

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2023

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members

Sir Roger Fry (Resigned 31 March 2023)
Worcester Diocesan Academy Trust (Corporate member)
Hugh Richards
Margaret James
Ruth Walker (appointed 15 October 2022)
Bryan Allbut

Trustees

Claire Davies, Chief Executive
Hugh Richards, Chair (to 2 October 2023)
Philip Mitchell
Christopher Stephens
Nigel Petrie
Samantha Porter
Alan Soper, Chair (from 3 October 2023)
Tim Reid

Company registered number

10390487

Company name

The Diocese of Worcester Multi Academy Trust

Principal and registered office

Field House
29 Sansome Walk
Worcester
WR1 1NU

Company secretary

Claire Roberts

Chief executive officer

Claire Davies

Senior management team

Claire Davies, Chief Executive Officer
Claire Roberts, Director of Operations
Claire Rushton, Director of Finance
John McMillan, School Improvement Lead (resigned 31 December 2022)
Sue Parker, School Improvement Lead (appointed 1 January 2023)
Maggie Spence, School Improvement Advisor (appointed 1 September 2022)
Palbinder Brom, School Improvement Advisor (appointed 1 September 2022)

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
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Independent auditors

Crowe U.K. LLP
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Bankers

Lloyds Bank
4 The Cross
Worcester
WR1 3PY

Solicitors

Stone King LLP
Boundary House
91 Charterhouse Street
London
EC1M 6HR

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
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TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 AUGUST 2023

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1st September 2022 to 31 August 2023. The Trustees confirm that the annual report and financial statements of the Trust comply with the current statutory requirements. The annual report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates sixteen academies for pupils aged up to 12 and serves schools within the Worcester Diocese catchment area. This includes the Local Authorities of Worcestershire and Dudley.

The Multi Academy Trust caters for 2895 pupils at full capacity and had a roll of 2,433 in October 2022.

Academy	NOR	Date joined the Trust
Malvern Parish CofE Primary School	210	1 January 2017
Littleton's CofE First School	128	1 February 2017
Offenham CofE First School	114	1 February 2017
St Barnabas CofE First & Middle School	183	1 March 2017
Crowle CofE First School	57	1 March 2017
St Nicholas CofE Middle School	212	1 April 2017
Pinvin CofE First School	103	1 April 2017
Madresfield CofE Primary School	103	1 May 2017
Netherton CofE Primary School	349	1 Nov 2017
St. Oswald's CofE Primary School	159	1 February 2018
Castlemorton CofE Primary School	83	1 July 2018
Powick CofE Primary School	183	1 July 2018
Broadheath CofE Primary School	149	1 December 2019
Martley CofE Primary School	135	1 December 2019
Callow End CofE Primary School	102	1 November 2020
Rushwick CofE Primary School	163	1 January 2023

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Structure, governance and management

a. 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 Diocese of Worcester Multi Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Diocese of Worcester Multi Academy Trust. Its articles were adopted on 12th September 2016.

Details of the Trustees who served during the year and to the date these accounts are approved, are included in the Reference and Administrative Details on page (1).

b. 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.

c. Trustees' indemnities

The Trust has opted into the Department for Education's Risk Protection Arrangement. This is an alternative to insurance where the 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.

d. Method of recruitment and appointment or election of Trustees

The members appoint a minimum of 5 Directors / Trustees. The Directors appointed under Article 50 of the Articles of Association can, with the consent of Worcester Diocesan Academies Trust appoint up to 2 co-opted Directors for such term (not exceeding 4 years) and otherwise upon such conditions as they see fit.

Trustees are recruited onto the Board based on their specialist skills and empathy for the ethos of the Trust and its objectives. Trustees and officers nominate new Trustees to the members for appointment. Appointments are formally approved by resolution. The articles stipulate no fewer than five trustees must be in place with a term of office of three years..

e. Policies adopted for the induction and training of Trustees

The Trustees recognise the need not only to recruit Trustees with appropriate skills and experience but also to ensure that new Trustees are fully inducted into their roles and responsibilities. The training and induction provided for new Trustees will depend on their existing experience. However, all new Trustees receive an induction pack providing information regarding the responsibilities of charitable trustees and the operation of the Trust, including constitutional documents, annual accounts and minutes of meetings. New Trustees are encouraged to visit Trust academies and participate in training offered centrally for those with a governing role.

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Structure, governance and management (continued)

f. Organisational structure

Governance:

As a charity and company limited by guarantee, the Diocese of Worcester Multi Academy Trust (the "Company"), is comprised of and governed by:

- Members who guarantee the liabilities of the Company and review the strategic direction.
- A Board of Directors / Trustees (the "Directors") who are responsible for, and oversee, the management and administration of the Company and the academies run by the Company (DoWMAT).
- A Finance and Audit Committee which is responsible for financial scrutiny and oversight.
- A Quality of Education Committee, which is responsible for overseeing the teaching and leadership standards across the academies in the company.
- A Pay and Remuneration Committee to benchmark central staff pay scales and review any pay decisions.
- Local Academy Boards ("LABs"); Each academy has a Local Academy Board, whose members are responsible for the day-to-day management and administration of each academy; subject to the provisions in the Scheme of Delegated Authority (SoDA).

The governance of the Trust is defined in the Memorandum and Articles of Associations together with the funding agreement with the Department for Education.

The Board of Trustees is responsible for;

1. Ensuring that the vision, ethos and strategic direction of the Trust are clearly defined and implemented
2. The performance of the Trust academies
3. Ensuring the sound, proper and effective use of the Trust's financial resources

The Chief Executive Officer (CEO) is the Accounting Officer and responsible for the day-to-day management of the Trust.

Academy Governance:

Each academy has its own Local Academy Board (LAB). Responsibilities are delegated by the Trust to the LAB through a Scheme of Delegated Authority. The key functions of the LAB include;

1. Ensuring the vision, ethos and strategic direction of the school are clearly defined and implemented
2. Ensuring the Headteacher performs his/ her responsibilities for the educational performance of the school
3. Ensuring sound, proper and effective use of the school's financial resources
4. Reporting back to the Board on the suitability of Trust policies

The Headteachers' (Executive Headteacher / Head of School) responsibilities include;

1. The internal organisation, management and control of the academy
2. The educational performance of the school
3. Supporting the successful development of the Trust as a whole

The full Board of Trustees normally meets once every half term. The Board establishes an overall framework for the governance of the Academies and determines membership, terms of reference and procedures for the Local Academy Boards. It monitors the activities of the LABs through the minutes of their meetings. The CEO meets the Chairs of all the LABs on a half termly basis; to share information, ensure the smooth running of the LABs and provide the Chairs with a forum to discuss and share ideas to promote good governance..

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Structure, governance and management (continued)

g. Arrangements for setting pay and remuneration of key management personnel

The Trust's key management personnel are appointed by the Trustees with the pay scale for each post agreed in advance in accordance with nationally recognised pay scales or senior leadership scales, as appropriate.

Salaries for central staff are reviewed by the Trustees following an annual Performance Management Review and benchmarked against recognised pay scales, where possible. The Directors have established a Pay and Remuneration Committee to benchmark central staff pay scales and review any pay decisions.

The salaries of all Headteachers in Trust academies are reviewed annually in accordance with the School Teachers Pay and Conditions Guidance (2016), following an annual Performance Management Review which is undertaken by the Trust and representatives of the LAB.

The salaries of all other senior leaders in Trust academies are reviewed annually in accordance with the School Teachers Pay and Conditions Guidance (2016) following an annual Performance Management Review which is overseen by the Headteacher or Executive Headteacher of the school.

Details of Trustee's expenses and related party transactions are disclosed in the notes to the accounts.

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TRUSTEES' REPORT (CONTINUED)
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Structure, governance and management (continued)

h. Trade Union Facility Time

Trade Union Facilities time is currently charged at £1.91 per pupil and therefore there would be a charge of £4,098.86 for provision across the Trust.

Relevant Union Officials

Number of Employees who were relevant union officials during the relevant period	Full-time equivalent employee number
0	0

Percentage of time spent on facility time

Percentage of Time	Number of Employees
0%	0
1%-50%	0
51%-99%	0
100%	0

Percentage of pay bill spent on facility time

Provide the total cost of facility time	N/A
Provide the total pay bill	N/A
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) × 100	N/A

Paid Trade Union Activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) × 100	N/A
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i. Related Parties and other Connected Charities and Organisations

The Trust is connected to the WDAT and the Diocese of Worcester Board of Education (DBE). Neither WDAT nor the DBE receive any financial gain from the Trust.

Mr. Hugh Richards, the Chair of the Board of Directors is also a member of the Diocesan Synod and Chairman of the House of Laity.

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TRUSTEES' REPORT (CONTINUED)
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Structure, governance and management (continued)

j. Engagement with employees (including disabled persons)

Employees have been consulted on issues of concern to them by means of the regular consultative meetings of the Executive Team (DoWMAT CEO and DoWMAT Headteachers / Executive Headteachers / Heads of School) and have been kept informed of matters directly by the CEO or senior members of the Central Team. Key decisions / actions are consulted on before these are actioned – ie new assessment systems, personnel management strategies, Service level agreements for SEND and Safeguarding.

The Trust undertakes an anonymous annual Staff Questionnaire for all members of the DoWMAT staff – teachers, teaching assistants, office, caretaking staff / lunchtime supervisors. This is analysed and key information and actions are shared with all members of staff.

In addition, an anonymous Headteacher questionnaire is undertaken to allow for confidential feedback to the Central Team and the DoWMAT Board of Directors on the level of overall Trust provision. Again, key information received is fed back to Headteachers and the Local Academy Boards.

A further anonymous questionnaire is sent to all Local Academy Board members. Analysis from each questionnaire informs future planning.

The Central Team holds a weekly information meeting to allow for the sharing of relevant information and ensuring each member of staff is up to date and well-informed.

Key policies and strategies are shared with relevant employees for consultative purposes prior to being adopted. The amendments to the Scheme of Delegated Authority, People Strategy.

Each academy holds a weekly staff meeting to ensure staff are well-informed on matters of concern to them. Collaboration between all DoWMAT staff, academies and the Central Team is actively encouraged and all senior staff have a common awareness of the importance of their actions on the Trust as a whole.

Exit interviews are available for staff leaving the organisation and have provided opportunities for inward reflection on Trust provision.

The Academy Trust has implemented a number of detailed policies in relation to all aspects of personal matters, including;

- Equality Policy
- Volunteers Policy
- Health and Safety Policy
- People Strategy
- Well-Being Policy to include Stress Management

In accordance with the Academy Trust's Equality Policy, the Academy Trust has long established fair employment practices in the recruitment, selection, retention and training of disabled staff. Full details of these policies are available from the Academy trust's offices and can be found on the Trust website.

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TRUSTEES' REPORT (CONTINUED)
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Structure, governance and management (continued)

k. Engagement with suppliers, customers and others in a business relationship with the trust

The Trust operates a number of successful business relationships with suppliers both at a whole Trust level and at individual school level.

Communication is key in ensuring all services run smoothly to the benefit of each DoWMAT academy and its pupils. The Trust Central Team meets with suppliers of key services regularly throughout the year to discuss Trust needs and next steps.

Objectives and activities

Vision and Values of the Trust

'To Love, To Learn, To Serve' sums up the DoWMAT's vision for those who come together to create the MAT, enabling all to flourish both as individuals and in community with each other; living life in all its fullness (John 10:10)

To Love

The New Testament sums up the entire law as a call to "love your neighbour as yourself" (Galatians 5:14). The Bible teaches that we are only able to love because God first loved us (1 John 4:10). This love is expected to characterise the way in which the DoWMAT operates, makes decisions, builds relationships, and carries out its day-to-day business: each person putting the needs of others before their own, with a commitment to the flourishing of all. The exposition of love in 1 Corinthians 13 reminds us that love is patient, kind, forgiving, generous, humble, trusting, respectful, hopeful, resilient and enduring. Those who learn and work in the DoWMAT, and all who come into contact with it, can expect to experience that love in the way that they are treated.

Therefore, we:

- treat everyone with love and respect in the same way that we, ourselves, would like to be treated
- recognise that everyone is a child of God and has talents which are to be nurtured
- welcome people who are different from us and treat them with dignity and respect at all times

To Learn

The DoWMAT is a Christian learning community that is committed to enabling all to live a life of freedom and transformation as a result of the hope and wisdom that learning brings. Learning is at the heart of the Church of England's vision for and commitment to education. Growing in wisdom is celebrated in the Bible and all are exhorted to listen, to seek guidance, to acquire knowledge and to learn discretion (Proverbs 1: 1-6), largely through human relationships and interactions. Jesus' teaching, as summed up in the Beatitudes (Matthew 5:3-10), describes human beings who are learning to live a life that is characterised by humility, compassion, mercy, righteousness and peace. The learning that takes place within the DoWMAT is expected to be recognisably rooted in these godly characteristics and focused upon enabling the holistic development of people who are made in the image of God.

Therefore, we:

- are committed to enabling a lifelong love of learning through growing and celebrating together
- will ensure that our curriculum, resources and professional development enable all to flourish
- prioritise spiritual development and growth for all

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TRUSTEES' REPORT (CONTINUED)
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Objectives and activities (continued)

To Serve

Service and servant leadership, was a striking feature of the way in which Jesus lived his life. The example he gave to his disciples in washing their feet (John 13:1-17) provides us with a role model for the way in which we should seek to live in community with others. Putting the needs of others before our own, supporting people in their growth and development as holistic human beings, enabling people's gifts and talents to come to the fore as a result of our service to them are all defining characteristics of the way in which the DoWMAT operates. In serving others and meeting their needs through generosity of spirit, we manifest God's grace and love for others (1 Peter 4:8-11).

Therefore, we:

- consider others at all times rather than always putting 'me' first
- ensure that everyone is safe and has their needs understood and met
- live and work in a way that is deeply Christian and which serves the common good

These core values underpin all aspects of our Trust as we strive to make a positive difference to the lives of all DoWMAT pupils whilst they are at school and in later life. Through these values, we can be sure our community is one of hope; a place of transformation and trust, where all are treated with respect and dignity.

a. Objects and aims

- To deliver an excellent Christian education for all pupils in each DoWMAT academy which embodies the core values of the Church of England Vision for Education
- To ensure the Trust's strategic and operational systems are fully in line with the Trust's Values and core purpose
- To explore ways DoWMAT can develop and extend the offer to support further church schools within the Diocese

b. Objectives, strategies and activities

1. To ensure all aspects of DoWMAT provision are informed and strengthened by our Christian foundations.
2. To have the highest standards of collective leadership and governance to deliver sustainable school improvement and safeguarding.
3. To have a compelling offer for our workforce, with a focus on workload and well-being, in order to attract, recruit, develop and retain the best people who meet high professional standards and have uplifting, purposeful careers.
4. To grow the Trust with more pupils, and more schools with whom we know we can be stronger together.
5. To ensure a rigorous focus on curriculum, assessment, behaviour and attendance to improve pupil outcomes and maximise progress for all.
6. To develop deep collaboration in subject areas to drive continuous improvement in the quality of teaching and learning.
7. To have efficient and effective shared services enabling teachers and school leaders to focus on school improvement.

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Objectives and activities (continued)

8. To ensure strong and efficient financial management, ensuring every pound works as hard as possible in improving outcomes for pupils.

c. Public benefit

The Trustees confirm they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charities Commission's general guidance on public benefit in exercising their powers or duties. They have referred to the guidance when reviewing the Trust's aims and objectives and planning its future activities.

The vision of the Trust is to deliver excellence in education and the very best outcomes for children and young people so that they can achieve their fullest potential - in line with its aims and the Church of England vision for education.

In order to fulfill its public benefit, the Trust has set up systems to support each academy in terms of school improvement.

Academy improvement within the Trust is led by our Academy Improvement Lead, who has a clear understanding of the strengths and weaknesses of all academies within the Trust. Each academy is assigned a School Improvement Advisor who undertakes half termly school improvement visits; affording academy leaders the opportunity to reflect on their impact to date, celebrate achievements and map out actions for next steps within a supportive and challenging framework.

The school improvement team organises a range of training and moderation events to support key improvements in teaching and learning in each of our academies.

Once priorities are decided upon, the Trust employs a number of internal and external advisors to work alongside our leaders to ensure their setting is providing the very best for each and every pupil. Our academy effectiveness approach keeps a close eye on key groups where underachievement has been identified nationally:

- Disadvantaged pupils
- Pupils with SEND

In addition, all Church academies within DoWMAT also benefit from a range of services provided by the Diocesan Education Team for schools and academies within the Diocese of Worcester. These include the following:

- Regular regional governor and Headteacher meetings
- Places at governor specific training events listed in the Diocesan training programme
- Administration and support with foundation governor appointments
- A Diocesan partnership meeting - an annual meeting with a member of the Diocesan Education Team to discuss aspects of the school's deeply Christian character, as defined by the SIAMS Evaluation Schedule
- Administration of SIAMS support and telephone or email advice pre and post inspection
- Attendance at Ofsted feedback by the DDE or her representative
- Access to and information on education resources via electronic mailings and the Diocesan website
- Regular information from the Diocesan Education Team
- Basic telephone and email advice and support as required
- Pastoral support, including in times of crisis
- Invitations to all training opportunities and events (N.B. costs to attend will be higher for schools which do not belong to the SLA scheme)

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TRUSTEES' REPORT (CONTINUED)
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Objectives and activities (continued)

- Attendance and support through Headteacher appointment processes (interviews and preparation meetings) and an initial visit to a newly appointed Headteacher
- Attendance at a training course at the Old Palace for newly appointed Headteachers
- Advice on legal issues related to church school property, site ownership and trust deeds
- Support with school buildings issues
- School organisation advice and support (academies, collaborations etc)
- Advice, training and resources (e.g. prayer days, BREATHE) from the Worcester Diocese Youth Officer and Children's Officer
- Chaplaincy advice and development with local clergy links from the Worcester Diocese Youth Officer
- Monthly 'drop-in' term time surgeries, where members of the Diocesan Education Team available to meet face to face or via telephone for all senior leaders, teaching staff and governors
- Access to all training courses set out in the Training Events Programme for an unlimited
- Number of members of the academy staff and/or Local Academy Board
- Attendance by up to two school leaders at the annual Diocesan Headteacher and School Leader Conference
- In addition, schools are entitled to 15 hours of support, offered in a variety of categories, as detailed in the Diocesan Board of Education Service Level Agreement (updated annually)

Strategic report

Achievements and performance

The Trust was set up on 12th September 2016. The earliest academies joined the Trust on the 1st February 2017.

There are currently sixteen academies within the Trust.

Summary for each academy within the trust:

- **Broadheath CofE Primary School** – this school joined the Trust in December, 2019. From anuary 2020, the school changed its leadership structure to Executive Headteacher / Head of School. This is working well. Over this year, the curriculum has been developed effectively, as has subject leadership. There is now a focus on developing assessment systems particularly in the foundation subjects - looking particularly at greater depth in Foundation subjects. The school makes a positive contribution to the Trust – the Deputy Head Teacher is a Church School Ambassador and a KS2 teacher helps to lead moderation. In a SIAMs inspection in January 2023, the school was rated **Good**.
- **Callow End CofE Primary School** – this school joined the Trust in November 2020 and was rated Good by Ofsted. In a recent inspection (July 2023), the school retained its **Good** rating. Next year, the Trust will be providing the school with additional support to ensure the pace of improvement continues. It will be a DoWMAT Priority School.
- **Castlemorton CofE Primary School** - This school joined the trust in July 2018. In November 2022, it was rated **Good** by Ofsted - an improvement on its previous RI judgement. In September 2022, a new leadership structure was put in place and the new Executive Headteacher and Head School have made significant progress with changes to the curriculum and tightened policies and procedures. In a SIAMs inspection in March 2020 the school was rated Excellent.
- **Crowle CofE First School** – last Ofsted inspection October 2019; Good. Leadership and Management, to include Governance, are strong and the academy has strength in Curriculum

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TRUSTEES' REPORT (CONTINUED)
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Strategic report (continued)

Achievements and performance (continued)

development, Leadership at all levels and Teaching and Learning. The Headteacher has previously worked as a Local Authority Early Years Advisor and is a current Ofsted inspector. She has had a positive impact across the Trust via her leadership of Science and work with Early Years. She has also taken part in school reviews and helped to design and deliver training for subject and middle leaders. All three teachers at the school are Teaching and Learning Partners who have helped lead moderation and provided support to colleagues across the Trust. The school is well-led and managed with a key challenge being numbers on role because of uncertainty over a change from a 3 tier to 2 tier system in the area. In a SIAMs inspection in October 2022 the school was rated **Good**.

- **Madresfield CofE Primary School** – The school joined the Trust in 2017. From September 2021, it has run with a Head of School/Executive Headteacher model. Due to retirement and re-organisation, the school had a new Head of School and Executive Headteacher from September 2022 who have formed a good working relationship. A graded Ofsted inspection was carried out in October 2022 following the good declining grading from the previous year. Work carried out over the last 12 months, particularly around curriculum development was successful in halting the decline and the school is now judged to be **Good**. The Head of School makes a positive contribution to the Trust as a Church School Ambassador.
- **Malvern Parish CofE Primary School** – this school joined the Trust in April 2017. Its last Ofsted inspection in March 2020 was **Good**. The school has successfully run an Executive Headteacher and Head of School model since 2021 with a new Executive Headteacher joining in September 2022. She provides excellent support to the Head of School who is developing his leadership skills and growing in confidence. Teaching and Learning is a strength of the school – 4 members of staff are DoWMAT Teaching and Learning Partners who have helped lead moderation and provided support to colleagues across the Trust.
- **Martley CofE Primary School** – this school joined the Trust in December 2019. From January 2020, the school changed its leadership structure to one with an Executive Headteacher and Head of School. Several areas for improvement in the Quality of Education were identified in Spring 2022 and it became a DoWMAT priority school. A new Executive Headteacher started in January 2023 and rapid progress has been made. A School Review in July 2023 highlighted the improvements that have been made to Teaching and Learning and the Curriculum. It is no longer a priority school. A Teaching Assistant runs the TISUK network alongside a DoWMAT Headteacher making a positive contribution to the Trust.
- **Netherton CofE Primary School** - this school joined the Trust in 2017 and had previously been a cause for concern and a DoWMAT priority school. In Summer 2021, the Deputy Headteacher took on the role of Acting Headteacher, and progress against key priorities started to be made at considerable pace. This was reflected in the outcome of its Ofsted inspection in March 2022, when it was graded as Good (Next Inspection Section 5). A new Headteacher and Deputy were appointed in September 2022, both with very strong track records in leadership. Progress has continued to be rapid, and the school was judged to be **Good** by Ofsted in June 2023. The school makes a positive contribution to the Trust. The Headteacher and the Deputy Headteacher are Trust Leads (HT – Behaviour, DHT English) and two 2 teachers are DoWMAT Teaching & Learning Partners.
- **Offenham CofE First School** – this school joined the Trust in 2017 and was judged to be **Good** by Ofsted in January 2020. Leadership and Management in this academy is good. The Headteacher has recently taken on the Executive Headship of a nearby Local Authority school and is also a

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TRUSTEES' REPORT (CONTINUED)
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Strategic report (continued)

Achievements and performance (continued)

- Church School Ambassador for the Trust. The school is in a strong position – a good broad and balanced curriculum is in place and teaching and subject leaders contribute very well to school development. The YR/1 teacher leads moderation in EYFS.
- **Pinvin CofE First School** - this school joined the Trust in April 2017 and is federated with St Nicholas CofE Middle School. In its last Ofsted inspection in February 2023, the school was judged to be **Inadequate (Serious Weaknesses)**. This was because Safeguarding was found to be ineffective. Rapid action has been taken and this is no longer the case, however the school is receiving extensive support from the Trust. The school has experienced considerable staffing turbulence over several years and remains a DoW MAT Priority School.
 - **Powick CofE Primary School** – the last Ofsted inspection in July 2012 rated the school as **Outstanding**. This academy joined the Trust in July 2018. The Trust evaluation was that the school had significant weaknesses in the quality of provision prior to joining. There has been a highly significant improvement in the quality of education and leadership since September 2018. The school moved from an Executive Headteacher/Head of School leadership structure to having a Headteacher from September 2022, with the Head of School taking on the role. The school is no longer seen as a DoW MAT priority school and is now in a securely good position.
 - **Rushwick CofE Primary School** – this school joined the Trust in January 2023 as a sponsored academy. The school was judged to be Inadequate in February 2022 as Safeguarding was ineffective. The LA had already taken swift action prior to the school joining the Trust and this is no longer the case. Both the Headteacher and Deputy Headteacher left the school before it joined the Trust and now it operates under an Executive Headteacher/Head of School model. The new leadership team has made good progress, but it will remain a DoW MAT priority school, next year.
 - **St. Barnabas CofE First and Middle School** – this school joined the Trust in March 2017. The last Ofsted inspection January 2020 rated the school as **Requires Improvement**. Although the school had improved since its previous inspection, the pace of change should have been faster. From September 2022, the school has benefited from a new Headteacher with a very strong track record in school leadership and improvement. She has taken swift action and progress has been rapid. Consequently, school is now in a much stronger position. The school makes a very positive contribution to the Trust. The Headteacher is also the EHT at Martley Primary School. She has led a number of leadership training sessions, is a National Pupil Premium Reviewer and a Church School Ambassador. Two teachers (Y6 & Y2) are Teaching and Learning Partners in a SIAMs inspection in October 2022 the school was rated **Good**.
 - **St. Nicholas CofE Middle School** - this school joined the Trust in April 2017 and is federated with Pinvin CofE First School. In the Summer Term 2021, the school was graded as **Requires Improvement** following an Ofsted monitoring visit. This was a reflection of the positive impact of changes made in the curriculum, senior leadership and subject leadership. The previous inspection judgement was Inadequate (Serious Weaknesses). However, the school has experienced considerable staffing turbulence at all levels over several years and is receiving extensive support from the Trust. It remains a DoW MAT priority school.
 - **St. Oswald's CofE Primary School** – this school joined the Trust in February 2018, as a DoW MAT priority school. A new Headteacher was appointed in Summer 2021 and she has made a substantial impact at the school with all aspects of the quality of education and leadership improving. This was reflected in a highly successful Ofsted inspection in Summer Term 2022, when it was judged to be **Good**. It is no longer a DoW MAT priority school.

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Strategic report (continued)

Achievements and performance (continued)

The school makes a positive contribution to the Trust. The Headteacher is a Teaching and Learning Advisor, the Deputy Headteacher is a Church School Ambassador and the Y6 teacher is a DoWMAT Teaching and Learning Partner.

- **The Littletons CofE First School** – this school joined the Trust in 2017. The last Ofsted inspection January 2020 was **Good**. A new and inexperienced Headteacher was appointed in September 2022. He has been provided with additional support and is demonstrating good development in his leadership skills. He is well supported by an experienced teaching staff and a DoWMAT Teaching and Learning review in Spring 2023 was very positive.

Rushwick Pre-School has now joined the Trust – September 2023. This Pre-School was rated Good by Ofsted in July 2023 and feeds into Rushwick CofE Primary School (See above).

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Strategic report (continued)

Achievements and performance (continued)

a. Key performance indicators

	KPI	Key Documents	RAG	Notes
1	Effective finance systems / policies in place so that funding is used properly, efficiently and effectively	Financial Policy Budget Monitoring Reports / Budget Setting Report Pay (and Appraisal) policy Anti Fraud and Corruption Policy and Procedure Competitive Tendering Policy Investment Policy 3-5 year Budget Plan		Trust follows Financial Regulations. Finance Policy in place Trust wide financial policies in place, to include policy / strategy for academies causing financial concern. Policies reflect current practice. Improved processes in place for setting academy budgets.
2	3-year Trust Development Strategy in place	Trust Strategic Development Plan Trust Growth Plan		Strategy to take Trust priorities, evidenced by data, into account. Actions are specific, accurately costed, planned within reasonable timescales and deliver impact for pupils.
3	Effective financial monitoring systems in place	Financial Reports Feedback from Finance and Governance Audits RO reports Annual Accounts		Auditors and Responsible Officer in place and supporting effective financial practices.
4	Effective Safeguarding procedures in each academy.			To include recruitment practices, SCR, employment practices, record keeping, personnel management, visitors, referrals, links with social service and outside agencies
5	Risk Management Policies and Procedures in place	Risk and Opportunities Policy Risk Register		Robust and proactive risk identification, mitigation and management for the Trust and each of its academies is in place.
6	Trust is fully compliant with all statutory obligations	DoWMAT Memorandum Articles of Association Audit returns		Trust is compliant with the Trust's Memorandum and Articles of Association together with all statutory, regulatory and legal requirements including Funding Agreements as set out in the Academies Financial Handbook and Statement of Recommended Practices (SORP) of the Charities Commission
7	Trust finances remain robust and in surplus	Trust cash flow and budget documentation		Trust finances become increasingly robust and an in year surplus is achieved.
8	Robust financial systems maintained in all Trust academies	Academy cash flow and budget documentation		Trust finances are in surplus. Improved finance systems set up in each DoWMAT academy. The majority of academies had an in-year deficit but this is being addressed with recovery plans in place and adhered to.
9	Strong Trust vision in place and shared with all academies	Trust Values and Vision Trust Strapline Equality Policy		Provides strong expectations for whole Trust and its academies on meeting the Church of England vision for Education.
10	Strong Central Team with capacity to support all Trust academies	Central Team Staffing Structure		The Central Team now consists of 6 people to include; CEO, Director of Finance, Director of Operations, Head of Education, Operations Assistant, Finance Manager and Finance Assistant.
11	Strong, robust Trust Governance structure in place	Governance Structure		Members and Directors understand their role within the Trust, with skills / understanding revised annually. Trust future plans and strategies for growth considered and achievable. Board have a varied, relevant skill set to support / challenge Trust staff and hold the CEO to account.

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Strategic report (continued)

Achievements and performance (continued)

b. Going concern

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

c. Promoting the success of the company

The directors act in good faith to make decisions, the outcome of which, they consider will be most likely to promote the success of the company for the benefit of its members as a whole both in current periods and in the long term.

In discharging their duties above, the directors carefully consider amongst other matters, the impact on and interests of other stakeholders in the company and factor these into their decision making process.

Employees

Directors receive information on various staff Key Performance Indicators. The directors are committed to promoting a healthy workforce comprising both physical and mental wellbeing. The directors keep staff informed of key issues through structured communication channels, promote inclusion in the workplace and also provide training and development opportunities where they are considered of benefit to the company and employees. Using the Company's recruitment and development strategies, the directors seek to attract and retain talented staff. The Company's policy regarding disabled persons is set out in the Directors' Report as well as further detail regarding communication with employees.

Customers

The directors commit considerable time, effort and resources into understanding and responding to the needs of our customers with a view to fostering long term mutually beneficial partnerships. We act to service our customers' needs to the highest standards and work quickly to resolve any isolated disagreements that may arise from time to time.

Suppliers

The directors have established Company procedures to ensure that external suppliers are individually verified to ensure they meet with the health and safety, regulatory and financial security standards required by the Company. The Company seeks to pay all suppliers any undisputed amounts due and that conform with the Company's billing requirements within agreed terms. The Company has established procedures for dispute resolution in a timely and fair manner.

Community and the environment

The Company takes its role within the community very seriously and promotes and encourages community and charitable contribution. The Company also recognises the importance of its environmental responsibilities and has measures in place to monitor and control its impact on the local environment and its compliance with any regulatory environmental standards. The Company seeks to implement policies aimed at reducing any potential detrimental environmental impact of its activities.

Standards and conduct

The group, of which the company is a member, and the Company have a series of defined codes of practice regarding ethical standards and the conduct of business. These are clearly communicated to every staff member, adherence to which is expected and enforced.

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Strategic report (continued)

Financial review

The Trust has a number of financial policies in place to ensure that it maintains and develops systems of financial control which conform to the requirements of propriety, regularity and sound financial management.

These policies include but is not exhaustive to; Accounting, Risk Management, Gifts and Hospitality, Business Continuity, Charges and Remissions and Anti-Fraud. In addition, the Trust has an in-depth Financial Scheme of Delegation and Financial Procedures Document which all financial staff read and then sign to demonstrate acceptance.

DoWMAT receives 96.95% of its funding through the Department for Education via the Education and Skills Funding Agency (ESFA) in the form of the General Annual Grant (GAG).

The main sources of income for the Academy Trust are grants from the Department of Education (DfE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the period ended 31 August 2023 and the associated expenditure are shown as restricted funds in the statement official activities.

In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2015), any capital grants and donations of fixed assets are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the useful life of the assets concerned as defined in the Trust's accounting policies.

During the period ended 31 August 2023, total expenditure of £16,302,493 was mostly covered by recurrent grant funding from the DfE together with other incoming resources. These figures exclude the deficit on the Local Government Pension Scheme (see note 24 to the accounts).

At 31 August 2023 the net book value of fixed assets was 29,405,009 and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Trust.

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

a. Reserves policy

The Trustees review the reserve levels of the Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The overall aim is to improve the financial sustainability of the Trust. To do this a reserves policy has been set to hold approximately 12% of total annual recurring income.

At 31 August 2023 this amounts to approximately £1,743,776 compared to £ 1,997,163 of free reserves. The Trust is continuing to work with the schools to build these reserves up to the required level. If and when the reserves level exceeds 15% of annual recurring income a strategic plan will be developed to determine how to best utilise these excess reserves. The Academy is holding reserves at 31 August 2023 of £ 29,691,984. This comprises:

Restricted Funds deficit of £ 1,024,562
Unrestricted Funds of £ 903,725
Restricted Fixed Asset Funds of £ 29,812,821

Restricted Funds comprises:
£ 2,118,000 deficit on the defined benefit pension scheme

The free reserves of the Academy Trust are £ 1,997,163 at 31 August 2023.

The Trustees have reviewed these reserves and believes they are adequate to provide sufficient working capital for the Trust to continue to operate within its financial resources, and to cover unexpected urgent work.

b. Investment policy

A return on working capital shall be optimised whilst allowing easy access of the funds. In balancing risk against return the policy is geared towards avoiding risk rather than to maximise return. The Trust's current investment policy is to maximise income but from a low-risk strategy. All monies are currently held on bank deposit and are attracting interest.

The Trustees are aware that they have a responsibility to ensure that investment risk is properly managed. As such, they must:

- Know and act within their Trustee's powers to invest as set out in the Trust Articles of Association
- Exercise care and skill when making investment decisions, taking advice where appropriate
- Select investments that are right for the Trust
- Review investments periodically
- Follow the guidance contained in this policy
- Review the Trust Investment Policy regularly

The Trustees have full responsibility for any investments made on behalf of the Trust, including those made by any individual Academy within the Trust. Any individual academy looking to make an investment must first seek approval from the Trust Board.

The Director of Finance is responsible for producing reliable cash flow forecasts as a basis for decision making and for providing sufficient management information to the Trustees so they can review and monitor investment performance.

The Trust Board must be clear about what they aim to achieve through financial investment. They must consider exactly what they want to do, how they intend to do it and what the timescale will be. They must also consider the Trust's long- and short-term financial commitments as well as its expected income.

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

c. Principal risks and uncertainties

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023. This process is regularly reviewed by the Board of Trustees.

Trustees review the Risk Register on a regular basis and look to see how are being alleviated. Principal risks include the following;

Financial: The Trust relies heavily upon continued government funding through the ESFA. The vast majority of incoming funds are government funded and whilst this is expected to continue, there is no guarantee that this public funding will continue at current levels. In addition, in the Pershore area, four academies have begun a change of age process - from a three-tier school system to a two tier one. This could have a substantial impact on the funding levels of the two middle schools and three first schools within the Trust in that area. The Risk Register also record concerns regarding the potential for any rise in pension obligations and possible unbudgeted for academy expenses.

Failure of governance (Trust and Local Academy Board level): The Trust commits to ensuring a high focus on strong governance; building up the skillset of the Board. The Board carries out regular skills audits and takes steps to ensure a full complement of skills within the Board of Directors. The Central Team provides support for Local Academy Boards and the minutes of the Local Academy Boards and their committees are checked by the Director of Operations. The CEO meets the Chairs of each Local Academy Board each half term. During the Spring term, the CEO met with the Chair and Clerk of each Local Academy Board on an individual basis to check compliance, and ensure all LABs are running smoothly and focusing on their designated remit. The composition of LABs has been reviewed and new terms of Reference for the LABs have been agreed by the Trust Board for effect from September 1st 2023.

Failure of the leadership and management of the Trust (Compliance): This could arise from the potential failure to effectively manage Trust finances or comply with relevant regulations and legislation. To mitigate this, Trustees have employed a skilled finance team and ensures robust measures are in place to review current systems and procedures.

Capability Risk: This may occur should key leaders (Headteacher and Senior / Middle leaders) in any academy fail to carry out their role effectively. To mitigate this, the Trust provides half termly school improvement visits for each academy, plus an extensive training programme for leaders at all levels with additional in situ support where needed. Where particular concerns are identified, interventions have been carried out rapidly by the Trust Central Team. The Trust Scheme of Delegated Authority has also been updated this year to facilitate additional means of intervention, should concerns be identified.

Reputational: The continuing success of the Trust depends on maintaining high educational standards and outcomes within Trust academies. This is particularly important in ensuring the Trust continues to attract additional schools and grows in number.

Staffing: The success of each individual academy depends on the quality of the staff and the leadership and management within each academy. The Trust has developed high quality training opportunities to support the continued professional development of each member of staff and regular reviews and visits from school improvement partners ensures each Headteacher is fully supported to develop strong systems for the leadership and management of their academy.

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TRUSTEES' REPORT (CONTINUED)
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Safeguarding: This is a priority for the Trust. From September 2018, the Trust has introduced a strategy to allow for repeated safeguarding checks at each academy to ensure outstanding practice and procedures for safeguarding and child protection are in place in each DoWMAT academy.

Fraud / mismanagement of funds: The Trust central finance team are responsible for checking policies and procedures in each academy are followed effectively. To strengthen this aspect, the Trust has engaged 3 internal scrutiny visits throughout the year which ensures robust checking of systems and procedures from an externally appointed individual. These reports are shared with the Trustees to ensure there are no areas of weaknesses and instances reported.

Trust Estate Management: The Trust introduced a Premises and Capital Strategy policy in March 2023 which sets out its vision for estates management and future financial investment. The schools within the Trust can submit an application during the financial year which is then referred to the central leadership team for review before being submitted for Trust board approval. Once a project/application has been approved it will then be allocated into the Trust capital strategy which focuses on the next 5-10 year period.

The Trust in 2022-23 started to work with all its schools to collect information on the condition of its estate and completed full asbestos surveys in each of its schools. Further assessments are now taking place within selected schools during 2023-24 with expert advisors being sourced to provide more technical information and feedback to the Trust. This information will then be used to identify and select projects in priority order so the Trust can then allocate successful projects into the Trust strategy. The information will include funding allocations along with relevant funding streams for each project.

The Trust has made improvements within 2022-23 to its estates with successful upgrade and development projects such as toilet refurbishments, new SEN room, roofing and heating upgrades and refurbishment of pre school areas.

Fundraising

The charitable company had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

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TRUSTEES' REPORT (CONTINUED)
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Streamlined energy and carbon reporting

The Academy Trust's greenhouse gas emissions and energy consumption are as follows:

	2023	<i>2022</i>
Energy consumption breakdown (kWh):		
Gas	1,304,871	<i>1,406,706</i>
Electricity	662,195	<i>645,318</i>
Transport fuel	22,618	<i>1,905</i>
Scope 1 emissions (in tonnes of CO2 equivalent):		
Gas consumption	239	<i>257</i>
Oil consumption	29	<i>29</i>
Total scope 1	268	<i>286</i>
Scope 2 emissions (in tonnes of CO2 equivalent):		
Purchased electricity	137	<i>125</i>
Total gross emissions (in tonnes of CO2 equivalent):	405	<i>411</i>
Intensity ratio:		
Tonnes of CO2 equivalent per pupil	0.173	<i>0.176</i>

The chosen intensity ratio is total gross emissions in tonnes of CO2 equivalent per pupil, the recommended ratio for the sector.

The Academy Trust continues to improve energy efficiency further this year by continuing to review its consumption within the Trust as well as working in conjunction with the Diocese of Worcester to push towards carbon zero.

There have been various capital projects looking to improve energy efficiency including double glazing windows, roofing and replacement boilers. Following Covid we have continued to use video conferencing, enabling staff to reduce use of vehicles for travelling. The Trust plans to continue to implement energy saving measures as they are identified through the audits undertaken within each school.

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TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Plans for future periods

Our ambition is to ensure that every academy within the Trust provides excellent learning outcomes for all pupils. In order to achieve this, the Trust intends to extend and embed collaborative learning and professional development opportunities for all teachers and professionals throughout the Trust in order to ensure all staff are both confident and competent to deliver excellent provision for teaching, learning and the personal well-being for all pupils.

The Trust will continue to address key areas of focus, including provision for Pupil Premium children and vulnerable groups, and maximising attainment for higher attaining pupils.

The Trust will encourage each academy to continue working with partner schools to improve the educational opportunities for pupils within their wider communities.

The Trustees are looking to increase the number of academies within the Trust and alongside this, to maximise opportunities for central procurement, reviewing and benchmarking contracts and services to ensure value for money.

The Trust is continuing to develop strong strategies to ensure underperforming academies improve provision.

The Trust has increased the size of the Central team to maximise the effectiveness and increase the range of support offered to each DoWMAT academy and will continue to make any necessary amendments to ensure this robust support continues.

From September 2023, the Trust will be employing a Head of Inclusion and Welfare to support with oversight and to assist Headteachers with the increasing numbers of pupils with SEND or Safeguarding needs.

Funds held as custodian on behalf of others

DoWMAT holds no funds as custodian trustee on behalf of others.

Disclosure of information to auditors

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 13 December 2023 and signed on its behalf by:



Alan Soper
Chair of Trustees

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GOVERNANCE STATEMENT

Scope of responsibility

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

The Board of Trustees is delegating the day-to-day responsibility to the CEO, 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 DoWMAT and the Secretary of State for Education. The CEO is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of trustees' responsibilities. The board of Trustee has formally met 5 times during the year.

Attendance during the year at meetings of the board of Trustee was as follows:

Trustee	Meetings attended	Out of a possible
Claire Davies, Chief Executive	5	5
Hugh Richards, Chair (to 2 October 2023)	5	5
Philip Mitchell	4	5
Christopher Stephens	4	5
Nigel Petrie	4	5
Samantha Porter	2	5
Alan Soper, Chair (from 3 October 2023)	4	5
Tim Reid	4	5

The Trustees have met regularly over the year. The skill set of the Trustees covers the key areas of education, business and finance.

The Board carries out annual self-evaluations of skills and, while the Directors do collectively hold a wide number of skills / competencies, the Board is currently looking to increase the number of Directors from 8 to 12 over the next academic year. This is to ensure additional expertise in key aspects.

The CEO has met with all the LAB chairs and clerks within the 2022-23 academic year. This was to discuss and assure on compliance. The Terms of Reference have been rewritten so oversight of Academy boards has been increased and strengthened. The CEO has met half termly with all LAB chairs and discussed various topics pertinent to the Trust which has been delivered by Central Team experts and other external providers. The internal scrutiny process for the Trust has also allowed for external review to assess the performance of the LAB and Trust Board throughout the year.

The Board has received detailed data and information in respect of the Trust and the individual schools on which to base decision making and the allocation of resources to fund priorities. The Board has challenged the information when appropriate.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Conflicts of Interest

The Board is proactive in ensuring any conflicts of interest that may arise are dealt with in an appropriate manner. To this end, Directors are asked to fill in a Register of Interest at the start of the financial year, to include details on any pecuniary and non-pecuniary interests they have. These may include directorships or work with other companies, or those of family and friends. This Register of Interest is reviewed and completed annually. It is the responsibility of each board member to identify if a conflict of interest is likely to occur. Prior to each Board meeting, an agenda is sent out which details the subject matter to be discussed and any decisions to be made. This provides each Board member with the opportunity to decide in advance, whether or not a conflict of interest may arise. At the onset of each meeting, the Chair asks members if they would like to declare a conflict of interest. Should one exist, the board member concerned should state which agenda item the conflict relates to, and excuse themselves for that portion of the meeting. If it becomes apparent during the meeting that a conflict will arise, the board member should immediately inform the Chair and excuse themselves for that portion of the meeting. If a board member believes that another board member has a conflict of interest which has not been declared, this should be tabled through the Chair who has ultimate responsibility in deciding if a board member should excuse themselves from the meeting and take no part in the decision-making process. If this happens, it should trigger a review of the Conflict of Interest Register.

Finance and Audit Committee

The Finance and Audit Committee is a sub-committee of the main Board of Trustees. This committee has taken a number of key decisions, prompting a substantial leap forward in the managing of Trust accounts. In the first instance, a protocol for managing academies causing financial concern was drawn up and implemented with the Chair of the Finance and Audit Committee attending subsequent meetings with specific academies. The Trust expectation that each academy should meet its forecasted end of year budget position with strict procedures for flagging up any budget variance was clearly explained to all senior leaders, finance staff and Local Academy Boards. This has created a positive sea-change in the way budgets are now monitored. Finally, following concerns highlighted by the auditors over historical financial inaccuracies tainting the accounts, an additional temporary person with a control background was appointed to investigate and remedy these issues. As a result, the management of Trust finances have been strengthened and at the end of the financial year 2022-2023, remain in an improved position.

The Finance and Audit Committee convened Wednesday 30th November 2023 to approve the accounts.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Alan Soper (Chair)	6	6
Hugh Richards	3	6
Claire Davies (Trust Accounting Officer - non voting)	6	6
Christopher Stephens	6	6
Nigel Petrie	3	6

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GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

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

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

- Collaborative training events for academy staff, including office admin and finance
- Use of growing internal capacity for school improvement and challenge
- Improving the efficiency of centralised compliance
- Utilising internal resources for training, advice and compliance checking:
 - o Safeguarding
 - o Early years
 - o Maths
- Working with suppliers to source resources across more than one school, resulting in efficiencies of cost
- Increased centralised knowledge and expertise for advice and support.
- Reduction in requirement for external contractors.
- Central team conducting due diligence process.
- Utilising resources which are not needed in one academy and donating to another – ie desks from St. Nicholas for new office

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the Diocese of Worcester Multi Academy Trust (DoWMAT) for the period 1st September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1st September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

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GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

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

In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget regular financial reports which are reviewed and agreed by the Board
- regular reviews by the Board 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
- delegation of authority and segregation of duty
- identification and management of risks

The Board of Trustees has decided not to appoint an internal auditor. However, the Trustee have appointed Suzanne Taylor, the CFO of Rivers Trust, to perform a peer review.

The Board of Trustees has decided not to appoint an internal auditor. However, the Trustees have appointed Suzanne Taylor, the CFO of Rivers Trust, to carry out a programme of 3 internal scrutiny reviews within the year. This option has been chosen because the Board takes its oversight responsibilities seriously and felt this process would provide an additional check to ensure the financial probity of the Trust.

As well as directing the priorities based on items highlighted in the Auditors Management Letter, the Trustees see the reviewer's role to include advice on financial and other matters and performing a range of checks on the academy trust's financial and other systems. In particular, the checks carried out in the current period focused on the areas highlighted in the auditors management letter, these included; VAT, payroll, credit control, asset register and tender awards in the year.

The reviewer reports to the Board of Trustees, through the audit committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

Review of effectiveness

As accounting officer, the CEO has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- The work of the internal auditor
- The work of the external auditor
- The 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 committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

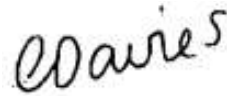
GOVERNANCE STATEMENT (CONTINUED)

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

Alan Soper
Chair of Trustees
Date: 13/12/2023



Claire Davies
Accounting Officer




THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of the Diocese of Worcester Multi Academy Trust (DoWMAT) 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, including for estates safety and management, under the funding agreement 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 2022, including responsibilities for estates safety and management.

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 Academies Trust Handbook 2022.

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.



Claire Davies
Accounting Officer
Date: 13/12/2023

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE PERIOD ENDED 31 AUGUST 2023

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. 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:

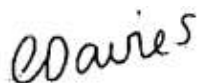
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting 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 and signed on its behalf by:



Claire Davies
Accounting Officer
Date: 13 December 2023



Alan Soper
Chair of Trustees

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
DIOCESE OF WORCESTER MULTI ACADEMY TRUST**

Opinion

We have audited the financial statements of The Diocese of Worcester Multi Academy Trust (the 'academy trust') for the period ended 31 August 2023 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 2022 to 2023 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 2023 and of its incoming resources and application of resources, including its income and expenditure for the period 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 2022 to 2023 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.

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
DIOCESE OF WORCESTER MULTI ACADEMY 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 period 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.

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
DIOCESE OF WORCESTER MULTI ACADEMY TRUST (CONTINUED)**

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.

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 obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 together with the Charities SORP (FRS 102), Companies Act 2006, Academies Accounts Direction and the Academy Trust Handbook. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The key laws and regulations we considered in this context were General Data Protection Regulation, health and safety legislation, Ofsted and employee legislation.

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
DIOCESE OF WORCESTER MULTI ACADEMY TRUST (CONTINUED)**

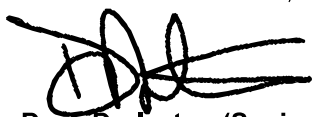
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquire of the Trustees and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and completeness of income recognition of non-grant income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Board about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the ESFA, and reading minutes of meetings of those charged with governance. In addition to this we have also designed audit procedures over income to test the timing and completeness of non-grant income recognition in the year.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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.

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.



Dave Darlaston (Senior statutory auditor)

for and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Date: 13/12/23

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
DIOCESE OF WORCESTER MULTI ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING
AGENCY**

As accounting officer of The Diocese of Worcester Multi Academy 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, including for estates safety and management, under the funding agreement 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 2022, including responsibilities for estates safety and management.

This report is made solely to The Diocese of Worcester Multi Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Diocese of Worcester Multi Academy 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 The Diocese of Worcester Multi Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Diocese of Worcester Multi Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Diocese of Worcester Multi Academy Trust's funding agreement with the Secretary of State for Education dated 30 January 2017 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

We conducted our engagement in accordance with the 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 DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
DIOCESE OF WORCESTER MULTI ACADEMY 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 period 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Crowe U.K. LLP

Reporting accountant

Date: 13/12/23.

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD ENDED 31 AUGUST 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:						
Donations and capital grants:	3					
Transfer on conversion		11,545	127,000	2,344,917	2,483,462	-
Other donations and capital grants		67,580	-	901,010	968,590	464,686
Other trading activities	5	71,676	-	-	71,676	93,909
Investments		2,071	-	-	2,071	216
Charitable activities		625,449	15,084,217	-	15,709,666	14,846,962
Total income		778,321	15,211,217	3,245,927	19,235,465	15,405,773
Charitable activities		706,562	14,935,933	659,998	16,302,493	15,768,773
Total expenditure		706,562	14,935,933	659,998	16,302,493	15,768,773
Net movement in funds before other recognised gains		71,759	275,284	2,585,929	2,932,972	(363,000)
Other recognised gains:						
Actuarial gains on defined benefit pension schemes	25	-	2,782,000	-	2,782,000	7,059,887
Net movement in funds		71,759	3,057,284	2,585,929	5,714,972	6,696,887

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
(CONTINUED)
FOR THE PERIOD ENDED 31 AUGUST 2023

Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Reconciliation of funds:					
Total funds brought forward	831,966	(4,081,846)	27,226,892	23,977,012	17,280,125
Net movement in funds	71,759	3,057,284	2,585,929	5,714,972	6,696,887
Total funds carried forward	<u>903,725</u>	<u>(1,024,562)</u>	<u>29,812,821</u>	<u>29,691,984</u>	<u>23,977,012</u>

The Statement of Financial Activities includes all gains and losses recognised in the period.
The notes on pages 42 to 77 form part of these financial statements.

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 10390487

BALANCE SHEET
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	13	29,405,009	27,105,113
Current assets			
Debtors	14	1,548,257	1,209,636
Cash at bank and in hand		2,600,131	2,022,371
Current liabilities		4,148,388	3,232,007
Creditors: amounts falling due within one year	15	(1,500,001)	(1,138,392)
Net current assets		2,648,387	2,093,615
Total assets less current liabilities		32,053,396	29,198,728
Creditors: amounts falling due after more than one year	16	(243,412)	(267,716)
Net assets excluding pension liability		31,809,984	28,931,012
Defined benefit pension scheme liability	25	(2,118,000)	(4,954,000)
Total net assets		29,691,984	23,977,012

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 10390487

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	17	29,812,821	27,226,892
Restricted income funds	17	1,093,438	872,154
		<hr/>	<hr/>
Restricted funds excluding pension asset	17	30,906,259	28,099,046
Pension reserve	17	(2,118,000)	(4,954,000)
		<hr/>	<hr/>
Total restricted funds	17	28,788,259	23,145,046
Unrestricted income funds	17	903,725	831,966
		<hr/>	<hr/>
Total funds		29,691,984	23,977,012
		<hr/> <hr/>	<hr/> <hr/>

The financial statements on pages 37 to 77 were approved by the Trustees, and authorised for issue on 13 December 2023 and are signed on their behalf, by:



Alan Soper
Chair of Trustees

The notes on pages 42 to 77 form part of these financial statements.

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE PERIOD ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash provided by operating activities	19	279,259	818,731
Cash flows from investing activities	21	263,781	(208,282)
Cash flows from financing activities	20	34,720	-
		<hr/>	<hr/>
Change in cash and cash equivalents in the period		577,760	610,449
Cash and cash equivalents at the beginning of the period		2,022,371	1,411,922
Cash and cash equivalents at the end of the period	22, 23	2,600,131	2,022,371
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 42 to 77 form part of these financial statements

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

1. Accounting policies

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

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 2022 to 2023 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.

• **Grants**

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

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

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

• **Donations**

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.

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.3 Income (continued)

- **Other income**

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

- **Donated goods, facilities and services**

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

- **Transfer of existing academies into the Academy Trust**

Where assets and liabilities are received on the transfer of an existing academy into the Academy Trust, 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 for the transfer of an existing academy into the Academy Trust within 'Income from Donations and Capital Grants' to the net assets acquired.

- **Donated fixed assets (excluding transfers on conversion or into the Academy Trust)**

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

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

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.

1.5 Tangible fixed assets

Assets costing £5,000 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:

Leasehold land and buildings	- 1%-2% (straight line)
Furniture and equipment	- 20% (straight line)
Computer equipment	- 20% (straight line)
Motor vehicles	- 25% (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.

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.6 Interest receivable

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

1.7 Operating leases

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

1.8 Taxation

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

Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.9 Debtors

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

1.10 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.

1.11 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.

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NOTES TO THE FINANCIAL STATEMENTS
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1. Accounting policies (continued)

1.12 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.

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

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

1.13 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.

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1. Accounting policies (continued)

1.14 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.

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2. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Academy Trust 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 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 25, 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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

For valuation of the land and buildings in relation to converted academies, where an academy trust occupies premises on a long lease, in order to determine the appropriate fair value for the asset on acquisition an estimate is made using insurance values and other Local Authority school values on a £/sqm basis together with other factors such as condition of the building. The trust believes this method provides a reasonable and reliable estimate of the current value.

Where a scheme is in a surplus according to the accounting valuation the associated asset has not been recognised on the basis that it is not likely to be recoverable either through future reductions in contributions rates or future repayments. Further details of pension assets not recognised can be found with the pensions note to the financial statements.

The asset values are reported using estimated asset allocations prepared by the scheme Actuary. The asset value is calculated at each triennial valuation. Thereafter it is rolled forward to accounting dates using investment returns, contributions received and benefits paid out. During each annual reporting period between triennial valuations, asset returns are estimated using 11 months of market experience and one month of extrapolation being assumed.

Critical areas of judgement:

There are no critical judgements which have a material impact on the financial statements.

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3. Income from donations and capital grants

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Donations	67,580	-	-	67,580
Transfer on conversion	11,545	127,000	2,344,917	2,483,462
Capital Grants	-	-	901,010	901,010
	<u>79,125</u>	<u>127,000</u>	<u>3,245,927</u>	<u>3,452,052</u>

	<i>Unrestricted funds 2022 £</i>	<i>Restricted fixed asset funds 2022 £</i>	<i>Total funds 2022 £</i>
Donations	56,738	-	56,738
Capital grants	-	407,948	407,948
	<u>56,738</u>	<u>407,948</u>	<u>464,686</u>

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NOTES TO THE FINANCIAL STATEMENTS
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4. Funding for the Academy Trust's educational operations

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Funding for educational operations			
DfE/ESFA grants			
General Annual Grant	-	11,828,274	11,828,274
Other DfE/ESFA grants			
Pupil Premium	-	769,668	769,668
Universal Infant Free School Meals	-	318,297	318,297
Supplementary Grant	-	328,717	328,717
Other DfE Group grants	-	496,000	496,000
	-	13,740,956	13,740,956
Other Government grants			
Early Years Funding	-	647,361	647,361
Other Local Authority Grants	-	578,337	578,337
	-	1,225,698	1,225,698
Other income from the Academy Trust's funding for educational operations	625,449	36,066	661,515
COVID-19 additional funding (DfE/ESFA)			
Catch up premium	-	81,497	81,497
	625,449	15,084,217	15,709,666

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023**

4. Funding for the Academy Trust's educational operations (continued)

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Funding for educational operations			
DfE/ESFA grants			
General Annual Grant	-	10,896,652	10,896,652
Other DfE/ESFA grants			
Pupil Premium	-	743,347	743,347
Universal Infant Free School Meals	-	319,165	319,165
Teacher Pay/Pension grant	-	689,364	689,364
Other DfE Group grants	-	670,637	670,637
	-	-	13,319,165
Other Government grants			
Early Years Funding	-	506,083	506,083
Other Local Authority Grants	-	272,069	272,069
	-	778,152	778,152
Other income from the Academy Trust's funding for educational operations	634,345	91,191	725,536
COVID-19 additional funding (DfE/ESFA)			
Catch-up Premium	-	24,109	24,109
	-	24,109	24,109
	<u>634,345</u>	<u>14,212,617</u>	<u>14,846,962</u>

5. Income from other trading activities

	Unrestricted funds 2023 £	Total funds 2023 £
Lettings income	7,509	7,509
Preschool income	64,167	64,167
	<u>71,676</u>	<u>71,676</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

5. Income from other trading activities (continued)

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Lettings income	6,656	6,656
Preschool income	87,253	87,253
	93,909	93,909
	93,909	93,909

6. Expenditure

	Staff Costs 2023 £	Premises 2023 £	Other 2023 £	Total 2023 £
Funding for educational operations:				
Direct costs	10,567,006	659,998	1,094,218	12,321,222
Allocated support costs	1,777,366	921,433	617,304	3,316,103
Other incoming resources:				
Allocated support costs	146,483	-	518,685	665,168
	12,490,855	1,581,431	2,230,207	16,302,493
	12,490,855	1,581,431	2,230,207	16,302,493

	<i>Staff Costs 2022 £</i>	<i>Premises 2022 £</i>	<i>Other 2022 £</i>	<i>Total 2022 £</i>
Funding for educational operations:				
Direct costs	9,630,516	625,528	967,968	11,224,012
Allocated support costs	2,375,721	780,045	750,169	3,905,935
Other incoming resources:				
Allocated support costs	156,580	-	482,246	638,826
	12,162,817	1,405,573	2,200,383	15,768,773
	12,162,817	1,405,573	2,200,383	15,768,773

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7. Analysis of expenditure by activities

Analysis of support costs

	Funding for educational operations 2023 £	Other incoming resources 2023 £	Total funds 2023 £
Staff costs	1,777,366	146,483	1,923,849
Technology costs	158,196	-	158,196
Recruitment and support	2,100	-	2,100
Maintenance of premises and equipment	921,433	-	921,433
Rent and rates	39,020	-	39,020
Catering	-	518,685	518,685
Other support costs	364,109	-	364,109
Governance costs	39,386	-	39,386
Legal costs	14,493	-	14,493
	<u>3,316,103</u>	<u>665,168</u>	<u>3,981,271</u>
	<i>Funding for educational operations 2022 £</i>	<i>Other incoming resources 2022 £</i>	<i>Total funds 2022 £</i>
Staff costs	2,375,721	156,580	2,532,301
Technology costs	153,240	-	153,240
Recruitment and support	1,882	-	1,882
Maintenance of premises and equipment	780,045	-	780,045
Catering	-	482,246	482,246
Other support costs	521,922	-	521,922
Governance costs	35,515	-	35,515
Legal costs	37,610	-	37,610
	<u>3,905,935</u>	<u>638,826</u>	<u>4,544,761</u>

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NOTES TO THE FINANCIAL STATEMENTS
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7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

Included within governance costs are any costs associated with the strategic as opposed to day-to-day management of the charitable company's activities. These costs will include any employee benefits for governorship, the cost of charity employees involved in meetings with Trustees, and costs relating to constitutional and statutory requirements including audit and preparation of statutory accounts.

8. Net income/(expenditure)

Net income/(expenditure) for the period includes:

	2023	<i>2022</i>
	£	<i>£</i>
Operating lease rentals	33,563	<i>35,225</i>
Depreciation of tangible fixed assets	659,996	<i>625,528</i>
Fees paid to auditors for:		
- audit	20,735	<i>19,000</i>
- other services	9,900	<i>8,500</i>
	=====	<i>=====</i>

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**NOTES TO THE FINANCIAL STATEMENTS
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9. Staff

a. Staff costs

Staff costs during the period were as follows:

	2023	2022
	£	£
Wages and salaries	8,925,789	8,369,463
Social security costs	827,317	766,865
Pension costs	2,322,894	2,859,886
	<u>12,076,000</u>	<u>11,996,214</u>
Agency staff costs	413,241	144,113
Staff restructuring costs	1,614	22,490
	<u>12,490,855</u>	<u>12,162,817</u>

Staff restructuring costs comprise:

Redundancy payments	<u>1,614</u>	<u>22,490</u>
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b. Special staff severance payments

Included in severance and redundancy payments were 1 (2022: 2) non-statutory/ non-contractual severance payments totalling £1,614 (2022: £22,490). The individual payments were £1,614.

c. Staff numbers

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

	2023	2022
	No.	No.
Teachers	129	141
Administration and support	239	226
School management	22	18
Trust management	7	4
	<u>397</u>	<u>389</u>

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9. Staff (continued)

d. Higher paid staff

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

	2023	2022
	No.	No.
In the band £60,001 - £70,000	9	3
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	5	-
In the band £100,001 - £110,000	-	1
In the band £120,000 - £130,000	1	-
	<u>1</u>	<u>-</u>

e. 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 employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £603,060 (2022: £334,433).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

10. Central services

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

- Management services
- Legal services
- Education support services
- Maintenance and admin support supports
- Finance and accounts support

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

Flat percentage of GAG income (5%).

Any surplus generated is held as contingency reserve for use in future periods.

The actual amounts charged during the period were as follows:

	2023 £	2022 £
The Littletons Church of England Academy	29,963	30,546
Offenham Church of England Academy	26,551	26,208
Crowle CofE First School	19,708	17,480
St. Barnabas CofE First and Middle School	52,695	54,272
Malvern Parish CofE Primary School	45,125	43,981
St. Nicholas CofE Middle School	52,621	65,434
Pinvin CofE First School	25,980	27,056
Madresfield CofE Primary School	25,951	26,111
Netherton CofE Primary School	90,030	89,860
St. Oswald's Primary School	42,782	43,494
Castlemorton CofE Primary School	21,297	20,652
Powick CofE Primary School	41,067	38,349
Broadheath CofE Primary School	33,999	33,609
Martley CofE Primary School	31,453	31,737
Callow End CofE Primary School	26,038	23,596
Rushwick CE Primary School	26,230	-
Total	591,490	572,385

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11. Trustees' remuneration and expenses

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

		2023	<i>2022</i>
		£	£
Claire Davies, Chief Executive	Remuneration	120,000 -	<i>100,000 -</i>
		125,000	<i>105,000</i>
	Pension contributions paid	20,000 -	<i>20,000 -</i>
		25,000	<i>25,000</i>

During the period ended 31 August 2023, expenses totalling £66 were reimbursed (*2022 - £NIL*)

12. Trustees' and Officers' insurance

The Academy Trust has opted into the Department of 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.

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13. Tangible fixed assets

	Leasehold land and buildings £	Assets under construction £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation						
At 1 September 2022	29,433,209	197,070	13,255	204,575	12,995	29,861,104
Additions	59,402	451,355	40,592	87,951	-	639,300
Acquired on conversion	2,320,592	-	-	-	-	2,320,592
Transfers between classes	264,783	(271,195)	6,412	-	-	-
At 31 August 2023	<u>32,077,986</u>	<u>377,230</u>	<u>60,259</u>	<u>292,526</u>	<u>12,995</u>	<u>32,820,996</u>
Depreciation						
At 1 September 2022	2,682,761	-	4,713	56,171	12,346	2,755,991
Charge for the period	608,333	-	4,138	46,876	649	659,996
At 31 August 2023	<u>3,291,094</u>	<u>-</u>	<u>8,851</u>	<u>103,047</u>	<u>12,995</u>	<u>3,415,987</u>
Net book value						
At 31 August 2023	<u><u>28,786,892</u></u>	<u><u>377,230</u></u>	<u><u>51,408</u></u>	<u><u>189,479</u></u>	<u><u>-</u></u>	<u><u>29,405,009</u></u>
At 31 August 2022	<u><u>26,750,448</u></u>	<u><u>197,070</u></u>	<u><u>8,542</u></u>	<u><u>148,404</u></u>	<u><u>649</u></u>	<u><u>27,105,113</u></u>

14. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	16,197	9,233
Other debtors	120,933	98,938
Prepayments and accrued income	1,411,127	1,101,465
	<u><u>1,548,257</u></u>	<u><u>1,209,636</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
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15. Creditors: Amounts falling due within one year

	2023 £	2022 £
Other loans	18,050	7,936
Trade creditors	544,532	313,471
Other taxation and social security	185,175	163,951
Other creditors	296,053	221,721
Accruals and deferred income	456,191	431,313
	1,500,001	1,138,392
	1,500,001	1,138,392
	2023 £	2022 £
Deferred income at 1 September 2022	192,091	253,211
Resources deferred during the period	373,693	192,091
Amounts released from previous periods	(192,091)	(253,211)
	373,693	192,091
	373,693	192,091

At the balance sheet date the Academy Trust is holding amounts received in advance for Universal Infant Free School Meals (UIFSM) and Energy Efficiency Grant.

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

	2023 £	2022 £
Other loans	243,412	267,716
	243,412	267,716
	243,412	267,716

Included within other loans falling due within one year of £5,746 (2022: £5,985) and other loans falling due after one year of £136,317 (2022: £143,641) are amounts entered into prior to conversion by Netherton CofE Primary School. The school entered into a loan arrangement with Dudley Metropolitan Borough Council. The school is making capital repayments of 4% of the annual balance outstanding and interest is charged at 2.5% per annum.

The remaining loans are ESFA Salix loans to be received as part of Condition Improvement Finance are non-interest bearing and repayable over 6 years

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Unrestricted funds						
General Funds - all funds	831,966	778,321	(706,562)	-	-	903,725
Restricted general funds						
General Annual Grant (GAG)	872,154	11,828,274	(11,606,990)	-	-	1,093,438
Pupil Premium	-	769,668	(769,668)	-	-	-
Universal Infant Free School Meals	-	318,297	(318,297)	-	-	-
Supplementary Grants	-	328,717	(328,717)	-	-	-
Other DfE Group grant	-	496,000	(496,000)	-	-	-
Other government grants	-	1,225,698	(1,225,698)	-	-	-
Catch up premium	-	81,497	(81,497)	-	-	-
Other income	-	36,066	(36,066)	-	-	-
Pension reserve	(4,954,000)	127,000	(73,000)	-	2,782,000	(2,118,000)
	<u>(4,081,846)</u>	<u>15,211,217</u>	<u>(14,935,933)</u>	<u>-</u>	<u>2,782,000</u>	<u>(1,024,562)</u>
Restricted fixed asset funds						
Fixed assets	27,105,113	-	(659,998)	2,959,894	-	29,405,009
DfE/ESFA capital grants	121,779	901,010	-	(614,977)	-	407,812
On conversion	-	2,344,917	-	(2,344,917)	-	-
	<u>27,226,892</u>	<u>3,245,927</u>	<u>(659,998)</u>	<u>-</u>	<u>-</u>	<u>29,812,821</u>
Total Restricted funds	<u>23,145,046</u>	<u>18,457,144</u>	<u>(15,595,931)</u>	<u>-</u>	<u>2,782,000</u>	<u>28,788,259</u>
Total funds	<u><u>23,977,012</u></u>	<u><u>19,235,465</u></u>	<u><u>(16,302,493)</u></u>	<u><u>-</u></u>	<u><u>2,782,000</u></u>	<u><u>29,691,984</u></u>

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17. Statement of funds (continued)

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

- 1) General Annual Grant (GAG): this must be used for normal running costs of the Academy Trust.
- 2) Pupil Premium: this fund relates to funds received for student pupil premium students.
- 3) UIFSM: this fund relates to funds received for UIFSM students.
- 4) Teachers pay/pension grant: this fund relates to grants received to assist with paying the teachers' pay/pension and must be used for the purpose intended.
- 5) Other DfE/ESFA Grants: this fund relates to other grants received which must be used for the purpose intended.
- 6) Other funding: this fund relates to all other restricted funds received which must be used for the purpose intended.
- 7) Pension reserve: this represents the Academy Trust's share of the assets and liabilities of the Local Government Pension Scheme. As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets, which was inherited on conversion.
- 8) Capital grants and DfE/ESFA capital grants - this fund relates to resources which must be applied for specific capital purposes intended.
- 9) Transfers between funds: this relates to amounts expended on fixed assets from DfE/ESFA grants from revenue funding. The excess of restricted fixed asset funds over the total net book value of fixed assets represents capital monies not yet spent.

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 2023.

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

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

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2022 £</i>
Unrestricted funds						
General Funds	687,184	785,208	(640,426)	-	-	831,966
Restricted general funds						
General Annual Grant (GAG)	547,269	10,577,803	(10,093,761)	(159,157)	-	872,154
Pupil Premium	-	743,347	(743,347)	-	-	-
Universal Infant Free School Meals	-	319,165	(319,165)	-	-	-
Supplementary Grants	-	689,364	(689,364)	-	-	-
Other DfE Group grant	-	670,637	(670,637)	-	-	-
Other government grants	-	1,188,192	(1,188,192)	-	-	-
Catch up premium	-	24,109	(24,109)	-	-	-
Pension reserve	(11,262,887)	-	(751,000)	-	7,059,887	(4,954,000)
	<u>(10,715,618)</u>	<u>14,212,617</u>	<u>(14,479,575)</u>	<u>(159,157)</u>	<u>7,059,887</u>	<u>(4,081,846)</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

17. Statement of funds (continued)

**Restricted fixed
asset funds**

Fixed assets	27,114,195	-	(625,528)	616,446	-	27,105,113
DfE/ESFA capital grants	194,364	407,948	(23,244)	(457,289)	-	121,779
	<u>27,308,559</u>	<u>407,948</u>	<u>(648,772)</u>	<u>159,157</u>	<u>-</u>	<u>27,226,892</u>
Total Restricted funds	<u>16,592,941</u>	<u>14,620,565</u>	<u>(15,128,347)</u>	<u>-</u>	<u>7,059,887</u>	<u>23,145,046</u>
Total funds	<u><u>17,280,125</u></u>	<u><u>15,405,773</u></u>	<u><u>(15,768,773)</u></u>	<u><u>-</u></u>	<u><u>7,059,887</u></u>	<u><u>23,977,012</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

17. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2023 were allocated as follows:

	2023 £	2022 £
Crowle CofE First School	14,491	2,556
St. Barnabas CofE First and Middle School	201,528	82,200
Offenham Church of England Academy	79,815	64,170
The Littletons Church of England Academy	292,620	259,390
St. Nicholas CofE Middle School	(86,544)	1,759
Malvern Parish CofE Primary School	198,082	98,760
Madresfield CofE Primary School	97,472	103,495
Pinvin CofE First School	(5,016)	(92,714)
Netherton CofE Primary School	405,187	332,089
St. Oswald's Primary School	100,890	116,427
Castlemorton CofE Primary School	1,953	17,231
Powick CofE Primary School	208,025	107,952
Trust	(138,435)	153,945
Broadheath CofE Primary School	151,892	171,549
Martley CofE Primary School	310,640	236,558
Callow End CofE Primary School	135,563	48,753
Rushwick CE Primary School	29,000	-
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	1,997,163	1,704,120
Restricted fixed asset fund	29,812,821	27,226,892
Pension reserve	(2,118,000)	(4,954,000)
	<hr/>	<hr/>
Total	29,691,984	23,977,012
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

17. Statement of funds (continued)

The following academies are carrying a net deficit on their portion of the funds as follows:

	Deficit £
Pinvin CofE First School	(5,016)
Trust	(138,435)
St. Nicholas CofE Middle School	(86,544)

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

Pinvin CE First School & St Nicholas CE Middle School

The school is federated with St Nicholas CE Middle School and share staff, resources and premises. There is a proportion of costs moved between schools to reflect this arrangement, however, this matrix of evaluation of costs moved will be reviewed in 2023-24 which will likely see more costs moved to Pinvin First School due to increase in pupil numbers and fewer within St Nicholas Middle School. During 2022-23 there has been a need to increase provision and leadership provision at St Nicholas CE Middle School to support the rapid improvement of the schools and as such, this school has seen the larger share of the increased costs within the 2022-23 financial year.

The LAB and Trust board closely monitor and evaluate the schools as one when making financial decisions as they work so collaboratively. Much work has been done to decrease the increased costs seen at Pinvin CE First School which has been shown in the significant reduction in its deficit position at 31st August 2023.

St Nicholas CE Middle School has seen increased leadership and support costs within the year which the Trust has supported to improve the school outcomes. It is now working with the school to ensure these costs remain at a level that the school can support financially.

The loss and impact of the change of age and reduction in Year 7 pupils is having a financial impact on the school whilst ensuring it can deliver the Key Stage 3 curriculum needed until a full tier change takes effect in the Pershore area.

Trust

The Trust central team has needed to expand rapidly to support school improvement and operational functions within its family of schools. The Trust board has taken the decision to expand in advance of Trust growth to ensure an established team is able to support a growing number of joining schools. As a Trust with a high volume of schools but below average pupil numbers it needs a substantive team to support the number of schools regardless of the number of pupils on roll.

The Trust is looking to grow the number of schools in the coming years whilst supporting the same staffing structure allowing for it to reach a balanced position.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

17. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2023 £
Crowle CofE First School	334,128	47,747	11,906	113,509	507,290
St. Barnabas CofE First and Middle School	838,635	221,562	19,878	225,027	1,305,102
Offenham Church of England Academy	400,211	82,754	17,271	132,224	632,460
The Littletons Church of England Academy	483,418	81,807	18,993	157,039	741,257
St. Nicholas CofE Middle School	970,416	120,092	51,857	320,698	1,463,063
Malvern Parish CofE Primary School	740,661	63,751	41,378	236,477	1,082,267
Madresfield CofE Primary School	439,804	40,926	57,978	153,565	692,273
Pinvin CofE First School	419,964	32,167	47,070	155,743	654,944
Netherton CofE Primary School	1,664,575	204,130	31,524	530,700	2,430,929
St. Oswald's Primary School	902,919	109,387	43,390	210,714	1,266,410
Castlemorton CofE Primary School	319,730	79,968	11,913	161,046	572,657
Powick CofE Primary School Trust	627,475	81,997	16,667	200,204	926,343
	443,986	474,846	3,403	(533,408)	388,827
Broadheath CofE Primary School	679,300	72,610	41,631	181,476	975,017
Martley CofE Primary	460,071	123,475	19,370	188,004	790,920
Callow End CofE Primary	404,968	39,478	27,658	117,584	589,688
Rushwick CE Primary School	436,745	47,152	11,621	127,530	623,048
Academy Trust	10,567,006	1,923,849	473,508	2,678,132	15,642,495

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

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

	<i>Teaching and educational support staff costs £</i>	<i>Other support staff costs £</i>	<i>Educational supplies £</i>	<i>Other costs excluding depreciation £</i>	<i>Total 2022 £</i>
Crowle CofE First School	288,125	53,888	13,626	86,507	442,146
St Barnabas CofE First and Middle School	798,799	280,127	43,153	250,774	1,372,853
Offenham Church of England Academy	386,479	81,411	21,516	116,597	606,003
The Littletons Church of England Academy	458,591	87,225	13,357	152,348	711,521
St. Nicholas CofE Middle School	1,080,626	193,006	24,336	312,095	1,610,063
Malvern Parish CofE Primary School	673,259	78,722	22,987	246,728	1,021,696
Madresfield CofE Primary School	387,979	62,252	27,131	144,671	622,033
Pinvin CofE First School	436,879	28,739	19,567	124,072	609,257
Netherton CofE Primary School	1,457,492	209,356	53,976	469,470	2,190,294
St. Oswald's Primary School	856,359	111,429	55,981	239,095	1,262,864
Castlemorton CofE Primary School	324,806	83,649	10,204	117,289	535,948
Powick CofE Primary School	583,617	76,866	22,968	205,548	888,999
Trust	376,041	919,540	-	(336,572)	959,009
Broadheath CofE Primary School	652,339	80,721	31,693	161,597	926,350
Martley CofE Primary School	485,934	137,154	22,969	164,134	810,191
Callow End CofE Primary School	383,191	48,216	13,662	128,949	574,018
Academy Trust	9,630,516	2,532,301	397,126	2,583,302	15,143,245

THE DIOCESE OF WORCESTER MULTI ACADEMY TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	29,405,009	29,405,009
Current assets	752,123	2,988,453	407,812	4,148,388
Creditors due within one year	151,602	(1,651,603)	-	(1,500,001)
Creditors due in more than one year	-	(243,412)	-	(243,412)
Provisions for liabilities and charges	-	(2,118,000)	-	(2,118,000)
Total	903,725	(1,024,562)	29,812,821	29,691,984

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Restricted fixed asset funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	-	-	27,105,113	27,105,113
Current assets	831,966	2,278,262	121,779	3,232,007
Creditors due within one year	-	(1,138,392)	-	(1,138,392)
Creditors due in more than one year	-	(267,716)	-	(267,716)
Provisions for liabilities and charges	-	(4,954,000)	-	(4,954,000)
Total	831,966	(4,081,846)	27,226,892	23,977,012

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

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

	2023 £	2022 £
Net income/(expenditure) for the year (as per Statement of financial activities)	2,932,972	(363,000)
Adjustments for:		
Depreciation	659,996	625,528
Capital grants from DfE and other capital income	(901,010)	(407,948)
Interest income	(2,071)	(216)
Defined benefit pension scheme cost less contributions payable	(129,000)	557,000
Defined benefit pension scheme finance cost	190,000	194,000
(Increase)/decrease in debtors	(338,621)	180,065
Increase in creditors	349,305	33,302
Pension inherited on conversion	(127,000)	-
Fixed assets transferred on conversion	(2,320,592)	-
Donations of surplus on conversion	(34,720)	-
Net cash provided by (used in) operating activities	279,259	818,731

20. Cash flows from financing activities

	2023 £	2022 £
Donations of surplus on conversion	34,720	-

21. Cash flows from investing activities

	2023 £	2022 £
Bank interest	2,071	216
Purchase of tangible fixed assets	(639,300)	(616,446)
Capital grants from DfE Group	901,010	407,948
Net cash provided by/(used in) investing activities	263,781	(208,282)

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023

22. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand and at bank	<u>2,600,131</u>	<u>2,022,371</u>

23. Analysis of changes in net debt

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	2,022,371	577,760	2,600,131
Debt due within 1 year	(7,936)	(10,114)	(18,050)
Debt due after 1 year	(267,716)	24,304	(243,412)
	<u>1,746,719</u>	<u>591,950</u>	<u>2,338,669</u>

24. Capital commitments

	2023 £	2022 £
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	<u>339,730</u>	<u>-</u>

25. 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 Worcestershire County Council Pension Fund. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2022 and of the LGPS 31 March 2019.

Contributions amounting to £223,615 were payable to the schemes at 31 August 2023 (2022 - £197,612) and are included within creditors.

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NOTES TO THE FINANCIAL STATEMENTS
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25. 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 result of the 31 March 2022 valuation is due to be implemented from 1 April 2024 which confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6%. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The employer's pension costs paid to TPS in the period amounted to £1,289,354 (2022 - £1,217,679).

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.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 AUGUST 2023**

25. Pension commitments (continued)

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 period ended 31 August 2023 was £1,041,000 (2022 - £1,048,000), of which employer's contributions totalled £884,000 (2022 - £887,000) and employees' contributions totalled £ 165,000 (2022 - £161,000). The agreed contribution rates for future years are 20.9% for employers and between 5.5% and 12.5% for employees.

As described in note the LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

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

As the scheme is in deficit position the Academy Trust is making additional contributions. Future contributions for 2022/23 is £37,052.

Principal actuarial assumptions

	2023	2022
	%	%
Rate of increase in salaries	4.13	4.23
Rate of increase for pensions in payment/inflation	2.93	3.00
Discount rate for scheme liabilities	5.30	4.28
Inflation assumption (CPI)	2.80	2.98

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

	2023	2022
	Years	Years
<i>Retiring today</i>		
Males	21.05	22.60
Females	23.95	25.00
<i>Retiring in 20 years</i>		
Males	21.55	24.10
Females	25.10	27.00

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**NOTES TO THE FINANCIAL STATEMENTS
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25. Pension commitments (continued)

Sensitivity analysis

	2023	<i>2022</i>
	£000	<i>£000</i>
Discount rate +0.1%	1,209	<i>6,014</i>
Discount rate -0.1%	3,823	<i>6,514</i>
Mortality assumption - 1 year increase	3,866	<i>6,541</i>
Mortality assumption - 1 year decrease	1,790	<i>5,987</i>
CPI rate +0.1%	3,818	<i>6,480</i>
CPI rate -0.1%	1,807	<i>6,048</i>

Share of scheme assets

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

	At 31 August 2023	<i>At 31 August 2022</i>
	£	<i>£</i>
Equities	6,278,000	<i>5,104,360</i>
Corporate bonds	481,000	<i>430,680</i>
Property	694,000	<i>582,640</i>
Cash and other liquid assets	126,000	<i>156,320</i>
Other	1,106,000	<i>795,000</i>
Total market value of assets	8,685,000	<i>7,069,000</i>

The actual return on scheme assets was £(147,000) (2022 - £163,240).

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

	2023	<i>2022</i>
	£	<i>£</i>
Current service cost	838,000	<i>1,070,000</i>
Administration expense	12,000	<i>9,000</i>
Net interest on the defined liability	190,000	<i>152,000</i>
Total amount recognised in the Statement of Financial Activities	1,040,000	<i>1,231,000</i>

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NOTES TO THE FINANCIAL STATEMENTS
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25. Pension commitments (continued)

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

	2023	<i>2022</i>
	£	<i>£</i>
At 1 September	12,023,000	<i>17,445,000</i>
Transferred in on existing academies joining the trust	257,000	<i>-</i>
Current service cost	838,000	<i>1,349,000</i>
Interest cost	529,000	<i>300,000</i>
Employee contributions	201,000	<i>165,000</i>
Actuarial (gains)/loss	(2,929,000)	<i>(7,173,000)</i>
Benefits paid	(116,000)	<i>(147,000)</i>
Past service costs	-	<i>84,000</i>
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At 31 August	10,803,000	<i>12,023,000</i>
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Changes in the fair value of the Academy Trust's share of scheme assets were as follows:

	2023	<i>2022</i>
	£	<i>£</i>
At 1 September	7,069,000	<i>6,182,113</i>
Transferred in on existing academies joining the trust	384,000	<i>-</i>
Interest income	339,000	<i>115,000</i>
Actuarial losses	(147,000)	<i>(113,113)</i>
Employer contributions	967,000	<i>876,000</i>
Employee contributions	201,000	<i>165,000</i>
Benefits paid	(116,000)	<i>(147,000)</i>
Administration expenses	(12,000)	<i>(9,000)</i>
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At 31 August	8,685,000	<i>7,069,000</i>
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NOTES TO THE FINANCIAL STATEMENTS
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26. Operating lease commitments

At 31 August 2023 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	39,102	35,312
Later than 1 year and not later than 5 years	54,960	26,297
	<u>94,062</u>	<u>61,609</u>

27. 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.

28. 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.

All academies within trust have leasehold land held by The Worcester Diocesan Board of Finance Limited. The Worcester Diocesan Board of Finance Limited have granted the Academies, via a supplemental agreement, the open-ended right to use the land for educational purposes. However, The Worcester Diocesan Board of Finance Limited may give not less than two years written notice to the Company and the Secretary of State to terminate this supplemental agreement.

The Academy Trust has purchased services totalling £16,884 (2022: £17,525) from the Diocese of Worcester. At 31 August 2022 amounts due from and to The Diocese of Worcester totalled £NIL (2022: £NIL).

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NOTES TO THE FINANCIAL STATEMENTS
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29. Transfer of existing academies into the academy trust

Rushwick CE Primary School

	Value reported by transferring trust £	Transfer in recognised £
Tangible fixed assets		
Leasehold land and buildings	2,320,592	2,320,592
Current assets		
Cash at bank and in hand	34,720	34,720
Pensions		
Pension scheme	127,000	127,000
Net assets	<u>2,482,312</u>	<u>2,482,312</u>