed assets

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

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

All resources expended are inclusive of irrecoverable VAT.

Northern Ambition Academies Trust

Notes to the Financial Statements - continued **For The Year Ended 31 August 2020**

2. ACCOUNTING POLICIES - continued

Raising funds

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

Charitable activities

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

Tangible fixed assets

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy trust's depreciation policy.

Depreciation is provided on all tangible fixed assets other than freehold land 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:

Long leasehold land	straight line over 125 years
Long leasehold buildings	2% straight line
Fixtures, fittings and equipment	10% straight line
ICT equipment	33% straight line

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

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

Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. 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 17 and 18. 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.

Stocks

Unsold uniforms, other educational items for resale to students, theatre refreshments and frozen and tinned catering stocks are valued at the lower of cost or net realisable value.

Taxation

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

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

Northern Ambition Academies Trust

Notes to the Financial Statements - continued **For The Year Ended 31 August 2020**

2. ACCOUNTING POLICIES - continued

Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objectives of the academy trust at the discretion of the trustees.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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.

Pension costs and other post-retirement benefits

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

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

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

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

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 multi academy trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions

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

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

Leased Assets

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

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

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

2. ACCOUNTING POLICIES - continued

Liabilities

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 net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in the Pension and Similar Obligations note, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. DONATIONS AND CAPITAL GRANTS

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Grants	-	476	476	560
Other donations	<u>1</u>	-	<u>1</u>	<u>8</u>
	<u><u>1</u></u>	<u><u>476</u></u>	<u><u>477</u></u>	<u><u>568</u></u>

Grants received, included in the above, are as follows:

	2020 £'000	2019 £'000
Capital grants	<u>476</u>	<u>560</u>

4. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Grants	-	11,672	11,672	10,866
Catering income	274	-	274	501
Trips	-	115	115	134
	<u>274</u>	<u>11,787</u>	<u>12,061</u>	<u>11,501</u>

An analysis of grants received is given below:

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
DfE/ESFA revenue grant				
General Annual Grant(GAG)	-	9,544	9,544	9,157
Other DfE/ESFA Grants	<u>-</u>	<u>1,559</u>	<u>1,559</u>	<u>1,203</u>
	-	11,103	11,103	10,360
Other government grant				
Local authority grants	-	279	279	280
Special educational projects	-	192	192	122
Other grants	<u>-</u>	<u>81</u>	<u>81</u>	<u>104</u>
	-	552	552	506

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

4. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS - continued

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Covid-19 exceptional support				
Covid-19 exceptional support	-	17	17	-
	<u>-</u>	<u>11,672</u>	<u>11,672</u>	<u>10,866</u>

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding".

The funding received for coronavirus exceptional support covers £17k of additional costs incurred in relation to enhanced cleaning procedures and alternative teaching arrangements. These costs are included in notes 8 and 9 below as appropriate.

5. OTHER TRADING ACTIVITIES

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Hire of facilities	95	10	105	110
Staff cover insurance	15	-	15	3
Books, uniforms etc	3	-	3	10
Wages reimbursement	-	-	-	25
Sundry income	168	-	168	108
	<u>281</u>	<u>10</u>	<u>291</u>	<u>256</u>

6. INVESTMENT INCOME

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Interest	11	-	11	10
	<u>11</u>	<u>-</u>	<u>11</u>	<u>10</u>

7. OTHER INCOME

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Insurance proceeds overestimated	-	(57)	(57)	-
	<u>-</u>	<u>(57)</u>	<u>(57)</u>	<u>-</u>

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

8. EXPENDITURE

	Non-pay expenditure			2020	2019
	Staff costs £'000	Premises £'000	Other costs £'000	Total £'000	Total £'000
Raising funds					
Costs incurred by trading for a fundraising purpose					
Direct costs	64	-	8	72	60
Charitable activities					
Academy's educational operations					
Direct costs	7,320	795	743	8,858	8,279
Allocated support costs	<u>3,147</u>	<u>689</u>	<u>671</u>	<u>4,507</u>	<u>4,571</u>
	<u>10,531</u>	<u>1,484</u>	<u>1,422</u>	<u>13,437</u>	<u>12,910</u>

Net income/(expenditure) is stated after charging/(crediting):

	2020 £'000	2019 £'000
Auditors' remuneration	12	12
Other non-audit services	4	3
Depreciation - owned assets	985	1,003
Operating leases - Others	<u>53</u>	<u>58</u>

9. RAISING FUNDS

Costs incurred by trading for a fundraising purpose

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Staff costs	43	21	64	43
Other costs	<u>-</u>	<u>8</u>	<u>8</u>	<u>17</u>
	<u>43</u>	<u>29</u>	<u>72</u>	<u>60</u>

10. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Direct costs	34	8,824	8,858	8,279
Support costs	<u>383</u>	<u>4,124</u>	<u>4,507</u>	<u>4,571</u>
	<u>417</u>	<u>12,948</u>	<u>13,365</u>	<u>12,850</u>

	2020 Total £'000	2019 Total £'000
Analysis of support costs		
Support staff costs	3,147	2,936
Technology costs	135	113
Premises costs	679	758
Other support costs	520	734
Governance costs	<u>26</u>	<u>30</u>
Total support costs	<u>4,507</u>	<u>4,571</u>

Northern Ambition Academies Trust

Notes to the Financial Statements - continued For The Year Ended 31 August 2020

11. TRUSTEES' REMUNERATION AND BENEFITS

The Chief Executive Officer and staff trustees only receive remuneration in respect of services they provide undertaking the roles of Chief Executive Officer and staff, and not in respect of their services as trustees. Other trustees did not receive any payments, other than expenses, from the academy in respect of their role as trustees. The value of trustees' remuneration was as follows:

E Fairhurst - (staff trustee)

Remuneration £95,000 - £100,000 (2019: £90,000 - £95,000)

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

Trustees' expenses

During the year ended 31 August 2020, travel and subsistence expenses totalling £202 (2019 - £nil) was reimbursed or paid directly to one trustee (2019 - nil).

Other transactions

There were no related party transactions involving the trustees.

Legal authority for the payments is given by provision in the Articles of Association.

12. STAFF COSTS

	2020	2019
	£'000	£'000
Wages and salaries	7,433	7,125
Social security costs	635	585
Operating costs of defined benefit pension schemes	<u>2,370</u>	<u>1,821</u>
	10,438	9,531
Supply teacher costs	72	88
Staff restructuring costs	<u>21</u>	<u>-</u>
	<u>10,531</u>	<u>9,619</u>

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £21,138 (2019:£nil). Individually the payments were: £12,638 and £8,500.

The average number of persons (including senior management team) employed by the charitable company during the year was as follows:

	2020	2019
Teachers and educational support staff	190	184
Administration and support	153	152
Management	<u>19</u>	<u>19</u>
	<u>362</u>	<u>355</u>

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

	2020	2019
£60,001 - £70,000	4	5
£70,001 - £80,000	2	-
£90,001 - £100,000	<u>1</u>	<u>1</u>
	<u>7</u>	<u>6</u>

The key management personnel of the multi academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £593,870 (2019: £449,705).

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

13. TRUSTEES' AND OFFICERS' INSURANCE

The charitable company has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £'000	Restricted funds £'000	Fixed Asset Fund £'000	Total funds £'000
INCOME AND ENDOWMENTS FROM				
Donations and capital grants	8	-	560	568
Charitable activities				
Funding for the academy's educational operations	501	11,000	-	11,501
Other trading activities	165	91	-	256
Investment income	<u>10</u>	<u>-</u>	<u>-</u>	<u>10</u>
Total	684	11,091	560	12,335
EXPENDITURE ON				
Raising funds	43	17	-	60
Charitable activities				
Academy's educational operations	695	11,152	1,003	12,850
Total	<u>738</u>	<u>11,169</u>	<u>1,003</u>	<u>12,910</u>
NET INCOME/(EXPENDITURE)	(54)	(78)	(443)	(575)
Transfers between funds	<u>-</u>	<u>(73)</u>	<u>73</u>	<u>-</u>
Other recognised gains/(losses)				
Actuarial gains/(losses) on defined benefit schemes	<u>-</u>	<u>(2,930)</u>	<u>-</u>	<u>(2,930)</u>
Net movement in funds	(54)	(3,081)	(370)	(3,505)
RECONCILIATION OF FUNDS				
Total funds brought forward	1,126	(1,295)	22,886	22,717
TOTAL FUNDS CARRIED FORWARD	<u><u>1,072</u></u>	<u><u>(4,376)</u></u>	<u><u>22,516</u></u>	<u><u>19,212</u></u>

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

15. TANGIBLE FIXED ASSETS

	Leasehold land and buildings £'000	Furniture and fixtures £'000	Plant and equipment £'000	Totals £'000
COST				
At 1 September 2019	26,681	967	915	28,563
Additions	<u>244</u>	<u>56</u>	<u>40</u>	<u>340</u>
At 31 August 2020	<u>26,925</u>	<u>1,023</u>	<u>955</u>	<u>28,903</u>
DEPRECIATION				
At 1 September 2019	5,011	470	787	6,268
Charge for year	<u>794</u>	<u>108</u>	<u>83</u>	<u>985</u>
At 31 August 2020	<u>5,805</u>	<u>578</u>	<u>870</u>	<u>7,253</u>
NET BOOK VALUE				
At 31 August 2020	<u>21,120</u>	<u>445</u>	<u>85</u>	<u>21,650</u>
At 31 August 2019	<u>21,670</u>	<u>497</u>	<u>128</u>	<u>22,295</u>

16. STOCKS

	2020 £'000	2019 £'000
Books	13	10
Catering	<u>-</u>	<u>3</u>
	<u>13</u>	<u>13</u>

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £'000	2019 £'000
Trade debtors	15	69
VAT recoverable	42	74
Prepayments and accrued income	<u>745</u>	<u>518</u>
	<u>802</u>	<u>661</u>

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £'000	2019 £'000
Trade creditors	115	541
Taxation and social security	138	132
Other creditors	198	241
Accruals and deferred income	<u>120</u>	<u>207</u>
	<u>571</u>	<u>1,121</u>

	2019 £'000	2019 £'000
Deferred income		
Deferred Income at 1 September 2019	106	77
Resources deferred in the year	59	106
Amounts released from previous years	<u>(106)</u>	<u>(77)</u>
Deferred Income at 31 August 2020	<u>59</u>	<u>106</u>

This relates to amounts received prior to 31 August 2020 for periods spanning the year end recognised on a pro rata basis.

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

19. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2020	2019
	£'000	£'000
Other creditors	<u>9</u>	<u>15</u>

Included within other creditors due within one year and after one year is a loan of £15,000 (2019: £21,000) from Salix provided interest free.

20. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2020	2019
	£'000	£'000
Within one year	36	53
Between one and five years	<u>9</u>	<u>24</u>
	<u>45</u>	<u>77</u>

21. 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.

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted	Restricted	Fixed	2020
	fund	funds	Asset	Total
	£'000	£'000	Fund	funds
	£'000	£'000	£'000	£'000
Fixed assets	-	-	21,650	21,650
Current assets	1,178	3,170	448	4,796
Current liabilities	-	(550)	(21)	(571)
Long term liabilities	-	(9)	-	(9)
Pension liability	<u>-</u>	<u>(9,953)</u>	<u>-</u>	<u>(9,953)</u>
	<u>1,178</u>	<u>(7,342)</u>	<u>22,077</u>	<u>15,913</u>

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

	Unrestricted	Restricted	Fixed	2019
	fund	funds	Asset	Total
	£'000	£'000	Fund	funds
	£'000	£'000	£'000	£'000
Fixed assets	-	-	22,295	22,295
Current assets	1,072	2,829	542	4,443
Current liabilities	-	(800)	(321)	(1,121)
Long term liabilities	-	(15)	-	(15)
Pension liability	<u>-</u>	<u>(6,390)</u>	<u>-</u>	<u>(6,390)</u>
	<u>1,072</u>	<u>(4,376)</u>	<u>22,516</u>	<u>19,212</u>

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

23. MOVEMENT IN FUNDS

	Balance 01.09.19 £000	Incoming Resources £000	Resourced Expended £000	Gains, losses and transfers £000	Balance 31.08.20 £000
Restricted general funds					
General annual grant (GAG)	1,988	9,544	(8,811)	(127)	2,594
Pupil Premium	-	918	(901)	-	17
Other grants	19	1,209	(1,228)	-	-
Other revenue	7	126	(133)	-	-
Restricted pension reserve	(6,390)	-	(918)	(2,645)	(9,953)
	<u>(4,376)</u>	<u>11,797</u>	<u>(11,991)</u>	<u>(2,772)</u>	<u>(7,342)</u>
Restricted fixed asset funds					
Assets transferred on conversion	17,097	-	(710)	-	16,387
Donated assets	191	-	-	-	191
DfE grants	3,242	419	(166)	-	3,495
Other capital expenditure	1,986	-	(109)	127	2,004
	<u>22,516</u>	<u>419</u>	<u>(985)</u>	<u>127</u>	<u>22,077</u>
Total restricted funds	<u>18,140</u>	<u>12,216</u>	<u>(12,976)</u>	<u>(2,645)</u>	<u>14,735</u>
Unrestricted funds	<u>1,072</u>	<u>567</u>	<u>(461)</u>	<u>-</u>	<u>1,178</u>
Total funds	<u>19,212</u>	<u>12,783</u>	<u>(13,437)</u>	<u>(2,645)</u>	<u>15,913</u>

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

The restricted general funds relate to grants receivable from the DfE, ESFA and other sources towards the operating activities of the Academy Trust. These include GAG, Pupil Premium, Early Years funding, SEN and other grants. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2020.

The restricted fixed assets funds represent the net book values of donated fixed assets and assets purchased from DfE/ESFA/other government grants, which have to be held for the continuing use of the Academy Trust, together with any unspent capital funds. The transfers out of GAG and unrestricted relate to capital expenditure made in excess of funds received in the year.

	Balance 01.09.18 £000	Incoming Resources £000	Resourced Expended £000	Gains, losses and transfers £000	Balance 31.08.20 £000
Restricted general funds					
General annual grant (GAG)	1,407	9,157	(8,503)	(73)	1,988
Pupil Premium	-	914	(914)	-	-
Other grants	19	799	(799)	-	19
Other revenue	1	221	(215)	-	7
Restricted pension reserve	(2,722)	-	(738)	(2,930)	(6,390)
	<u>(1,295)</u>	<u>11,091</u>	<u>(11,169)</u>	<u>(3,003)</u>	<u>(4,376)</u>
Restricted fixed asset funds					
Assets transferred on conversion	17,733	-	(709)	73	17,097
Donated assets	199	-	(8)	-	191
DfE grants	2,847	560	(165)	-	3,242
Other capital expenditure	2,107	-	(121)	-	1,986
	<u>22,886</u>	<u>560</u>	<u>(1,003)</u>	<u>73</u>	<u>22,516</u>
Total restricted funds	<u>21,591</u>	<u>11,651</u>	<u>(12,172)</u>	<u>(2,930)</u>	<u>18,140</u>
Unrestricted funds	<u>1,126</u>	<u>684</u>	<u>(738)</u>	<u>-</u>	<u>1,072</u>
Total funds	<u>22,717</u>	<u>12,335</u>	<u>(12,910)</u>	<u>(2,930)</u>	<u>19,212</u>

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

23. MOVEMENT IN FUNDS - continued

Fund balances at 31 August 2020 were allocated as follows:

	2020 £000	2019 £000
Airedale Academy	1,941	1,482
Airedale Infants Academy	392	346
Airedale Juniors Academy	576	406
Castleford Oyster Park Primary Academy	693	673
Central Services	<u>187</u>	<u>179</u>
Total before fixed assets and pension reserve	3,789	3,086
Restricted fixed asset fund	22,077	22,516
Pension reserve	<u>(9,953)</u>	<u>(6,390)</u>
	<u>15,913</u>	<u>19,212</u>

Analysis of academies by cost

	Teaching & Educational Support Staff £000	Other Support staff £000	Educational Supplies £000	Other Costs (excluding depreciation) £000	2020 Total £000	2019 Total £000
Airedale Academy	3,840	1,300	79	962	6,181	5,754
Airedale Infants Academy	624	136	14	121	895	918
Airedale Juniors Academy	1,409	202	25	270	1,906	2,012
Castleford Oyster Park Primary Academy	1,424	258	35	319	2,036	2,080
Central Services	<u>-</u>	<u>1,267</u>	<u>1</u>	<u>165</u>	<u>1,433</u>	<u>609</u>
Academy Trust	<u>7,297</u>	<u>3,163</u>	<u>154</u>	<u>1,837</u>	<u>12,451</u>	<u>11,374</u>

24. PENSION AND SIMILAR OBLIGATIONS

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £117,755 were payable to the schemes at 31 August 2020 (2019: £87,436) and are included within creditors.

**Teachers' pension scheme
Introduction**

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

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

Northern Ambition Academies Trust

Notes to the Financial Statements - continued **For The Year Ended 31 August 2020**

24. PENSION AND SIMILAR OBLIGATIONS - continued

Valuation of the teachers' pension scheme

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

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

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

The employer's pension costs paid to TPS in the period amounted to £1,009,233 (2019: £648,809).

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

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

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 2020 was £623,000 (2019: £606,000), of which employer's contributions totalled £457,000 (2019: £442,000) and employees' contributions totalled £166,000 (2019: £164,000). The agreed contribution rates for future years are 15.8 per cent for employers and between 5.5 and 11.4 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.

The amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	
	2020	2019
	£'000	£'000
Present value of funded obligations	(19,889)	(16,315)
Fair value of plan assets	<u>9,936</u>	<u>9,925</u>
	(9,953)	(6,390)
Present value of unfunded obligations	<u>-</u>	<u>-</u>
Deficit	<u>(9,953)</u>	<u>(6,390)</u>
Net liability	<u>(9,953)</u>	<u>(6,390)</u>

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

24. PENSION AND SIMILAR OBLIGATIONS - continued

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

	Defined benefit pension plans	
	2020	2019
	£'000	£'000
Current service cost	1,258	794
Net interest cost	117	70
Past service cost	<u>-</u>	<u>316</u>
	<u>1,375</u>	<u>1,180</u>
Actual return on plan assets	<u>(253)</u>	<u>540</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2020	2019
	£'000	£'000
Opening at 1 September	16,315	11,549
Current service cost	1,258	794
Past service cost	-	316
Employee contributions	166	164
Interest cost	308	325
Actuarial (gain) / loss	2,201	3,215
Benefits paid	<u>(359)</u>	<u>(48)</u>
	<u>19,889</u>	<u>16,315</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2020	2019
	£'000	£'000
Opening at 1 September	9,925	8,827
Employer contributions	457	442
Employee contributions	166	164
Interest on assets	191	255
Actuarial gain / (loss)	(444)	285
Benefits paid	<u>(359)</u>	<u>(48)</u>
	<u>9,936</u>	<u>9,925</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2020	2019
	£'000	£'000
Actuarial gains/(losses)	<u>(2,645)</u>	<u>(2,930)</u>
	<u>(2,645)</u>	<u>(2,930)</u>

Northern Ambition Academies Trust

Notes to the Financial Statements - continued
For The Year Ended 31 August 2020

24. PENSION AND SIMILAR OBLIGATIONS - continued

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	2020	2019
	£'000	£'000
Equities	7,730	7,701
Property	427	437
Government Bonds	964	1,042
Other Bonds	497	447
Cash	169	189
Other	149	109
	<u>9,936</u>	<u>9,925</u>

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2020	2019
Rate of increase in salaries	3.55%	3.35%
Discount rate for scheme liabilities	1.70%	1.90%
Inflation assumption (CPI)	2.30%	2.10%
Commutation of pensions to lump sums	50.00%	50.00%
Rate of increase in pensions	2.30%	2.10%
Rate of revaluation of pension accounts	2.30%	2.10%

Life expectancy assumptions

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

	At 31 August 2020	At 31 August 2019
Retiring today		
Males	21.8	22.2
Females	24.6	25.4
Retiring in 20 years		
Males	22.5	23.2
Females	25.7	27.2

Sensitivity Analysis

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

	At 31 August 2020	At 31 August 2019
	£'000	£'000
Base figure	19,889	16,315
Discount rate +0.1%	19,412	15,946
Discount rate -0.1%	20,366	16,693
Mortality assumption - 1 year increase	19,173	15,777
Mortality assumption - 1 year decrease	20,625	16,859
Rate of increase in salaries +0.1%	19,969	16,441
Rate of increase in salaries -0.1%	19,809	16,190

The estimated value of employer contributions for the year ended 31 August 2021 is £494,000.

25. CAPITAL COMMITMENTS

	2020	2019
	£'000	£'000
Contracted but not provided for in the financial statements	<u>512</u>	<u>29</u>

Northern Ambition Academies Trust

Notes to the Financial Statements - continued For The Year Ended 31 August 2020

26. RELATED PARTY DISCLOSURES

Owing to the nature of the academy 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 AFH, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

C Berriman, aunt of A Byard, a member of the trust senior leadership team, is employed by the academy trust as a finance assistant. C Berriman's appointment, which pre-dates that of A Byard, was made in open competition and A Byard was not involved in the decision making process regarding appointment. C Berriman is paid within the normal pay scale for her role and received no special treatment as a result her relationship to a member of the senior leadership team.

B Holder, uncle of A Byard, a member of the trust senior leadership team, is employed by the academy trust as behaviour manager. B Holder's appointment, which pre-dates that of A Byard, was made in open competition and A Byard was not involved in the decision making process regarding appointment. B Holder is paid within the normal pay scale for his role and received no special treatment as a result of his relationship to a member of the senior leadership team.

J Hall, spouse of R Hall, chair of trustees, is employed by the academy trust as a teacher and SENCo. J Hall's appointment was made in open competition and R Hall was not involved in the decision making process regarding appointment. J Hall is paid within the normal pay scale for her role and received no special treatment as a result of her relationship to a trustee.

S Kemp, spouse of J Chapman-Kemp, a member of the trust senior leadership team, is employed by the academy trust as a teacher of maths. S Kemp's appointment was made in open competition and J Chapman-Kemp was not involved in the decision making process regarding appointment. S Kemp is paid within the normal pay scale for his role and received no special treatment as a result of his relationship to a trustee.

N Crompton, spouse of A Crompton, vice chair of Airedale Academy governors, is employed by the academy trust as an Educational Support Advisor. N Crompton's appointment was made in open competition and A Crompton was not involved in the decision making process regarding appointment. N Crompton is paid within the normal pay scale for her role and received no special treatment as a result of her relationship to A Crompton.

27. CENTRAL SERVICES

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

- Human Resources
- Financial Resources
- Accountancy services
- Recruitment and Contracts services
- Payroll services
- Other services as arising

The trust charges for these services on the following basis:

- a flat 4.5% of GAG funding per academy (2019: 2.5% of ESG funding)
- the academies' share of any cost savings brought about by being able to negotiate as a trust

The amounts charged during the year were as follows:

	2020 £'000	2019 £'000
Airedale Academy	222	149
Oyster Park Primary Academy	69	33
Airedale Infants Academy	27	14
Airedale Juniors Academy	76	35
	<u>394</u>	<u>231</u>