
ST THOMAS CATHOLIC ACADEMIES TRUST

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

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ST THOMAS CATHOLIC ACADEMIES TRUST
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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2022

Members:	The Bishop of Northampton Duns Scotus Trust The Episcopal Vicar for Education
Trustees:	Mr Jerzy Brzyski Mr Vincent Cheshire Prof Claire Collins Mrs Catherine Davies Dr Elizabeth Duffy (resigned 28 April 2022) Mrs Maria Harty Mrs Maria Hindmarsh Mr James Horsted Father Kevin O'Driscoll
Company Secretary:	Mrs Maxine Gilmartin
Executive Team:	Mr Joseph Richardson, Strategic Executive Leader Ms Denise Jay, Chief Financial Officer Mr Ciran Stapleton, Executive School Improvement Coordinator Mr Clark Campbell, Chief Operations Officer
Company Name:	St Thomas Catholic Academies Trust
Registered Office:	St Joseph's Catholic High School, Shaggy Calf Lane, Slough, SL2 5HW
Company Registration Number:	09660515
Independent Auditor:	Landau Baker Limited Mountcliff House 154 Brent Street London NW4 2DR
Bankers:	Lloyds Bank 123 High Street Slough SL1 1DH
Solicitors:	Winckworth Sherwood Minerva House 5 Montague Close London SE1 9BB

ST THOMAS CATHOLIC ACADEMIES TRUST
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The academy trust operates academies for pupils aged 2 to 18 serving catchment areas in Buckinghamshire, Luton, Central Bedfordshire and Slough.

Of the 14 schools that are represented in this report up to the 31 August 2022, the Trust had a pupil capacity of 6933 and had a roll of 6431 as of 20 November 2022.

Structure, Governance and Management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of St Thomas Catholic Academies Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as St Thomas Catholic Academies Trust. In common with other Catholic Academy Trusts, the 'Trustees' are referred to as 'The Board of Directors' in order to differentiate them from the entirely separate Diocesan Trustees. Details of the trustees (Directors) who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on the preceding page of this document.

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

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

Method of Recruitment and Appointment or Election of Trustees

The strategic management of the Trust is the responsibility of the Trustees, referred to as the Board of Directors. Foundation Directors are appointed by the Bishop of Northampton after a formal application and approval procedure. The eight members of the Board are Foundation Directors. The term of office for any director is 4 years, with renewal of appointment possible twice. The criteria for approval to serve as a director are: contribution to a balance of skills and knowledge across the Board; and being a practising Catholic. The present range of skills includes: education, charity, business, law, finance, HR, mental health and governance.

Policies and Procedures Adopted for the Induction and Training of Trustees

All present members of the Board of Directors began their term of office on 1 February 2020, on the amalgamation of two earlier Trusts. They met in advance of that date, in order to consider strategic planning and to familiarise themselves with all the foundational documents of the MAT, including the Articles of Association and the Diocesan Scheme of Delegation. They also attended a Diocesan Training Day for Directors. These documents and associated training will be given to any future directors. In the year to August 2022, all directors continued to work and learn together across the whole range of their duties. This has strengthened the cohesion of the Board and incorporates succession planning from the start. From September 2023, the Board has introduced a committee structure to Board activities. The Board's Governance Professional/Company Secretary regularly organises further training in those areas where self-evaluation reveals some specialist knowledge to be required, for example the interpretation of school performance data, and details of public funding and accounting for academies.

Additional specific training and induction provided for new trustees will depend on their individual experience and expertise. Where necessary an induction will provide training on charity and educational, legal and financial matters. All directors are provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as directors of the trust. The Governance Professional/Company Secretary has also produced a STCAT Governance Handbook for the guidance of all those involved in governance at Board or local level.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, Governance and Management (continued)

Organisational Structure

As a family of Catholic schools, the shape of St Thomas Catholic Academies Trust (STCAT) is based on Catholic Social Teaching, which highlights two core principles:

- Solidarity – one family of schools, sharing with, supporting, and inspiring one another
- Subsidiarity – decisions and responsibilities taken at the lowest appropriate level

The structure of governance in STCAT reflects this shape.

The Board of Directors is ultimately responsible for the performance and probity of the Trust as a whole, as well as for the nurturing of its Catholic ethos. The Board focuses on: the strategic direction of the Trust; finances; policies and procedures where these need to be held in common across STCAT; the performance and standards of all the schools within the Trust; and the well-being and safety of all involved. The Board's work is supported by a Governance Professional who is also Company Secretary, and meetings are regularly attended by the Strategic Executive Leader (equivalent to a CEO) and the Chief Finance Officer. Other members of staff with specific responsibilities attend from time to time by invitation, to give the Board a more detailed perspective and to ensure they consider wider evidence of performance.

Responsibility for oversight of individual schools is delegated, within the Diocesan Scheme of Delegation, to **Local Academy Committees** (LACs – elsewhere known as local governing bodies). In keeping with the subsidiarity principle, we believe that every school is unique, just as every person is, and the role of the Local Academy Committees is to strengthen and support the ethos and culture of high standards in the schools so that they will flourish as they work to be the best they can be. Each school has its own Mission Statement under the overall STCAT banner: "The Glory of God is a Human Being Fully Alive". The constitution and monitoring remit of the LACs are set out and defined in the Scheme of Delegation.

To ensure **consistency and communication across the governance function of the MAT**, there are 'Link' Directors attached to individual schools. Meetings are also held for the Chairs of LACs and the Chair of the Board of Directors.

Day-to-day management of each school is entrusted to its Headteacher, supported by a Senior Leadership Team. The Headteachers are accountable in general terms to the LAC, and in professional terms - for their own performance – to the Strategic Executive Leader, who also manages the Executive Team. Headteachers meet regularly with the Strategic Executive Leader and together they plan numerous cross-MAT school-improvement developments.

To ensure clarity of accountability and responsibility across the MAT, we have an **Accountability Matrix** which details the roles of Members, the Board of Directors, the Strategic Executive Leader, the Local Academy Committees and the Headteachers. The areas covered are: Strategy and Leadership; Catholic Life of the Trust; Educational Effectiveness; HR and People Management; Financial Management; Asset Management and Central Operations.

The Strategic Executive Leader (Chief Executive) assumes the Accounting Officer role.

Arrangements for setting Pay and Remuneration of Key Management Personnel

All Trustees (the Board of Directors) are unpaid volunteers, as are all members of the Local Academy Committees (local governing bodies) other than the Headteacher and a maximum of one other member of staff of the school.

Job descriptions for senior posts are drafted by the Strategic Executive Leader and approved by the Board of Directors. New job descriptions are checked and evaluated for remuneration purposes by a professional HR services provider. Pay progression is considered, within a previously agreed range, after annual appraisal and must be approved by the Board. Possible pay progression is budgeted in advance.

The Board adheres to National Conditions of Service, the STCAT Pay Policy and the Catholic Education Service Appraisal Policy. There is a specific, agreed, scale for the remuneration of the Strategic Executive Leader.

Trade Union Facility Time

No employee time was spent on Trade Union facility time.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, Governance and Management (continued)

Related Parties and other Connected Charities and Organisations

St Thomas Catholic Academies Trust is part of a collaborative network of Catholic Schools within the Diocese of Northampton. This network is overseen by the Diocese of Northampton through the Director of Schools Development and the Diocesan Education Service. Each of the schools in the Academy Trust contributes to the Diocesan Education Service in order to secure professional support in all aspects of Catholic life, spiritual development and religious education.

In addition to the link with the Diocesan Education Service, schools in each area are encouraged to participate in local Teaching School Alliances and training alliances as a strategic partner.

These partnerships include:

- Luton First Teaching School Alliance
- Teach SouthEast
- Chiltern Training Group

Engagement with Employees (including disabled persons)

Over the course of the academic year 2021-2022 the schools in the Academy Trust were active in seeking the views of employees to establish the best possible environment in which students and staff alike might flourish.

A significant Trust review of wellbeing was undertaken in partnership with SchoolsToday over the course of the academic year. We were clear that we required some professional support to understand the impact of the pandemic that is without precedent in modern times. A key learning outcome was the importance of our professional networks to be able to respond in the most appropriate way and in a way that is most local to the need of individuals within our Trust. For example, delegating decision making to the Strategic Group for Designated Safeguarding Leads has resulted in a quality partnership with The Safeguarding Group, a new package of Supervision support for our Designated Safeguarding Leads, a new Safeguarding policy and a positive Safeguarding Independent Audit.

Trust and school leaders have observed an increasing challenge with regard to staff accessing healthcare in a timely and effective way. We have growing evidence that this is having a material impact on staff welfare and on the business needs of the school, with time away from duties costly to the organisation and the educational welfare of the students. For the next two years one trust school will pilot a private healthcare arrangement with the impact of that service assessed for staff, financial and educational benefits.

Beyond these surveys, schools have been working through expectations around Health and Safety, ensuring appropriate committees and structures are in place to capture the voice of employees in ensuring the working environment is a high quality and safe place to be.

The Trust has a detailed policy promoting equalities. The very nature of a Catholic Trust is that the dignity of each human being lies at the heart of our purpose, Christ being met in each person. Our policy highlights the needs to identify role models across our Trust and we firmly believe that access to training, job opportunities and fair recruitment is central to achieving our aims. A further illustration of our commitment has been the development of recruitment services with MyNewTerm which ensures full compliance with all Equalities legislation.

Engagement with Suppliers, Customers and Others in a Business Relationship with the Trust.

This year we have procured a cleaning contract across our Luton schools, working with Schools Buying Club and Everything FM framework we have moved to a single contractor from in house and contracted services, this is providing an improvement in consistency of cleaning across the schools and reduced the burden on school staff to manage this service. We are in the process of mobilising a new contract for catering across our three Slough schools, working with Panache Consulting. We have continued to work with Ingleton Wood to deliver our 5-year estates plan. And with Winckworth Sherwood, both key strategic partners to ensure that our significant areas of expenditure and risk are managed robustly. During 2021-2022 significant construction projects were awarded to the following commercial organisations:

- Ingleton Wood LLP (As professional Consultants), 10-12 Alie Street, London, E1 8DE
- J.F.Fennelly Groundworks Limited, Office 2, First Floor, 122 Union Street, Dunstable, Beds, LU6 1HB
- Definitive Development's Group Ltd, 2 Cherry Tree Road, Chinnor, OX39 4QY
- Phoenix Heating (Luton) Ltd, Unit 5 Blackburn Rd, Houghton Regis, Dunstable LU5 5BQ
- Heartfelt Roofing, 50 Holmethorpe Avenue, Holmethorpe Industrial Estate, Redhill, Surrey, RH1 2NL

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, Governance and Management (continued)

Engagement with Suppliers, Customers and Others in a Business Relationship with the Trust (continued)

Further key suppliers to the Trust include:

- Toshiba Tec U.K. Imaging Systems Ltd, Abbey Cloisters, Abbey Green, Chertsey, KT16 8RB
- IBS Office Solutions Ltd, Friar Park Stables, Badgemore, Henley-on-Thames, Oxon RG9 4NR
- Schools Buying Club, 55 Greek Street, Soho, London, W1D 3DT
- Panache Consultancy, 7c The Triangle, Clevedon, BS21 6NB
- Switchshop Ltd, Switchshop House, Enterprise Park, Kimpton, Hitchin SG4 8HP
- Dell Technologies, Dell House, The Boulevard, Bracknell, RG12 1LF
- TurnITOn, Unit 1F, Network Point, Range Road, Witney, OX29 0YN
- Talk Straight, Unit 2-4, Backstone Business Park, Dansk Way, Ilkley, West Yorkshire LS29 8JZ
- Compass Group Plc (Chartwells), Compass House, Guildford Street, Chertsey, KT16 9BQ
- Harrison Catering Services Ltd, Oxford House, Oxford Road, Thame, Oxfordshire, OX9 2AH (effective January 2023)

We continue to review contracts annually or at renewal, seeking opportunities to consolidate where this will provide better value, economy, or service to our schools.

Objectives and Activities

Objects and Aims

i. The Object

The principal object and activity of the St Thomas Catholic Academies Trust is the furtherance of the Mission of the Catholic Church through education.

The Directors have referred to the guidance issued by the Charity Commission in respect of public benefit when reviewing the aims and objectives of the academy trust. In accordance with the articles of association, the Trust has adopted a "Scheme of Delegation" to ensure the effective operation of academies within the Trust.

Key operational features of our schools include that they will:

- be at the heart of their communities, promoting community cohesion and sharing facilities where it is appropriate to do so;
- admit students in accordance with all legal guidance governing Catholic schools, prioritising the most vulnerable in society as well as those seeking a Catholic education as members of the Catholic church;
- provide a Catholic curriculum that is both broad and balanced;
- be places where students with SEND are able to thrive – including establishing specialist provisions in partnership with Local Authority officers where this is appropriate;
- Outline the conditions of any charges in a charging policy, maintaining always the principle that education is a free entitlement to all.

ii. Our Vision:

Mission statement: "The Glory of God is a Human Being Fully Alive."

Human flourishing and the uniqueness of every individual as a child of God is at the heart of our Catholic educational enterprise. In this context, a human being fully alive is one who is open to faith – to love – to joy – and to learning. They are daily becoming the person God created them to be and they are ready to delight in their God-given gifts, and to use them in the service of the Common Good.

In STCAT, with this vision at our heart, our ambition is: 'To develop a family of outstanding Catholic schools where world class teachers lead improvement through partnership, collaboration, creativity and a burning desire to inspire one another and those in their care.'

The Academy Trust will build its capacity through a target to operate 20 academies, recruited through a process of conversions brokered by the Diocese of Northampton.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Objectives and Activities (continued)

Objects and Aims (continued)

iii. Our aims:

- Our Catholicity is at the core of everything we do
- Every child will receive an excellent education
- We will recruit, develop and retain the best people
- We will support our schools by providing exceptional central services
- We are financially robust and provide value for money

The Trust's Aims are reviewed and audited annually against specific key performance indicators.

iv. Objectives, Strategies and Activities

The Trust has undertaken self-evaluation activities to correctly identify objectives for the next 3 years. These 'big 6' **objectives** are:

- Ensure our school leaders are talking about the Trust mission, vision, and strategic plan. Alongside the Trust Leaders of Education, they will be the advocates of what we are doing, supported by a culture of invitation and celebration.
- Fund and develop the capacity for additional Chaplaincy work across our family of schools, with a Chaplain working across schools, supporting spiritual development, mission, charity, and transition, all through a deep bond of connections between staff and students across schools
- Develop capacity to support improvement of leadership and curriculum development. Ensure this capacity development results in opportunities for recruitment and retention.
- Rapidly develop the capacity to work with cohorts of teachers who need to improve.
- Establish pathway from internship to Apprentice Teacher / Initial Teacher Training within the MAT that allows us to consciously recruit Catholic teachers - our future Catholic leaders.
- Establish progression opportunities (Trust Leader of Education) across the MAT that will retain great teachers and attract the best candidates externally – increasing the talent pool available for senior leadership.

In addition to these objectives, it is our intention to continue to grow, fulfilling the vision of the Diocese as we do so. In line with previous objectives, by the end of April 2023 we will have added 1 new school to our Trust, and it is our intention to add two further schools to our Trust for the start of the academic year 2024-2025. Our growth is essential to the development of our school improvement capacity. The economies of scale realised through growth increase over time, and the growth of our improvement team is dependent on this growth.

v. The main activities for achieving objectives the Trust will undertake will be:

- To develop the capacity for recruitment and retention of excellent staff across our Trust through:
 - i. Further develop the STCAT Internship Programme following a successful first year, extending reach to a pre-internship programme for current sixth form students as a pathway into teaching.
 - ii. Launch the STCAT SCITT from September 2023 with a cohort 10-12 primary teachers.
 - iii. Embed the STCAT ECT Programme
 - iv. Implement STCAT Middle Leadership Induction and Development Programme complementing National Professional Qualifications
 - v. Further develop the capacity of the Trust leadership team, extending capacity in primary schools in particular
 - vi. Extension of our Apprenticeship Programme with strategic partner identified ensuring we have pathways for development across IT, estates and finance
- Establish School Improvement Framework for use from September 2023, providing benchmark for excellence, support and challenge
- Establish the foundations for co-construction of curriculum and pedagogy across secondary schools and primary schools
- Further develop operational efficiencies with next phase of operation review. We are seeking to transform financial and Human Resources functions over the course of the year and simplify budget setting to assure spending in line with integrated curriculum led financial planning.
- Establish resilience in staffing for estates, complementing Trust based staff with third party providers adding capacity in each area of the Trust.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Objectives and Activities (continued)

v. The main activities for achieving objectives the Trust will undertake will be: (continued)

The Academy Trust retains a percentage of each school's monthly ESFA income in order to provide these services. The percentage retention for the period to 31 August 2022 was 3.5 - 5%. Of this figure:

- 1.8 – 2% is reserved for funding central functions
- 1% is reserved for funding finance and estates management services
- 1% is to fund centrally procured service level agreements
- 1% is to fund a comprehensive and fully inclusive IT service

The 'top-slice' figure for our schools is more accurately reflected in the 1.8 – 2% of funds reserved for funding central functions with the remaining funds reserved for functions we will place into a series of Service Level Agreements for the financial year 2021-2022.

Public Benefit

In setting the objectives, the Directors have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education. As a Trust, and the member schools within, we make the best use of our skills, expertise and experience with regards to the community. Some examples of this are:

- Raising money for local, national and international charities.
- Sports Leader programmes that provide sporting activities to local Primary Schools.
- Support events for local Special Schools

Further to this work, the Academy Trust has been diligent in its work to support schools outside of the Trust, inviting those schools not yet part of the Trust to participate in key curriculum partnerships in particular.

Strategic Report – Achievements, Performance and Key Performance Indicators

The performance of the St Thomas Catholic Academies Trust is evaluated against 5 strategic objectives:

1. Our Catholicity is at the core of everything we do
2. Every child will receive an excellent education
3. We will recruit, develop and retain the best people
4. We will support our schools by providing exceptional central services
5. We are financially robust and provide value for money

Strategic objective 1: Our Catholicity is at the core over everything we do

- For a Catholic school to be successful it must thrive under both inspection frameworks. Over the course of the last 12 months four schools have been subject to inspection under Section 48. All schools retained their status with two schools judged Outstanding and two schools judged to be good.

SECTION 48:

Currently 6 schools (43%) across the Trust judged to be Outstanding. 8 schools (57%) are judged to be Good.

The strong performance of our schools has been further enhanced by the appointment of a Strategic Leader for RE and Chaplaincy. Mr Mark Holdsworth is a lead inspector and is Headteacher of an outstanding Catholic school. In the 2022-2023 academic year he is set to build on the relationships that were forged across Chaplaincy teams the last academic year and has established a forum for co-construction of outstanding resources and training for Chaplaincy across our schools.

SECTION 5:

Four schools were subject to inspection in the last academic year. St Margaret of Scotland Catholic Primary School and St Mary's Catholic Primary School improved from requires improvement to good, while St Vincent's Catholic School retained the Good judgement held by the school previously. The progress across each of these schools has been significant since joining the Trust.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Strategic Report – Achievements, Performance and Key Performance Indicators (continued)

St Joseph's Catholic High School was also subject to inspection, retaining the Good judgement secured at the point of the last inspection.

100% of schools across the Academy Trust are now good or better. One school has an outstanding grading.

Strategic objective 2: Every child will receive an excellent education

1. Secondary performance:

Key Stage 5:

	Trust Average	Highest
Best 3 A Levels Point Score	32.9	34.4
Average points per entry	33.5	34.9
% Achieving AAB (Facilitating)	10%	15.6

Sixth form providers secured strong outcomes once again this year. Most significantly all students progressed to higher education or employment. Sixth form leaders focused on ensuring high quality support as students undertook examinations for the first time, with no prior experience as a consequence of COVID 19.

Key Stage 4:

<p>MAT KS4 Attainment 2022 - Actual results 419 pupils</p> <p>Attainment 8 (Overall) % English & Maths (Grade 4+)</p> <p>5.1+ 74%+</p> <p>Significantly above the national average (4.8) Significantly above the national average (68%)</p>	<p>Performance across Key Stage 4 remains a strength in both schools with outcomes significantly above national averages in both schools.</p> <p>The curriculum of both schools is broad and balanced and reflected in consistently high outcomes across different measures of the Ebacc. With the exception of the open group of subjects, performance in each of the component parts of the curriculum was significantly above national averages. The open group of subjects was also above average.</p> <p>Religious education remains at the core of every Catholic school curriculum. Last year:</p> <ul style="list-style-type: none"> - The averaged grade in RE was half a grade higher than national - 71% secured grade 4+ - 58% secured grade 5+ - 27% secured grade 7+
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Strategic Report – Achievements, Performance and Key Performance Indicators (continued)

Equalities monitoring:

Within every set of results, it is vital that we look to evaluate the impact of the curriculum on different groups of children.

THERE WAS NO GAP FOR PUPIL PREMIUM STUDENTS TO NATIONAL AVERAGES	STUDENTS FROM MINORITY BACKGROUNDS ACHIEVED STRONGEST OUTCOMES	STUDENTS WITH ENGLISH AS AN ADDITIONAL LANGUAGE WERE AMONG THOSE MAKING MOST PROGRESS
Students across our Trust secondary schools secured progress in line with national average for all students. This is a significant achievement as the national average for pupil premium students is often significantly below this level and it highlights our success in meeting the needs of this group of learners.	Students from minority ethnic backgrounds achieved an average progress 8 score of 0.48, making almost four times more progress than their white peers.	Students with English as an Additional language continue to thrive and inspire others through their work in our schools. EAL students secured almost half a grade more progress per subject than the national average for all students.

2. Primary performance


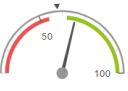






Performance across our family of schools shows sustained improvement over time. Concerted challenge and support for school improvement has seen rapid progress in schools that have been in the Academy Trust for the greatest period of time. For example, St Mary's Catholic School has progressed from 38% achieving Reading, Writing and Maths to now securing outcomes 5% above national averages. Similarly, St Margaret Catholic Primary School has progressed from 38% achieving Reading, Writing and Maths combined, to 71% achieving this outcome this year. It has progressed from being the school making the least progress to the school making the greatest progress between Key Stage 1 and Key Stage 2.

The combined impact of these improvements is seen through the transformation of outcomes between 2016 and 2022. The Trust was established to drive improvement in Catholic education with a specific aim that outcomes for our schools should be at least as distinguished as those in other schools. Our work to improve outcomes for students not only ensures we meet that aim, but also provides a specific public benefit as pupils with stronger outcomes will enjoy greater economic prosperity.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Strategic Report – Achievements, Performance and Key Performance Indicators (continued)

TRUST ATTAINMENT 2021 - 2022	TRUST ATTAINMENT 2015 - 2016
<p>Primary performance for attainment Key Stage 2 is now significantly above national averages.</p> <p>Average Scaled Score (Re, Ma) 105.7+  Significantly above the national average (104.3) ◀</p> <p>% Expected standard+ (Re, Wr, Ma) 66%+  Significantly above the national average (58%) ◀</p>	<p>At the point the Trust was formed, the attainment of schools in the Trust was significantly below national averages.</p> <p>Average Scaled Score (Re, Ma) 100.9-  Significantly below the national average (102.7) ◀</p> <p>% Expected standard+ (Re, Wr, Ma) 46%-  Significantly below the national average (54%) ◀</p>
TRUST PROGRESS SCORE 2021 - 2022	TRUST PROGRESS SCORE 2021 - 2022
<p>The progress of students between Key Stage 1 and Key Stage 2 is now significantly above national averages.</p> <p>Average Scaled Score (Re, Ma) +1.0+  Significantly above the national average (0) ◀</p> <p>% Expected standard+ (Re, Wr, Ma) +5%+  Significantly above the national average (0%) ◀</p>	<p>At the point the Trust was formed, the progress between Key Stage 1 and Key Stage 2 was significantly below national averages.</p> <p>Average Scaled Score (Re, Ma) +0.6  In line with the national average (0) ◀</p> <p>% Expected standard+ (Re, Wr, Ma) +5%  In line with the national average (0%) ◀</p>

The Trust has continued with a rigorous programme of Peer Reviews that continue to serve as a rich source of information and a catalyst to improvement. Evidence from Peer Reviews undertaken at the start of the new academic year demonstrates the effectiveness with which students have returned to their learning post lockdown and, through that period, how effectively schools were able to support learning remotely. Schools noted particular success in reading, but more challenges in writing and maths and in the progress of those in the early years of education.

Strategic objective 3: We will recruit, develop and retain the best people

The St Thomas Catholic Academies Trust was formed in February 2020. One of our first priorities was to develop the capacity to recruit, develop and train our own staff. Working in partnership with Teach Southeast, the Trust is now a Delivery Partner for the Early Career Framework and has a cohort of 41 Early Career Teachers working through partner schools and has now been extended into the Year 2 cohort.

The Trust has secured a partnership with TeachSoutheast and Xavier Education Trust to deliver Primary ITT from September 2023.

We have also been successful in developing our Apprenticeship pathways in IT and are excited to be developing this further into Estate Management and Finance. This will provide us with the sustainable through-flow of staff our large organisation will require as we grow into the future.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Strategic Report – Achievements, Performance and Key Performance Indicators (continued)

Strategic objective 4: We will support our schools by providing exceptional central services

Over the course of the last year the Trust has focused on developing capacity in the educational central services. As a result of that work:

- We have focused leaders in place with the capacity to drive improvement projects. This includes:
 - i. Strategic Leader for RE and Chaplaincy
 - ii. Strategic Leader for School Improvement
 - iii. Strategic Leader for Training and Development
 - iv. Strategic Leader for Inclusion (SEND, Pupil Premium, Equalities, Safeguarding)
 - v. Speech and Language Therapist

Through the work of these leaders, we have already seen significant impact in schools that require the most urgent support and improvement. The potential and impact of this work has been seen and celebrated through the four OFSTED inspections that each identified great strength in Safeguarding across the Trust, an area already under the stewardship of our Strategic Leader for Inclusion.

- Through our dedicated team we are providing focused support in the current school year to:
 - i. Primary school 1 – Strategic Leader for Inclusion and Strategic Leader for School Improvement embedded in this school to drive rapid improvement
 - ii. Secondary school 1 – Strategic Leader for School Improvement and Executive School Improvement Advisor providing 6 days of support each week to bring about rapid improvement
 - iii. Primary school 2 – Extended focused work by School Improvement Advisor to drive improvement and accelerate embedding of new curriculum
- Through the newly appointed team we are seeking to complete the following projects by the end of the year:
 - i. Design and implement School Improvement Framework
 - ii. Establish ITT Primary provision
 - iii. Undertake focused SEND audits to support development across all schools
 - iv. Chaplaincy resourcing project

Strategic objective 5: We are financially robust and provide value for money

Across our Academy Trust we have secured a robust approach to financial planning at school and Trust level. Training for school leaders and those responsible for governance supported schools in moving towards financial models that were more clearly informed by curriculum benchmarks. Newly established benchmarks for spending on IT and buildings will ensure that we invest at a level that will maintain and improve our estate over time.

The Trust has been successful in its growth strategy. The Trust has grown to 14 schools and expects to grow to 15 schools by 1 April 2023. With this growth comes the capacity to increase central service provision without any additional cost to existing members of the Trust. We anticipate this growth will fund:

- 2 Deputy Primary Strategic Leaders for School Improvement

Going Concern

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

Our statement of accounts and school level reserves illustrate each of our schools is in a strong position to respond to future challenges that continue to emerge as we begin to work towards the exit from the pandemic. The Board is aware that further resources may need to be directed to manage and mitigate the impact of the economic turnaround, with energy and salary inflation having a particular impact on resource levels across schools.

The Directors are aware that St Peter's Catholic School is currently operating outside of the funding available to support the school. While the Trust has been advised that this should be addressed through GAG pooling, it remains the intention of the Directors and Trust leaders that all schools should be sustainable in their own right. Trust and school leaders have taken the steps required to return the school to a point of sustainability in years to come but will tolerate the emergence of a small deficit in the short term.

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Strategic Report - Financial Review

Finance Review

Most of the Academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2022 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

Reserves Policy

The definition of reserves in the SORP is 'that part of a charity's income funds that is freely available for its general purposes'. This definition of reserves therefore normally excludes:

- permanent endowment funds
- expendable endowment funds
- restricted income funds
- any part of unrestricted funds not readily available for spending, specifically income funds which could only be realised by disposing of fixed assets held for charitable use

'Reserves' are therefore the resources the Trust has or can make available to spend for any or all of the Trust's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'reserves' are income which becomes available to the Trust and is to be spent at the discretion of the Board of Directors in furtherance of any of the schools' or Trust's objects or objectives (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (ie is 'free').

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The Directors will keep this level of reserves under review at each Board meeting and aim to build and maintain the reserves level by entering into cost effective agreements as noted in Objectives and Activities above, whilst in keeping with the principal object of the Academy Trust

Total reserves at the end of the period amounted to £4,365,000. This balance includes unrestricted funds (free reserves) of £2,175,000 which is considered appropriate for the Academy Trust, and restricted funds of £2,190,000.

In line with the commitments set out in the Annual Report in 2021-2022, the Trust has transferred significant reserves from schools to support the central School Condition Allowance. The schools affected by this transfer include:

- St Martin de Porres
- Cardinal Newman School
- St Margaret of Scotland
- St Anthony's

Each of these schools has / is set to receive substantial support through the School Condition Allowance fund and were carrying significant reserves. It was determined that to ensure we were able to meet the needs of more schools, reserve transfers should take place.

St Joseph's Catholic High School and Cardinal Newman Catholic School retain reserves above the minimum threshold identified by the Directors. Both schools are expecting to use these reserves to support building projects as follows:

- Sixth form capacity bid – Cardinal Newman
- Sixth form capacity bid – St Joseph's Catholic High School
- Wolfson Science bid – St Joseph's Catholic High School
- SEND LA bid – St Joseph's Catholic High School

Within the reserves policy users should note that, because of accounting for the Local Government Pension Scheme (LGPS), the Trust recognises a significant pension fund deficit totalling to £6,900,000. This deficit is included within restricted funds. This does not lead to an immediate liability for this amount. Similarly, if there were a pension surplus included in the restricted fund this would not create an immediately realisable asset that could be released straight away and expended for the specific purpose

ST THOMAS CATHOLIC ACADEMIES TRUST
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Reserves Policy (continued)

Users should also note that a surplus or deficit position of the pension scheme would generally result in a cash flow effect for the Academy Trust in the form of an increase or decrease in employers' pension contributions over a period of years. The Academy Trust thus takes this fact into account when reviewing current business plans and budgets, ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met from the Academy Trust's budgeted annual income, whilst the deficit might not be eliminated, there should be no actual cash flow deficit on the fund or direct impact on the unrestricted reserves of the Academy Trust due to the recognition of the deficit.

Investment Policy

As at 31 August 2022, no investments were held.

Principal Risks and Uncertainties

The Companies Act 2006 s417(3b) requires disclosure of the principal risks and uncertainties facing a company. The Trust is exposed to a number of financial risks including credit, cash flow and liquidity risks. Given the Trust's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The Trust's system of internal controls ensures risk is minimal in these areas.

A risk register has been established and is updated regularly. There is a detailed, operational, risk register as well as a streamlined Strategic Risk Register, created, reviewed and monitored by the Board of Directors. Where appropriate, systems or procedures have been established to mitigate the risks the Trust faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects, and proper segregation of duties. The commissioning of Internal Scrutiny during the year was rooted in the Risk Register. The three areas chosen were: financial core controls; health and safety and governance at Trust Board level.

The Directors have assessed the main risks affecting schools and the Trust at this time:

- i. **Financial:** The rapid deterioration of the economy and emergence of inflationary pressures has resulted in a weakened financial position for all Trust schools. We anticipate operating losses across all schools this year as the impact of energy and unfunded salary increases erodes the headroom that existed in the budgets set.
- ii. **Buildings and compliance:** The Trust has an ageing estate. It is often the case that when undertaking remedial works in one area of a school it reveals further issues that must be addressed, placing additional pressures on the School Condition Allowance budget. Trust schools must commit more to buildings and maintenance than many other schools and this places a stress on the resources required to assure quality of education.
- ii. **Governance:** To ensure the best possible arrangements for governance across Local Academy Committees, Directors have established Link Directors who support Local Academy Committees as they grow in skill and understanding. The Board has also established a governance support team, led by the Governance Professional/Company Secretary, to strengthen support and ensure consistency of practice and advice across the Trust.

Where schools are not yet classified as Good under OFSTED, Directors support Local Academy Committees directly, both through presence on the committees and through the support of the Strategic Executive Leader. As a result, the schools most in need of support benefit from some of the most experienced and skilled governors / Directors.

- iv. **Compliance:** The Directors appointed a team of internal auditors to undertake quality assuring processes across the Trust. There is also a permanent senior post of Compliance Manager.

The Trust has an effective system of internal financial controls and this is explained in more detail in the Financial Handbook.

It should also be noted that procedures are in place to ensure compliance with the health and safety regulations, pertaining to both staff and pupils. Health and Safety Training has been provided for local governors and directors.

Please refer to the Reserves Policy above for a description of the defined benefit pension scheme, in which there was a deficit at 31 August 2022. Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of closure of St Thomas Catholic Academies Trust, or of any constituent school, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Fundraising

The schools across our Academy Trust engage in a wide range of fundraising activities in normal times and although our activities were curtailed by the pandemic, the Academy Trust generated donations to charities approaching £10.879.

Fundraising included activities designed to support schools – for example the Prayer Garden at St Ethelbert's Catholic Primary School, but also included significant charity fundraising. Charities supported during this period of time include:

- Salvation Army
- Cancer Research
- Young Minds
- Jesuit Refugee Service
- Save the Children
- Keech Hospice Care
- Ukraine Appeal
- CAFOD
- CLIC Sargent
- McMillan
- British Heart Foundation
- SUSTRANS

The Trust has remained an active participant in supporting the well-being of communities throughout the pandemic and beyond, with continued support for foodbanks.

The Trust expects each school to monitor and regulate the number of charitable requests that go to parents and carers, sensitive to the fact that not all will be able to contribute. In most schools this will see them adopting several charities in any one year or maintain a long-term relationship with a key charity that reflects the mission of the school and the Church. Although funds are still collected in some schools towards building funds, these are used for projects that are independent of the School Condition Allowance.

The complaints procedure of the Trust is available to any individual who wishes to raise concerns about fundraising activity and this will be considered by Directors. Monitoring of fundraising and subsequent payment to external charities is subject to internal audit processes that review financial processes.

ST THOMAS CATHOLIC ACADEMIES TRUST
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for 1 September 2021 to 31 August 2022

Energy consumption used to calculate emissions (kWh)	4,852,056
Gas [kWh]	2,876,435
Oil [kWh]	0
LPG [kWh]	0
Electricity [kWh]	1,927,467
Electricity Renewables [kWh]	0
Transport Fuel [kWh]	42,338
Scope 1 emissions in metric tonnes CO₂e	5,816.61
Gas consumption	5,814.28
Oil consumption	0.00
LPG consumption	0.00
Owned transport – mini-buses	2.33
Scope 2 emissions in metric tonnes CO₂e	409.26
Purchased electricity	409.26
Purchased electricity renewables	0.00
Scope 3 emissions in metric tonnes CO₂e	7.88
Business travel in employee owned vehicles [petrol / diesel]	7.88
Business travel in employee owned vehicles [electric]	0.00
Total gross emissions in metric tonnes CO₂e	6,233.74
Total number of students within the trust (Exc. Bucks Schools for Calculation)	4,908.00
Intensity ratio Tonnes CO₂e per pupil	1.27

*Please note, the previous year gas figures were under-stated due to conversion from m3 to KWH.

ST THOMAS CATHOLIC ACADEMIES TRUST
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

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 2022 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

The intensity measure we are using as a trust assessed the Tonnes of CO₂e emitted per pupil and in our accounts

Measures planned to improve energy efficiency in the next 12 months

- We are seeking to fund low carbon heating replacement for schools where works are undertaken.
- We are investing in building fabric and roof insulation upgrades as works are complete
- We are insisting on insulation of new pipework and other mechanical items when improvements are made
- We are working with specialist companies to look at large scale lighting replacement across schools
- We are upgrading insulation to improve thermal performance within any roof replacement to reduce heat loss and will continue this into the next year.
- We are considering Solar PV and renewable energy sources as we undertake capital works
- We continue to use video conferencing where appropriate to reduce travel between schools.
- Our 5-year vision for ICT is to move workloads to the cloud to reduce on-site energy consumption and air conditioning use.

Plans for Future Periods

Over the course of the period 2021-2022, the Trust grew by 6 schools. There are 1,700 more students, 69 more teachers, and 163 more support staff. The Trust is set to grow again in 2022-23. St Michael's Catholic School in the Diocese of Northampton has confirmed they wish to join the Trust, they have an Academy Order and a consultation is complete. We expect to welcome St Michael's into the Trust on 1st April 2023.

The Directors of the Trust has approved an expansion of the Trust central team to accommodate the growth of the Trust and meet the needs of St Michael's as it joins our family of schools. We anticipate this will require the central function of the Trust to run at a deficit for at least the next two years.

Further growth is expected in April 2024 and April 2025 as we work to meet the Diocesan vision.

Further, the Trust is seeking to establish a hub for operations. There have been challenges in doing so in the southern area of the MAT and a decision is in place for this to move to Luton and Houghton Regis. We expect this to deliver economies of operation and to realise a more effective central team through co-located working where possible.

Funds Held as Custodian Trustee on Behalf of Others

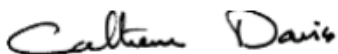
The Academy Trust and / or its Board of Directors did not act as custodian trustee during the current or previous period.

Auditor

Insofar as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 12 December 2022 and signed on the board's behalf by:



Mrs Catherine Davies
Chair of Trustees

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

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

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

Trustees of St Thomas Catholic Academies Trust are referred to as the Board of Directors. The Board has delegated the day-to-day responsibility to the Strategic Executive Leader, 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 St Thomas Catholic Academies Trust and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. During the 12-month period, the Board of Directors met formally 7 times during the year.

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

Trustee	Meetings attended	Out of a possible
Mr Jerzy Brzyski	7	7
Mr Vincent Cheshire	7	7
Prof Claire Collins	6	7
Mrs Catherine Davies	7	7
Dr Elizabeth Duffy	3	4
Mrs Maria Harty	7	7
Mrs Maria Hindmarsh	6	7
Mr James Horsted	7	7
Father Kevin O'Driscoll	4	7

All St Thomas Catholic Academies Trust Board meetings have included a section of the agenda dedicated to Finance. Since October 2020, in accordance with the Academies Financial Handbook 2020 and the Academies Handbook 2021, this section of the Board meetings has operated as the Finance, Audit and Risk Committee, and is chaired by the Director who is the 'Finance Lead' for the Board, rather than by the Chair of the Board.

From September 2022, the Board have developed a separate Finance, Audit & Risk Committee, with 3 permanent members from the Trust Board. All Board members are free to attend any meeting of the Finance, Audit & Risk Committee.

The Finance, Audit and Risk Committee scrutinises all financial reports and accounts; examines and approves budgeting plans; and monitors spending throughout the year. Monthly monitoring reports are provided by the Finance Team. The Chief Finance Officer attends these meetings. The committee also considered quotations from external providers of Internal Audit/Scrutiny (engaging Buzzacott, the RPA and the NGA). It updated the operational risk register as well as discussing strategic risks and determined the areas for scrutiny between January 2022 and August 2022 as: specific financial core controls; health and safety; and governance.

The Finance, Audit and Risk Committee has met formally outside the full Board Meeting (with the same membership as the full Board) in order to discuss quotations for Internal Auditor, to consider Internal Audit Reports, and to scrutinise the related Action Plans.

All whole MAT policies are scrutinised and approved by the Board.

ST THOMAS CATHOLIC ACADEMIES TRUST
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Board reviews the work of the Local Academy Committees (LACs) through reports from the Link Directors and by seeing their minutes. Meetings of Chairs of LACs with the Link Director and Chair of the Board also work as monitoring occasions, as well as affording opportunities for training and support. A formal review of governance across the trust took place as part of the Internal Audit/Scrutiny programme in the summer term of 2022.

The Chair of the Board of Directors and the Strategic Executive Leader, on behalf of the whole MAT, reported directly to the Diocesan Members in meetings on 19 October 2021, and 20 June 2022. These meetings occur termly, to update the members on such matters as: vision in action; school performance and improvement; ethos and well being; finance. On each occasion, self evaluation and plans for development were included in both the report and the subsequent discussion.

Review of value for money

As accounting officer, the Strategic Executive Leader has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Consolidated purchasing of Microsoft volume licensing across our trust allowing greater purchasing power and discount
- Extension of telephone system into additional schools providing aggregated use of phone lines and reducing overhead

As we move into 2022 23 the Trust will seek further savings and value for money through:

- Early capital investment to allow us to procure services in advance of projected price increases
- Reviewing existing contracts for items such as photocopier leases and ensuring we are purchasing what we need
- Procurement for software and other services at Trust level
- Secure a catering contractor across the schools in the Slough area
- Working with new and prospective Trust schools to ensure discounts and existing agreements are extended into those schools.
- Work on procurement frameworks and standardised ICT equipment catalogue to increase buying power and reduce incompatibility.
- Continuing to review grounds maintenance and other contracts

The purpose of the system of internal control

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

ST THOMAS CATHOLIC ACADEMIES TRUST
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GOVERNANCE STATEMENT (CONTINUED)

Capacity to handle risk

The Board of Directors has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Directors.

The risk and control framework

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

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

The Board of Directors considered the requirement for a specific internal audit function and decided to appoint Buzzacott, NGA and the RPA as internal auditors for the year 2021-22.

The internal auditors all reported to the Board of Directors, through the Finance Audit and Risk committee, on the following three areas: Internal Financial Controls; Health and Safety; and Governance. In each case, the Trust Lead in each area worked with the Strategic Executive Leader and the Finance, Audit and Risk Committee to develop and scrutinise the resultant Action Plan. These plans of action are being monitored by the Finance, Audit and Risk Committee.

During the current and previous period, there were no material control issues noted and thus no remedial action was required to be taken. However, the Trust continually seeks to undertake further work to strengthen processes wherever this is recommended. For example, the finance team have worked to close legacy bank accounts held by schools prior to their entry to the Trust, to ensure effective reconciliation of accounts and to minimise risk.

Review of effectiveness

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

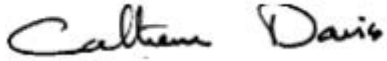
- the work of the internal auditor;
- the work of the external auditors;
- the financial management and governance self assessment process;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.

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

ST THOMAS CATHOLIC ACADEMIES TRUST
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GOVERNANCE STATEMENT (CONTINUED)

Approved by order of the members of the Board of Trustees on 12 December 2022 and signed on their behalf by:



Mrs Catherine Davies
Chair of Trustees



Joseph Richardson
Accounting Officer

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of St Thomas Catholic Academies Trust I have considered my responsibility to notify the Academy Trust 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 Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

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

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.



Joseph Richardson
Accounting Officer
Date: 12 December 2022

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Academies Accounts Direction published by the Education 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 its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

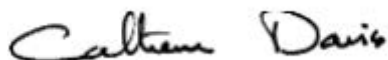
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 12 December 2022 and signed on its behalf by:



Mrs Catherine Davies
Chair of Trustees

ST THOMAS CATHOLIC ACADEMIES TRUST
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INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST THOMAS CATHOLIC ACADEMIES TRUST

Opinion

We have audited the financial statements of St Thomas Catholic Academies Trust (the 'academy trust') for the year ended 31 August 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST THOMAS CATHOLIC ACADEMIES TRUST (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST THOMAS CATHOLIC ACADEMIES TRUST (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

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

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

We considered the nature of the industry and its control environment, and reviewed the academy's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory framework that the academy's operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the UK Companies Act and tax legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.
- We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management, and external legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance.

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 Auditors' report.

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST THOMAS CATHOLIC ACADEMIES TRUST (CONTINUED)

Use of our report

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



Jake Lew (Senior statutory auditor)

for and on behalf of

Landau Baker Limited

Chartered Accountants
Statutory Auditor

Mountcliff House
154 Brent Street
London
NW4 2DR

12 December 2022

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST THOMAS CATHOLIC ACADEMIES TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 1 September 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by St Thomas Catholic Academies Trust during the year 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of St Thomas Catholic Academies Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of St Thomas Catholic Academies Trust's funding agreement with the Secretary of State for Education dated 25 August 2015 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- review of management reporting documents.
- review of Trustees/Governors meeting minutes.
- confirming compliance with the Academy Trust's Scheme of Delegation.
- compliance with delegated authorities.
- consideration of whether any personal benefit has been derived from the Academy Trust's transactions by staff or related parties.
- adherence to tendering policies.

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST THOMAS CATHOLIC ACADEMIES TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

Conclusion

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

Landau Baker Limited

Reporting Accountant

Landau Baker Limited

Chartered Accountants
Statutory Auditor

Mountcliff House
154 Brent Street
London
NW4 2DR

Date: 12 December 2022

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022**

	Note	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Income from:						
Donations and capital grants	3	72	-	1,572	1,644	1,868
Other trading activities	5	261	-	-	261	33
Investments		1	-	-	1	-
Charitable activities	4	1,328	34,359	-	35,687	28,922
Assets transferred from local authority on conversion	22	-	231	-	231	-
Total income		1,662	34,590	1,572	37,824	30,823
Expenditure on:						
Charitable activities	7	117	41,222	608	41,947	30,188
Total expenditure		117	41,222	608	41,947	30,188
Net income/(expenditure)		1,545	(6,632)	964	(4,123)	635
Transfers between funds	16	(592)	-	592	-	-
Net movement in funds before other recognised gains/(losses)		953	(6,632)	1,556	(4,123)	635
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	23	-	20,115	-	20,115	(2,679)
Net movement in funds		953	13,483	1,556	15,992	(2,044)
Reconciliation of funds:						
Total funds brought forward		1,222	(18,193)	3,677	(13,294)	(11,250)
Net movement in funds		953	13,483	1,556	15,992	(2,044)
Total funds carried forward		2,175	(4,710)	5,233	2,698	(13,294)

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 32 to 58 form part of these financial statements.

ST THOMAS CATHOLIC ACADEMIES TRUST

(A company limited by guarantee)

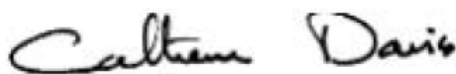
REGISTERED NUMBER: 09660515

**BALANCE SHEET
AS AT 31 AUGUST 2022**

	Note	2022 £000	2021 £000
Fixed assets			
Tangible assets	13	3,348	2,407
		<u>3,348</u>	<u>2,407</u>
Current assets			
Debtors	14	2,032	665
Cash at bank and in hand		7,180	5,866
		<u>9,212</u>	<u>6,531</u>
Creditors: amounts falling due within one year	15	(2,962)	(2,008)
Net current assets		<u>6,250</u>	<u>4,523</u>
Total assets less current liabilities		<u>9,598</u>	<u>6,930</u>
Net assets excluding pension liability		<u>9,598</u>	<u>6,930</u>
Defined benefit pension scheme liability	23	(6,900)	(20,224)
Total net assets		<u><u>2,698</u></u>	<u><u>(13,294)</u></u>
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	16	5,233	3,677
Restricted income funds	16	2,190	2,031
		<u>7,423</u>	<u>5,708</u>
Restricted funds excluding pension asset	16	7,423	5,708
Pension reserve	16	(6,900)	(20,224)
		<u>523</u>	<u>(14,516)</u>
Total restricted funds	16	523	(14,516)
Unrestricted income funds	16	2,175	1,222
		<u>2,698</u>	<u>(13,294)</u>
Total funds		<u><u>2,698</u></u>	<u><u>(13,294)</u></u>

The financial statements on pages 29 to 58 were approved by the Trustees, and authorised for issue on 12 December 2022 and are signed on their behalf, by:

Mrs Catherine Davies
Chair of Trustees



The notes on pages 32 to 58 form part of these financial statements.

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £000	<i>2021</i> <i>£000</i>
Cash flows from operating activities			
Net cash provided by operating activities	18	2,864	3,825
Cash flows from investing activities			
	19	(1,550)	<i>(952)</i>
Change in cash and cash equivalents in the year		1,314	2,873
Cash and cash equivalents at the beginning of the year		5,866	2,993
Cash and cash equivalents at the end of the year	20, 21	7,180	5,866

The notes on pages 32 to 58 form part of these financial statements

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

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

1.3 Income

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

• **Legacies**

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Academy Trust has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Academy Trust, can be reliably measured.

• **Donations**

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

• **Transfer on conversion**

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

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.4 Expenditure

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of financial activities and carried forward in the Balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets 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:

Depreciation is provided on the following bases:

Building improvements	- 10 years straight line
Furniture and equipment	- 3 years straight line
Computer equipment	- 3 years straight line
Motor vehicles	- 5 years straight line

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

1.6 Debtors

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

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.7 Cash at bank and in hand

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

1.8 Liabilities

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

1.9 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. 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.

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.10 Pensions

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.

1.11 Fund accounting

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

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

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

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

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

2. Critical accounting estimates and areas of judgment

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. Income from donations and capital grants

	Unrestricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	<i>Total funds 2021 £000</i>
Donations	72	-	72	97
Capital Grants	-	1,572	1,572	1,771
	<u>72</u>	<u>1,572</u>	<u>1,644</u>	<u>1,868</u>
<i>Total 2021</i>	<u>40</u>	<u>1,828</u>	<u>1,868</u>	

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4. Funding for the Academy Trust's charitable activities

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	<i>Total funds 2021 £000</i>
DfE/ESFA grants				
General Annual Grant (GAG)	-	29,871	29,871	23,742
Other DfE/ESFA grants				
Pupil Premium	-	1,051	1,051	842
UIFSM	-	438	438	302
Others	-	1,048	1,048	1,466
	-	32,408	32,408	26,352
Other Government grants				
Local Authority grants	-	1,882	1,882	1,507
	-	1,882	1,882	1,507
Other income from the Academy Trust's educational activities	1,328	69	1,397	653
COVID-19 additional funding (DfE/ESFA)				
Catch-up Premium	-	-	-	217
Other DfE/ESFA Covid-19 funding	-	-	-	193
	-	-	-	410
	1,328	34,359	35,687	28,922
	1,328	34,359	35,687	28,922
<i>Total 2021</i>	429	28,493	28,922	

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

5. Income from other trading activities

	Unrestricted funds 2022 £000	Total funds 2022 £000	<i>Total funds 2021 £000</i>
Hire of facilities	67	67	12
Other income	194	194	21
	<u>261</u>	<u>261</u>	<u>33</u>

6. Expenditure

	Staff Costs 2022 £000	Premises 2022 £000	Other 2022 £000	Total 2022 £000	<i>Total 2021 £000</i>
Educational Activities:					
Direct costs	18,963	-	2,407	21,370	16,834
Allocated support costs	14,971	2,057	3,549	20,577	13,354
	<u>33,934</u>	<u>2,057</u>	<u>5,956</u>	<u>41,947</u>	<u>30,188</u>
<i>Total 2021</i>	<u>24,448</u>	<u>1,739</u>	<u>4,001</u>	<u>30,188</u>	

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

7. Analysis of expenditure by activities

	Activities undertaken directly 2022 £000	Support costs 2022 £000	Total funds 2022 £000	<i>Total funds 2021 £000</i>
Educational Activities	21,370	20,577	41,947	30,188
<i>Total 2021</i>	<u>16,834</u>	<u>13,354</u>	<u>30,188</u>	

Analysis of direct costs

	Educational Activities 2022 £000	Total funds 2022 £000	<i>Total funds 2021 £000</i>
Staff costs	18,635	18,635	15,266
Educational supplies	1,456	1,456	812
Examination fees	256	256	220
Technology costs	372	372	249
Educational consultancy	323	323	194
Teaching supply costs	328	328	93
	<u>21,370</u>	<u>21,370</u>	<u>16,834</u>

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational Activities 2022 £000	Total funds 2022 £000	<i>Total funds 2021 £000</i>
Pension finance costs	380	380	247
Staff costs	9,781	9,781	7,480
Depreciation	608	608	442
Technology costs	128	128	154
Maintenance of premises and equipment	864	864	858
Cleaning	453	453	258
Energy	459	459	349
Rent and rates	161	161	174
Insurance	120	120	100
Support staff supply costs	241	241	117
Catering	1,007	1,007	542
Governance costs	106	106	68
Professional services	595	595	422
Security and transport	108	108	35
Other support costs	617	617	616
Non cash pension costs	4,949	4,949	1,492
	<u>20,577</u>	<u>20,577</u>	<u>13,354</u>

8. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2022 £000	<i>2021 £000</i>
Depreciation of tangible fixed assets	608	442
Fees paid to auditors for:		
- audit	30	20
- other services	12	10
	<u>650</u>	<u>472</u>

ST THOMAS CATHOLIC ACADEMIES TRUST
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

9. Staff

a. Staff costs

Staff costs during the year were as follows:

	2022	<i>2021</i>
	£000	<i>£000</i>
Wages and salaries	21,465	<i>17,302</i>
Social security costs	2,163	<i>1,627</i>
Pension costs	4,788	<i>3,817</i>
	28,416	<i>22,746</i>
Agency staff costs	569	<i>210</i>
Non cash pension costs	4,949	<i>1,492</i>
	33,934	<i>24,448</i>

b. Staff numbers

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

	2022	<i>2021</i>
	No.	<i>No.</i>
Teachers	619	<i>312</i>
Administration and Support Staff	868	<i>366</i>
Management	57	<i>39</i>
	1,544	<i>717</i>

c. Higher paid staff

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

	2022	<i>2021</i>
	No.	<i>No.</i>
In the band £60,001 - £70,000	13	<i>8</i>
In the band £70,001 - £80,000	7	<i>7</i>
In the band £80,001 - £90,000	3	<i>1</i>
In the band £90,001 - £100,000	1	<i>1</i>
In the band £100,001 - £110,000	1	<i>-</i>
In the band £110,001 - £120,000	1	<i>2</i>
In the band £120,001 - £130,000	1	<i>-</i>

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9. Staff (continued)

d. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £357,000 (2021 - £453,000).

10. Central services

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

- Management and administration
- Legal services
- Audit and accountancy services
- Educational leadership and inspection consultancy

The Academy Trust charges for these services on the following basis:

ESG element of the General Annual Grant Income for each school

The actual amounts charged during the year were as follows:

	2022	<i>2021</i>
	£000	<i>£000</i>
Cardinal Newman Catholic School	448	<i>418</i>
St Margaret of Scotland Catholic Primary School	120	<i>142</i>
St Martin De Porres Catholic Primary School	119	<i>116</i>
St Mary's Catholic Primary School	60	<i>75</i>
St Vincent's Catholic Primary School	54	<i>74</i>
St Joseph's Catholic High School	268	<i>270</i>
St Anthony's Catholic Primary School	100	<i>160</i>
St Ethelbert's Catholic Primary School	114	<i>124</i>
St Edward's Catholic Junior School	33	<i>-</i>
St Peter's Catholic Primary School	25	<i>-</i>
Our Lady's Catholic Primary School	33	<i>-</i>
St Joseph's Catholic Primary School	39	<i>-</i>
St Louis Catholic Primary School	50	<i>-</i>
St Joseph's Catholic Infant School	33	<i>-</i>
Total	1,496	<i>1,379</i>

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 August 2022, no Trustee expenses have been incurred (2021 - £NIL).

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12. Trustees' and Officers' insurance

The Academy Trust 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 membership.

13. Tangible fixed assets

	Long-term leasehold property £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost or valuation					
At 1 September 2021	2,645	293	444	12	3,394
Additions	1,462	13	74	-	1,549
At 31 August 2022	<u>4,107</u>	<u>306</u>	<u>518</u>	<u>12</u>	<u>4,943</u>
Depreciation					
At 1 September 2021	516	216	244	11	987
Charge for the year	428	74	106	-	608
At 31 August 2022	<u>944</u>	<u>290</u>	<u>350</u>	<u>11</u>	<u>1,595</u>
Net book value					
At 31 August 2022	<u>3,163</u>	<u>16</u>	<u>168</u>	<u>1</u>	<u>3,348</u>
At 31 August 2021	<u>2,129</u>	<u>77</u>	<u>200</u>	<u>1</u>	<u>2,407</u>

The Academy Trust occupies land (including buildings) owned by the Trustees of the Catholic Diocese of Northampton. These Diocesan Trustees are the providers of the Trust on the same basis as when the individual academies were maintained schools. The Academy Trust occupies the land (and buildings) under a mere licence. This continuing permission of the Diocesan Trustees is pursuant to, and subject to, the Academy Trust's charitable objects, and is part of the Catholic Church's contribution since 1847 to provide State funded education in partnership with the State. The licence delegates aspects of the management of the land (and buildings) to the Academy Trust for the time being but does not vest any rights over the land in the Academy Trust. The Diocesan Trustees have given an undertaking to the Secretary of State that they will not give the Academy Trust less than two years' notice to terminate the occupation of the land (including buildings). Having considered the factual matrix under which the Academy Trust is occupying the land (and buildings) the Academy Trust Board (Directors) have concluded that the value of the land and buildings occupied by the Academy Trust will not be recognised on the balance sheet of the Trust.

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FOR THE YEAR ENDED 31 AUGUST 2022**

14. Debtors

	2022	<i>2021</i>
	£000	<i>£000</i>
Due within one year		
Trade debtors	123	14
Other debtors	1,532	207
Prepayments and accrued income	377	444
	2,032	<i>665</i>
	2,032	<i>665</i>

15. Creditors: Amounts falling due within one year

	2022	<i>2021</i>
	£000	<i>£000</i>
Trade creditors	1,266	649
Other taxation and social security	515	400
Other creditors	580	442
Accruals and deferred income	601	517
	2,962	<i>2,008</i>
	2,962	<i>2,008</i>
	2022	<i>2021</i>
	£000	<i>£000</i>
Deferred income at 1 September 2021	163	246
Resources deferred during the year	296	163
Amounts released from previous periods	(163)	(246)
	296	<i>163</i>
	296	<i>163</i>

At the balance sheet date the academy trust was holding funds received in advance for the year 2022/2023.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

16. Statement of funds

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
Unrestricted funds						
General Funds - all funds	1,222	1,662	(117)	(592)	-	2,175
Restricted general funds						
GAG Funding	1,943	27,317	(27,120)	-	-	2,140
Pupil premium	-	1,051	(1,051)	-	-	-
UIFSM	-	438	(438)	-	-	-
Other DfE/ESFA grants	-	1,048	(1,048)	-	-	-
Catch-up premium	88	-	(88)	-	-	-
Local authority grants	-	1,884	(1,884)	-	-	-
Other income from the Academy Trust's educational activities	-	1,760	(1,710)	-	-	50
Other DfE/ESFA Covid-19 funding	-	2,554	(2,554)	-	-	-
Pension reserve	(20,224)	(1,462)	(5,329)	-	20,115	(6,900)
	(18,193)	34,590	(41,222)	-	20,115	(4,710)
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	3,677	1,572	(608)	592	-	5,233
Total Restricted funds	(14,516)	36,162	(41,830)	592	20,115	523
Total funds	(13,294)	37,824	(41,947)	-	20,115	2,698

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

Restricted fixed asset funds have been increased by capital grants provided by the DfE and reduced by depreciation charges.

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16. Statement of funds (continued)

Restricted general funds have been increased by revenue grants provided by the DfE and reduced by expenditure incurred in the operation of the academy.

The restricted funds can only be used in terms of limitations imposed under the Funding Agreement with the DfE and the terms of any specific grant.

Unrestricted funds have been increased by other trading activities and reduced by expenditure incurred in the operation of these trading activities.

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

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

	<i>Balance at 1 September 2020 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2021 £000</i>
Unrestricted funds						
General Funds - all funds	846	502	(12)	(114)	-	1,222
Restricted general funds						
GAG Funding	1,533	23,742	(23,332)	-	-	1,943
Pupil premium	-	842	(842)	-	-	-
UIFSM	-	302	(302)	-	-	-
Other DfE/ESFA grants	-	1,466	(1,466)	-	-	-
SEN	-	1,507	(1,507)	-	-	-
Catch-up premium	-	217	(129)	-	-	88
Other DfE/ESFA Covid-19 funding	-	193	(193)	-	-	-
Other DfE/ESFA Covid-19 funding	-	224	(224)	-	-	-
Pension reserve	(15,806)	-	(1,739)	-	(2,679)	(20,224)
	<u>(14,273)</u>	<u>28,493</u>	<u>(29,734)</u>	<u>-</u>	<u>(2,679)</u>	<u>(18,193)</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds (continued)

	<i>Balance at 1 September 2020 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2021 £000</i>
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	2,177	1,828	(442)	114	-	3,677
Total Restricted funds	<u>(12,096)</u>	<u>30,321</u>	<u>(30,176)</u>	<u>114</u>	<u>(2,679)</u>	<u>(14,516)</u>
Total funds	<u><u>(11,250)</u></u>	<u><u>30,823</u></u>	<u><u>(30,188)</u></u>	<u><u>-</u></u>	<u><u>(2,679)</u></u>	<u><u>(13,294)</u></u>

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

	2022 £000	2021 £000
Cardinal Newman School	782	890
St Margaret of Scotland Primary School	189	464
St Martin De Porres Primary School	158	264
St Mary's Catholic Primary School	162	187
St Vincent's Catholic Primary School	147	141
St Joseph's Catholic High School	748	651
St Anthony's Catholic Primary School	197	365
St Ethelbert's Catholic Primary School	176	215
St Edward's Catholic Junior School	255	-
St Peter's Catholic Primary School	(20)	-
Our Lady's Catholic Primary School	69	-
St Joseph's Catholic Primary School	252	-
St Louis Catholic Primary School	873	-
St Joseph's Catholic Infant School	123	-
St Joseph's Catering	73	-
Centralised services	181	76
Total before fixed asset funds and pension reserve	<u>4,365</u>	<u>3,253</u>
Restricted fixed asset fund	5,233	3,677
Pension reserve	(6,900)	(20,224)
Total	<u><u>2,698</u></u>	<u><u>(13,294)</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds (continued)

The following academy is carrying a net deficit on its portion of the funds as follows:

	Deficit £000
St Peter's Catholic Primary School	(20)

St Peter's Catholic School entered the Trust with a structural deficit that was set to grow exponentially.

The Academy Trust is taking the following action to return the academy to surplus:

The school is working to a plan that will see it reach a point of sustainability in staffing and income in two years. After this point, the Directors expect any deficit against the school to begin to decline with modest in-year surpluses.

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**NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2022	Total 2021
	£000	£000	£000	£000	£000	£000
Cardinal Newman School	5,936	2,677	761	1,598	10,972	10,302
St Margaret of Scotland Primary School	1,100	792	122	515	2,529	2,754
St Martin De Porres Primary School	993	1,054	144	470	2,661	2,603
St Mary's Catholic Primary School	477	615	53	266	1,411	1,326
St Vincent's Catholic Primary School	451	392	48	234	1,125	1,070
St Joseph's Catholic High School	3,940	860	542	899	6,241	5,788
St Anthony's Catholic Primary School	1,533	888	91	489	3,001	3,002
St Ethelbert's Catholic Primary School	1,053	747	148	434	2,382	2,274
St Edward's Catholic Junior School	591	331	89	123	1,134	-
St Joseph's Catholic Primary School	784	316	117	166	1,383	-
St Louis Catholic Primary School	553	391	82	196	1,222	-
St Joseph's Catholic Infant School	415	492	43	181	1,131	-
St Peter's Catholic Primary School	364	154	48	88	654	-
Our Lady's Catholic Primary School	439	221	67	160	887	-
St Joseph's Catering	-	138	1	263	402	-
Centralised services	334	897	51	249	1,531	1,300
LGPS- Berkshire Schools	-	741	-	106	847	706
LGPS- Bucks Schools	-	3,265	-	57	3,322	-
Consolidation adjustment	-	-	-	(1,496)	(1,496)	(1,379)
	18,963	14,971	2,407	4,998	41,339	29,746

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	-	-	3,348	3,348
Current assets	2,175	5,152	1,885	9,212
Creditors due within one year	-	(2,962)	-	(2,962)
Provisions for liabilities and charges	-	(6,900)	-	(6,900)
Total	2,175	(4,710)	5,233	2,698

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2021 £000</i>	<i>Restricted funds 2021 £000</i>	<i>Restricted fixed asset funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Tangible fixed assets	-	-	2,407	2,407
Current assets	1,222	4,039	1,270	6,531
Creditors due within one year	-	(2,008)	-	(2,008)
Provisions for liabilities and charges	-	(20,224)	-	(20,224)
Total	1,222	(18,193)	3,677	(13,294)

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Reconciliation of net (expenditure)/income to net cash flow from operating activities

	2022	<i>2021</i>
	£000	<i>£000</i>
Net (expenditure)/income for the year (as per Statement of financial activities)	(4,123)	<i>635</i>
Adjustments for:		
Depreciation	608	<i>441</i>
Interest receivable	1	<i>-</i>
Defined benefit pension scheme obligation inherited	1,462	<i>-</i>
Defined benefit pension scheme cost less contributions payable	4,949	<i>1,492</i>
Defined benefit pension scheme finance cost	380	<i>247</i>
(Increase)/decrease in debtors	(1,367)	<i>132</i>
Increase in creditors	954	<i>878</i>
Net cash provided by operating activities	<u>2,864</u>	<i><u>3,825</u></i>

19. Cash flows from investing activities

	2022	<i>2021</i>
	£000	<i>£000</i>
Dividends, interest and rents from investments	(1)	<i>-</i>
Purchase of tangible fixed assets	(1,549)	<i>(952)</i>
Net cash used in investing activities	<u>(1,550)</u>	<i><u>(952)</u></i>

20. Analysis of cash and cash equivalents

	2022	<i>2021</i>
	£000	<i>£000</i>
Cash in hand and at bank	7,180	<i>5,866</i>
Total cash and cash equivalents	<u>7,180</u>	<i><u>5,866</u></i>

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**NOTES TO THE FINANCIAL STATEMENTS
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21. Analysis of changes in net debt

	At 1 September 2021 £000	Cash flows £000	At 31 August 2022 £000
Cash at bank and in hand	5,866	1,314	7,180
	<u>5,866</u>	<u>1,314</u>	<u>7,180</u>

22. Conversion to an academy trust

On 1 October 2021, St Joseph's Catholic Infant School, St Edward's Catholic Junior School, St Peter's Catholic Primary School, St Louis Catholic Primary School, Our Lady's Catholic Primary School and St Joseph's Catholic Primary School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to St Thomas Catholic Academies Trust from Buckinghamshire County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Statement of financial activities as 'assets transferred from local authority on conversion'.

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

	Restricted funds £000	Total funds £000
Current assets		
Cash - representing budget surplus on LA funds	1,693	1,693
LGPS deficit	(1,462)	(1,462)
Net assets	<u>231</u>	<u>231</u>

23. Pension commitments

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 Bedfordshire Pension Fund, Berkshire Pension Fund and Buckinghamshire Pension Fund. All three 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 August 2022.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

23. Pension commitments (continued)

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time 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.

Valuation of the Teachers' Pension Scheme

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

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

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £3,195,000 (2021 - £2,562,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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 2022 was £2,421,000 (2021 - £1,668,000), of which employer's contributions totalled £1,980,000 (2021 - £1,345,000) and employees' contributions totalled £441,000 (2021 - £323,000). The agreed contribution rates for future years are 24.1 per cent for employers and a variable 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.

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23. Pension commitments (continued)

Principal actuarial assumptions

Bedfordshire Pension Fund

	2022	<i>2021</i>
	%	%
Rate of increase in salaries	3.90	3.85
Rate of increase for pensions in payment/inflation	2.90	2.85
Discount rate for scheme liabilities	4.25	1.65
	<u><u> </u></u>	<u><u> </u></u>

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

	2022	<i>2021</i>
	Years	Years
<i>Retiring today</i>		
Males	22.0	21.9
Females	24.4	24.3
<i>Retiring in 20 years</i>		
Males	22.9	22.9
Females	26.1	26.0
	<u><u> </u></u>	<u><u> </u></u>

Berkshire Pension Fund

	2022	<i>2021</i>
	%	%
Rate of increase in salaries	3.90	3.90
Rate of increase for pensions in payment/inflation	2.90	2.90
Discount rate for scheme liabilities	4.25	1.65
	<u><u> </u></u>	<u><u> </u></u>

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

	2022	<i>2021</i>
	Years	Years
<i>Retiring today</i>		
Males	21.0	21.3
Females	23.8	24.0
<i>Retiring in 20 years</i>		
Males	22.3	22.6
Females	25.3	25.4
	<u><u> </u></u>	<u><u> </u></u>

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23. Pension commitments (continued)

Buckinghamshire Pension Fund	2022	<i>2021</i>
	%	%
Rate of increase in salaries	3.90	
Rate of increase for pensions in payment/inflation	2.90	
Discount rate for scheme liabilities	4.25	

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

	2022	<i>2021</i>
	Years	Years
<i>Retiring today</i>		
Males	21.0	
Females	24.6	
<i>Retiring in 20 years</i>		
Males	22.3	
Females	26.0	

Sensitivity analysis

Bedfordshire Pension Fund	2022	<i>2021</i>
	£000	£000
Discount rate +0.1%	747	1,877
Discount rate -0.1%	807	2,010
Mortality assumption - 1 year increase	804	2,031
Mortality assumption - 1 year decrease	749	1,859
CPI rate +0.1%	807	2,009
CPI rate -0.1%	748	1,879
Salary increase +0.1%	777	1,944
Salary increase -0.1%	777	1,943

Berkshire Pension Fund	2022	<i>2021</i>
	£000	£000
Discount rate +0.1%	427	1,182
Discount rate -0.1%	460	1,263
Mortality assumption - 1 year increase	460	1,276
Mortality assumption - 1 year decrease	427	1,170
CPI rate +0.1%	460	1,263
CPI rate -0.1%	427	1,183
Salary increase +0.1%	443	1,223
Salary increase -0.1%	443	1,221

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23. Pension commitments (continued)

Buckinghamshire Pension Fund

	2022	<i>2021</i>
	£000	<i>£000</i>
Discount rate +0.1%	836	-
Discount rate -0.1%	888	-
Mortality assumption - 1 year increase	890	-
Mortality assumption - 1 year decrease	834	-
CPI rate +0.1%	888	-
CPI rate -0.1%	836	-
Salary increase +0.1%	862	-
Salary increase -0.1%	861	-
	836	<i>-</i>

Share of scheme assets

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

	At 31 August 2022	<i>At 31 August 2021</i>
	£000	<i>£000</i>
Equities	9,757	7,217
Corporate bonds	3,319	1,983
Property	1,964	1,097
Cash and other liquid assets	465	232
Other	912	269
	16,417	<i>10,798</i>

The actual return on scheme assets was £1,000 (2021 - £726,000).

The amounts recognised in the Statement of financial activities are as follows:

	2022	<i>2021</i>
	£000	<i>£000</i>
Current service cost	(4,329)	(2,652)
Past service cost	(207)	-
Interest income	250	144
Interest cost	(630)	(391)
Benefit changes, gain/(loss) on curtailment and gain/(loss) on settlement	(2,379)	-
Administrative expenses	(14)	(7)
	(7,309)	<i>(2,906)</i>

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23. Pension commitments (continued)

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

	2022	<i>2021</i>
	£000	<i>£000</i>
At 1 September	31,063	23,974
Conversion of academy trusts	2,675	-
Current service cost	4,329	2,652
Interest cost	630	391
Employee contributions	441	323
Actuarial (gains)/losses	(20,364)	3,579
Benefits paid	(306)	(50)
Past service costs	207	-
Effects of non-routine settlements	4,642	194
At 31 August	23,317	31,063

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

	2022	<i>2021</i>
	£000	<i>£000</i>
At 1 September	10,839	8,168
Conversion of academy trusts	1,213	-
Interest income	250	144
Actuarial (losses)/gains	(249)	900
Employer contributions	1,980	1,345
Employee contributions	441	323
Benefits paid	(306)	(50)
Effects of non-routine settlements	2,263	16
Administrative expenses	(14)	(7)
At 31 August	16,417	10,839

24. 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.

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25. Related party transactions

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 Academy Trust Handbook, 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.

26. Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2022 the academy trust received £48,000 (2021 - £73,000) and disbursed £xxx (2021 : £73,000) from the fund. An amount of £NIL (2021 - £NIL) is included in other creditors relating to undistributed funds that is repayable to ESFA.