

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**

**(A Company Limited by Guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2023**

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

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**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**

**Members**

Mr Eric Kirwan  
Fr Jonathan Veasey  
Mr Peter Vella  
Mrs Jacqui Francis

Mr Paul Bentley, Chair of Trustees<sup>1</sup>  
Mr Harold Hands, Vice Chair of Trustees<sup>2</sup>  
Mr Stuart Plimmer, Vice Chair of Trustees<sup>3</sup>  
Mr Paul Gray, Chair of Trustees (resigned 4 October 2022)<sup>4</sup>  
Mr Robert Brownrigg  
Mrs Clare Madden (appointed 14 June 2023)  
Mrs Mary Johnson  
Mr Mike O'Reilly (appointed 4 October 2022)

<sup>1</sup> appointed as Interim Chair of Trustees on 4 October 2022 and appointed as Chair of Trustees on 30 November 2022

<sup>2</sup> appointed as Interim Vice Chair of Trustees on 4 October 2022 and appointed as Vice Chair of Trustees on 14 December 2022

<sup>3</sup> appointed as Vice Chair of Trustees on 14 December 2022

<sup>4</sup> resigned as Chair of Trustees on 4 October 2022

**Company registered number**

12929650

**Company name**

Our Lady and All Saints Catholic Multi Academy Company

**Principal and registered office**

Bethany House  
155a Kineton Green Lane  
Olton  
Solihull  
B92 7EG

**Company secretary**

Ms Wendy Mercer (appointed 24 June 2022; resigned 24 October 2022)  
Mr Daniel Beard (appointed 24 October 2022)

**Chief executive officer**

Mr Peter Davis

**Senior management team**

Mr Peter Davis, Catholic Senior Executive Leader and Accounting Officer  
Mr David Bagley (appointed on 1 September 2022), Interim Chief Finance Officer  
Mr Daniel Beard (appointed 3 October 2022), Chief Finance & Operating Officer  
Mrs Dalveer Youssef (appointed 3 January 2023), HR Lead  
Mrs Dawn Price (appointed 22 May 2023), Senior Finance Manager  
Mrs Marie Conway (appointed 1 September 2023), Director School Improvement  
Mrs Laura Grice (appointed 27 September 2023), MAC Governance Professional  
Mrs Jane Martin (resigned 11 September 2022), Administration and Compliance Lead  
Ms Wendy Mercer (resigned 31 October 2022), School Business Relationship Manager

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Independent auditors** Cooper Parry Group Limited  
Chartered Accountants  
Statutory Auditor  
Cubo Birmingham  
Office 401, 4th Floor  
Two Chamberlain Square  
Birmingham  
B3 3AX

**Bankers** Lloyds Bank plc  
9-11 Poplar Road  
Solihull  
West Midlands  
B91 3AN

**Solicitors** Stone King LLP  
Upper Borough Court  
Upper Borough Walls  
Bath  
BA1 1RG

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees present their annual report together with the financial statements and auditors' report of the charitable Company (hereafter referred to as the "Academy Company" or the "Academy Trust" or the "MAC") for the 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' report and a directors' report, including a strategic report, under company law.

The Trustees are, for the purpose of the company law, the Board of Directors and, for the purpose of the Diocese, are the Board of Foundation Directors, to avoid confusion with Diocesan Trustees, who govern a different registered charity.

The Academy Company operates thirteen academies and serves around 4,600 pupils across 3 Local Authority regions: Birmingham, Solihull and Warwickshire, in one secondary and twelve primary settings. The Academy Company is one of thirteen Catholic Multi Academy Companies that operate within the Catholic Archdiocese of Birmingham. The Academy Company has a total capacity of 4,630 pupils and a total of 4627 pupils on roll across the Academy Company as at October 2023.

**Structure, governance and management**

**a. Constitution**

The Academy Company is a company limited by guarantee and an exempt charity. The charitable company operates as Our Lady and All Saints Catholic Multi Academy Company and operates in the name of the Academy Company.

The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Company.

The Board of Trustees are also the Board of Directors for the purpose of company law, and for the purpose of the Diocese, are the Board of Foundation Directors, to avoid confusion with Diocesan Trustees, who govern a different registered charity.

Details of the Trustees who served during the year and to the date these financial statements 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**

Our Lady and All Saints MAC has entered into insurance cover for each school via Zurich Insurance. The Insurance for each school covers Governors Liability up to £5m. Due to location of the central offices the Central MAC Trustees are also covered by this insurance policy.

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

**Structure, governance and management (continued)**

**d. Method of recruitment and appointment or election of Trustees**

All members of the Academy Company are appointed and/or elected in accordance with the Articles of Association of Our Lady and All Saints Multi Academy Company adopted on 5 October 2020 based on the DfE model articles.

The Articles provide for the composition of the Board of Trustees as follows:

The number of Trustees shall not be less than three but are not subject to a maximum. All Trustees shall upon their appointment or election, and before exercising any duties as a Director, give a written undertaking to the Trustees and the Diocesan Bishop to uphold the Objects of the Academy Company. The Articles (48-49) allow for the appointment of the following Trustees:

- a. Foundation Trustees appointed by the Archbishop the number of whom shall ensure that they are in a majority of at least two over all other categories of Trustees (including any Co-opted Trustees).
- b. An employee of the Company cannot be appointed as a Trustees.

The term of office for any Trustees shall be 4 years or a shorter period if specified at the time of appointment by the person or body appointing. This shall not apply to Co-Opted Trustees or to any post which is held ex officio. Co-Opted Trustee shall be appointed for a period of one year.

A Trustee shall cease to hold office if they resign their office by notice to the Academy Company (but only if at least three Trustees will remain in office when the notice of resignation is to take effect). A Trustee shall cease to hold office if he is removed by the person or persons who appointed him.

When a vacancy arises for a Trustee, the Academy Company will identify, through its skills audit, whether there is a shortage of a particular skill and will make every effort to address this through recruitment. Notices are sent out via the academies and in the parish newsletter to publicise the vacancies. The Diocesan Education Services may seek to move Trustees between Academy Companies where appropriate.

**e. Policies adopted for the induction and training of Trustees**

The Academy Company has an Induction Policy and Checklist. All new Trustees have a Trustee mentor to support them through the induction period. The Academy Company has budget provision for governance including CPD. All Trustees are subject to DBS enhanced clearance and are required to declare their business interests. Trustees are required to sign an undertaking to uphold the Catholic ethos of the Academy Company.

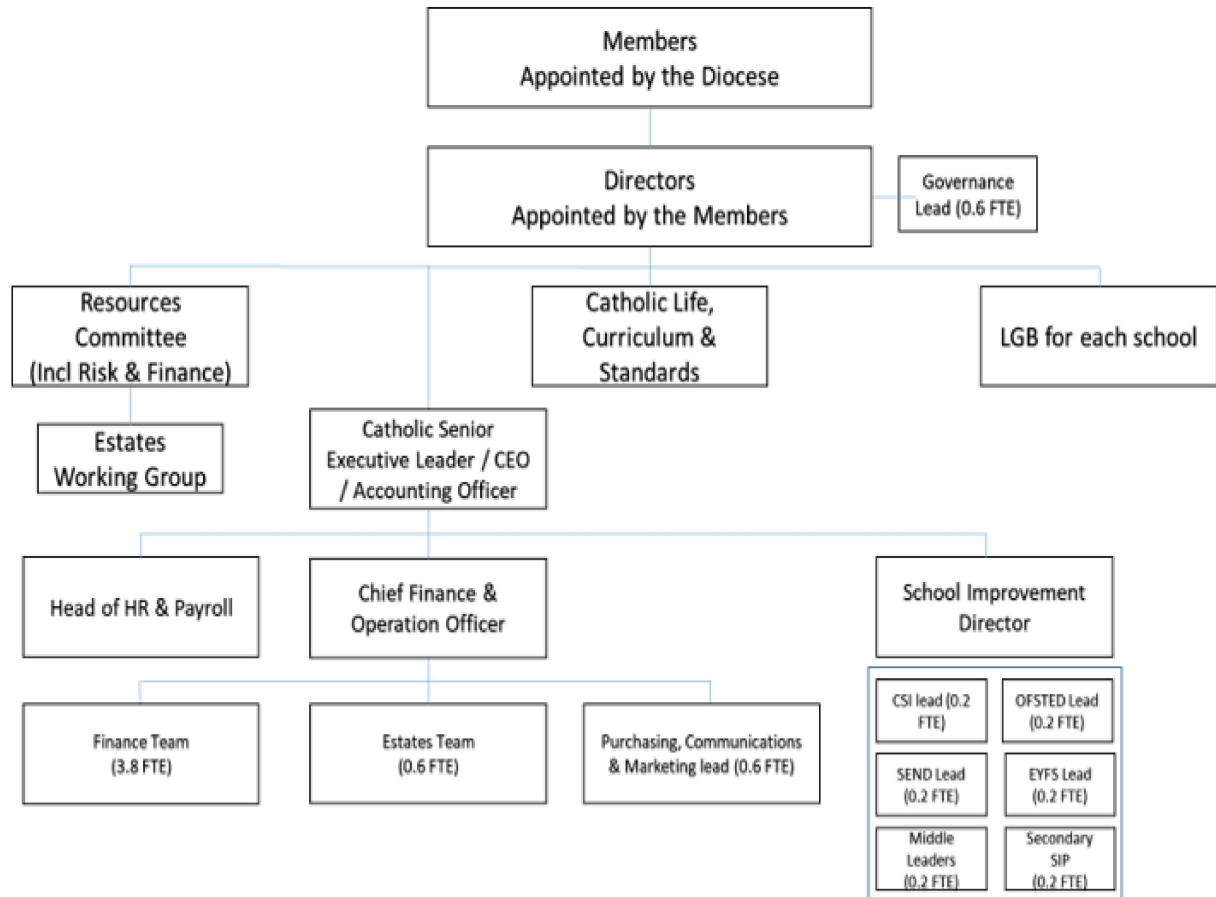
The Academy Company accesses comprehensive Trustees and Governor support services delivered by external partners, subscribes to the National Governance Association and accesses all training and support through the Catholic Archdiocese of Birmingham's Diocesan Education Service. A full record of governor and Trustee training is maintained by the Clerk to the Board.

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

**Structure, governance and management (continued)**

**f. Organisational structure**



The structure chart above reflects the MAC central team structure as at 31 August 2023, which in total consists of 13 central staff members. This includes staff through a SLA agreement and fixed term arrangement, 4 of whom were permanent employees.

The individual academies within the Academy Company during the year are as follows:

- Primary Schools
- Guardian Angels Catholic Primary School
  - Our Lady of Compassion Catholic Primary School
  - Our Lady of the Wayside Catholic Primary School
  - Our Lady's Catholic Primary School
  - St Andrew's Catholic Primary School
  - St Anne's Catholic Primary School
  - St Anthony's Catholic Primary School
  - St Augustine's Catholic Primary School
  - St Edward's Catholic Primary School
  - St George & St Teresa Catholic Primary School
  - St John the Baptist Catholic Primary School
  - St Wilfrid's Catholic Primary School

- Secondary School
- St Peter's Catholic School

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

**Structure, governance and management (continued)**

The Trustees are responsible for setting general policy, adopting an annual development plan and budget, approving the annual statutory accounts, monitoring the Academy Company by the use of budgets and other data, and making the major decisions about the direction of the Academy Company, capital expenditure and staff appointments.

The Board of Trustees meet a minimum of 6 times each year. The Board of Trustees establishes an overall framework for the governance of the Academy Company and determines membership, terms of reference and procedures of Committees of the Board of Trustees and other groups.

It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings and through direct reporting from the elected Chair of each Committee. The Board of Trustees may from time to time establish working groups to perform specific tasks over a limited timescale.

There are 4 Committees of the Board of Trustees as follows:

- Catholic Life, Curriculum & Standards
- Local Governing Bodies
- Pay & Performance Management
- Resources, included Audit and Risk

The Academy Company comprised thirteen schools during the year ended 31 August 2023. Those schools have Local Governing Bodies which oversee their day to day running under a Scheme of Delegation. The Scheme of Delegation sets out which areas delegated from the Board of Trustees to the Local Governing Body and other committees of the Academy Company.

Matters reserved for the Academy Company Board of Trustees during the period were:

- Setting the Academy Company Strategic Plan; Setting Budget Share for each school;
- Management Fees for each school and the central services to be delivered from the management fees;
- HR policies and procedures;
- Governance Framework including the Terms of Reference for each Committee of the Company which are reviewed annually;
- Setting a common schedule for committee meetings, common agendas and consistency of reporting; and
- Appointment of Executive Posts (Catholic Senior Executive Leader, Chief Finance Officer, Chief Operating Officer, Head Teachers and Company Secretary).

The Academy Company aims to increase the number of services procured centrally as economies of scale are achieved through expansion and aims to increase the number of policies and procedures held at the Academy Company level to ease the burdens on individual academies.

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

The Trustees consider the Board of Trustees and the senior management team to comprise the key management personnel of the Academy Company in charge of directing and controlling, running and operating the Academy Company on a day-to-day basis. All Trustees give of their time freely and no Trustee received any remuneration in the current or prior year, other than those Trustees who are also employees of the Academy Company. Details of Trustees' remuneration and expenses are disclosed in note 13 of the financial statements respectively.

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

**Structure, governance and management (continued)**

**g. Arrangements for setting pay and remuneration of key management personnel (continued)**

Catholic Senior Executive Leader

Recommendation of the Catholic Senior Executive Leader (CSEL) and Executive Pay are made by the Pay and Performance Management Committee. The CSEL pay policy criteria to be considered in making pay recommendations for CSEL remuneration; members of the board and external advisors review CSEL performance against targets set at the beginning of the year. CSEL pay recommendations take into account any cost of living rises in the public sector, benchmarking where information is available and taking into account best practice guidance from the Department of Education and other relevant bodies.

Head Teachers

A review of Head Teacher performance against objectives is carried out annually during the Autumn Term and pay recommendations are then put to the Pay and Performance Management Committee of the Academy Company for moderation and ratification. Head Teacher pay awards are made within the relevant ISR set for the Head Teacher on appointment and the criteria are set by the CSEL with input from the Executive Team. Objectives are set according to the priorities set out in the Academy Company Strategic Plan as interpreted by the relevant Academy Improvement Plan.

Other Key Management Personnel

The pay and remuneration of the Chief Finance and Operating Officer, Head of HR & Payroll, School Improvement Director and the MAC Senior Finance Manager posts are reviewed by the Academy Company Pay and Performance Management Committee on the recommendation of the Accounting Officer. Objectives are set according to the priorities set out in the Academy Company Strategic Plan.

For the period 1 September to 3 October 2022 David Bagley was appointed as Interim Chief Finance Officer, David is the principle of DRB Schools and Academies Services. Following the appointment of the permanent CFO on 3 October 2022, Mr David Bagley was retained for a period of 3 months to provide handover support and coaching for the new CFO. A fee of £22,896 was paid for this service. EFSA approval was sought and provided for the period of this appointment.

The Academy Company has a Pay Policy in place and this has adopted the Catholic Education Services on Teacher and Staff Appraisal. These policies will remain current until reviewed and amended under the new Our Lady and All Saints Catholic Multi Academy Company arrangements.

All pay recommendations are in accordance with performance management processes, the School Teachers' Pay and Conditions document for teaching members and The National Agreement on Pay and Conditions for support staff (NJC).

**h. Related parties and other connected charities and organisations**

Our Lady and All Saints Multi Academy Company is connected to the Birmingham Diocesan Education Service (BDES) by virtue of the Director of Education at BDES being a member.

The Board in the performance of its duties, pays due regard to the advice and information provided by BDES. Any financial transactions between Our Lady and All Saints Multi Academy Company and BDES which are above £20,000 are referred to the EFSA for Approval.

During the Academic year the following transactions were noted between Our Lady and All Saints Multi Academy Company and BDES

- £40,041 – for provision of support, guidance and advisory services required for establishing the Our Lady and All Saints MAC by Diocesan officers.

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

**Structure, governance and management (continued)**

**i. Engagement with employees (including disabled persons)**

The Academy Company's policy is to consult and discuss with employees, through unions, staff councils and at meetings, matters likely to affect employees' interests. Information about matters of concern to employees is given through information bulletins, reports and meetings which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the Academy Company's performance. During employment, the Academy Company seeks to work with employees, taking into account their personal circumstances, to ensure appropriate training, development and advanced employment opportunities are available to them to reach their full potential.

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Academy Company continues and that the appropriate training is arranged. It is the Academy Company's policy that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

The Academy Company carries out its duties in relation to the Equality Act 2010 by:

- Promoting equality of opportunity for disabled people: pupils, staff, parents, care givers and other people who use the Academy Company or may wish to; and
- Intending to publish a disability equality scheme which clearly identifies the employer responsibility regarding disabled staff, as well as disabled pupils, governors, parents and visitors.

The Academy Company is fortunate to employ a talented and dedicated workforce. Staff, parents and pupils are valued by what they bring to the trust community. All our staff are committed to empowering our students to make positive contributions by opening opportunities to learning. The Academy Company is committed to prohibit discrimination on the grounds of disability in all employment matters, this includes seeking to increase employment opportunities for people who have a disability and to ensure that its recruitment and selection processes are fully accessible. Applications for posts are monitored for compliance with the Equality Act and reasonable adjustments made for staff where identified.

All staff, students, visitors and contractors are expected to treat people with disabilities with respect. If an individual feels that they have been discriminated against or harassed on the grounds of disability, they will be encouraged to report the incident and will be supported in doing so.

In the built environment, where building projects and alterations are being undertaken, we will always seek to identify and develop in areas to be more welcoming and enabling to people with disabilities.

**j. Engagement with suppliers, customers and others in a business relationship with the Academy Company**

The Academy Company has a clear framework for determining the matters within its remit and has approved Terms of Reference for the matters delegated to its committees. Certain financial and strategic thresholds have been determined to identify matters requiring Board consideration and approval. The Scheme of Delegation sets out approval process across the organisation and the Company's Financial Regulations are shared with employees to management day to day operations.

Delivering our strategy requires strong mutually beneficial relationships with suppliers, customers, local and central government, as well as a number of other business and operational stakeholders. The Academy Company seeks the promotion and application of our Catholic ethos in such relationships. The ability to promote these principles effectively is an important factor in the decision to enter into or remain in such relationships and this alongside other standards are described in our governing documents, which are reviewed and approved by the Board and Members periodically.

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

**Structure, governance and management (continued)**

The Board also reviews and approves the Academy Company's approach to supplier which is set out in our financial regulations. The Academy Company continuously assesses the priorities related to customers and users of the Academy Company's facilities with whom we do business, and the Board engages with the business and partners on these topics, for example, within the context of promoting Catholic life and the enhancement of educational outcomes for our pupils.

**k. Trade union facility time**

At present the Academy company is working towards a union recognition agreement, with the key trade unions. The Academy Company does not pay the Local authority for facilities time, but does allow local union representatives in school reasonable time to attend to local union duties. There are 4 members of staff who are local union representatives.

**Objectives and activities**

**a. Objects, aims and activities**

Objects and Aims

The Academy Company's objects in the Articles of Association are specifically restricted to the advancement of the Catholic religion in the Diocese by such means as the Diocesan Bishop may think fit and proper by, but without prejudice to the generality of the foregoing:

- The establishing, maintaining carrying on, managing and developing Catholic schools in the United Kingdom conducted in accordance with the principles, and subject to the regulations and discipline of the Catholic Church; and
- Subject to the approval of the Diocesan Archbishop and as purely ancillary to the above, the establishing, maintaining carrying on, managing and developing of other schools in the United Kingdom.

The Academy Company's aims for the years ending 31 August 2023 are set out in full in the Our Lady and All Saints Catholic Multi Academy Company Strategic Plan 2022-23. Its eight objectives are:

1. Ensuring all Schools are operating within the MAC financial policy/reserves policy.
2. Development and Implementation of a MAC Estates strategy encompassing all Schools.
3. Progression of New Building at St Peter's.
4. Appropriate expansion of the MAC Central team to include centralised Estates, HR and IT Provision.
5. Succession plans for all HT's and deputy HT roles within the contextual framework of Catholic Education Leadership.
6. A consistent MAC-wide performance management structure/culture for all roles, (including non-teaching roles) aligned to the MAC vision and strategic plan and in keeping with the Archdiocesan Vision.
7. A consistent approach to LGB interaction, support and effective communication in order to advance Catholic education within the communities we serve.
8. School improvement/attainment strategic plan in place for the year September 2022. Develop a plan that outlines what will happen for both primary and secondary schools over the next 12 months. Key plans, resources required, and outcomes expected for each school, supported by and endorsed by the Diocese Education Service and the OLAAS MAC Catholic Life, Curriculum and Standards sub-committee.

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

**Objectives and activities (continued)**

Each school is responsible for developing its own Strategic Improvement Plan with the support and guidance from the Central Team which supports the Academy Company's Objectives as detailed above.

Each school provides an inclusive Catholic Education in line with the National Curriculum framework which meets the Ofsted inspection guidelines. Enrichment activities are planned appropriate to each year group. Staff receive appropriate CPD to enable them to deliver these activities.

Each school meets its legal duties in terms of Health and Safety, Safeguarding and Child Protection and HR. Reporting from the individual schools, to the Academy Company Board of Trustees detail process against these aims at each meeting.

Catholic Senior Executive Leader CEO report

The period September 2022 to August 2023 has been one of consolidation and continuing development. As a family of schools we continue to build a culture of mutual support and trust between all our schools working together; in line with the Archdiocese vision for Catholic Education, Catholic leadership formation and in line with Catholic social teaching principles.

We are now firmly in the post pandemic period and our focus has been on supporting our children and young people back into healthy and safe learning environments, where high standards of Catholic education are on offer and each child/young person is encouraged to take up every opportunity.

For the year 1 September 2022 to 31 August 2023, we have continued to make significant progress across many areas:

**Finance**

- Continuing to develop and build our financial systems and processes to support schools, undertaking Integrated curriculum and financial planning at each school throughout 2023 and building towards undertaking Team around the school meetings where school improvement, finance, HR and Estate issues are discussed in detail.
- Our financial planning and monitoring is now stronger and we have built more capacity into the central team and through the collective endeavour of our school business managers and our central finance team we have embedded more robust financial planning, better informed and more accurate budget forecasting.

**Formation**

- Our Children's Charter launched in 2022, aims to reduce the gap between disadvantaged and non-disadvantaged pupils across our schools, offering an equality of opportunity and access in line with the values and example of the Saints. We have undertaken several events to promote our Children's Charter and it is being promoted in all our schools' environments, included in some Behavior Policies, RE/ Prayer and Liturgy/ Catholic Life policies, school assemblies, prayer and liturgy.
- In September 2022 we held our Official Launch of the OLAAS MAC at Olton Friary with a Thanksgiving Mass celebrated by Bishop David Evans. We also celebrated with a Long-Service Award presentation were held after the Launch, with 25 OLAAS staff awarded for their 25-years of service.
- During this period, we have also engaged with EducareM as an external provider to provide support for our Catholic formation as a group of schools.

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

**Objectives and activities (continued)**

**School improvement**

- It is paramount that school improvement across the multi-academy is central to our aim as Catholic educators so that our children benefit from the very best Catholic education. We have used peer to peer reviews and external support, and in July 2023 appointed a permanent Director of School Improvement, focusing on primary school curriculum development.
- Our Head teachers network continues to develop the leadership provision working with all 13 schools to grow our collective and shared understanding of excellence in all areas of the Catholic curriculum, developing a culture based on our “family of Catholic schools” to share best practice and learning from and with each other.
- EducareM Formation: A number of Head Teachers and Directors attended the EducareM leaders’ formation programme to enhance Catholic Life and Mission across the schools.
- Support provided for leaders of new Executive HT model and Heads of school.
- Middle leadership support provided using Leadership Matters for a number of schools across the MAC.
- Network meetings have been established to enable leaders to collaborate and share good practice. Network meetings linked to Early Years, SEND and RE are established to date. School to school network meetings to enable collaboration and share good practice linked to Maths. Year groups had the opportunity to collaborate across schools.
- An Early Years lead was seconded within the MAC to support Early Years support across schools with a key focus on provision including outdoor provision in keeping with EEF recommendations.
- A SENCO was seconded within the MAC to support the provision of SEND across the schools and to provide support for SENCOs. A key aspect of this support was around quality first teaching and adaptive teaching via the 5 a day SEND model. CPD support linked to Speech and Language and OT.
- A Head Teacher was seconded within the MAC to support schools with Catholic Life and Mission, Liturgy and Prayer and RE. An aspect of this remit was to support school leaders and governors in their preparations for the Catholic School Inspection.
- Senior leaders across the MAC led moderation events and provided support for individual school linked to moderation processes.
- CSI results schools and dates  
  
St. John the Baptist - Grade Good for all aspects, inspected December 22  
Our Lady’s Birmingham - Catholic Life and Mission: Outstanding, Liturgy and Prayer: Outstanding, RE: Good, Overall grade: Good, inspected July 23
- Ofsted results schools and dates

To date no school has undergone an Ofsted inspection in 22 -23.

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

**Objectives and activities (continued)**

- Moderation outcomes

Our Lady's	Year 6	Successful moderation outcomes validated by Solihull LA
St. Anne's	Year 6	Successful moderation outcomes validated by Solihull LA
St. Wilfrid's	Year 6	Successful moderation outcomes validated by Solihull LA
Guardian Angels	Year 6	Successful moderation outcomes validated by Solihull LA
St. Augustine's	Year 2	Successful moderation outcomes validated by Solihull LA
St. Edward's	Year 2	Successful moderation outcomes validated by Solihull LA
St. Andrew's	Year 2	Successful moderation outcomes validated by Solihull LA

Several schools also had monitoring visits St. Edward's, St. Anthony's, St. Anne's.

**Leadership and Management**

- We continue to support the Leadership, management and Governance at each of our 13 schools. There are regular meetings with Chairs of Local Governing Boards, (LGBs).
- We have initiated three Interim Executive Headship and Head of school models of leadership across six school settings and made one of these models a permanent offer, with a combined Local Governing body, (LGB).
- During 2023, we have made twelve key appointments at senior leadership levels across both primary and secondary levels during this financial year and all have started in post in September 2023. This recruitment is part of future strategic succession planning and next we intend to launch the next phase of our workforce plan, focusing on middle level teaching positions and also non-teaching support staff. We are focused on developing a workforce with skills and experience, who view OLAAS MAC as an employer of choice.
- We have engaged with an external Employee Assistance Programme that supports staff through counselling in person or via the phone. We also offer counselling where appropriate and are actively building an open and supportive culture across our schools.

**SEND**

- The Academy undertook a major review and baseline analysis of all our SEND pupils in our 13 schools, looking at best practice, use of data, Childrens views and parent's views. This review has informed the development of our established SEND Network. We have commissioned an audit of SEND budgets to ensure we are maximizing income for all pupils with ECH plans.
- We have engaged our respective Local Authority partners and continue to challenge funding decisions as necessary.
- Plans are advanced to build a SEN HuB resource Centre at Guardian Angels primary school and we are working closely with Birmingham City Council and the National Autistic society to ensure that this provision is world class in terms of intent and output for children attending this resource. Inclusion and Catholic education is at the centre of these plans.

**Safeguarding**

- Effective Safeguarding for our children and young people is core to our work. Since September 2022 we made improvements to safeguarding arrangements following on from Summer 2022 reviews especially at St Anne's, Our Lady of Compassion, Our Lady of the Wayside and St Wilfrid's. We are building a system of reviews and external robust challenge.

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

**Objectives and activities (continued)**

- Safeguarding training delivered for Central Team including at least one member of staff being DSL trained.
- Baseline assessment of safeguarding recording on CPOMS and My Concern identifying best practice and areas of development.
- After undertaking a robust procurement exercise we are transitioning to BromCom for our MIS support.
- Good level of Ofsted preparedness for the schools with good engagement between DSLs and Pastoral leads across all schools.
- Developed effective partnerships with our relevant Local Authority areas hosts and held practice improvement away days to look at child in need and child protection referral processes.

**Procurement**

- Benefiting from economies of scale, we are starting to generate effective purchasing power as a group of schools, ensuring schools retain as much budget to be spend on our children. Savings and efficiencies have been achieved across many areas including printing, stationary and subscriptions.
- We have started the process of looking at our catering contract arrangements via a process of contract reviews and this work continues.

**Estates**

- During this period, we undertook an extensive capital programme of refurbishment at several of our school site, most notably St Peter`s secondary school where plans are in place to spend in excess of £1m on new buildings and decoration.
- We have developed an Estates strategy that will address key issues and challenges within our building stock by highlighting priority work and starting a work programme using the capital funding we receive from the government as a multi- academy.

**b. Public benefit**

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission`s General Guidelines in public benefit as well as our own objectives.

During the year ended 31 August 2023 the Academy Company promoted Catholic Education for the benefit of individuals living in the relevant parishes of the Diocese of Birmingham, as well as those who have need by reason of their age, infirmity or disability, financial hardship or social and economic circumstances or for the public at large, to provide Catholic Education and the use of our facilities for recreation or other leisure time activities in the interests of social welfare and with the object of improving the condition of life of the said individuals.

The Academy Company continues to achieve public benefit through provision of Catholic Education for the good of the local parishes and communities served by each school. These provisions are enshrined in the Admission Policies and Oversubscription criteria which are approved by the Diocese and which are in compliance with the Admission Codes.

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Strategic report**

**Achievements and performance**

**a. Review of activities and achievements for the year**

Key performance indicators:

KS2 Attainment Results for the school are as follows:

	No on Roll	% of pupils achieving expected standard or higher in reading	% of pupils achieving expected standard or higher in writing	% of pupils achieving expected standard or higher in maths	% of pupils who achieved the expected or higher standard in R, W & M combined	% of Pupils achieving the expected or higher in SPAG
<b>National Average</b>		<b>73%</b>	<b>71%</b>	<b>73%</b>	<b>59%</b>	<b>72%</b>
Guardian Angels	207	59%	82%	59%	48%	69%
Our Lady of Compassion	338	78%	8%	74%	61%	61%
Our Lady of The Wayside	456	89%	78%	88%	78%	92%
Our Lady's	210	50%	63%	60%	43%	70%
St Andrew's	232	74%	68%	65%	55%	65%
St Anne's	453	92%	92%	94%	87%	74%
St Anthony's	258	83%	76%	93%	72%	83%
St Augustine's	238	84%	78%	91%	75%	78%
St Edward's	222	92%	88%	88%	88%	71%
St George and St Teresa's	214	87%	83%	83%	83%	83%
St John the Baptist	215	79%	79%	64%	50%	57%
St Wilfrid's	353	63%	50%	55%	40%	62%

**GCSE and A Level Results – Summer 2023 St Peter's**

GCSE Results

Grade	2019	2021	2022	2023
<b>9</b>	5.8%	6.4%	12.9%	5.4%
<b>8+</b>	14.6%	16.3%	28.0%	16.3%
<b>7+</b>	28.0%	30.9%	41.4%	32.7%
<b>6+</b>	47.5%	51.4%	57.7%	52.8%
<b>5+</b>	67.6%	27.7%	73.6%	72.4%
<b>4+</b>	83.6%	87.8%	84.9%	86.4%

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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

	2019	2021	2022	2023
5 Standard Passes inc E&M (4+)	77.2%		76.5%	81.0%
5 Strong Passes inc E&M (5+)	51.5%		58.3%	58.6%
9-7 English and Maths	16.3%		28.4%	21.0%
9-5 English and Maths	57.4%		61.3%	62.2%
9-4 English and Maths	82.2%		81.4%	84.3%
Average Attainment 8	5.31		5.62	5.46

Progress 8				
Category	2019	2021	2022	2023
English	0.02		0.3	0.45
Maths	0.05		0.6	0.59
Ebacc	-0.01		0.43	0.39
Open	0.01		0.33	0.51
Overall	0.01		0.43	0.49

Key financial performance indicators

Based on the performance of the schools, the need to drive school improvement and staffing structures the Academy Company established a financial budget at the start of the year which predicted an in-year net surplus of £313k, and then monitored performance against that budget during the period. A number of events impacted the MAC which increased the amount of expenditure in the year, the final in year revenue position resulted in a net deficit of £686k, this was driven by a number of one off actions including some further refurbishment costs of St Peter's in addition to planned capital expenditure.

Further financial and non-financial indicators will be introduced as the Academy Company develops. During the year the Company continued to develop a rigorous budget setting tool incorporating Integrated Curriculum and Financial Planning techniques. Directors set targets for the financial year 2023/24 in managing individual school budgets within the overall trust aims of:

- Overall in-year balanced budget;
- Maximum 75% available income to be spent on staffing (excluding any restructuring costs); and,
- Securing overall reserves in line with the reserves policy.

Reserves to 31 August 2024 are budgeted to fall by c£0.5m during the budget setting cycle.

**b. Going concern**

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy Company has adequate resources to continue in operational existence for the foreseeable future.

During 2022/23 schools have faced significant financial pressures, resulting in some higher than expected expenditure. Schools have been closely monitored for financial control. The MAC embarked on a programme of upgrading the facilities at St Peter's our flagship Secondary school. The school has been refurbished in many areas to enhance the learning experience of the pupils.

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

**Strategic report (continued)**

**Achievements and performance (continued)**

We have worked to reverse this situation through;

- Integrate Curriculum Financial Planning meetings with school.
- Monitoring of forecast with Head Teacher.
- MAC support with absorbing elements of school expenditure, assisting school to a balanced position.
- Impact of Additional funding, announced in the Autumn budget 2022, to be assessed for Academic year 22-23.

The Academy Company is using Integrated Curriculum and Financial Planning Tools to manage planned expenditure in each school. The main aspect of this approach is to review the education provision, be it number of form groups, mixed year groups or number of subjects offered in key stage 4 and 5, and matching the number of teachers and support staff required to deliver a successful curriculum offer within the confines of the funding available. The business support function will focus on the resources needed to safely operate and administer the running of a school to deliver the curriculum along with the physical resources to support both curriculum and business operations.

Pension scheme liabilities are recognised on the Academy Company's balance sheet but are underwritten by the secretary of state for education as describe in note 24 to the financial statements.

The basis of occupancy of land and buildings for the Academy Company is different to other Academy Trusts because the majority of the freehold buildings are owned by the Diocese of Birmingham Trustees or other related but independent Directors. The schools in the Academy Company generally hold a licence to occupy premises and as such these buildings are not recognised on the Academy Trust's balance sheet. This and the pension scheme liabilities give the appearance of significant net liabilities on the balance sheet, however, these do not impact on the running costs and reserves of the Academy Company.

The Academy Company is forecasting to reduce reserve in the future years, this is due to supporting Childrens additional needs and unfunded pay rises. Close monitoring of plans will continue to manage the reserves across the Academy Company. Therefore, the Academy Company continues to adopt the "Going Concern" basis in preparing the Financial Statements. Further details regarding the adoption of the "Going Concern" basis can be found in the Statement of Accounting Policies.

**c. Promoting the success of the company**

The Trustees have acted in the way which they consider, in good faith, promotes the success of the Academy Company for the benefit of its pupils and their parents, the Department for Education and the Education and Skills Funding Agency as principal funders and regulators, its suppliers and local wider school community as a whole, and in doing so have given regards to (amongst other matters):

Our educational business relationships and community

With a highly committed and dedicated workforce, the Academy Company takes great pride in listening to what our pupils and local community want and continues to provide the level of education outcomes and results that they have come to expect. The Academy Company continues to evolve and to adapt to the ever-changing educational environment, leading to the continued increase in the awareness of the Academy Company's overall activities and educational performance.

As an educational focused charitable organisation, public benefit is also at the heart of all we do. The details in the "Objectives, aims and activities" and "Achievements and performance" section of the Directors' report above provide full details of the impact of our activities and our achievements of the year.

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

**Strategic report (continued)**

**Achievements and performance (continued)**

With respect to the suppliers, the Academy Company's policy for the payment of suppliers is to agree to terms of payment in advance in line with normal commercial practices and, provided a supplier performs in accordance with the agreement, to abide by such terms.

They Academy Company is also committed to contributing towards combating the threat of global warming by using energy efficient measures to reduce CO2 emissions throughout its buildings, facilities and operations.

Our Stakeholders

In addition to our pupils, parents, suppliers and wider local community, the Trustees also recognise the importance of their relationship with the Department of Education (DfE) and the Education and Skills Funding Agency (ESFA), as principal funders, regulators and stakeholders. The Directors are committed to the effective engagement with the DfE and the ESFA (and their representatives) and recognise that its success depends on the Trustees and senior management's ability to engage with them effectively and to work with them constructively, taking into account their guidance and best practice initiatives, whilst also working in line with the specific requirements of the Academy Company's funding agreement and the Academies Financial Handbook.

Our People

The Academy Company's key asset is its people. It employs over 650 staff, including agency workers, and it is only through the combined effort of this workforce, together with our supporters and volunteers, that we can change the lives of the children under our care. The Academy Company encourages the involvement of all employees in decision making processes that impact on them directly and further details on our engagement with our people is detailed in the "Engagement with Employees (including Disabled Persons)" section of the Directors' report above.

Our Members

The Trustees are committed and openly engaged with our Members regular and effective dialogue with them, including an Annual General Meeting and annual strategy and vision day. The Members and their representatives are actively engaged in understanding our strategy and vision for the future our culture and ethos, our people and our educational performance and standards.

Maintaining a reputation for high standards

The Academy Company is committed to continual improvement, which it achieves in a number of ways, including improvement planning, review meetings, continual professional development, lesson observations, performance management, self-evaluation, data analysis and action planning. The Academy Company also continually develops strategies to maintain and grow its pupil base, including looking for new schools and academies to join the Trust, and further improve relationships with our suppliers.

The information in the "Achievements and performance" section of the Trustees' report above provides full details of our achievements during the year and the standards of educational performance we have achieved for all our stakeholders.

**Financial review**

During the year ended 31 August 2023, the Academy Company received income £26,804,862 (2022: £25,559,764) in Government, Local Authority and other grants, mostly in the form of recurrent grants, the use of which has been restricted. This funding is driven by pupil factors in each individual school. Other Donations Grants, Investments and Other trading activities generated a further £1,599,554 (2022: £1,595,520), of income for the Academy Company. These funds were used to support general expenditure, except where a donation was received for a specific cause this has been passed through to the nominated charity.

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

**Strategic report (continued)**

Operating Expenditure for the year was £29,090,385 (2022: £28,462,983). The increase in expenditure has been driven by increases in Salaries and wages following National Agreements for Teachers and Non-Teaching Staff.

Overall for the financial year ending 31 August 2023 the Academy company has reported an operating deficit of £685,969.

At 31 August 2023 the net book value of fixed assets was £614,435 (2022: £579,334) and a breakdown is shown in note 15 of the Financial Statements. The Academy Company has included the land and buildings in the Financial Statements based on the information reported to the DfE/ESFA in the Land and Buildings Collection Tool in 2023; assets owned by the Archdiocese of Birmingham. The assets are used exclusively for providing education and the associated support services to the pupils of the Academy Company.

The Academy Company held net asset fund balances at 31 August 2023 of £995,409 (2022: net liability position £623,004). This includes the Fixed Assets and Local Government Pension Scheme deficit of £2,732,000 (2022: £5,541,000) The majority of the pension deficit was transferred upon conversion to Academy status. Cash at bank and in hand at 31 August 2023 amounted to £5,473,731 (2022: £5,186,542).

**a. Reserves policy**

The Board of Trustees review the reserve levels of the Academy Company annually. The policy of the Academy Company is to carry forward a prudent level of resources designed to meet the long-term cyclical needs of renewal and any other unforeseen contingencies plus a combination towards future capital projects, subject to the constraint that the level of resources does not exceed the level permitted by the ESFA.

The Academy Company has a policy of carrying forward internal under/overspends. This does result in an increase/decrease in the Academy Company's reserves.

During 2022/23 the Academy Company took the decision to hold reserves across the Academy Company to mitigate against the risk of falling pupil number and changes to the funding formula. Currently the Academy Company has set a minimum level of reserves equal to 30 days operating expenditure, which during 2021/22 was approximately £2.1m. Future use of the reserves will include protection against lagged funding resulting from general expansion.

The value of free reserves (being unrestricted reserves) held at 31 August 2023 is £2,944,471. The value of restricted general funds (i.e. excluding restricted fixed asset funds) held at 31 August 2023 is £Nil.

The current level of reserves are within the limits set by ESFA, we have plans being drawn up to invest in the school buildings at St Peter's supported by Solihull Metropolitan Borough Council, this will involve significant investment from the Academy Company's reserves balances. This project is at an early stage, planning permission or Trustee approval is yet to be granted. The Academy Company monitors and plans in year positions to maintain reserves at appropriate levels. The Academy Company is also facing cost pressures resulting from children who have identified as having SEN requirements but are not funded over and above the notional SEN funding included in the GAG allocations.

The value of total funds, including the fixed asset funds and the Local Government Pension Scheme deficit, held at 31 August 2023 is an excess of liabilities £995,409.

**b. Investment policy**

The Academy Company has an Investment Policy in place. The aim of this policy is to ensure that funds which the Academy Company do not immediately need to cover anticipated expenditure are invested in such a way as to maximise the Academy Company's income but without risk.

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

Our aim is to spend the public monies with which we are entrusted for the direct education benefit of students as soon as is prudent. We do not consider the investment of surplus funds as a primary activity, rather it is the result of good stewardship as and when circumstances allow.

The central team will assist each school to construct such budgets and cash flow forecasts as are required by legislation. These ensure viability and sustainability of the activities of each school.

From time to time, operational and strategic decisions related to the education of students will result in substantial cash balances being held at the bank over a sustained period. These periods are identified by the Chief Finance Officer as part of normal forecasting activity and, when identified, may result in an investment made in accordance with guidance provided in the Academies Financial Handbook.

In making decisions regarding where and how any surplus funds should be invested, due regard will be given to the "Risk that the return on investments is not being maximised" and "Risk that Trustees are not acting in accordance with their Investment Policy" (e.g. investing in high risk investments).

The principles to be adopted are as follows:

- To invest any available sums in the higher yielding account with our principal bank;
- Consideration is given to the FSCS limits for compensation relating to cash held in financial institutions;
- Investments in institutions other than Lloyds Bank must be authorised by the Academy Company on the recommendation of the Chief Finance Officer; and
- Re-investment is automatically undertaken for the principal and interest unless funds are required for anticipated expenditure.

**c. Principal risks and uncertainties**

The principal risks identified for the Academy Company during the next few years will be the fluctuation in student numbers which directly impact on both funding and with ever tighter financial constraints. This, and the lagged effect of funding pupil places, means that tight budget monitoring is key.

Other risks include:

- Refining robust safeguarding systems to monitor and report effectively on trends and demands that safeguarding challenges are presenting in our Academy family of schools.
- Recruitment of Teachers and Catholic Teachers within leadership positions.
- Cost of living; impact on pupils in schools and staff. Budgets are tight but there is an expectation to meet pay increments without Government funding to assist this process.
- Health and Safety challenges faced by our schools; developing a general centrally led system wide approach, whilst being responsive to the needs of each school.
- Maintaining buildings to meet the needs of education in the current environment, ensuring that they are Safe, Warm and Dry.
- On-Boarding of new Academies to the Company, which bring their own individual risk profile.
- Provision of facilities for children requiring additional SEND support.

*Financial risk management objectives and policies up to 31 August 2023*

The Academy Company's exposure to risk was mainly in respect of bank balances, cash and trade creditors, with limited trade debtors. The Academy Company has inherited the Local Government Defined Benefit Pension Scheme deficit for associate staff of the Academy Company.

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

*Risk management*

The Directors have assessed the major risks to which the Academy Company is exposed, and in particular those related to core operations and financial viability of the Academy Company. Directors are satisfied that systems and procedures are in place to mitigate exposure to the major risks. The Risk Register is reviewed regularly as part of the Academy Company Strategic Plan.

*Fundraising*

Under the provisions of the Charities (Protection and Social Investment) Act 2016 the Academy Company approach to fundraising practices is as follows:

- To seek opportunities where appropriate taking account of the circumstances and context of our school community without putting pressure on any potential donor;
- To raise funds only through established school and academy partners and fundraising is voluntary;
- The Academy Company does not delegate or contract out fundraising to any organisation with which it is not directly linked;
- The Academy Company ensures close monitoring of all fundraising. Examples are the Parent Teacher Associations for each school;
- The Academy Company utilises the Birmingham Diocesan Complaints Procedure;
- The Academy Company protects the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches, and undue pressure to donate by making clear that donations are not compulsory; and
- In addition to raising funds for our own objectives, families and parishes have supported several national charities including Father Hudson's Society and CAFOD, etc.

**Plans for future periods**

The Academy Company will continue to operate in accordance with the Objects Clause of its Memorandum and Articles of Association, and will seek to implement the objectives set out in the Strategic Plan approved by the Board of Directors in September 2022:

- Mission and Ethos – Through our Catholic faith promote the academic, spiritual, emotional and social growth of the individual child and young person.
- Teaching, Learning and Assessment – To ensure that all our academies provide the very best teaching in order to promote and provide high quality learning for all our children and young people and ensuring that there is support in place for teachers to achieve this.
- Academy Improvement – To establish a self-sustaining, system-led, collaborative approach to improvement where required.
- Leadership and Governance – To ensure high quality leadership and governance at the Board of Directors, Executive Team, Local Governing Body and individual academy level.
- Creative and effective, integrated business support service which is responsive to changing needs.
- To ensure that the Academy Company has business support arrangements which are efficient and deliver value for money across all its operations.

The Academy Company will continue to seek funding to support its growth and to support the individual Academies within the Academy Company in order to maintain standards and outcomes.

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

**Funds held as custodian on behalf of others**

The Academy Company and its Trustees do not act as Custodian Trustees of any other charity.

The Academy Company does however hold Post 16 Bursary Funds on behalf of the ESFA, which are distributed to students as required in line with the terms and conditions of the funds.

**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.

**Auditors**

The auditors, Cooper Parry Group Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 20 December 2023 and signed on its behalf by:



**Mr Paul Bentley**  
Chair of Trustees

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**GOVERNANCE STATEMENT**

**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that Our Lady and All Saints Catholic Multi Academy Company has an effective and appropriate system of school, 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

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

The Board of Trustees has delegated the day-to-day responsibility to the Catholic Senior Executive Leader, as Accounting Officer for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Our Lady and All Saints Catholic Multi Academy Company and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weakness 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 8 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 Paul Bentley	8	8
Mr Robert Brownrigg	8	8
Mr Harold Hands	8	8
Mrs Mary Johnson	8	8
Mrs Clare Madden	1	2
Mr Mike O'Reilly	5	8
Mr Stuart Plimmer	6	8
Mr Paul Gray	1	1

Governance in our Academy Company continues to be managed by the Board of Trustees, keeping it separate although aligned with the executive functions of the organisation.

Since the conversion on 1 April 2021, much work was undertaken to open up and strengthen communication between LGBs and the Board of Trustees. Where appropriate, feedback is brought to the Board; if the question or issue is of an operational nature, LGBs are encouraged to resolve it through liaising with their school's senior leadership and/or the central team. Once the issues are considered, information is disseminated either through the regular meetings, newsletters, or Governorhub, along with a number of pertinent articles and information.

Governor training tailored to the Academy Company was made available by Birmingham Diocesan Education Service (BDES) for all governors, both new and experienced, and many long-term governors took advantage of the opportunity to refresh their governance skills. Training opportunities are a regular feature to ensure that governors are aware of what is available and that they know how to take advantage of those opportunities.

All governors and Trustees have now been issued school or the Academy Company's email address. All governors are identified as such in the address book. The aims are:

- For GDPR compliance
- Ease of sharing information
- Free access to Office 365 web-based software, including Microsoft Teams to help facilitate remote LGB meetings

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**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

There continues to be a focus, at both Board and Local Governing Body level, on succession planning to support the aspiration for effective governance at every level of the organisation. The Board of Trustees succession plan is formally updated each summer as part of wider strategy discussions, and LGBs are asked each Lent term to update their own plans, identifying gaps and ensuring that key roles are filled.

Conflicts of Interest

The Academy issued a new Conflicts of Interest policy during the year, which will be regularly reviewed and updated by management and the Board of Trustees. This policy will be communicated to all Members, Trustees, Local Governors and employees of the Academy Trust and all Members, Trustees and senior leadership team employees are required to confirm they have read the Conflicts of Interest policy on annual basis.

In line with the policy, all Members, Trustees, Local Governors are senior leadership team employees and are required to complete a declaration of any business or pecuniary interests on an annual basis or, in the case of individuals taking up these roles during the year, at the point of taking up their role. A register of interests is then maintained by the Academy Trust's Governance Clerk, which is reviewed at the start of each Board of Trustee meeting and also provided to Academy Trust's finance team for monitoring in relation to any transactions with any organisations in which interests have been declared. Any transactions with organisations in which any interests have been declared are reported to the Board of Trustees in advance of the transactions, so that formal approval can be provided by the Board where the transaction is considered appropriate and formal notification to the ESFA can then be made, including where relevant, seeking pre-approval.

Committee Structure

**Local Governing Bodies**

The governor role is to hold the leadership to account by questioning, challenging and triangulating evidence to gain assurance that the actions set out against the priorities for the school in the School Development Plan are being addressed. This will be done through regular monitoring visits and reporting back to the LGB but also routinely with LGB meetings where an important part of each meeting will be the check on actions agreed at previous meetings.

**Catholic Life, Curriculum and Standards Committee**

The Committee is responsible for providing assurance to the Board on:

- The standards and performance of all schools within the Company;
- The effectiveness of the Company Quality Assurance process; and
- That each school is promoting and upholding the Company's vision, values and ethos.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Paul Bentley	4	4
Robert Brownrigg	3	4
Harold Hands	3	4
Mary Johnson (Chair)	4	4

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**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

***The Resources Committee (incl Risk & Audit)***

The purpose of the Committee is to:

- Hold to account and constructively challenge the Executive Team as to effectiveness and impact of policy, proposals and practice in relation to the management and deployment of the Academy Company resources;
- Review benchmarking data in relation to the overall performance of the Academy Company in comparison to regional and national standards and to the performance of other comparable Trusts;
- Provide oversight and assurance to the Board of Trustees as to the effectiveness and appropriate management and use of Academy Company resources and to make recommendations to the Board of Directors in relation to these matters;
- Consider and review detailed reports on the financial sustainability, human resource and estate management performance, practices and resources of the Academy Company;
- Oversee all matters relating to health and safety within the Academy Company; and
- Ensure the Academy Company remains solvent at all times.
- Determine, oversee and review the arrangements for independent checking of financial controls, systems, transactions and risks;
- Review the risks to the internal control framework at the Academy Company
- Agree an Annual Internal Audit Plan that shall address these and other risks identified by the Board of Directors from time to time;
- Inform the statement of internal control and, so far as is possible, provide assurance to the external auditor;
- Recommend to the Board the appointment of internal and external auditor;
- Establish and maintain through monitoring, an appropriate risk management strategy and risk register;
- Oversee the actions of the Academy Company with regard to the proper investigation of whistleblowing and all matters relating there to; and
- Approve the annual financial statements in accordance with ESFA guidance and approved Accounting Policies.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Paul Bentley	6	6
Robert Brownrigg	3	6
Harold Hands	4	6
Mary Johnson	3	6
Stuart Plimmer	5	6

***The Pay and Performance Committee***

The purpose of the Committee is to:

- Consider and determine terms and conditions including salary of the Executive Team and annual PRP awards for head teachers; and
- Make recommendations to the Board of Trustees regarding the pay policy and the terms and conditions of services of the Academy Company.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Paul Bentley	1	1
Robert Brownrigg	1	1
Mary Johnson	1	1

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**GOVERNANCE STATEMENT (CONTINUED)**

**Review of value for money**

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

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

The Accounting Officer for the Academy Company has delivered improved value for money during the year by working with providers to ensure that Value for Money is achieved. Commencing in 1 September 2023 a number of Facilities services provided by the Local Authorities have been resourced directly with contractors, which has achieved cost savings and greater transparency on cost. Future plans include re sourcing key services including Catering, Telephony and ICT.

During 2022/23, contracts for the Academy Company wide provision for photocopiers and printing were agreed, generating significant cost savings.

The Academy Company is also utilising Integrated Curriculum and Financial Planning Tools to provide appropriate staffing and resources in schools to meet the priorities of each school.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the Academy Company policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The system of internal control has been in place in the Academy Company for the year to 31 August 2023 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

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

**The risk and control framework**

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

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

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**The risk and control framework (continued)**

The Board of Trustees also adopted, and continues to implement, the Budget Setting Strategy issued in November 2020 as part of the implementation of resources management within the Academy Company which provided benchmarks and KPIs for staffing ratios, reserve levels and in-year balanced budgets

The Board of Trustees has decided to employ MHA MacIntye Hudson LLP as internal auditor.

The MAC has also commissioned Compliance for Schools Ltd, to complete a review of Single Central records across all 13 schools.

The internal auditor's role includes advising on financial matters and performing a range of checks on the Academy Company's financial systems. In particular, the internal checks carried out in the current period included:

- Safeguarding
- SEND Provision
- General Expenditure and Overtime

On an annual basis, the internal auditor reports to the Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities, and no significant issues have been reported through this process during the current year.

**Review of effectiveness**

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

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Resources 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 20 December 2023 and signed on their behalf by:



**Mr Paul Bentley**  
Chair of Board



**Mr Peter Davis**  
Accounting Officer

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

As Accounting Officer of Our Lady and All Saints Catholic Multi Academy Company I have considered my responsibility to notify the Academy Company Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, received by the Academy Company, under the funding agreement in place between the Academy Company and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the Academy Company Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Company, or material non-compliance with the terms and conditions of funding under the Academy Company's funding agreement and the Academy Trust Handbook 2022.

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



**Mr Peter Davis**  
Accounting Officer

Date: 20 December 2023

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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

Company law requires the Trustees to prepare financial statements for each financial 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 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 20 December 2023 and signed on its behalf by:



**Mr Paul Bentley**  
Chair of Trustees

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF OUR  
LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**

**Opinion**

We have audited the financial statements of Our Lady and All Saints Catholic Multi Academy Company (the 'academy company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Company's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF OUR  
LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY (CONTINUED)**

**Other information**

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

We have nothing to report in this regard.

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

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

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

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

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

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

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

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the Academy Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Academy Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy Company or to cease operations, or have no realistic alternative but to do so.

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF OUR  
LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY (CONTINUED)**

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

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

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

Our assessment focused on key laws and regulations the Academy Trust has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, the Academy Trust Handbook 2022, the Academies Accounts Direction 2022 to 2023, taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities, including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Academy Trust and how the Academy Trust is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Academy Trust's control environment and how the Academy Trust has applied relevant control procedures, through discussions with Trustees and other management and by reviewing the reports on the internal scrutiny work commissioned by the trust in relation to the year and by performing walkthrough testing over key areas;
- obtaining an understanding of the Academy Trust's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

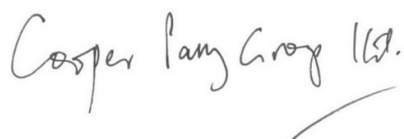
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF OUR  
LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY (CONTINUED)**

**Use of our report**

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

A handwritten signature in black ink that reads "Simon Atkins" followed by a flourish.

**Simon Atkins FCA (Senior Statutory Auditor)**

for and on behalf of

**Cooper Parry Group Limited**

Chartered Accountants

Statutory Auditor

Cubo Birmingham

Office 401, 4th Floor

Two Chamberlain Square

Birmingham

B3 3AX

21 December 2023

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO OUR LADY  
AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY AND THE EDUCATION AND SKILLS  
FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 9 July 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Our Lady and All Saints Catholic Multi Academy Company during the year 1 September 2022 to 31 August 2023 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 Our Lady and All Saints Catholic Multi Academy Company and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Our Lady and All Saints Catholic Multi Academy Company 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 Our Lady and All Saints Catholic Multi Academy Company and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Our Lady and All Saints Catholic Multi Academy Company's  
accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Our Lady and All Saints Catholic Multi Academy Company's funding agreement with the Secretary of State for Education dated 1 April 2021 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

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

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

The work undertaken to draw our conclusions included:

- Reviewing the internal control policies and procedures implemented by the Academy Trust and evaluating their design and effectiveness to understand how the Academy Trust has complied with the framework of authorities, including reviewing the reports on the internal scrutiny work commissioned by the trust in relation to the year;
- Reviewing the minutes of meetings of the Trustees, relevant sub-committees and other evidence made available to us, relevant to our consideration of regularity;

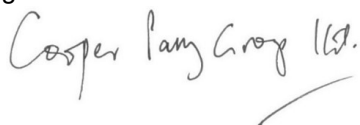
**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO OUR LADY  
AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY AND THE EDUCATION & SKILLS FUNDING  
AGENCY (CONTINUED)**

- Enquiries of the Accounting Officer, including reviewing the work undertaken by the Accounting Officer in relation to their Statement on Regularity, Propriety and Compliance; and
- Detailed testing of the income and expenditure of the Academy Trust based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit of the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

**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 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Reporting Accountant  
**Cooper Parry Group Limited**  
Chartered Accountants  
Statutory Auditor  
Cubo Birmingham  
Office 401, 4th Floor  
Two Chamberlain Square  
Birmingham  
B3 3AX

Date: 21 December 2023

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
(A Company Limited by Guarantee)

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

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>					
Donations and capital grants	3	-	201,828	1,179,392	1,381,220
Other trading activities	4	1,357,614	-	-	1,357,614
Investments	5	40,112	-	-	40,112
Charitable activities		-	26,804,862	-	26,804,862
<b>Total income</b>	<u>1,397,726</u>	<u>27,006,690</u>	<u>1,179,392</u>	<u>29,583,808</u>	<u>28,089,956</u>
<b>Expenditure on:</b>					
Charitable activities	7,8	469,003	29,064,382	1,684,010	31,217,395
<b>Total expenditure</b>		<u>469,003</u>	<u>29,064,382</u>	<u>1,684,010</u>	<u>31,217,395</u>
<b>Net income/(expenditure)</b>		928,723	(2,057,692)	(504,618)	(1,633,587)
Transfers between funds	18	(1,614,692)	1,614,692	-	-
<b>Net movement in funds before other recognised gains</b>		<u>(685,969)</u>	<u>(443,000)</u>	<u>(504,618)</u>	<u>(1,633,587)</u>
<b>Other recognised gains:</b>					
Actuarial gains on defined benefit pension schemes	24	-	3,252,000	-	3,252,000
<b>Net movement in funds</b>		<u>(685,969)</u>	<u>2,809,000</u>	<u>(504,618)</u>	<u>1,618,413</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward	18	3,630,440	(5,541,000)	1,287,556	(623,004)
<b>Total funds carried forward</b>	18	<u>2,944,471</u>	<u>(2,732,000)</u>	<u>782,938</u>	<u>995,409</u>

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

The notes on pages 38 to 66 form part of these financial statements.

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**

**(A Company Limited by Guarantee)**

**REGISTERED NUMBER: 12929650**

**BALANCE SHEET  
AS AT 31 AUGUST 2023**

	<b>Note</b>	<b>2023 £</b>	<b>2022 £</b>
<b>Fixed assets</b>			
Tangible assets	15	614,435	579,334
		<hr/>	<hr/>
		614,435	579,334
<b>Current assets</b>			
Debtors	16	1,642,188	1,523,687
Cash at bank and in hand		5,473,731	5,186,542
		<hr/>	<hr/>
		7,115,919	6,710,229
Creditors: amounts falling due within one year	17	(4,002,945)	(2,371,567)
		<hr/>	<hr/>
<b>Net current assets</b>		3,112,974	4,338,662
		<hr/>	<hr/>
<b>Total assets less current liabilities</b>		3,727,409	4,917,996
		<hr/>	<hr/>
<b>Net assets excluding pension liability</b>		3,727,409	4,917,996
Defined benefit pension scheme liability	24	(2,732,000)	(5,541,000)
		<hr/>	<hr/>
<b>Total net assets</b>		995,409	(623,004)
		<hr/> <hr/>	<hr/> <hr/>
<b>Funds of the Academy Company</b>			
<b>Restricted funds:</b>			
Fixed asset funds	18	782,938	1,287,556
		<hr/>	<hr/>
Restricted funds excluding pension asset	18	782,938	1,287,556
Pension reserve	18	(2,732,000)	(5,541,000)
		<hr/>	<hr/>
<b>Total restricted funds</b>	18	(1,949,062)	(4,253,444)
<b>Unrestricted income funds</b>	18	2,944,471	3,630,440
		<hr/>	<hr/>
<b>Total funds</b>		995,409	(623,004)
		<hr/> <hr/>	<hr/> <hr/>

The financial statements on pages 35 to 66 were approved by the Trustees, and authorised for issue on 20 December 2023 and are signed on their behalf, by:



**Mr Paul Bentley**  
Chair of Trustees

The notes on pages 38 to 66 form part of these financial statements.

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

	<b>Note</b>	<b>2023</b> £	<b>2022</b> £
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	20	(763,044)	1,437,457
<b>Cash flows from investing activities</b>			
	21	1,050,233	752,575
<b>Change in cash and cash equivalents in the year</b>			
		287,189	2,190,032
Cash and cash equivalents at the beginning of the year		5,186,542	2,996,510
<b>Cash and cash equivalents at the end of the year</b>	<b>22, 23</b>	<u>5,473,731</u>	<u>5,186,542</u>

The notes on pages 38 to 66 form part of these financial statements

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the Academy Company, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 Going concern**

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

**1.3 Taxation**

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

Accordingly, the Academy Company 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.

**1.4 Fund accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Academy Company 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.

**OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY COMPANY**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.5 Income**

All incoming resources are recognised when the Academy Company 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 Academy Company 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 Academy Company has provided the goods or services.

**1.6 Expenditure**

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

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**1. Accounting policies (continued)**

**1.7 Tangible fixed assets**

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. 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.

Depreciation is provided on the following basis:

Long-term leasehold property	-	Over the term of the lease
Furniture and equipment	-	25% straight line
Computer equipment	-	25% straight line
Motor vehicles	-	10% straight line

The Academy Trust occupies certain land and buildings of its Schools which are owned by the Birmingham Roman Catholic Diocesan Trustees (the Site Trustees). The Academy Trust occupies this land and buildings under the terms of a Supplemental Agreement between the Site Trustees and the Academy Trust. This Supplemental Agreement, which amounts to a mere licence, provides the Academy Trust with the right to use the land and buildings for an indefinite period, subject to a 2-year termination notice period. Having considered the fact that the Academy Trust occupies the land and buildings by a mere licence, which transfers to the Academy Trust no rights or control over the sites save that of occupying it at the will of the Site Trustees under the terms of the relevant site trust, the Trustees have concluded that the value of the land and buildings occupied by the Academy Trust should not be recognised on the balance sheet of the Academy Trust.

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

**1.8 Debtors**

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

**1.9 Cash at bank and in hand**

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

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

**1.10 Liabilities and provisions**

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

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

**1.11 Financial instruments**

The Academy Company only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Company 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 16. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. 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.

**1.12 Pensions**

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

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

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Academy Company 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.

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

**1. Accounting policies (continued)**

**1.12 Pensions (continued)**

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

Where the present value of the defined benefit obligations at the Balance Sheet date is less than the fair value of scheme assets at that date, the scheme has a surplus. The scheme surplus is recognised as a defined benefit plan asset by the Academy Trust only to the extent that the Academy Trust is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme.

**1.13 Operating leases**

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

**1.14 Agency arrangements**

The Academy Trust acts as an agent in distributing the 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the Academy Trust does not have control over the charitable application of the funds. The funds received and paid and balances held are disclosed in note 28.

**2. Critical accounting estimates and areas of judgement**

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

Critical accounting estimates and assumptions:

The Academy Company 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 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

To the extent there is a surplus in the Local Government Pension Scheme at the Balance Sheet date, there is significant judgment needed in assessing whether the surplus should be recognised as a pension asset or whether the surplus should be restricted to some level or in total. This assessment will need to consider whether the Academy Trust, as the employer, has an unconditional right to a refund of the surplus in the scheme and whether there is an economic accounting benefit available to the Academy Trust as a contribution reduction, which will also include assessing whether a minimum funding requirement for future service and / or past service exists in the scheme. The impact of these assessments on the extent to which the scheme surplus has been recognised as a pension asset at the Balance Sheet date are set out in note 24.

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**2. Critical accounting estimates and areas of judgement (continued)**

Tangible fixed assets are depreciated over their economic useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors.

Critical areas of judgement:

The Academy Trust obtains use of certain fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy Trust to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

The classification of expenditure between restricted and unrestricted funds is deemed as a critical area of judgement as certain expenditure can be applied to both funds. Where this is the case and the amounts in question are considered material the expenditure is apportioned to both funding streams on an appropriate basis.

The Academy Trust occupies certain land and buildings of its Schools which are owned by the Birmingham Roman Catholic Diocesan Trustees (the Site Trustees). The Academy Trust occupies this land and buildings under the terms of a Supplemental Agreement between the Site Trustees and the Academy Trust. This Supplemental Agreement, which amounts to a mere licence, provides the Academy Trust with the right to use the land and buildings for an indefinite period, subject to a 2-year termination notice period. Having considered the fact that the Academy Trust occupies the land and buildings by a mere licence, which transfers to the Academy Trust no rights or control over the sites save that of occupying it at the will of the Site Trustees under the terms of the relevant site trust, the Trustees have concluded that the value of the land and buildings occupied by the Academy Trust should not be recognised on the balance sheet of the Academy Trust.

The long-term leasehold property of the Academy Trust includes the playing fields land of the certain of the predecessor School's that were transferred to the Academy Trust on conversion during the year. The Academy Trust occupies this land under a 125-year lease arrangement with the Local Authority. In the absence of available valuations from the ESFA, the value of these land and buildings as included in the financial statements have been based on a Trustees' valuation. The valuation requires significant judgment on the part of the Trustees as there is no market for school playing fields and therefore the valuation has been based on comparable values for green belt land.

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

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Restricted fixed asset funds 2023 £</b>	<b>Total funds 2023 £</b>	<b>Total funds 2022 £</b>
Donations	-	201,828	1,681	203,509	114,480
Capital Grants	-	-	1,177,711	1,177,711	931,743
Assets and liabilities transferred in on conversion	-	-	-	-	(37,943)
	<u>-</u>	<u>201,828</u>	<u>1,179,392</u>	<u>1,381,220</u>	<u>1,008,280</u>
<b>Total 2022</b>	<u>(37,943)</u>	<u>111,551</u>	<u>934,672</u>	<u>1,008,280</u>	

**4. Income from other trading activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<b>Total funds 2022 £</b>
Income from ancillary trading activities	1,357,614	1,357,614	1,520,393
	<u>1,357,614</u>	<u>1,357,614</u>	<u>1,520,393</u>
<b>Total 2022</b>	<u>1,520,393</u>	<u>1,520,393</u>	

**5. Investment income**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<b>Total funds 2022 £</b>
Investment income	40,112	40,112	1,519
	<u>40,112</u>	<u>40,112</u>	<u>1,519</u>
<b>Total 2022</b>	<u>1,519</u>	<u>1,519</u>	

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**6. Funding for the Academy's trusts educational operations**

	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<b>Total funds 2022 £</b>
<b>DfE/ESFA grants</b>			
General annual grant (GAG)	21,820,710	21,820,710	21,311,512
Other DfE/ESFA grants:			
Pupil premium	1,515,167	1,515,167	1,470,192
UFSM	409,963	409,963	405,433
Other non-specific DfE/ESFA grants	344,581	344,581	527,798
Mainstream Schools Additional grant	303,223	303,223	-
Supplementary grant	617,057	617,057	257,080
	<hr/>	<hr/>	<hr/>
	25,010,701	25,010,701	23,972,015
<b>Other Government grants</b>			
Other Government grants	1,550	1,550	-
Local Authority SEN funding	437,871	437,871	307,481
Local Authority Early Years funding	1,030,152	1,030,152	956,800
	<hr/>	<hr/>	<hr/>
	1,469,573	1,469,573	1,264,281
<b>COVID-19 additional funding (DfE/ESFA)</b>			
School Led Tutoring grants	140,696	140,696	122,698
COVID Recovery premium	147,934	147,934	159,285
	<hr/>	<hr/>	<hr/>
	288,630	288,630	281,983
<b>COVID-19 additional funding (non-DfE/ESFA)</b>			
Coronavirus Job Retention Scheme grants	-	-	2,595
Local Authority Catch-up grants	35,958	35,958	38,890
	<hr/>	<hr/>	<hr/>
	35,958	35,958	41,485
<b>Total</b>	<hr/>	<hr/>	<hr/>
	26,804,862	26,804,862	25,559,764
<b>Total 2023</b>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	26,804,862	26,804,862	25,559,764
<b>Total 2022</b>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	25,559,764	25,559,764	

The Academy Trust received £147,934 of COVID recovery premium funding in the year and costs incurred in respect of this funding totalled £147,934. The Academy Trust also received £170,812 of School Led Tutoring funding in the year and costs incurred in respect of this funding totalled £140,696. Included within creditors is £30,117 relating to grants which were unspent and are due to be repaid to the ESFA.

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**7. Expenditure**

	<b>Staff Costs 2023 £</b>	<b>Premises 2023 £</b>	<b>Other 2023 £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
Educational operations					
Direct costs	18,498,306	-	1,239,528	19,737,834	18,669,006
Allocated support costs	3,765,604	3,615,754	4,098,203	11,479,561	10,264,477
	<u>22,263,910</u>	<u>3,615,754</u>	<u>5,337,731</u>	<u>31,217,395</u>	<u>28,933,483</u>
<b>Total 2022</b>	<u>22,373,740</u>	<u>2,002,727</u>	<u>4,557,016</u>	<u>28,933,483</u>	

**8. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
Educational operations	469,003	30,748,392	31,217,395	28,933,483
	<u>469,003</u>	<u>30,748,392</u>	<u>31,217,395</u>	<u>28,933,483</u>
<b>Total 2022</b>	<u>259,742</u>	<u>28,673,741</u>	<u>28,933,483</u>	

**9. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2023 £</b>	<b>Support costs 2023 £</b>	<b>Total funds 2023 £</b>	<b>Total funds 2022 £</b>
Educational operations	19,737,834	11,479,561	31,217,395	28,933,483
	<u>19,737,834</u>	<u>11,479,561</u>	<u>31,217,395</u>	<u>28,933,483</u>
<b>Total 2022</b>	<u>18,669,006</u>	<u>10,264,477</u>	<u>28,933,483</u>	

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**9. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Educational operations 2023 £</b>	<b>Total funds 2023 £</b>	<b>Total funds 2022 £</b>
LGPS FRS102 net interest cost	239,000	239,000	266,000
Staff costs	3,763,873	3,763,873	4,636,132
Depreciation	134,170	134,170	113,000
Premises expenses	2,065,914	2,065,914	1,585,227
Other support costs	2,856,734	2,856,734	2,466,457
Governance costs	62,405	62,405	63,067
Technology costs	784,156	784,156	675,562
Legal fees	23,469	23,469	41,532
Improvements to properties owned by Diocesan Site Trustees	1,549,840	1,549,840	417,500
	<u>11,479,561</u>	<u>11,479,561</u>	<u>10,264,477</u>
<b>Total 2022</b>	<u>10,264,477</u>	<u>10,264,477</u>	

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

Net income/(expenditure) for the year includes:

	<b>2023 £</b>	<b>2022 £</b>
Operating lease rentals	104,029	35,553
Depreciation of tangible fixed assets	134,170	113,000
Fees paid to auditors for:		
- audit	22,750	19,500
- other services	11,600	10,050
	<u>178,549</u>	<u>78,103</u>

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**11. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Wages and salaries	15,670,916	14,961,092
Social security costs	1,477,310	1,439,657
Pension costs	4,171,531	5,159,396
	<u>21,319,757</u>	<u>21,560,145</u>
Agency staff costs	922,313	813,595
Staff restructuring costs	21,840	-
	<u>22,263,910</u>	<u>22,373,740</u>

Staff restructuring costs comprise:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Severance payments	21,840	-
	<u>21,840</u>	<u>-</u>

**b. Severance payments**

The Academy Company paid 1 severance payments in the year, disclosed in the following bands:

	<b>2023</b>
£0 - £25,000	<u>1</u>

**c. Special staff severance payments**

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £14,560 (2022: £Nil). Individually the payments were: £14,560.

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**11. Staff (continued)**

**d. Staff numbers**

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

	<b>2023</b>	<b>2022</b>
	<b>No.</b>	<b>No.</b>
Teachers	238	265
Administration	377	375
Management	40	14
	<u>655</u>	<u>654</u>

**e. Higher paid staff**

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

	<b>2023</b>	<b>2022</b>
	<b>No.</b>	<b>No.</b>
In the band £60,001 - £70,000	12	14
In the band £70,001 - £80,000	3	5
In the band £80,001 - £90,000	3	2
In the band £90,001 - £100,000	2	-
In the band £100,001 - £110,000	-	2
In the band £110,001 - £120,000	1	-
	<u>1</u>	<u>-</u>

**f. Key management personnel**

The key management personnel of the Academy Company comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Company was £338,004 (2022: £1,485,480).

For the current year, the definition of the key management personnel was streamlined to only include the members of the Academy Trust's senior management team as detailed in the Reference and Administrative details on page 1. In the prior year, Headteachers were included as part of the key management personnel.

The Academy Trust has also entered into an "off-payroll" arrangement with a third party organisation for the provision of the services of the Academy Trust's Chief Financial Officer for a period during the year. The total amount paid by the Academy Trust during the year for these services was £22,896.

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**12. Central services**

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

- Accounting and financial support services;
- Governance services;
- Data management and reporting services;
- Estates management services; and
- Educational support services.

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

- a flat percentage of 6.5% (2022: 6.5%) on each School's General Annual Grant, 16-19 funding and Early Years funding

The actual amounts charged during the year were as follows:

	<b>2023</b>	<b>2022</b>
	£	£
Guardian Angels Catholic Primary School	77,193	72,794
Our Lady of Compassion Catholic Primary School	87,658	76,544
Our Lady of Wayside Catholic Primary School	121,743	101,055
Our Lady's Catholic Primary School	69,909	63,335
St Andrew's Catholic Primary School	62,234	57,867
St Anne's Catholic Primary School	129,289	108,294
St Anthony's Catholic Primary School	70,946	71,505
St Augustine's Catholic Primary School	60,506	54,373
St Edward's Catholic Primary School	53,741	50,129
St George and St Teresa Catholic Primary School	60,484	59,262
John the Baptist Catholic Primary School	75,068	63,714
St Peter's Catholic School	452,688	361,285
St Wilfrid's Catholic Primary School	114,107	106,413
<b>Total</b>	<b>1,435,566</b>	<b>1,246,570</b>

**13. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 August 2023, no Trustee was reimbursed for any expenses (2022 - £102).

**14. Trustees' and Officers' insurance**

In accordance with normal commercial practice, the Academy Company has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim. The cost of this insurance for the period ended 31 August 2023 is included in the total insurance cost.

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**15. Tangible fixed assets**

	<b>Long-term leasehold property £</b>	<b>Furniture and equipment £</b>	<b>Computer equipment £</b>	<b>Motor vehicles £</b>	<b>Total £</b>
<b>Cost or valuation</b>					
At 1 September 2022	267,600	64,840	381,640	21,861	735,941
Additions	-	140,837	28,434	-	169,271
At 31 August 2023	<u>267,600</u>	<u>205,677</u>	<u>410,074</u>	<u>21,861</u>	<u>905,212</u>
<b>Depreciation</b>					
At 1 September 2022	3,202	11,088	138,673	3,644	156,607
Charge for the year	2,375	17,632	111,592	2,571	134,170
At 31 August 2023	<u>5,577</u>	<u>28,720</u>	<u>250,265</u>	<u>6,215</u>	<u>290,777</u>
<b>Net book value</b>					
At 31 August 2023	<u><u>262,023</u></u>	<u><u>176,957</u></u>	<u><u>159,809</u></u>	<u><u>15,646</u></u>	<u><u>614,435</u></u>
At 31 August 2022	<u><u>264,398</u></u>	<u><u>53,752</u></u>	<u><u>242,967</u></u>	<u><u>18,217</u></u>	<u><u>579,334</u></u>

The Academy Trust occupies certain land and buildings of its Schools which are owned by the Birmingham Roman Catholic Diocesan Trustees (the Site Trustees). The Academy Trust occupies this land and buildings under the terms of a Supplemental Agreement between the Site Trustees and the Academy Trust. This Supplemental Agreement, which amounts to a mere licence, provides the Academy Trust with the right to use the land and buildings for an indefinite period, subject to a 2-year termination notice period. Having considered the fact that the Academy Trust occupies the land and buildings by a mere licence, which transfers to the Academy Trust no rights or control over the sites save that of occupying it at the will of the Site Trustees under the terms of the relevant site trust, the Trustees have concluded that the value of the land and buildings occupied by the Academy Trust should not be recognised on the balance sheet of the Academy Trust.

The long-term leasehold property of the Academy Trust includes the playing fields land of the certain of the predecessor School's that were transferred to the Academy Trust on conversion during the year. The Academy Trust occupies this land under a 125-year lease arrangement with the Local Authority. In the absence of available valuations from the ESFA, the value of these land and buildings as included in the financial statements have been based on a Trustees' valuation. The valuation requires significant judgment on the part of the Trustees as there is no market for school playing fields and therefore the valuation has been based on comparable values for green belt land.

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**16. Debtors**

	<b>2023</b>	<b>2022</b>
	£	£
<b>Due within one year</b>		
Trade debtors	20,681	8,309
Other debtors	279,161	249,850
Prepayments and accrued income	788,525	935,159
VAT recoverable	553,821	330,369
	1,642,188	1,523,687
	1,642,188	1,523,687

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

	<b>2023</b>	<b>2022</b>
	£	£
Trade creditors	1,708,448	353,333
Other taxation and social security	338,081	302,277
Other creditors	484,630	417,581
Accruals and deferred income	1,471,786	1,298,376
	4,002,945	2,371,567
	4,002,945	2,371,567
	<b>2023</b>	<b>2022</b>
	£	£
Deferred income at 1 September 2022	300,804	257,174
Resources deferred during the year	448,766	300,804
Amounts released from previous periods	(300,804)	(257,174)
	448,766	300,804
	448,766	300,804

Deferred income relates to trip income and Universal Infant Free School Meals funding which relates to the 2023/24 academic year.

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**18. Statement of funds**

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>Unrestricted funds</b>						
General funds	3,630,440	1,397,726	(469,003)	(1,614,692)	-	2,944,471
<b>Restricted general funds</b>						
General Annual Grant	-	21,820,710	(23,435,402)	1,614,692	-	-
Pupil premium	-	1,515,167	(1,515,167)	-	-	-
UIFSM	-	409,963	(409,963)	-	-	-
Other DfE/ESFA grants	-	344,581	(344,581)	-	-	-
Supplementary grant	-	617,057	(617,057)	-	-	-
Local Authority SEN funding	-	437,871	(437,871)	-	-	-
Local Authority Early Years funding	-	1,030,152	(1,030,152)	-	-	-
School Led Tutoring grants	-	140,696	(140,696)	-	-	-
COVID Recovery premium	-	147,934	(147,934)	-	-	-
Local Authority Catch-up grants	-	35,958	(35,958)	-	-	-
Other income and funding	-	201,828	(201,828)	-	-	-
Other government grants	-	1,550	(1,550)	-	-	-
Mainstream Schools Additional grant	-	303,223	(303,223)	-	-	-
Pension reserve	(5,541,000)	-	(443,000)	-	3,252,000	(2,732,000)
	<u>(5,541,000)</u>	<u>27,006,690</u>	<u>(29,064,382)</u>	<u>1,614,692</u>	<u>3,252,000</u>	<u>(2,732,000)</u>

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>Restricted fixed asset funds</b>						
Tangible fixed assets	579,334	-	(134,170)	169,271	-	614,435
Capital grants and other capital funding	708,222	1,179,392	(1,549,840)	(169,271)	-	168,503
	<u>1,287,556</u>	<u>1,179,392</u>	<u>(1,684,010)</u>	<u>-</u>	<u>-</u>	<u>782,938</u>
<b>Total Restricted funds</b>	<u>(4,253,444)</u>	<u>28,186,082</u>	<u>(30,748,392)</u>	<u>1,614,692</u>	<u>3,252,000</u>	<u>(1,949,062)</u>
<b>Total funds</b>	<u><u>(623,004)</u></u>	<u><u>29,583,808</u></u>	<u><u>(31,217,395)</u></u>	<u><u>-</u></u>	<u><u>3,252,000</u></u>	<u><u>995,409</u></u>

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

The General Annual Grant funding must be used for the normal running costs of the Academy Trust in line with the Trust's charitable objects and the terms and conditions of the Trust's funding agreement.

All ESFA / DfE grants, which include Pupil Premium grants, Teacher pay grants, Teachers' pension grants, Supplementary grant, other ESFA/DfE grants, COVID catch-up premium, COVID recovery premium, School Led Tutoring grants and other DfE/ESFA COVID related funding are all used in accordance with the specific restrictions of the individual grants.

Other grants, which include Local Authority funding, other Government grants and other restricted income, are all used in accordance with the specific restrictions of the individual grants and funding provided.

The Pension reserve represents the Local Government Pension Scheme deficit.

Restricted fixed asset funds represent the investment in fixed assets, net of accumulated depreciation, and includes the value of fixed assets transferred to the Academy Trust on conversion of the Schools within the Academy Trust. Unspent capital grants and capital income are also held in this fund and their use is restricted to the capital projects for which the grant awarded.

Under the funding agreement with the Secretary of State, the Academy Company was not subject to a limit on the amount of GAG it could carry forward at 31 August 2023.

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

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

	<b>Balance at 1 September 2021 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers in/out £</b>	<b>Gains/ (Losses) £</b>	<b>Balance at 31 August 2022 £</b>
<b>Unrestricted funds</b>						
General funds	3,107,422	1,483,969	(259,742)	(701,209)	-	3,630,440
<b>Restricted general funds</b>						
General Annual Grant	281,978	21,311,512	(22,267,143)	673,653	-	-
Pupil premium	-	1,470,192	(1,470,192)	-	-	-
UIFSM	-	405,433	(405,433)	-	-	-
Other DfE/ESFA grants	-	527,798	(527,798)	-	-	-
Supplementary grant	-	257,080	(257,080)	-	-	-
Local Authority SEN funding	-	307,481	(307,481)	-	-	-
Local Authority Early Years funding	-	956,800	(956,800)	-	-	-
COVID Catch-up premium	46,295	-	(46,295)	-	-	-
School Led Tutoring grants	-	122,698	(122,698)	-	-	-
COVID Recovery premium	-	159,285	(159,285)	-	-	-
CJRS grants	-	2,595	(2,595)	-	-	-
Local Authority Catch-up grants	-	38,890	(38,890)	-	-	-
Other income and funding	-	111,551	(111,551)	-	-	-
Pension reserve	(15,398,000)	-	(1,470,000)	-	11,327,000	(5,541,000)
	<u>(15,069,727)</u>	<u>25,671,315</u>	<u>(28,143,241)</u>	<u>673,653</u>	<u>11,327,000</u>	<u>(5,541,000)</u>

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

**Restricted fixed  
asset funds**

Tangible fixed assets	508,718	-	(113,000)	183,616	-	579,334
Capital funds transferred on conversion	44,195	-	-	(44,195)	-	-
Capital grants and other capital funding	302,915	934,672	(417,500)	(111,865)	-	708,222
	<u>855,828</u>	<u>934,672</u>	<u>(530,500)</u>	<u>27,556</u>	<u>-</u>	<u>1,287,556</u>
<b>Total Restricted funds</b>	<u>(14,213,899)</u>	<u>26,605,987</u>	<u>(28,673,741)</u>	<u>701,209</u>	<u>11,327,000</u>	<u>(4,253,444)</u>
<b>Total funds</b>	<u><u>(11,106,477)</u></u>	<u><u>28,089,956</u></u>	<u><u>(28,933,483)</u></u>	<u><u>-</u></u>	<u><u>11,327,000</u></u>	<u><u>(623,004)</u></u>

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

**Total funds analysis by academy**

Fund balances at 31 August 2023 were allocated as follows:

	<b>2023</b>	<b>2022</b>
	£	£
Guardian Angels Catholic Primary School	121,761	130,264
Our Lady of Compassion Catholic Primary School	(90,902)	31,718
Our Lady of Wayside Catholic Primary School	170,292	202,105
Our Lady's Catholic Primary School	258,528	230,501
St Andrew's Catholic Primary School	(27,304)	(34,885)
St Anne's Catholic Primary School	334,044	418,438
St Anthony's Catholic Primary School	297,746	249,718
St Augustine's Catholic Primary School	212,042	195,741
St Edward's Catholic Primary School	224,631	229,699
St George and St Teresa Catholic Primary School	20,115	162,512
St John the Baptist Catholic Primary School	229,824	217,320
St Peter's Catholic School	698,630	1,111,411
St Wilfrid's Catholic Primary School	247,578	250,506
Central services	247,486	235,392
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	2,944,471	3,630,440
Restricted fixed asset fund	782,938	1,287,556
Pension reserve	(2,732,000)	(5,541,000)
	<hr/>	<hr/>
<b>Total</b>	<b>995,409</b>	<b>(623,004)</b>
	<hr/> <hr/>	<hr/> <hr/>

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

	<b>Deficit</b>
	£
St Andrew's Catholic Primary School	(27,304)
Our Lady of Compassion Catholic Primary School	(90,902)
	<hr/> <hr/>

St Andrew's Catholic Primary School carries forward a deficit at year-end after having a brought forward deficit from the prior year. The Head Teacher left in October 2022 and was replaced with a new Senior Leadership Team model, and an Executive Head position over two schools to reduce costs. In the 22-23 year, the Executive Head position was funded by the MAC however from September 2023 the costs will be recharged, and the deficit is expected to increase. There are also high absence rates at the school which are being closely monitored by HR.

The deficit within Our Lady of Compassion Catholic Primary School arose due to the long term sickness absence of two teachers, both of whom have now left the school.

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

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

- Regular ICFP meetings with St Andrew's Catholic Primary School.
- Regular monitoring of forecast with the Executive Head Teacher.
- Our Lady of Compassion Catholic Primary School is working closely with the central team to generate additional funds and reduce expenditure to recover the deficit over the next few years.
- A team around the school meeting process has been started to allow better oversight of the risks at each school. This is a risk-based review looking at various risks facing the schools, from learning and curriculum to finance.

**Total cost analysis by academy**

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

	<b>Teaching and educational support staff costs £</b>	<b>Other support staff costs £</b>	<b>Educational supplies £</b>	<b>Other costs excluding depreciation £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
Guardian Angels Catholic Primary School	924,687	225,975	54,795	282,249	1,487,706	1,475,012
Our Lady of Compassion Catholic Primary School	1,190,219	313,738	47,866	365,086	1,916,909	1,650,532
Our Lady of Wayside Catholic Primary School	1,465,197	328,605	65,943	417,286	2,277,031	2,087,634
Our Lady's Catholic Primary School	840,709	168,404	59,073	268,795	1,336,981	1,263,438
St Andrew's Catholic Primary School	803,607	170,253	34,222	214,196	1,222,278	1,223,974
St Anne's Catholic Primary School	1,842,848	239,368	34,013	457,747	2,573,976	2,319,344
St Anthony's Catholic Primary School	988,211	222,212	26,696	242,831	1,479,950	1,367,743
St Augustine's Catholic Primary School	767,005	111,503	47,835	227,990	1,154,333	1,043,502
St Edward's Catholic Primary School	757,401	251,080	52,879	211,098	1,272,458	1,214,379

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2023 £	Total 2022 £
St George and St Teresa Catholic Primary School	849,591	233,521	52,326	354,484	1,489,922	1,304,262
St John the Baptist Catholic Primary School	1,036,881	142,539	55,126	257,802	1,492,348	1,415,660
St Peter's Catholic School	5,143,274	737,680	334,864	1,561,938	7,777,756	7,251,003
St Wilfrid's Catholic Primary School	1,501,734	200,923	131,129	470,070	2,303,856	2,310,595
Central services	386,941	215,803	242,761	459,376	1,304,881	1,005,905
<b>Academy Company</b>	<u>18,498,305</u>	<u>3,561,604</u>	<u>1,239,528</u>	<u>5,790,948</u>	<u>29,090,385</u>	<u>26,932,983</u>

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

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

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	614,435	614,435
Current assets	2,944,471	4,002,945	168,503	7,115,919
Creditors due within one year	-	(4,002,945)	-	(4,002,945)
Provisions for liabilities and charges	-	(2,732,000)	-	(2,732,000)
<b>Total</b>	<u>2,944,471</u>	<u>(2,732,000)</u>	<u>782,938</u>	<u>995,409</u>

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**19. Analysis of net assets between funds (continued)**

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

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	579,334	579,334
Current assets	3,644,615	2,357,392	708,222	6,710,229
Creditors due within one year	(14,175)	(2,357,392)	-	(2,371,567)
Provisions for liabilities and charges	-	(5,541,000)	-	(5,541,000)
<b>Total</b>	<b>3,630,440</b>	<b>(5,541,000)</b>	<b>1,287,556</b>	<b>(623,004)</b>

**20. Reconciliation of net expenditure to net cash flow from operating activities**

	2023 £	2022 £
Net expenditure for the year (as per Statement of Financial Activities)	(1,633,587)	(843,527)
<b>Adjustments for:</b>		
Depreciation	134,170	113,000
Capital grants from DfE and other capital income	(1,179,392)	(934,672)
Interest receivable	(40,112)	(1,519)
Defined benefit pension scheme cost less contributions payable	204,000	1,204,000
Defined benefit pension scheme finance cost	239,000	266,000
(Increase)/decrease in debtors	(118,501)	1,468,281
Increase in creditors	1,631,378	165,894
<b>Net cash (used in)/provided by operating activities</b>	<b>(763,044)</b>	<b>1,437,457</b>

**21. Cash flows from investing activities**

	2023 £	2022 £
Dividends, interest and rents from investments	40,112	1,519
Purchase of tangible fixed assets	(169,271)	(183,616)
Capital grants from DfE Group	1,177,711	934,672
Capital funding received from sponsors and others	1,681	-
<b>Net cash provided by investing activities</b>	<b>1,050,233</b>	<b>752,575</b>

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**22. Analysis of cash and cash equivalents**

	<b>2023</b>	<b>2022</b>
	£	£
Cash in hand and at bank	5,473,731	5,186,542
<b>Total cash and cash equivalents</b>	<b>5,473,731</b>	<b>5,186,542</b>

**23. Analysis of changes in net debt**

	<b>At 1 September 2022</b>	<b>Cash flows</b>	<b>At 31 August 2023</b>
	£	£	£
Cash at bank and in hand	5,186,542	287,189	5,473,731
	<b>5,186,542</b>	<b>287,189</b>	<b>5,473,731</b>

**24. Pension commitments**

The Academy Company'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 Wolverhampton City Council in relation to the West Midlands Pension Fund and Warwickshire County Council in relation to the Warwickshire Pension Fund. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £266,863 were payable to the schemes at 31 August 2023 (2022 - £379,273) 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.

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**24. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2023 published by HM Treasury. 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 2020. The valuation report was published by the Government Actuary's Department on 27 October 2023 and by the Department for Education on 30 October 2023.

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy) from 1 April 2024 (contribution rate to 31 March 2024 is 23.68% as set by the 31 March 2019 valuation).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 1.7% above the rate of CPI.

The employer's pension costs paid to TPS in the year amounted to £2,331,327 (2022 - £2,342,934).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/members/faqs/valuation.aspx>).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy Company has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Company 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 2023 was £1,755,000 (2022 - £2,147,000), of which employer's contributions totalled £1,442,000 (2022 - £1,856,000) and employees' contributions totalled £ 313,000 (2022 - £291,000). The agreed contribution rates for future years are 23% per cent for employers and 5.5% - 12.5% per cent for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

**Principal actuarial assumptions**

West Midlands Pension Fund

	<b>2023</b>	<b>2022</b>
	%	%
Rate of increase in salaries	3.95	4.05
Rate of increase for pensions in payment/inflation	2.95	3.05
Discount rate for scheme liabilities	5.20	4.25
Inflation assumption (CPI)	2.95	3.05

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**24. Pension commitments (continued)**

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

	<b>2023</b>	<b>2022</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
Males	20.6	21.2
Females	23.6	23.6
Retiring in 20 years		
Males	20.7	22.9
Females	25.0	25.4

Warwickshire Pension Fund

	<b>2023</b>	<b>2022</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	3.95	3.85
Rate of increase for pensions in payment/inflation	2.95	3.05
Discount rate for scheme liabilities	5.20	4.25
Inflation assumption (CPI)	2.95	3.05

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

	<b>2023</b>	<b>2022</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
Males	21.3	21.6
Females	25.0	24.1
Retiring in 20 years		
Males	20.7	22.7
Females	25.2	25.9

**Sensitivity analysis**

West Midlands Pension Fund and Warwickshire Pension Fund

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Discount rate -0.1%	329	360
Mortality assumption - 1 year increase	540	592
Salary increase rate +0.1%	35	56
Pension increase rate +0.1%	299	300

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**24. Pension commitments (continued)**

**Share of scheme assets**

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

	<b>At 31 August 2023 £</b>	<b>At 31 August 2022 £</b>
Equities	7,268,000	6,144,000
Other bonds	2,314,000	1,998,000
Property	846,000	768,000
Cash and other liquid assets	404,000	353,000
<b>Total market value of assets</b>	<b>10,832,000</b>	<b>9,263,000</b>

The actual return on scheme assets was £(99,000) (2022 - £(269,000)). This excludes the asset ceiling restriction of £55,000 as detailed further below.

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

	<b>2023 £</b>	<b>2022 £</b>
Current service cost	(1,646,000)	(3,060,000)
Interest income	429,000	139,000
Interest cost	(668,000)	(405,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(1,885,000)</b>	<b>(3,326,000)</b>

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

	<b>2023 £</b>	<b>2022 £</b>
<b>At 1 September</b>	<b>14,804,000</b>	<b>22,783,000</b>
Benefits paid	(87,000)	-
Current Service cost	1,646,000	3,060,000
Interest cost	668,000	405,000
Employee contributions	313,000	291,000
Actuarial gains	(3,835,000)	(11,735,000)
<b>At 31 August</b>	<b>13,509,000</b>	<b>14,804,000</b>

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**24. Pension commitments (continued)**

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

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>At 1 September</b>	9,263,000	7,385,000
Benefits paid	(87,000)	-
Interest income	429,000	139,000
Actuarial losses	(583,000)	(408,000)
Employer contributions	1,442,000	1,856,000
Employee contributions	313,000	291,000
<b>At 31 August</b>	<u>10,777,000</u>	<u>9,263,000</u>

Included within actuarial losses on the scheme's assets of £583,000 is an amount of £55,000 in respect of the restriction on the surplus in the Warwickshire Pension Fund scheme at 31 August 2023 as determined by the asset ceiling calculation prepared by the actuary. The total value of the assets recorded under the "share of scheme assets" detailed above of £10,832,000 has not been decreased in respect of the asset ceiling restriction and represents the rolled forward fair value of the scheme assets at 31 August 2023.

**25. Operating lease commitments**

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

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Not later than 1 year	43,790	87,090
Later than 1 year and not later than 5 years	132,911	44,504
	<u>176,701</u>	<u>131,594</u>

**26. 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.

**27. Agency arrangements**

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the year ended 31 August 2023 the Trust received £14,661 (2022: £13,652) and distributed £5,421 (2022: £9,112) An amount of £16,425 (2022: £7,185) is included as undistributed funds that is repayable to the ESFA.

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**28. Related party transactions**

Owing to the nature of the Academy Company and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Company's financial regulations and normal procurement procedures relating to connected and related party transactions.

The following related party transactions took place during the period ended 31 August 2023:

The Academy Trust paid £40,313 (2022: £42,960) to the Archdiocese of Birmingham Diocesan Education Service, an organisation in which the Members of the Academy Trust are connected to, for the provision of services related to the religious and ethical character of the Academy Trust's Schools as well as the provision of other legal, property and consultancy services related to the formation of the Academy Trust.

All transactions with the Archdiocese of Birmingham Diocesan Education Service were undertaken on an arms length basis and in line with the requirements of the Academy Trust Handbook. Under the conditions set out in the Academy Trust Handbook, the transactions relating to the provision of the religious and ethical character of the Academy Trust's Schools are deemed to have met the at cost requirements.