



INSPIRATION TRUST

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

INSPIRATION TRUST
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members

- Mr D Tibble
- Mr E Harrell
- Mr J DeWinter
- Mr J Hodgson
- Mrs M Hollingsworth MBE

Trustees

- Mr D Tibble, Chairman
- Dame R de Souza
- Mr J Hanson-Smith
- Mr D Earnshaw CBE
- Ms H Mills CBE
- Professor C Diamond CBE

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Company registered number	08179349
Company name	Inspiration Trust
Principal and registered office	Weights and Measures Building 28 Bethel Street Norwich Norfolk NR2 1NR
Chief Executive Officer	Dame R de Souza
Senior management team	Dame R de Souza, Chief Executive Officer Ms M Metcalfe, Chief Operating Officer to 31 August 2020 Miss G Hardingham, Chief Finance Officer Mrs C Heald, Director of Standards

In addition to the above, the Principals of each school within the Trust are part of the senior management team.

Independent auditors	MA Partners Audit LLP 7 The Close Norwich Norfolk NR1 4DJ
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Bankers	C. Hoare & Co 37 Fleet Street London EC4P 4DQ Lloyds TSB Bank Plc 16 Gentleman's Walk Norwich NR2 1LZ
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Solicitors	Stone King LLP Thirty Station Road Cambridge CB1 2RE
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Internal auditor	UHY Hacker Young The Nexus Building Broadway Letchworth Garden City Hertfordshire SG6 9BL
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INSPIRATION TRUST
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

The Trust operates 14 schools in Norfolk and Suffolk, ranging from primary through to sixth form.

Structure, governance and management

a. Constitution

The Trust is a charitable company limited by guarantee and is an exempt charity.

The charitable company's Memorandum of Association is the primary governing document of the Trust.

The Trustees of Inspiration Trust are also the Directors of the charitable company for the purposes of company law.

The charitable company operates as Inspiration Trust.

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

Trustees benefit from indemnity insurance purchased at the Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or duty of which they may be guilty in relation to the Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or duty or which was committed with reckless disregard to whether it was a breach of trust or duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Trust.

In accordance with normal practice the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £10m on any claim.

d. Method of recruitment and appointment or election of Trustees

The management of the Trust is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association.

The Members may appoint up to nine Trustees through such process as they may determine, but all Trustees are appointed based upon the contribution they can make to the development and future success of the Trust.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

e. Policies adopted for the induction and training of Trustees

Training and induction provided for new Trustees is assessed based on their existing experience.

Where necessary induction includes training on educational, legal and financial matters. All new Trustees are encouraged to visit the various schools, and have the chance to meet with principals, staff, and students, and are provided with key documents such as the Articles of Association, policies, procedures, accounts, budgets, plans and other documents they need to undertake their role as Trustee.

f. Organisational structure

The Trust has arranged its business in such a way that responsibilities and lines of accountability are clearly identified.

The Trustees, who form the Trust Board, are the ultimate decision making authority and have overall responsibility for the Trust. They are responsible for setting general policy, adopting an annual plan and budget, monitoring its financial and operational performance and making strategic decisions about the operation and management of the Trust, including making senior staff appointments.

A dedicated Audit and Risk Committee of the Trust Board has been constituted to scrutinise risk management, direct the Trust's programme of internal scrutiny and monitor its governance.

Academy Committees (previously referred to as Local Governing Bodies) have been established for each school or federation of schools. As committees of the Trust Board, Academy Committees have delegated responsibility for key aspects of the running of schools, although the Trust Board retains formal accountability for their operation and the strategic management and policies of the Trust as a whole.

The day to day management of the Trust is the responsibility of the Chief Executive Officer (CEO), supported by the Executive Leadership team, with regular reporting back to the Trustees.

The day to day running of the individual academies is delegated to their Principals, with oversight in defined areas by committees of the Board sitting as Academy Committees.

The Trust Board, the Academy Committees and any associated sub committees each meet at least three times per annum (usually once per term).

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

The salary of the CEO will be determined by the Trust Board who will take account of such guidance that has been issued by the Department for Education, and benchmarking information from similar sized multi-academy trusts.

The salary of other executive leaders will be determined by having reference to the leadership ranges in the School Teachers Pay and Conditions Document (STPCD), as well as guidance issued by the Department of Education and benchmarking information from similar sized multi-academy trusts.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

h. Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

Percentage of time	Number of employees
0%-1%	3
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time **£**

Total cost of facility time	-
Total pay bill	36,851,929
Percentage of total pay bill spent on facility time	- %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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i. Related parties and other connected charities and organisations

Owing to the nature of the Trust's operations and its close working relationships with local public and private sector organisations, transactions may take place with organisations in which a Trustee has an interest. All transactions with such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procurement procedures. Further details of related party transactions are set out in Note 31.

Friends of Hethersett Academy, Friends of Cromer Academy Trust, Friends of Charles Darwin Primary, Friends of Stradbroke Primary and Friends of Hewett Association are registered charities which fundraise for the respective schools. During the year, donations totalling £3,243 were received from Friends of Cromer Academy Trust, donations totalling £22,968 were received from Friends of Hewett Association, donations totalling £650 were received from Friends of Charles Darwin Primary and donations totalling £4,500 were received from Friends of Stradbroke Primary.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

j. Engagement with employees (including disabled persons)

The Trust views its staff as its greatest asset and the key to its success. Preparing children and young people for the best adult life possible depends on the united efforts of many. The Trust's ethos is that we are most effective when we work together cooperatively, respecting each other's contributions and importance.

The Trust has regular strategy meetings with its schools' Principals and with central business team leaders where information, vision and developments are shared and discussed. There is also an annual conference. These regular communications provide opportunity for all staff to be kept informed on matters of concern to them.

Staff attitudes, opinions and satisfaction on a wide range of matters are sought annually as part of a formal survey. The findings are presented to the Executive Team and the Trustees for consideration and action.

The Trustees encourage staff contributions at all levels, and close collaboration between the academies. Principals and subject specific groups meet regularly to share knowledge and best practice.

The Trust intranet provides information and access to internal and external support. The Trust is committed to offering excellent professional and learning opportunities for its staff, through careful support and personalised continued professional development.

The Trust works with employee trade unions and professional associations across all its academies and engages in consultation, as required, to ensure that all aspects of the Trust affecting its employees, including the financial and economic factors, are discussed, conveyed and consulted on with them.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

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

Suppliers

Whilst our team of teachers and support staff are crucial to the success of the organisation, the delivery of our charitable aims is also being supported by a network of external suppliers.

We value all of our suppliers and have multi-year contracts with them where possible to provide stability and certainty for them.

During the peak of the current Covid-19 crisis, we communicated regularly with our key suppliers to ensure we could continue to support them so that, in the longer term, they would be able to continue providing their service to our schools.

Maintaining good relationships with these suppliers is key to ensuring we have the right resources and services in place to allow effective delivery of education.

Customers

The “customers” of the Trust are the pupils we educate and their families, parents and/or carers. The Trust believes its primary role is to secure the education of its pupils, regardless of what happens in the world around them.

All of our schools actively encourage pupil involvement and understand that everyone must participate to succeed. Schools communicate regularly with parents/carers and prospective parents/carers offering tours, consultations, open evenings and regular updates and communications on what is available for them and their children.

Business Relationships and Wider Community

The Trust conducts all of its business relationships with integrity and courtesy and honours its business commitments and obligations.

Many schools are active in their local community undertaking regular fundraising activities and working with charities and community groups.

The Trust is also a significant employer in the region, providing fulfilling and rewarding job opportunities for local people.

Objectives and activities

a. Objects and aims

The aim of Inspiration Trust is to transform education in the East of England, working as a family of schools to deliver academic excellence for the young people of Norfolk and Suffolk.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Objectives and activities (continued)

b. Objectives, strategies and activities

The Trust's objectives are set out in its Articles of Association. In summary, the Trust's purposes are to;

- Advance for the public benefit education in the United Kingdom.
- Promote for the benefit of local communities' provision of facilities for recreation or other leisure time pursuits.

To meet these objectives, the Trust aims to:

- Work as a family of schools, allowing us to use combined resources and expertise, enabling us to raise standards faster than working in isolation.
- Be the first choice of school in our local communities by offering outstanding education and the opportunities to enable our pupils to achieve.
- Be a model of best practice for inclusion of all our learners, including the most vulnerable and disadvantaged.
- Have exceptional pedagogy and curriculum in all of our schools, enabling us to be a top performing Trust.
- Be an employer of choice for leaders, teachers and support staff.

Specific priorities for the year ahead include:

- A focus on Race, Equality and Diversity, as outlined in our annual conference to ensure that strategies are adopted to combat the unfairness and injustice in society and to properly reflect the diversity of our schools and the communities we serve.
- Continued development of high quality online learning resources, accessible to all our pupils, meaning no student misses important education if they are unable to attend school for any reason.
- Continued development of the Trust's inclusion vision to ensure we are meeting the needs of all of our pupils, with particular focus on attendance, behaviour and Special Educational Needs and Disability (SEND) strategy.
- Exploring potential options to expand the number of children we are able to support, including the development of our alternative provision offering.
- Identifying new academies that would benefit from the support that the Trust can offer.

c. Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

d. Equality and Diversity

The Trustees recognise that equal opportunities, equality and diversity should be an integral part of good practice within the workplace. The Trust has established a Single Equality and Community Cohesion policy which can be viewed in full at <https://www.inspirationtrust.org/9/key-info/category/36/single-equality-and-community-cohesion>.

The Trust is an inclusive trust where the focus is on the well being and progress of every child and where all members of the community are of equal worth.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Objectives and activities (continued)

e. Disabled persons

The policy of the Trust is to support the employment of disabled persons both in recruitment and by retention of employees who become disabled whilst in the employment of the Trust, as well as generally through training and career development.

The Trust considers all applications for employment. The Trust will make any necessary reasonable adjustments to job content and/or work environment, to enable access to employment opportunities for disabled job applicants.

The Trust will also make any reasonable adjustments for any employee who develops a disabling condition, to enable them to continue employment.

Strategic report

Achievements and performance

a. Response to Covid-19

The Government's decision to close schools in March 2020 had a fundamental effect on the Trust's activities.

Schools within the Trust remained open to provide educational services for the children of "key workers" and for the most vulnerable students and were staffed and managed appropriately to meet the guidance to ensure a safe environment for children, parents/carers and staff.

Inspiration Trust quickly adapted its working practices to ensure that all other pupils were still able to access high quality teaching resources from home. Remote learning was embedded across all Inspiration Trust schools, and monitoring arrangements put in place to ensure all students were engaging with the resources.

A key priority for the Trust throughout school closures was ensuring frequent communication was made with those learners deemed most vulnerable who had chosen not to physically attend school, allowing them to feel as supported as they would have in the school environment.

The Trust became part of the new Oak National Academy (ONA) team, an online classroom providing free sequenced resources to teachers nationally during school closures. The ONA started off as a website with some online lessons, but it has grown beyond that. For example, it has begun running assemblies, including ones from the Archbishop of Canterbury, the Duchess of Cambridge and the Prime Minister. It ran activity clubs so that children had some extra-curricular activities that could be done during lockdown. For older students, it even ran a week of virtual work experience. All of these things came about due to the support of partners who wanted to help children and young people through the crisis.

As of October 2020, there are almost 10,000 lessons on ONA that cover much of the school curriculum from Reception through to Year 11. They are there to support schools with remote learning at a time when we know a large number of children will not be able to attend school on a given day. Already there are around 250,000 people using those lessons every day.

Staff from the Trust have also supported parents and carers during school closures through StarLine, a new national helpline providing support and resources to families needing home learning advice.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Safety and well being of staff was a key concern for the Trust throughout the first Covid-19 lockdown period. The Trust had to consider the implication of Government advice for certain staff members, for example those that were Clinically Vulnerable or Clinically Extremely Vulnerable or who were shielding family members, and updated work rotas accordingly. This allowed vulnerable staff to provide online materials rather than face to face lesson delivery. During this time, several employees volunteered to help run additional support sessions over holidays to help reduce the impact of time out of the classroom on students, especially those that would have been starting to prepare for examinations in 2020/21.

Central support functions, whilst working from home in most instances, were able to continue to provide expert services to all schools within the Trust, as well as ensuring suppliers continued to be paid, building projects were able to be completed and recruitment for the new academic year was not affected.

Students and staff at several Trust schools helped support those on the frontline of the crisis, with Thetford Academy creating more than 1,500 pieces of personal protective equipment, and Hethersett Academy utilising their 3D printer to also produce visors for NHS workers as well as the wider community.

b. Results

Key Stage 2

Formal primary school assessments were cancelled in the 2019/20 academic year, with it deemed inappropriate for pupils to be taking the KS2 tests during the Covid-19 pandemic.

Prior to lockdown all primaries (with one exception) were on track to meet or exceed national averages in terms of KS2 outcomes and the phonics check. In the one school where this standard may not quite have been reached, forecast outcomes still demonstrated an improvement on the previous year's outcomes, particularly in phonics.

GCSEs

Following the cancellation of summer examinations, 2020 outcomes were the result of the best grade given to pupils between Centre Assessed Grades (CAGs) and Ofqual Algorithm grades. The Trust follows a robust schedule of mock exams and grade analysis and forecasts which allowed us to give realistic expected grades for those who were impacted by no formal exams.

Key Stage 5

As with GCSEs, A Level results were also the best grade between CAGs or the algorithm. As with GCSEs, the Trust follows a robust schedule of mock exams and grade analysis and forecasts which allowed us to give realistic expected grades for those who were impacted by no formal exams. Following these results, Thetford Academy celebrated its first student securing a place at Cambridge University. A further six pupils from across the Trust also gained Oxbridge places.

New schools joining the Trust

On 1 April 2020, Wayland Academy joined the Inspiration Trust from Norfolk Academies, becoming the eighth 11-16 provision school within the Inspiration Trust family. Currently rated as Requiring Improvement, the school is now benefiting from support from the Trust's education and curriculum experts in order to support the further improvement in the quality of leadership and quality of education.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Ofsted

Two schools within the Trust continued to be rated as Good by Ofsted following full inspections in the year.

Thetford Academy's report highlighted that the school has "a curriculum that ensures pupils deepen their thinking" and that pupils "feel valued and cared for", as well stating that Year 11 maths, science and modern foreign languages progress was in the top 20% of schools nationally last year. In August 2020, as mentioned previously, Thetford Academy had its first student to gain successful entry into Cambridge University.

Norwich Primary Academy was rated Good across all areas, with the report describing pupils as "spirited, enthusiastic and polite" and celebrating the curriculum "helping pupils to read well, build knowledge and have meaningful experiences".

Due to delays to Ofsted's routine inspection schedules following the closure of schools during the Covid-19 pandemic, regular reviews of the improvements being made at Great Yarmouth Primary Academy were unable to be carried out, resulting in the school currently retaining its Inadequate rating. A DfE review meeting has taken place in October 2020 and the Trust is confident in the strong progress that is being made at the school, and that its rating will be upgraded once inspections resume, hopefully in January 2021.

Buildings

Despite the impact of Covid-19 on the construction industry, the new build expansion project at Hethersett Academy completed on schedule. The new block, comprising 13 classrooms, 2 art rooms, a media suite and a multi-use double height hall, was handed over ready to be used as part of the school's September 2020 opening plan.

In July, formal handover to Great Yarmouth Charter Academy of their new Science Futures block from the Department of Education was completed. The construction includes a brand new two-storey science block building, comprising nine new general science labs, three specialist labs and two seminar classrooms, as well as a multi-use games area. The development will allow the academy to significantly increase their capacity and create space for a new sixth form provision.

IT Infrastructure

A significant project, to be funded as required by reserves, systematically updating the IT infrastructure of all schools within the Trust commenced in the year, with XMA as our delivery partner. The aim of the project is to implement in a phased way integrated infrastructure and common equipment across all Trust schools, ensuring systems are as efficient as possible for all our users.

Inclusion, Equality and Diversity

The Trust continued to promote the importance of inclusion, equality and diversity within a school environment, and 'Equality' was the focus of a Trust wide conference bringing together nationally renowned speakers as well as experts from within the Trust.

During the keynote speech, the Trust's CEO outlined: "We have a duty to ensure that the children going through our schools do not contribute to the unfairness that's present in society today." She also celebrated the hard work and determination of education teams during lockdown; thanked colleagues for their contributions to remote learning and Oak National Academy; and outlined the challenges overcome to reopen schools.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Teaching School

100% of our 36 trainees in the 2019 trainee cohort were recommended for the award of Qualified Teacher Status. Overall, 32 of the cohort have secured Newly Qualified Teacher (NQT) posts with 15 of those securing NQT positions within the Trusts' schools.

c. Key performance indicators

Education KPIs

Ofsted - overall inspection outcomes

	Pre-Trust	Most Recent
Charles Darwin Primary Academy	Free school	Outstanding
Cobholm Primary Academy	Inadequate	Requires Improvement
Cromer Academy	Good	Good
East Point Academy	Inadequate	Good
Great Yarmouth Charter Academy	Free school	Good
Great Yarmouth Primary Academy	Satisfactory	Inadequate
Hethersett Academy	Inadequate	Outstanding
The Hewett Academy	Inadequate	Good
Jane Austen College	Free school	Good
Norwich Primary Academy	Satisfactory	Good
Sir Isaac Newton Sixth Form	Free school	Outstanding
Stradbroke Primary Academy	Inadequate	Good
Thetford Academy	Inadequate	Good
Wayland Academy	Requires Improvement	N/A

National examination results

Key Stage 2

	% Expected Standard RWM		
	2017/18	2018/19	2019/20
Cobholm Primary	40%	45%	N/A
Great Yarmouth Primary	50%	40%	N/A
Norwich Primary	52%	60%	N/A
Stradbroke Primary	81%	87%	N/A

Key Stage 4

	% 9-5 English and Maths		
	2017/18	2018/19	2019/20
Cromer Academy	36%	37%	59%
East Point Academy	39%	38%	46%
Great Yarmouth Charter	27%	38%	48%
Hethersett Academy	65%	65%	74%
Hewett Academy	17%	25%	45%
Jane Austen College	n/a	54%	62%
Thetford Academy	18%	32%	40%

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

Key Stage 5

	% Grades A*-C		
	2017/18	2018/19	2019/20
Jane Austen College	88%	82%	91%
Sir Isaac Newton Sixth Form	73%	80%	90%
Thetford Academy	50%	50%	63%

d. Promoting the success of the company

Section 172 of the Companies Act 2006 requires a Director of a company to act in the way he or she considers, in good faith, would most likely promote the success of the company for the benefit of its members as a whole. In doing this, s.172 requires a Director to have regard, among other matters, to the:

- Likely consequences of any decisions in the long term;
- Interest of the company's employees;
- Need to foster the company's business relationships with suppliers, customers, and others;
- Impact of the company's operations on the community and environment;
- Desirability of the company maintaining a reputation for high standards of business conduct; and
- Need to act fairly as between members of the company.

The following intends to set out how our Board of Trustees has had regard to the above factors when undertaking their duties during the year.

Likely consequences of any decisions in the long term

The Trustees have regard to the likely consequences of any decision in the long term by balancing the need for expenditure on current students in order to optimise their outcomes versus the need for longer term investment as part of a strategic plan, to ensure the Trust can continue to offer a high quality of education in future years.

Interest of the company's employees

The Trustees recognise that Inspiration Trust employees are fundamental to the delivery of our strategic ambitions, and our success depends on attracting, retaining and motivating employees. The Board takes active steps to ensure that the suggestions, views and interests of the Trust's employees are captured and considered in our decision making. An annual staff survey is undertaken to help assess the views and engagement of employees in the Trust's activities. The results are analysed at Board level and actions agreed to address any areas of concern arising. The Trustees benefit from having a CEO, and other executive leaders who are employees, reporting to them regularly. These individuals therefore have a high degree of personal oversight and engagement in the Trust's activities, and are able to give Trustees an insight into the mood, culture and views of its employees.

Having regard to the need to foster the Trust's business relationships with suppliers, customers and others

The Trustees recognise that attracting and retaining pupils is fundamental to the success and ongoing viability of the Trust. The Board therefore closely monitors issues impacting on the recruitment of students, including the reputation of the Trust, Ofsted performance and the opportunities we can offer to our students.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

It is recognised that maintaining good relationships with suppliers, including paying on time, ensures that we are able to continue benefiting from quality service provision.

The Trust also understands the importance of regulators including the Education and Skills Funding Agency and Ofsted in monitoring its performance, and as such endeavours to provide them with any required information in a timely and accurate manner.

Having regard to the impact of the Trust's operations on the community and the environment

The Trust's objectives centre around providing excellent education within the communities we serve, and therefore the Trustees always have regard to any impact the Trust's operations have on these communities.

The Trustees support initiatives with regard to reducing adverse impacts on the environment and intend to give further consideration in 2020/21 to the measures the Trust can take to reduce our impact, for example going 'Green' as part of our electricity tender.

Having regard to the desirability of the Trust maintaining a reputation for high standards of business conduct

The Trustees recognise that not maintaining a reputation for high standards will impact on the Trust's ability to recruit pupils and therefore receive sufficient funding to be able to provide the high quality of education we aim for. As such, Trustees recognise the importance of operating in a reputable way.

Having regard to the need to act fairly as between members of the Company

After weighing up all relevant factors, the Trustees consider which course of action best enables delivery of our strategy through the long-term, taking into consideration the impact on stakeholders. In doing so, the Trustees act fairly as between the Company's members.

e. 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 they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

In reaching this conclusion, the Board of Trustees has factored in the impact of the control measures required by the government's Covid-19 guidance. Additional costs and staffing required to deal with the day to day needs to ensure Covid secure environments as well as additional staffing resources for catch up schooling are being closely monitored.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Financial review

a. Financial review

The vast majority of the Trust's income and expenditure comes from the Education and Skills Funding Agency (ESFA). These grants and the associated expenditure are shown as restricted funds in the consolidated statement of financial activities.

The Trust also receives grants for fixed assets from the Department for Education for capital expenditure and building works. In accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)) and the Academies Accounts Direction 2019 to 2020, these grants are shown in the statement of financial activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2020, the Trust incurred total expenditure (excluding depreciation) of £49,315,435, which was covered by grant funding from the ESFA and other income.

The in-year surplus, being the increase in unrestricted funds and restricted general funds (excluding pension reserve and School Condition Allocation funds) is £112,909. This increase in funds has been achieved by continued implementation of Integrated Curriculum Financial Planning across all Trust academies, as well as additional income being generated. The £2,913,905 School Condition Allocation carried forward within restricted fixed asset funds has been budgeted to be fully spent at the start of the 2020/21 academic year on building and maintenance projects within the academies.

At 31 August 2020 the net book value of fixed assets was £103,696,584 (2019: £85,491,139). These assets were used exclusively for providing education to the Trust's pupils and related support services.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

b. Financial risk management objectives and policies

The Trustees have assessed the major risks to which the Trust is exposed, in particular those relating to its reputation, funding, staffing, safety, safeguarding and regulations, and buildings and facilities.

The Trustees review risk management arrangements that include a Risk Management Strategy and a strategic risk register. During the year, the strategic risk register was reviewed and updated by the Audit and Risk Committee.

The strategic risk register seeks to identify in relation to each of its schools the likelihood of an event occurring, its impact, and mitigating actions that might be utilised to reduce or dissipate the risk where appropriate. Risks are considered under educational, financial, health and safety, and reputational headings.

The Trustees acknowledge that they have overall responsibility for ensuring that the Trust has an effective, sound and appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust which ensures the financial statements comply with the Companies Act. The Trustees also acknowledge responsibility for safeguarding the assets of the Trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities while complying with relevant laws and regulations.

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, monitoring of controls, training of staff and a system of delegation and accountability.

The purpose of the Trust's Finance Manual is to provide instruction and guidance to Trustees, chairs of Academy Committees, academy principals and the central support staff; and ensure that each academy within the Trust maintains and develops systems of financial control which conform to the requirements both of propriety and of good financial management.

UHY Hacker Young, as an independent internal audit function, provides further assurance to the Trustees. UHY Hacker Young carries out internal audit assignments, performing a range of checks on the Trust's systems.

INSPIRATION TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

c. Reserves policy

The Trust held fund balances at 31 August 2020 of £89,599k (2019: £76,815k) comprising £87,473k (2019: £74,537k) of restricted funds, including a pension reserve deficit of £19,816k (2019: £13,047k) and £2,126k (2019: £2,278k) of unrestricted general funds.

The Trust aims to set balance in-year revenue budgets annually, with any surplus at the Trust level held for investment and other initiatives to improve teaching and learning at the Trust's academies.

The policy of the Trust is to carry forward a prudent level of resources designed to meet the long-term cyclical needs of renewal and other unforeseen contingencies. Target levels of free reserves, being funds which can be used for the general day to day running of its academies, should be within the range 3-5% of the annual GAG income, dependent on the view of the Trustees as to the current position of the Trust in respect of cyclical needs. We consider our free reserves to be the total of unrestricted reserves and GAG funds carried forward within restricted general funds. Combined, these represent 5.7% of GAG income at 31 August 2020, therefore just above the target range.

The key identified strategy for these surplus reserves is investment in IT infrastructure across the Trust, and at 31 August 2020, the Trust had capital commitments of £866k relating to agreed capital expenditure for the IT improvement project, which will be funded through our free reserves. Therefore when taking this committed spend into account, free reserves are £1,268k (3.4% of GAG income).

d. Investment policy

The Trust's investment policy is to invest surplus cash reserves on deposit with banks with a high credit rating where the capital invested is guaranteed, therefore not exposing the Trust to an inappropriate level of risk. Investment returns are reviewed during the year to ensure that returns are maximised whilst safeguarding the funds invested.

INSPIRATION TRUST
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

e. Principal risks and uncertainties

All major risks to which the Trust overall, as well as its constituent academies, are exposed to are contained in a risk register that is continuously reviewed by the Audit and Risk Committee and Trust Board. Appropriate policies, systems and procedures are in place to manage risks.

The Principal risks have been identified as:

- Environmental - the potential on-going implications of the Covid-19 global pandemic on the Trust's ability to maintain educational provision due to staff and pupil absence, and potential closure of academies. The Trust has been heavily focussed on ensuring it has adequate online learning provisions to enable education to continue even if pupils cannot physically attend classes, and that all students have access to these online resources.
- Reputational - the continued success of attracting sufficient numbers of students to the academies by maintaining and improving educational standards and maintaining the Trust's purpose and offering. This includes working closely with the communities our academies serve.
- Government funding - the Trust has considerable reliance on the continued government funding through the ESFA/DfE. There is no assurance that government policy or practice will remain the same, and as such the Trust needs to ensure it is efficient in its use of financial resources.
- Staffing - the ability to recruit, retain and train quality staff. There is a nationwide shortage of qualified teachers, with high numbers of individuals leaving the profession. This is being addressed by our Initial Teacher Training programme to provide more newly qualified staff, as well as continuing to develop our personal professional development offer.
- Buildings and facilities - ensuring the estate under the control of the Trust remains safe, secure and compliant. This is done primarily through planned School Condition Allocation spending.

Fundraising

For the period under review the Trust did not operate a formal fundraising programme in conjunction with any commercial or professional fundraisers. The Trust has applied on a targeted basis for specific grant programmes operated by individuals and organisations where these have been identified as offering opportunities to further the Trust's charitable aims. The Trust also benefits from occasional volunteer fundraising by parent teacher associations and similar groups.

Fundraising and community activity has been adversely affected by the Coronavirus pandemic but this has not had a material impact on the Trust as yet.

The nature of our fundraising activities means the Trust does not subscribe to any voluntary fundraising schemes or standards, and we do not have any commercial third-party fundraising on or behalf requiring monitoring in relation to vulnerable people, unreasonably intrusive or persistent fundraising approaches, or undue pressure to donate.

The Trust has not received any formal complaints in regards to fundraising activities.

INSPIRATION TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Streamlined energy and carbon reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2019 to 31 August 2020

Energy consumption used to calculate emissions (kWh)	26,661,627
Energy consumption broken down (kWh)	
• Gas	16,020,300
• Electricity	10,503,081
• Transport fuel	138,246
<u>Scope 1 emissions in metric tonnes CO2e</u>	
Gas consumption	1,931.20
BIO energy - Biomass Boiler	22.86
Owned transport - minibuses	8.06
<u>Total scope 1</u>	1,962.12
<u>Scope 2 emissions in metric tonnes CO2e</u>	
Purchased electricity	909.08
<u>Scope 3 emissions in metric tonnes CO2e</u>	
Business travel in employee owned vehicles	25.84
Total gross emissions in metric tonnes CO2e	2,897.04
<u>Intensity ratio</u>	
Tonnes CO2e per pupil	0.40

Quantification and Reporting Methodology:

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

Intensity Measurement

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

Measures taken to improve the energy efficiency

A tender of our electricity supply was undertaken in August 2020, and we have procured a 100% green generated electricity supply across the Trust. Any future tenders for gas will focus on whether it is possible to switch to green alternatives.

When current minibus leases are up for renewal or review, we will look into the possibility of replacing older petrol vehicles with electric or hybrid models, depending on the overall availability and economic viability at that point.

Grants and other assistance to reduce carbon emissions are pursued where appropriate for example: the recently announced Public Sector Decarbonisation Scheme.

INSPIRATION TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Plans for future periods

The Trust will continue to review and evolve our curriculum offer, including our online learning provision, to ensure we are both a high performing family of schools, as well as becoming a model of best practice for inclusion of all our learners. This will help to ensure that all our pupils are well prepared for the next stage of their education and are on the pathway to become successful fulfilled adults.

Covid-19 control measures will continue to have a significant impact on pupils, families, communities and staff for the foreseeable future. As the pandemic continues to unfold, restrictions alter. Track and Trace requirements for self isolation have a direct impact on staffing and also the number of children in school where groups are sent home either as bubbles or entire year groups.

We have assessed the likely ongoing impact as well as possible, and will continue to develop strategies for learning that can be quickly and efficiently implemented if further restrictions are placed on school settings. Similarly, we continue to develop processes to enable central and other support staff to work remotely or in the school office as appropriate.

Aside from Covid-19, the Trust will endeavour to continue "normal service" as far as is possible. We will continue to drive improvement in our primary schools, ensuring a robust school improvement strategy is in place, including monitoring, challenge and support.

We will continue to focus on the training, development and retention of our staff through high impact professional development aligned with key strategic priorities, with the aim of becoming an employer of choice in our region. We will ensure schools are supported to recruit and retain high quality staff, and continue to develop and expand our Initial Teacher Training offer.

We will continue to review opportunities to extend our family of schools, conscious that any growth must fit with our ambition of providing excellent education to the communities of Norfolk and Suffolk.

Funds held as custodian on behalf of others

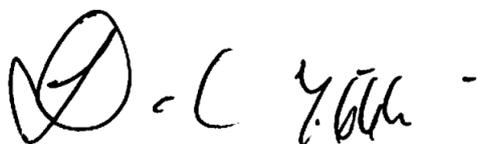
The Trust does not act as the Custodian Trustee of any other charity.

Disclosure of information to auditors

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that 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 auditors are 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 17 December 2020 and signed on its behalf by:



.....
Mr D Tibble
Chairman

INSPIRATION TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

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

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

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

Governance

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

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

Trustee	Meetings attended	Out of a possible
Mr D Tibble, Chairman	6	6
Dame R de Souza	6	6
Mr J Hanson-Smith	6	6
Mr D Earnshaw CBE	5	6
Ms H Mills CBE	4	6
Professor C Diamond CBE	4	6

The composition of the Board of Trustees did not change during the 2019/20 year.

The Trustees have overseen all financial planning, budgeting and longer term forecasting to ensure all elements of the Trust are soundly managed. Liquidity, sustainability and affordability are key focus areas of the Trust Board with particular attention paid to longer term investment and development of each of the sites.

The Trustees have discharged their responsibilities in this regard by consideration of; (i) detailed regular financial reports prepared by senior Trust staff to the Trust Board; (ii) feedback from the Governing Bodies; and (iii) feedback from ad hoc finance working parties convened to consider specific issues.

Governance review

The Trust continues to have regard to the Department for Education's Academies Financial Handbook and Governance Handbook and we periodically review arrangements to ensure compliance with statutory and regulatory requirements and the operational needs of the Trust and its schools.

During the year, the Trust carried out an internal review of governance and agreed an updated scheme of delegation and revised local governance arrangements for its Academy Committees. Trustees also reviewed the effectiveness of its committee structure and determined that no changes were required at the present time. Trustees and local governors completed skills audits and formal training was provided as required. Trustees intend to carry out an external review of governance arrangements in the next financial year.

INSPIRATION TRUST
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Audit and Risk Committee (A&R) is a committee of the Trust Board and is constituted to provide a broad and effective scrutiny of risk management and governance within the Trust.

During the period under review, the A&R Committee met 4 times.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr J Hanson-Smith	4	4
Mr M Gibbins	4	4
Mr J Longfield	4	4
Mr J Mason (resigned June 2020)	3	4

Review of value for money

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

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

Improving the effectiveness of resource use:

- Ensuring resources are targeted at school improvement priorities for the continuation of improved outcomes at all our academies
- Ensuring that spending on goods and services is reviewed to deliver economies of scale where possible, whilst also ensuring quality of provision through monitoring of contracts
- Ensuring all estates within the Trust are kept in a good state of repair and are a suitable place for students to achieve the best outcomes
- Undertaking extensive due diligence processes for academies wishing to join the Trust and ensuring only those financially viable are accepted
- Offering significant professional development to continue to develop our staff

Ensuring financial effectiveness:

The Trust Board includes significant experience of education and wider industry, and regularly conducts reviews to ensure there is sufficient expertise within the Trust to challenge on ensuring value for money. If required, the Trust will consult with professional experts to advise on financial aspects.

The Trust finance team will produce financial reports highlighting any significant variances to budgets, allowing individual academies and the Trust Board to undertake any necessary remedial action.

Maximising income generation:

The Trust actively seeks opportunities to bid for additional funding to support the school improvement work we are already doing.

INSPIRATION TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Inspiration Trust for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The 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 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

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:

- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks
- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- scrutiny by the Trust Board of reports on financial performance against the forecasts as well as major purchase plans, capital works and expenditure programmes
- regular reviews by the Audit and Risk Committee of the Trust's risk register and its internal audit processes.

The Board of Trustees has appointed UHY Hacker Young as its internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Trust's systems and controls. In particular the checks carried out in the current period included:

- Income, cash and debtors
- Orders, receipts and payments

All internal audit reports are reviewed by the Audit and Risk Committee, and on a periodic basis, the reviewer reports to the Board of Trustees through the Audit and Risk Committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

Due to the impact of the Covid-19 lockdown, the internal auditor was not able to carry out all scheduled reviews in the academic year. Audits of the management of pupil records and risk management will now be undertaken in the new academic year.

INSPIRATION TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

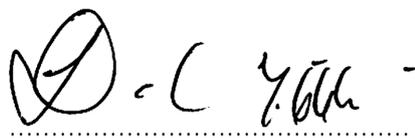
Review of effectiveness

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

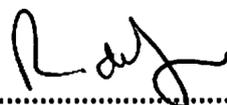
- the work of the internal auditor
- the work of the external auditor
- the school resource management self-assessment tool
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework

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

Approved by order of the members of the Board of Trustees on 17 December 2020 and signed on their behalf by:



.....
Mr D Tibble
Chairman



.....
Dame R de Souza
Accounting Officer

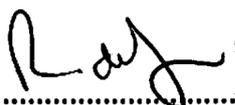
INSPIRATION TRUST
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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



.....
Dame R de Souza
Accounting Officer
Date: 17 December 2020

INSPIRATION TRUST
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

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

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

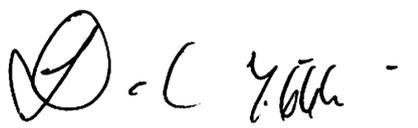
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the Board of Trustees on 17 December 2020 and signed on its behalf by:



.....
Mr D Tibble
Chairman

INSPIRATION TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
INSPIRATION TRUST**

Opinion

We have audited the financial statements of Inspiration Trust (the 'Trust') for the year ended 31 August 2020 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020 issued by the Education & Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

INSPIRATION TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
INSPIRATION TRUST (CONTINUED)**

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

INSPIRATION TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
INSPIRATION TRUST (CONTINUED)**

Responsibilities of Trustees

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

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

This report is made solely to the charitable 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 charitable 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 charitable Trust and its Members, as a body, for our audit work, for this report, or for the opinions we have formed.



Frank Shippam BSc FCA DChA (Senior statutory auditor)

for and on behalf of

MA Partners Audit LLP

Chartered Accountants and Statutory Auditors

7 The Close

Norwich

Norfolk

NR1 4DJ

Date: 11 January 2021

INSPIRATION TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
INSPIRATION TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 27 September 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Inspiration Trust during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Inspiration Trust's Accounting Officer and the reporting accountant

The accounting officer is responsible, under the requirements of Inspiration Trust's funding agreement with the Secretary of State for Education dated 30 August 2013 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

INSPIRATION TRUST
(A company limited by guarantee)

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

Our procedures included, but were not limited to, the following:

- Reviewing the processes for identifying and declaring business interests, related parties and transactions with connected parties;
- Reviewing minutes of meetings and making enquiries of the Trustees and management;
- Performing an evaluation of the general control environment;
- Sample testing of expenditure to ensure the Trust's lines of delegation and procurement policies have been adhered to, that employees have not personally benefited from any other transaction and that goods and services have been procured in an open and transparent manner;
- Sample testing restricted income to ensure it has been spent as the purpose intended;
- Reviewing transactions which may not fall within the delegated authority of the Trust and ensuring any such transactions have been authorised and disclosed as necessary;
- Reviewing compliance with Part 8: *Schedule of requirements (the "musts")* of the Academies Financial Handbook 2019

Conclusion

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

MA Partners Audit LLP

MA Partners Audit LLP

Chartered Accountants and Statutory Auditors
7 The Close
Norwich
Norfolk
NR1 4DJ

Date: 11 January 2021

INSPIRATION TRUST
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants:						
Transfer from other Trust	3	173,870	(549,000)	4,590,858	4,215,728	-
Other donations and capital grants		-	777,179	17,341,796	18,118,975	5,550,700
Charitable activities:	4					
Teaching school		-	40,000	-	40,000	40,000
Other charitable activities		365,287	44,466,851	-	44,832,138	41,812,145
Other trading activities	5	773,797	426,700	-	1,200,497	1,175,158
Investments	6	16,946	-	-	16,946	3,440
Total income		1,329,900	45,161,730	21,932,654	68,424,284	48,581,443
Expenditure on:						
Charitable activities:	7					
Teaching school		-	40,363	-	40,363	40,544
Other charitable activities		1,635,730	47,638,157	2,424,513	51,698,400	48,547,981
Total expenditure		1,635,730	47,678,520	2,424,513	51,738,763	48,588,525
Net (expenditure)/income		(305,830)	(2,516,790)	19,508,141	16,685,521	(7,082)
Transfers between funds	20	153,840	(1,603,058)	1,449,218	-	-
Net movement in funds before other recognised gains/(losses)		(151,990)	(4,119,848)	20,957,359	16,685,521	(7,082)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	28	-	(3,901,000)	-	(3,901,000)	(5,499,000)
Net movement in funds		(151,990)	(8,020,848)	20,957,359	12,784,521	(5,506,082)

INSPIRATION TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Reconciliation of funds:					
Total funds brought forward	2,277,838	(11,328,533)	85,865,231	76,814,536	82,320,618
Net movement in funds	(151,990)	(8,020,848)	20,957,359	12,784,521	(5,506,082)
Total funds carried forward	<u><u>2,125,848</u></u>	<u><u>(19,349,381)</u></u>	<u><u>106,822,590</u></u>	<u><u>89,599,057</u></u>	<u><u>76,814,536</u></u>

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

The notes on pages 37 to 80 form part of these financial statements.

INSPIRATION TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 08179349

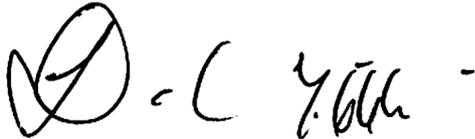
BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	15	103,696,584	85,491,139
Investments	16	1	1
		<u>103,696,585</u>	<u>85,491,140</u>
Current assets			
Debtors	17	3,065,537	1,967,382
Cash at bank and in hand	25	8,912,701	8,676,808
		<u>11,978,238</u>	<u>10,644,190</u>
Creditors: amounts falling due within one year	18	(6,055,805)	(6,032,749)
		<u>5,922,433</u>	<u>4,611,441</u>
Total assets less current liabilities		<u>109,619,018</u>	<u>90,102,581</u>
Creditors: amounts falling due after more than one year	19	(203,961)	(241,045)
Net assets excluding pension liability		<u>109,415,057</u>	<u>89,861,536</u>
Defined benefit pension scheme liability	28	(19,816,000)	(13,047,000)
Total net assets		<u><u>89,599,057</u></u>	<u><u>76,814,536</u></u>
Funds of the Trust			
Restricted funds:			
Fixed asset funds	20	106,822,590	85,865,231
Restricted income funds	20	466,619	1,718,467
		<u>107,289,209</u>	<u>87,583,698</u>
Restricted funds excluding pension asset	20	107,289,209	87,583,698
Pension reserve	20	(19,816,000)	(13,047,000)
		<u>87,473,209</u>	<u>74,536,698</u>
Total restricted funds	20	87,473,209	74,536,698
Unrestricted income funds	20	2,125,848	2,277,838
		<u>89,599,057</u>	<u>76,814,536</u>
Total funds		<u><u>89,599,057</u></u>	<u><u>76,814,536</u></u>

INSPIRATION TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 08179349

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

The financial statements on pages 32 to 80 were approved by the Trustees, and authorised for issue on 17 December 2020 and are signed on their behalf, by:

A handwritten signature in black ink, appearing to read 'D. Tibble', with a horizontal line underneath it.

Mr D Tibble
Chairman

The notes on pages 37 to 80 form part of these financial statements.

INSPIRATION TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	<i>2019</i> £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	22	(577,591)	<i>608,428</i>
Cash flows from investing activities	24	850,928	<i>2,228,686</i>
Cash flows from financing activities	23	(37,444)	<i>(22,576)</i>
Change in cash and cash equivalents in the year		235,893	<i>2,814,538</i>
Cash and cash equivalents at the beginning of the year		8,676,808	<i>5,862,270</i>
Cash and cash equivalents at the end of the year	25, 26	8,912,701	<i>8,676,808</i>

The notes on pages 37 to 80 from part of these financial statements

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Inspiration Trust meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

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

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.3 Income

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

· **Grants**

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.

· **Sponsorship income**

Sponsorship income provided to the Trust which amounts to a donation is recognised in the Statement of Financial Activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

· **Donations**

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

· **Other income**

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

· **Transfer of existing academies into the Trust**

Where assets and liabilities are received on the transfer of an existing academy into the 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 Trust. An equal amount of income is recognised for the transfer of an existing academy into the Trust within 'Income from Donations and Capital Grants' to the net assets acquired.

· **Donated fixed assets (excluding transfers on conversion or into the 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 Trust's accounting policies.

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

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.

Charitable activities

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Interest receivable

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

1.6 Taxation

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

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

1.7 Tangible fixed assets

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.

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.7 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Freehold buildings	- 2% straight line
Long term leasehold land	- over the term of the lease
Long term leasehold buildings	- 2-4% straight line
Short term leasehold buildings	- over the term of the lease
Computer equipment	- 33% straight line
Furniture and equipment	- 10-20% 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.

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

Investments in subsidiaries are valued at cost.

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 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.

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 17. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 18 and 19. 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 Trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes.

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

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

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

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.14 Agency arrangements

The Trust acts as an agent in distributing bursaries to trainees on the Subject Knowledge Enhancement programme from the Department of Education (DfE). Payments received from the DfE and subsequent disbursements to trainees are excluded from the Statement of Financial Activities as the Trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 32.

1.15 Fund accounting

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

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

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

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

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 28, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. 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.

In assessing the carrying values of tangible fixed assets the Trustees estimate the anticipated useful lives and residual values of the assets. There have been no significant revisions to these estimations in the current financial year.

The Trust occupies premises under an operating lease for Great Yarmouth Charter Academy at a peppercorn rent. In accordance with the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency, where the rental cost is below market rent, a market value of rent should be determined and recognised as an expense in the Statement of Financial Activities with a corresponding incoming resource also recognised. The Trust has obtained the rateable value of the property from The Valuation Office Agency and has determined that this provides a reasonable estimate of the market value of rent.

The Trust also occupies premises for Trafalgar College and Charles Darwin Primary, where the freehold and lease respectively are held by the Department for Communities and Local Government (DCLG). The schools occupy these properties under mutual agreement with DCLG and no rent is charged. In accordance with The Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency, where no rent is charged, a market value of rent should be determined and recognised as an expense in the Statement of Financial Activities with a corresponding incoming resource also recognised. The Trust has obtained the rateable values of the properties from The Valuation Officer Agency and has determined that this provides a reasonable estimate of the market values of rent.

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

3. Income from donations and capital grants

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Transfer from other Trust	173,870	(549,000)	4,590,858	4,215,728	-
Other donations	-	777,179	-	777,179	689,541
Capital Grants	-	-	3,526,033	3,526,033	2,571,874
Donated fixed assets	-	-	13,815,763	13,815,763	2,289,285
Total 2020	<u>173,870</u>	<u>228,179</u>	<u>21,932,654</u>	<u>22,334,703</u>	<u>5,550,700</u>
<i>Total 2019</i>	<u>-</u>	<u>678,501</u>	<u>4,872,199</u>	<u>5,550,700</u>	

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

4. Funding for the Trust's educational operations

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	37,271,553	37,271,553	35,023,265
Pupil Premium	-	2,485,388	2,485,388	2,414,833
Teachers' Pension Grant	-	1,296,461	1,296,461	-
Maths Hub	-	576,564	576,564	465,805
Teachers' Pay Grant	-	458,945	458,945	285,986
Free School Meals	-	224,286	224,286	207,811
Year 7 Catch Up	-	174,910	174,910	158,621
Start Up Grants	-	143,000	143,000	326,703
Pre 16 High Needs	-	136,000	136,000	144,000
PE Grants	-	90,470	90,470	90,400
Teaching school	-	40,000	40,000	40,000
Initial teacher training	-	-	-	218,818
Other ESFA grants	-	220,871	220,871	357,212
	-	43,118,448	43,118,448	39,733,454
Other government grants				
SEN and high needs funding	-	434,379	434,379	414,784
Nursery funding	-	208,758	208,758	172,021
Other LA funding	-	511,899	511,899	362,448
	-	1,155,036	1,155,036	949,253
Other income from the Trust's educational operations				
Other grants	-	217,085	217,085	286,252
Catering	244,828	-	244,828	361,158
Educational visits	120,459	-	120,459	522,028
	365,287	217,085	582,372	1,169,438
Exceptional government funding				
Coronavirus Job Retention Scheme grant	-	16,282	16,282	-
Total 2020	365,287	44,506,851	44,872,138	41,852,145
<i>Total 2019</i>	<i>898,469</i>	<i>40,953,676</i>	<i>41,852,145</i>	

INSPIRATION TRUST
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

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

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

The Trust furloughed some of its nursery staff under the government's CJRS. The funding received of £16,282 relates to staff costs in respect of 9 staff which are included within note 11 below as appropriate.

5. Income from other trading activities

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Hire of facilities	281,865	-	281,865	365,498
Uniform sales	1,401	-	1,401	2,824
Income from provision of supply staff	34,617	-	34,617	15,207
Miscellaneous income	455,914	426,700	882,614	791,629
Total 2020	<u>773,797</u>	<u>426,700</u>	<u>1,200,497</u>	<u>1,175,158</u>
<i>Total 2019</i>	<u>934,821</u>	<u>240,337</u>	<u>1,175,158</u>	

6. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Investment income	16,946	16,946	3,440
<i>Total 2019</i>	<u>3,440</u>	<u>3,440</u>	

INSPIRATION TRUST
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

7. Expenditure

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £	<i>Total 2019 £</i>
Educational operations:					
Direct costs	29,986,003	-	3,319,841	33,305,844	31,197,204
Support costs	6,825,563	6,696,737	4,870,256	18,392,556	17,350,777
Teaching school:					
Direct costs	39,467	-	-	39,467	36,599
Support costs	896	-	-	896	3,945
Total 2020	<u>36,851,929</u>	<u>6,696,737</u>	<u>8,190,097</u>	<u>51,738,763</u>	<u>48,588,525</u>
<i>Total 2019</i>	<u>32,515,374</u>	<u>7,480,984</u>	<u>8,592,167</u>	<u>48,588,525</u>	

8. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Educational operations	33,305,844	18,392,556	51,698,400	48,547,981
Teaching school	39,467	896	40,363	40,544
Total 2020	<u>33,345,311</u>	<u>18,393,452</u>	<u>51,738,763</u>	<u>48,588,525</u>
<i>Total 2019</i>	<u>31,233,803</u>	<u>17,354,722</u>	<u>48,588,525</u>	

INSPIRATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2020 £	<i>Total funds 2019 £</i>
Staff costs	29,640,362	26,757,317
Educational supplies	1,071,701	1,074,833
Educational consultancy	669,906	886,549
Educational support services	510,502	396,792
Examination fees	435,238	514,515
Agency supply staff	385,108	618,725
Educational visits and visitors	303,782	596,591
Staff development	196,499	227,287
Extended schools costs	132,213	161,194
	<u>33,345,311</u>	<u>31,233,803</u>

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

Analysis of support costs

	Total funds 2020 £	<i>Total funds 2019 £</i>
Pension interest	272,000	189,000
Staff costs	6,709,979	5,034,069
Depreciation	2,423,328	2,601,005
Maintenance of property and equipment	2,038,072	2,835,096
Other support costs	1,218,061	916,076
Rent and rates	1,003,793	995,263
Catering	991,787	1,106,043
Energy and water costs	965,023	991,574
Cleaning	800,233	821,661
Technology costs	784,398	734,704
Security and transport	254,212	255,532
Research, marketing and rebranding	192,972	121,254
Insurance	192,334	192,016
Recruitment and support	162,750	130,699
Agency supply costs	116,480	105,263
Legal fees	77,110	71,913
Staff travel and subsistence	67,381	116,807
Bursary payments	53,782	61,463
Governance costs	35,080	36,545
Uniform costs	16,561	29,136
Bad debt write off	11,033	2,805
Bank interest and charges	5,898	6,798
Loss on disposal of fixed asset	1,185	-
	18,393,452	<i>17,354,722</i>
	18,393,452	<i>17,354,722</i>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. Analysis of specific expenses

Included within expenditure are the following transactions:

	Total £	Individual items above £5,000 Amount £	Reason
Unrecoverable debts	11,033	10,417	Rental income not recoverable

10. Net (expenditure)/income

Net (expenditure)/income for the year includes:

	2020 £	2019 £
Operating lease rentals	336,665	320,489
Depreciation of tangible fixed assets	2,423,328	2,601,005
Loss on disposal of fixed assets	1,185	-
Fees paid to auditors for:		
- audit of statutory accounts	21,500	21,500
- other services	13,580	15,045
	<u>361,158</u>	<u>272,039</u>

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	25,827,875	23,968,298
Social security costs	2,598,551	2,401,620
Pension costs	7,722,792	5,162,920
	<u>36,149,218</u>	<u>31,532,838</u>
Agency staff costs	501,588	723,988
Staff restructuring costs	201,123	258,548
	<u>36,851,929</u>	<u>32,515,374</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

11. Staff (continued)

a. Staff costs (continued)

Staff restructuring costs comprise:

	2020	<i>2019</i>
	£	£
Redundancy payments	182,243	<i>94,758</i>
Severance payments	18,880	<i>163,790</i>
	201,123	<i>258,548</i>
	201,123	<i>258,548</i>

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

Included within staff restructuring costs are non-statutory / non-contractual severance payments totalling £18,880 (*2019: £163,790*). In the current year one amount of £18,880 was paid.

c. Staff numbers

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

	2020	<i>2019</i>
	No.	No.
Teachers	446	<i>448</i>
Administration and support	518	<i>471</i>
Management	17	<i>17</i>
	981	<i>936</i>
	981	<i>936</i>

The average headcount expressed as full-time equivalents was:

	2020	<i>2019</i>
	No.	No.
Teachers	416	<i>414</i>
Administration and support	348	<i>330</i>
Management	17	<i>17</i>
	781	<i>761</i>
	781	<i>761</i>

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NOTES TO THE FINANCIAL STATEMENTS
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11. Staff (continued)

d. Higher paid staff

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

	2020	<i>2019</i>
	No.	<i>No.</i>
In the band £60,001 - £70,000	14	<i>20</i>
In the band £70,001 - £80,000	10	<i>4</i>
In the band £80,001 - £90,000	3	<i>3</i>
In the band £90,001 - £100,000	3	<i>3</i>
In the band £100,001 - £110,000	-	<i>3</i>
In the band £120,001 - £130,000	2	<i>-</i>
In the band £150,001 - £160,000	-	<i>1</i>
In the band £160,001 - £170,000	1	<i>-</i>

e. Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £2,237,605 (2019 £1,943,039).

12. Central services

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

- Financial services
- Human resources
- ICT
- Operations and estate management
- Procurement
- Payroll
- Health and safety
- Marketing and communications
- Governance
- School improvement support including standards monitoring and external review
- Curriculum development support
- Leadership development
- CPD
- Data collection and analysis support

GAG income for each academy is pooled and therefore the Trust does not recharge out central services.

An appeals mechanism is in place in accordance with the Academies Financial Handbook should a constituent academy's principal feel that the academy has been unfairly treated.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

13. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the 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:

	2020	<i>2019</i>
	£	£
Dame R de Souza (Chief Executive Officer and Trustee)	165,000 -	<i>155,000 -</i>
	170,000	<i>160,000</i>
	40,000 -	<i>25,000 -</i>
	45,000	<i>30,000</i>

During the year ended 31 August 2020, no expenses were paid on behalf of Trustees (*2019: £268*).

14. Trustees' and Officers' insurance

The 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 the Trust's 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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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

15. Tangible fixed assets

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation						
At 1 September 2019	31,152,649	61,407,451	2,737,450	3,665,001	5,941	98,968,492
Additions	5,383	14,310,089	489,408	1,234,700	-	16,039,580
Disposals	-	-	(4,347)	-	-	(4,347)
Transfer from other Trust	-	4,472,460	101,177	17,221	-	4,590,858
At 31 August 2020	<u>31,158,032</u>	<u>80,190,000</u>	<u>3,323,688</u>	<u>4,916,922</u>	<u>5,941</u>	<u>119,594,583</u>
Depreciation						
At 1 September 2019	2,316,374	6,077,034	1,789,009	3,288,995	5,941	13,477,353
Charge for the year	518,073	1,371,542	281,785	251,928	-	2,423,328
On disposals	-	-	(2,682)	-	-	(2,682)
At 31 August 2020	<u>2,834,447</u>	<u>7,448,576</u>	<u>2,068,112</u>	<u>3,540,923</u>	<u>5,941</u>	<u>15,897,999</u>
Net book value						
At 31 August 2020	<u><u>28,323,585</u></u>	<u><u>72,741,424</u></u>	<u><u>1,255,576</u></u>	<u><u>1,375,999</u></u>	<u><u>-</u></u>	<u><u>103,696,584</u></u>
At 31 August 2019	<u><u>28,836,275</u></u>	<u><u>55,330,417</u></u>	<u><u>948,441</u></u>	<u><u>376,006</u></u>	<u><u>-</u></u>	<u><u>85,491,139</u></u>

Included in freehold property is freehold land at valuation of £5,250,337 which is not depreciated.

Included within long-term leasehold property additions is a new building on the site of Hethersett Academy. This building project was funded and managed by Norfolk County Council. On 21 August 2020, when the project was complete, the asset was transferred to the Trust and a donation in kind of £6,811,492 was recognised, being the total project cost less a contribution of £180,000 made by the Trust. The asset value recognised as a fixed asset addition was £6,991,492.

Also included within long-term leasehold property additions are building works at Great Yarmouth Charter Academy. This building project was funded and managed by ESFA. On 24 July 2020, the completed works were recognised by the Trust as a donation in kind of £6,960,231, being the total project cost.

During the year the Trust took on the remainder of a 125 year lease in respect of Wayland Academy which transferred into the Trust. The property has been recognised at a value of £4,472,460.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

16. Fixed asset investments

	Investments in subsidiary companies £
Cost or valuation	
At 1 September 2019	1
At 31 August 2020	1
Net book value	
At 31 August 2020	1
<i>At 31 August 2019</i>	1

Principal subsidiaries

The following was a dormant subsidiary of the Trust:

Name	Company number	Principal activity	Holding
Inspiration Services Limited	10449747	Dormant company	100%

The financial results of the subsidiary for the year were:

Name	Net assets £
Inspiration Services Limited	1

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NOTES TO THE FINANCIAL STATEMENTS
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17. Debtors

	2020	<i>2019</i>
	£	£
Due within one year		
Trade debtors	123,416	<i>175,911</i>
Other debtors	180,108	<i>15,223</i>
Prepayments and accrued income	2,030,876	<i>1,248,531</i>
VAT repayable	731,137	<i>527,717</i>
	<u>3,065,537</u>	<i><u>1,967,382</u></i>

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

	2020 £	2019 £
Other loans	37,084	37,444
Trade creditors	1,863,463	1,423,142
Other taxation and social security	684,903	573,691
Other creditors	1,268,352	1,969,461
Accruals and deferred income	2,202,003	2,029,011
	6,055,805	6,032,749
	6,055,805	6,032,749
	2020 £	2019 £
Deferred Income		
Deferred income at 1 September 2019	372,760	532,013
Resources deferred during the year	585,972	372,760
Amounts released from previous periods	(372,760)	(532,013)
	585,972	372,760
	585,972	372,760

At the balance sheet date the Trust had received the following income relating to the period after the balance sheet date:

- Duke of Edinburgh income (£14,914)
- Lettings income (£16,722)
- Free School Meals funding (£95,574)
- Rates Relief grant income (£144,098)
- School Games Organiser funding (£16,303)
- NEACO funding (£3,750)
- 16 to 19 Bursary (£20,141)
- Norwich Opportunity Area Project funding (£30,279)
- Trip income (£59,597)
- Maths Hub funding (£139,047)
- Various other amounts (£45,547)

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**NOTES TO THE FINANCIAL STATEMENTS
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19. Creditors: Amounts falling due after more than one year

	2020	<i>2019</i>
	£	£
Other loans	203,961	<i>241,045</i>
	<u><u>203,961</u></u>	<u><u>241,045</u></u>

Included within the above are amounts falling due as follows:

	2020	<i>2019</i>
	£	£
Between one and two years		
Other loans	37,084	<i>37,084</i>
	<u><u>37,084</u></u>	<u><u>37,084</u></u>
Between two and five years		
Other loans	111,251	<i>111,251</i>
	<u><u>111,251</u></u>	<u><u>111,251</u></u>
Over five years		
Other loans	55,626	<i>92,710</i>
	<u><u>55,626</u></u>	<u><u>92,710</u></u>

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

	2020	<i>2019</i>
	£	£
Repayable by installments	55,626	<i>92,710</i>
	<u><u>55,626</u></u>	<u><u>92,710</u></u>

Included within creditors are loans of £241,044 from Salix for energy efficiency projects at Great Yarmouth Primary Academy, Norwich Primary Academy, Hethersett Academy and Cromer Academy. The loans have been used to install LED lighting which should reduce energy consumption and therefore lead to reduced costs. These loans are HM Treasury approved, interest free and repayable over 8 years.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
General funds	<u>2,277,838</u>	<u>1,329,900</u>	<u>(1,635,730)</u>	<u>153,840</u>	<u>-</u>	<u>2,125,848</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds (continued)

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Restricted general funds						
General Annual Grant (GAG)	30,918	37,271,553	(34,191,756)	(3,102,857)	-	7,858
Free School Meals	-	224,286	(224,286)	-	-	-
Pupil Premium	(51,393)	2,485,388	(2,549,729)	126,813	-	11,079
Nursery funding	-	208,758	(221,213)	24,765	-	12,310
SEN funding	46,248	434,379	(519,724)	63,447	-	24,350
PE Grant	4,373	90,470	(62,947)	-	-	31,896
Start Up Grants	(6,252)	143,000	(143,000)	6,252	-	-
SSIF	-	2,100	(3,238)	1,138	-	-
Bursary funding	(283)	58,318	(58,318)	-	-	(283)
Lease funding	-	729,000	(729,000)	-	-	-
Initial teacher training	-	79,600	(55,618)	-	-	23,982
Schools Condition Allocation (SCA)	1,516,747	-	(921,067)	(595,680)	-	-
Teachers' pay grant	-	458,945	(458,945)	-	-	-
SRB	2,407	231,515	(292,171)	60,657	-	2,408
Maths Hub	20,180	576,564	(601,160)	4,416	-	-
Other restricted funds	149,272	1,205,483	(997,002)	(10,430)	-	347,323
Year 7 Catch Up	6,250	174,910	(238,523)	63,059	-	5,696
Teaching school	-	40,000	(40,363)	363	-	-
Teachers' pension grant	-	1,296,461	(1,296,461)	-	-	-
Revenue expenditure from Capital Funds	-	-	(71,999)	71,999	-	-
Pension reserve	(13,047,000)	(549,000)	(4,002,000)	1,683,000	(3,901,000)	(19,816,000)
	<u>(11,328,533)</u>	<u>45,161,730</u>	<u>(47,678,520)</u>	<u>(1,603,058)</u>	<u>(3,901,000)</u>	<u>(19,349,381)</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds (continued)

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Restricted fixed asset funds						
Capital spend from GAG	303,665	-	(120,056)	897,827	-	1,081,436
DFC	622,390	172,722	(48,617)	(38,550)	-	707,945
Capital funded projects	15,050,429	356,759	(509,413)	(33,449)	-	14,864,326
Capital spend from SEN	10,280	-	(3,456)	-	-	6,824
Assets transferred from other trust	46,975,889	4,590,858	(153,915)	-	-	51,412,832
Assets transferred on conversion	18,638,675	-	(1,331,784)	-	-	17,306,891
ACMF	363,669	-	(12,180)	-	-	351,489
Donations in kind	2,248,236	13,815,763	(74,791)	-	-	15,989,208
Capital spend from SCA	1,677,940	-	(137,409)	678,327	-	2,218,858
Capital spend from SSIF	3,837	-	(480)	-	-	3,357
Capital spend from start up grants	9,649	-	(1,896)	-	-	7,753
SCA	-	2,996,552	-	(82,647)	-	2,913,905
Salix Loan	(39,428)	-	(29,664)	-	-	(69,092)
Capital spend from donations	-	-	(852)	27,710	-	26,858
	<u>85,865,231</u>	<u>21,932,654</u>	<u>(2,424,513)</u>	<u>1,449,218</u>	<u>-</u>	<u>106,822,590</u>
Total Restricted funds	<u>74,536,698</u>	<u>67,094,384</u>	<u>(50,103,033)</u>	<u>(153,840)</u>	<u>(3,901,000)</u>	<u>87,473,209</u>
Total funds	<u><u>76,814,536</u></u>	<u><u>68,424,284</u></u>	<u><u>(51,738,763)</u></u>	<u><u>-</u></u>	<u><u>(3,901,000)</u></u>	<u><u>89,599,057</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds (continued)

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

The General Annual Grant (GAG) is for the normal running costs of the schools within the Trust.

The transfers from the GAG include the following £1,683,000 to restricted pension reserve representing the cost of employer contributions towards the Local Government Pension Scheme, £897,827 for capital expenditure from the GAG fund. Further transfers have been made from other grants and other applicable restricted funds to clear deficit balances.

School meals funding is used to provide every pupil in Reception and years 1 and 2 with a free school meal.

The Pupil Premium income has been provided by the ESFA to help raise the attainment of disadvantaged pupils.

Nursery funding is utilised to employ appropriate staff for the Nursery on site at Great Yarmouth Primary Academy, Cobholm Primary Academy and Charles Darwin Primary.

SEN funding is focused on children with special educational needs, and is utilised on SEN co-ordinates and additional teaching resource and visits orientated to support normal curriculum learning.

The PE Grant represents funding received towards the cost of improving PE provision.

Start-up Grants are provided to cover some of the disproportionate costs of operating a new school with empty and partial year groups.

The Strategic School Improvement Fund (SSIF) was awarded to help Inspiration Trust specialists target groups of schools most in need, in order to improve school performance and pupil attainment, help them use their resources effectively and to deliver more good school places.

The Bursary funding has been provided to fund additional resources required to teach 16-19 year old pupils.

Lease funding was received from the ESFA during the year to assist with the cost of leasing a premises for Sir Isaac Newton Sixth Form. Also included is the notional rental charges of £659,000 for the properties occupied by Trafalgar College, Charles Darwin Primary and Great Yarmouth Charter Academy.

Schools Condition Allocation (SCA) of £2,996,552 was received from the ESFA to improve and maintain the Trust's estate (buildings and grounds).

Funding was received for the running of a Specialist Resource Base (SRB) at Cromer Academy and Hewett Academy for specialised additional special educational needs support.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds (continued)

The Maths Hub was established to bring together mathematics education professionals in a collaborative national network, each locally led by a school. It harnesses all expertise and leadership within an area to develop and spread excellent practice for the benefit of all pupils and students.

Year 7 catch up funding is used to provide additional support to students that did not receive the expected standard of reading or maths at the end of key stage 2.

Teaching school funding has been used to develop a provision for school led initial teacher training (ITT), provide school to school support and continuing professional development.

Devolved Formula Capital (DFC) funding is received for minor capital works and ICT replacement within the Trust.

The Pension reserve deficit at the year end was £19,816,000 and represents the Trust's share of the deficit of the relevant Local Government Pension Schemes.

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

Total funds analysis by academy

Fund balances at 31 August 2020 were allocated as follows:

	2020	<i>2019</i>
	£	£
Inspiration Trust	2,592,467	3,996,305
Restricted fixed asset fund	106,822,590	85,865,231
Pension reserve	(19,816,000)	(13,047,000)
Total	89,599,057	76,814,536

Funds for the Trust are presented as a single balance as the Trust has adopted a system of GAG pooling and all funds are retained centrally.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £	Total 2019 £
Great Yarmouth Primary	1,518,797	234,292	69,714	383,495	2,206,298	2,137,420
Norwich Primary	1,579,413	185,535	33,633	365,903	2,164,484	2,084,464
Sir Isaac Newton Sixth Form	1,169,858	159,732	26,031	894,506	2,250,127	1,934,961
Cromer Academy	2,360,627	238,461	130,590	623,655	3,353,333	3,066,869
Hethersett Academy	2,983,523	244,557	122,225	834,192	4,184,497	3,696,976
Jane Austen College	3,599,518	321,271	73,291	914,227	4,908,307	4,737,349
Thetford Academy	4,407,398	420,589	130,213	923,379	5,881,579	5,872,236
East Point Academy	2,808,931	241,682	71,486	815,562	3,937,661	3,705,527
Stradbroke	797,319	82,919	40,714	196,852	1,117,804	1,069,151
Cobholm Primary	681,959	132,297	21,302	195,816	1,031,374	1,006,579
Hewett Academy	1,596,337	223,318	81,843	869,945	2,771,443	2,774,962
Charles Darwin Primary	1,049,295	82,022	34,583	524,746	1,690,646	1,383,179
Trafalgar College	-	-	-	168,406	168,406	864,793
Great Yarmouth Charter Academy	2,938,325	324,000	90,313	1,067,899	4,420,537	4,097,109
Wayland Academy	882,830	92,802	12,545	238,769	1,226,946	-
Inspiration Trust	1,651,340	3,842,982	133,218	2,374,453	8,001,993	7,555,945
	30,025,470	6,826,459	1,071,701	11,391,805	49,315,435	45,987,520

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds (continued)

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

	<i>Balance at 1 September 2018</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance at 31 August 2019</i>
	£	£	£	£	£	£
Unrestricted funds						
Central services	(1,076,236)	-	-	1,076,236	-	-
General funds	2,138,827	1,836,730	(1,742,163)	44,444	-	2,277,838
	<u>1,062,591</u>	<u>1,836,730</u>	<u>(1,742,163)</u>	<u>1,120,680</u>	<u>-</u>	<u>2,277,838</u>

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

	<i>Balance at 1 September 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2019 £</i>
Restricted general funds						
General Annual Grant (GAG)	541,188	35,167,265	(32,589,579)	(3,087,956)	-	30,918
Free School Meals	-	207,811	(207,811)	-	-	-
Pupil Premium	5,480	2,414,833	(2,617,345)	145,639	-	(51,393)
Nursery funding	11,322	172,021	(187,930)	4,587	-	-
SEN funding	(194)	414,784	(376,192)	7,850	-	46,248
PE Grant	-	90,400	(97,173)	11,146	-	4,373
Start Up Grants	134,264	326,703	(467,219)	-	-	(6,252)
SSIF	-	248,139	(256,540)	8,401	-	-
Bursary funding	36,445	31,320	(68,048)	-	-	(283)
Lease funding	-	711,500	(746,987)	35,487	-	-
Initial teacher training	-	218,818	(218,818)	-	-	-
Schools Condition Allocation (SCA)	1,416,648	-	(1,793,715)	1,893,814	-	1,516,747
Teachers' pay grant	-	285,986	(285,986)	-	-	-
SRB	2,407	87,709	(118,778)	31,069	-	2,407
Maths Hub	8,055	465,805	(453,680)	-	-	20,180
Other restricted funds	54,673	830,799	(764,225)	28,025	-	149,272
Year 7 Catch Up	6,346	158,621	(188,153)	29,436	-	6,250
Teaching school	-	40,000	(40,544)	544	-	-
Revenue expenditure from Capital Funds	-	-	(41,634)	41,634	-	-
Pension reserve	(6,320,000)	-	(2,725,000)	1,497,000	(5,499,000)	(13,047,000)
	<u>(4,103,366)</u>	<u>41,872,514</u>	<u>(44,245,357)</u>	<u>646,676</u>	<u>(5,499,000)</u>	<u>(11,328,533)</u>

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20. Statement of funds (continued)

	<i>Balance at 1 September 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2019 £</i>
Restricted fixed asset funds						
Capital spend from GAG	242,101	-	(96,167)	157,731	-	303,665
DFC	211,896	483,879	(35,279)	(38,106)	-	622,390
Capital funded projects	15,804,231	72,296	(822,571)	(3,527)	-	15,050,429
Capital spend from SEN	-	-	(80)	10,360	-	10,280
Assets transferred from other trust	47,096,216	-	(120,327)	-	-	46,975,889
Assets transferred on conversion	19,971,395	-	(1,332,720)	-	-	18,638,675
ACMF	375,813	-	(12,144)	-	-	363,669
Capital spend from unrestricted	1,741	-	(1,741)	-	-	-
Donations in kind	(3,254)	2,300,325	(48,835)	-	-	2,248,236
Capital spend from SCA	1,655,156	-	(99,101)	121,885	-	1,677,940
Capital spend from SSIF	4,317	-	(480)	-	-	3,837
Capital spend from start up grants	11,545	-	(1,896)	-	-	9,649
SCA	-	2,015,699	-	(2,015,699)	-	-
Salix Loan	(9,764)	-	(29,664)	-	-	(39,428)
	<u>85,361,393</u>	<u>4,872,199</u>	<u>(2,601,005)</u>	<u>(1,767,356)</u>	<u>-</u>	<u>85,865,231</u>
Total Restricted funds	<u>81,258,027</u>	<u>46,744,713</u>	<u>(46,846,362)</u>	<u>(1,120,680)</u>	<u>(5,499,000)</u>	<u>74,536,698</u>
Total funds	<u><u>82,320,618</u></u>	<u><u>48,581,443</u></u>	<u><u>(48,588,525)</u></u>	<u><u>-</u></u>	<u><u>(5,499,000)</u></u>	<u><u>76,814,536</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
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21. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	103,696,584	103,696,584
Fixed asset investments	1	-	-	1
Current assets	2,315,221	5,581,336	4,081,681	11,978,238
Creditors due within one year	(189,374)	(5,114,717)	(751,714)	(6,055,805)
Creditors due in more than one year	-	-	(203,961)	(203,961)
Provisions for liabilities and charges	-	(19,816,000)	-	(19,816,000)
Total	2,125,848	(19,349,381)	106,822,590	89,599,057

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2019 £</i>	<i>Restricted funds 2019 £</i>	<i>Restricted fixed asset funds 2019 £</i>	<i>Total funds 2019 £</i>
Tangible fixed assets	-	-	85,491,139	85,491,139
Fixed asset investments	1	-	-	1
Current assets	2,318,545	7,673,064	652,581	10,644,190
Creditors due within one year	(40,708)	(5,954,597)	(37,444)	(6,032,749)
Creditors due in more than one year	-	-	(241,045)	(241,045)
Provisions for liabilities and charges	-	(13,047,000)	-	(13,047,000)
Total	2,277,838	(11,328,533)	85,865,231	76,814,536

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

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

	2020	2019
	£	£
Net income/(expenditure) for the period (as per Statement of financial activities)	16,685,521	(7,082)
Adjustments for:		
Depreciation charges	2,423,328	2,601,005
Dividends, interest and rents from investments	(16,946)	(3,440)
Loss on the sale of fixed assets	1,185	-
(Increase)/Decrease in debtors	(455,571)	437,946
Increase in creditors	23,416	1,213,158
Capital grants from DfE and other capital income	(3,526,033)	(2,571,874)
Defined benefit pension scheme cost less contributions payable	2,047,000	1,039,000
Defined benefit pension scheme finance cost	272,000	189,000
Donated assets	(13,815,763)	(2,289,285)
Assets transferred from other Trust	(4,215,728)	-
Net cash (used in)/provided by operating activities	(577,591)	608,428

23. Cash flows from financing activities

	2020	2019
	£	£
Repayments of borrowing	(37,444)	(22,576)
Net cash used in financing activities	(37,444)	(22,576)

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**NOTES TO THE FINANCIAL STATEMENTS
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24. Cash flows from investing activities

	2020 £	2019 £
Dividends, interest and rents from investments	16,946	3,440
Purchase of tangible fixed assets	(2,223,817)	(431,215)
Proceeds from the sale of tangible fixed assets	480	-
Capital grants from DfE Group	2,803,449	2,656,461
Capital grants from Local Authority	80,000	-
Cash transferred in on transfer from other Trust	173,870	-
Net cash provided by investing activities	850,928	2,228,686

25. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	8,912,701	8,676,808
Total cash and cash equivalents	8,912,701	8,676,808

26. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	8,676,808	235,893	8,912,701
Debt due within 1 year	(37,444)	360	(37,084)
Debt due after 1 year	(241,045)	37,084	(203,961)
	8,398,319	273,337	8,671,656

27. Capital commitments

	2020 £	2019 £
Contracted for, but not provided in the financial statements	1,153,824	119,428

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

28. Pension commitments

The 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 both Norfolk County Council and Suffolk County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £657,713 were payable to the schemes at 31 August 2020 (2019 - £494,703) and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

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28. Pension commitments (continued)

The employer's pension costs paid to TPS in the year amounted to £3,982,179 (2019 - £2,603,458).

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 Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £2,157,000 (2019 - £1,912,000), of which employer's contributions totalled £1,683,000 (2019 - £1,497,000) and employees' contributions totalled £ 474,000 (2019 - £415,000). The agreed contribution rates for future years are 16.5 - 25.2 per cent for employers and 5.5 - 12.5 per cent for employees.

As described in note 1.13 the LGPS obligation relates to the employees of the 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 year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the 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.

Principal actuarial assumptions

	2020	<i>2019</i>
	%	<i>%</i>
Discount rate (Norfolk)	1.70	<i>1.90</i>
Salary increase rate (Norfolk)	2.90	<i>2.60</i>
Pension increase rate (Norfolk)	2.20	<i>2.30</i>
Discount rate (Suffolk)	1.70	<i>1.80</i>
Salary increase rate (Suffolk)	2.90	<i>2.60</i>
Pension increase rate (Suffolk)	2.20	<i>2.30</i>

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

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28. Pension commitments (continued)

	2020	<i>2019</i>
	Years	<i>Years</i>
<i>Retiring today</i>		
Males (Norfolk, Suffolk)	21.7, 21.9	<i>21.1, 21.3</i>
Females (Norfolk, Suffolk)	23.9, 24.1	<i>23.5, 23.5</i>
<i>Retiring in 20 years</i>		
Males (Norfolk, Suffolk)	22.8, 22.7	<i>22.4, 22.3</i>
Females (Norfolk, Suffolk)	25.5, 25.6	<i>25.0, 24.9</i>

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

Sensitivity analysis

	2020	2019
	£000	£000
Discount rate -0.1%	1,222	1,018
Salary rate +0.1%	86	83
Pension rate +0.1%	1,118	919
	<u>1,118</u>	<u>919</u>

Share of scheme assets

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

	2020	2019
	£	£
Equities	12,427,460	10,566,960
Bonds	8,187,590	7,442,820
Property	2,600,950	2,909,160
Cash	1,037,000	579,060
Total market value of assets	<u>24,253,000</u>	<u>21,498,000</u>

The actual return on scheme assets was £(73,000) (2019 - £1,045,000).

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

	2020	2019
	£	£
Current service cost	(3,722,000)	(2,443,000)
Past service cost	(8,000)	(93,000)
Interest income	432,000	548,000
Interest cost	(704,000)	(737,000)
Total amount recognised in the Statement of financial activities	<u>(4,002,000)</u>	<u>(2,725,000)</u>

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28. Pension commitments (continued)

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

	2020 £	2019 £
At 1 September	34,545,000	25,014,000
Transferred in on existing academies joining the Trust	1,525,000	-
Current service cost	3,722,000	2,443,000
Interest cost	704,000	737,000
Employee contributions	474,000	415,000
Actuarial losses	3,396,000	5,996,000
Benefits paid	(305,000)	(153,000)
Past service costs	8,000	93,000
At 31 August	44,069,000	34,545,000

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

	2020 £	2019 £
At 1 September	21,498,000	18,694,000
Transferred in on existing academies joining the Trust	976,000	-
Interest income	432,000	548,000
Actuarial (losses)/gains	(505,000)	497,000
Employer contributions	1,683,000	1,497,000
Employee contributions	474,000	415,000
Benefits paid	(305,000)	(153,000)
At 31 August	24,253,000	21,498,000

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NOTES TO THE FINANCIAL STATEMENTS
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29. Operating lease commitments

At 31 August 2020 the Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020	<i>2019</i>
	£	£
Not later than 1 year	308,236	<i>316,559</i>
Later than 1 year and not later than 5 years	616,979	<i>746,282</i>
Later than 5 years	1,203,369	<i>1,296,634</i>
	<u>2,128,584</u>	<i><u>2,359,475</u></i>

30. Members' liability

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

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NOTES TO THE FINANCIAL STATEMENTS
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31. Related party transactions

Owing to the nature of the Trust and the composition of the Trust Board being drawn from local public and private sector organisations, transactions may take place with organisations in which the Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

Income Related Party Transactions

During the year, Mr D Tibble, a Member and Trustee of the Trust, donated £82,404 (2019: £8,153) to the Trust. £70,000 of this donation was split equally amongst the schools to be given to charities of their choice. These included local food banks and charities for mental health and well being, loneliness, age related issues and domestic abuse. It also included the creation and delivery of care packages to local families in need.

During the year, Lord Agnew, a Member of the Trust to 5 February 2019, donated £Nil (2019: £10,000) to the Trust.

During the year £Nil (2019: £16,015) was received from Norfolk Community Foundation, which administers a fund set up by Lord Agnew, a former Member of the Trust.

During the year £Nil (2019: £268) was received from Outwood Grange Academies Trust to cover expenses paid to a Trustee. David Earnshaw, a Trustee, is also a Trustee of Outwood Grange Academies Trust.

During the year the Trust received funding of £31,418 (2019: £19,202) from Ambition Institute. Dame R de Souza, a Trustee of the Trust, became a Trustee of Ambition Institute on 30 September 2018. This funding related to the provision of leadership courses, as well as staff training and development.

Expenditure Related Party Transactions

During the year the Trust paid £Nil (2019: £3,000) to Mrs M Hollingsworth MBE, a Member, for consultancy services.

During the year the Trust paid £16,033 (2019: £12,142) to Ambition Institute for the provision of staff development and training. Dame R de Souza, a Trustee of the Trust, became a Trustee of Ambition Institute on 30 September 2018. In entering into this transaction, the Trust has complied with the requirements of the Academies Financial Handbook 2019.

During the year the Trust paid £Nil (2019: £1,000) to Villiers Park Educational Trust as a donation towards administration costs of the Scholars' Programme. Adrian Ball, Chief Operating Officer of the Trust to 31 August 2019, is a Trustee of Villiers Park Educational Trust.

During the year the Trust paid £4,352 (2019: £Nil) to The Heart Education Trust for educational materials and catering costs. Mr D Tibble, a Member and Trustee of the Trust, became a Trustee of The Heart Education Trust on 31 October 2019. In entering into this transaction, the Trust has complied with the requirements of the Academies Financial Handbook 2019.

Connected charities

Friends of Hethersett Academy, Friends of Cromer Academy Trust and Friends of Hewett Association are unincorporated charities which fundraise for the respective schools.

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31. Related party transactions (continued)

Friends of Hethersett Academy (Registered Charity: 285898) had gross income of £3,494 and gross expenditure of £2,244 for the year ended 31 July 2018. This is the latest available financial information.

Friends of Cromer Academy Trust (Registered Charity: 800502) had gross income of £5,117 and gross expenditure of £3,674 for the year ended 31 October 2019.

Friends of Hewett Association (Registered Charity: 1187100) has only recently registered as an unincorporated charity and therefore no financial information is available.

During the year donations totalling £3,243 were received from Friends of Cromer Academy Trust and donations totalling £22,968 were received from Friends of Hewett Association. No amounts were received from Friends of Hethersett Academy.

32. Agency arrangements

The Trust distributes bursaries to trainees on the Subject Knowledge Enhancement programme as an agent for the Department for Education. In the accounting period ending 31 August 2020 the Trust received £61,600 and disbursed £64,800 from the fund. The overspend balance of £3,200 is held within other debtors to be offset against further funding in future periods.

The Trust also distributes bursaries to trainee teachers on the SCITT programme as an agent for the Department of Education. In the accounting period ending 31 August 2020 the Trust received £445,000 and disbursed £445,000 from the fund. No balance of funds was held at the Balance Sheet date.

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NOTES TO THE FINANCIAL STATEMENTS
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33. Transfer of existing academies into the Trust

Wayland Academy

	Value reported by transferring trust £	Transfer in recognised £
Tangible fixed assets		
Long-term leasehold property	4,472,460	4,472,460
Furniture and equipment	101,177	101,177
Computer equipment	17,221	17,221
Current assets		
Debtors due within one year	125,803	125,803
Cash at bank and in hand	252,963	252,963
Liabilities		
Creditors due within one year	(204,896)	(204,896)
Pensions		
Pensions - pension scheme assets	976,000	976,000
Pensions - pension scheme liabilities	(1,525,000)	(1,525,000)
Net assets	<u>4,215,728</u>	<u>4,215,728</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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34. Teaching school trading account

	2020 £	2020 £	2019 £	2019 £
Income				
Direct Income				
Other grants	40,000		40,000	
Total income		40,000		40,000
Expenditure				
Direct Expenditure				
Direct staff costs	39,467		36,441	
Other Expenditure				
Other staff costs	-		158	
Support staff costs	896		3,945	
Total other expenditure	896		4,103	
Total expenditure		40,363		40,544
Transfers between funds excluding depreciation		363		544
Surplus from all sources		-		-
Teaching school balances at 1 September 2019		-		-
Teaching school balances at 31 August 2020		-		-