

**Hartismere Family of Schools
(A Company Limited by Guarantee)
Annual Report and Financial Statements
Year ended 31 August 2022**



**Company Registration Number: 07341583
(England and Wales)**

HARTISMERE FAMILY OF SCHOOLS
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2022

Members	Marion Ravenhill Barbara Bailey Neil Cave Sara Michell Christopher Aldous
Trustees	Marion Ravenhill, Chair Dr John Battersby Christopher Aldous Simon Hooton Lee Macdonald James McAtear Nicholas Roche
Company registered number	07341583
Company name	Hartismere Family of Schools
Principal and registered office	Castleton Way Eye Suffolk IP23 7BL
Company secretary	Deborah Ebbage
Chief executive officer	James McAtear
Chief finance officer	Deborah Ebbage
Independent auditors	CG LEE LIMITED Chartered Certified Accountants Ingram House Meridian Way Norwich Norfolk NR7 0TA
Bankers	Lloyds Bank Cornhill North Ipswich Branch 13 Cornhill Ipswich IP1 1DG
Solicitors	Stone King LLP Wellington House East Road Cambridge CB1 1BH

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Hartismere Family of Schools' Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year from 1 September 2021 to 31 August 2022. The annual report serves the purpose of both the trustees' report and a directors' report under company law.

Hartismere School gained approval to become a Multi Academy Trust in December 2015 and following this Benjamin Britten Academy of Music and Mathematics joined the trust in May 2016 as a sponsored academy. In April 2018 Woods Loke Primary School also joined the Trust followed by Somerleyton Primary School in January 2019, both as converter academies. The trust currently operates two secondary schools and two primary schools. Hartismere School for pupils aged 11-19, Benjamin Britten Music and Mathematics Academy for pupils aged 11-16, Woods Loke Primary School for pupils aged 2-11 (previously 3-11 with approval to lower the nursery age in May 2021) and Somerleyton Primary School for pupils aged 4-11. All schools are located in north Suffolk. Its academies had a combined pupil roll of 2,849 in the school census on 1 October 2022.

Structure, Governance and Management

Constitution

The Academy is a company limited by guarantee (registration number 07341583) and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The trustees of Hartismere Family of Schools are also the directors of the charitable company for the purposes of company law. The charitable company is known as Hartismere Family of Schools.

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

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.

Trustee's Indemnities

The academies within the trust are covered by the Risk Protection Arrangement scheme through the Education and Skills Funding Agency to cover trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on trust business. There were no provisions required for third party indemnity during the period.

Method of Recruitment and Appointment or Election of Trustees

The management of the company is the responsibility of the trustees who are appointed under the terms of the articles of association by the members. Trustees have been elected and co-opted on the basis of their skills and experience.

Trustees are subject to retirement after a term of 4 years, after the term they are eligible for re-election. The make-up of the members and trustees includes experienced professionals, who have an excellent understanding of the operational and legal requirements of running an establishment such as Hartismere Family of Schools.

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TRUSTEES' REPORT (continued)
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Policies & Procedures Adopted for the Induction and Training of Trustees

The Trust ensures that all new trustees receive an induction from the Chair of Trustees and/or the Chief Executive Officer. All trustees are given access to policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees. Trustees carry out an annual review of the composition of the board in terms of skills, effectiveness, leadership and impact. Any areas of weakness identified would be addressed through recruitment, training or other development activities. Training is recorded and reviewed on a regular basis to ensure the appropriate training is arranged for new and existing trustees. The trust is committed to delivering focussed training sessions for Trustees and Governors.

No expenses were claimed during the period.

Organisational Structure

The trust has established a structure which consists of 3 levels: the members; the trustees and local governors. Committees also exist and have clear delegated responsibilities approved by the board on an annual basis. The Chief Executive Officer is the Accounting Officer.

The members:

- are the subscribers to the trust's memorandum of association
- may amend the articles of association subject to any restrictions
- may appoint new members or remove existing members
- have powers to appoint and remove trustees
- may, by special resolution, issue direction to the trustees to take specific action
- appoint the trust's auditor and receive the trust's audited annual accounts
- have the power to change the name of the company and, ultimately, wind up the academy trust

Trustees focus on the three core functions of governance:

- ensuring clarity of vision, ethos and strategic direction
- holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff
- overseeing and ensuring effective financial outcomes

Trustees ensure regularity and propriety in the use of the trust's funds, and achieve economy, efficiency and effectiveness – value for money.

The trustees are responsible for setting general policy, adopting an annual plan and balanced budget, monitoring the company's financial performance and educational outcomes, capital expenditure, making senior staff appointments and approving major investment programmes.

The board has delegated functions to the following committees:

- finance and audit
- performance and steering
- hearings
- appeals
- pupil discipline
- admissions

All schools have powers delegated to them for operational and budgetary matters through the Scheme of Delegation which is reviewed at least annually.

The local governing body at each academy is made up of a mix of local people including staff and parents. They have responsibilities delegated to them by the trustees which are detailed in the scheme of delegation document.

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This allows a focus on achievement and progress at a local level.

Each layer of the organisation is structured according to a set of terms of reference with associated delegation of authority for all decision making matters. Each group meets regularly throughout the academic year through a series of structured and systematic meetings.

There are senior leadership teams at each academy. These teams are responsible for the day to day operation of the academies, in particular organising the teaching staff, facilities and students.

Arrangements for Setting Pay and Remuneration of Key Management Personnel

Key management personnel for the trust are appointed by the trustees. Decisions for setting pay follow a robust evidence based process reflective of the individual's role and responsibilities.

In accordance with the approved terms of reference the performance committee together with the independent School Improvement Partner carry out the CEO's professional development review setting objectives and targets (including financial) for the academic year ahead and ensuring the degree of challenge has been taken into account. The performance committee recommends to the board any proposed pay increase for formal discussion and approval. The board ensures that decisions about executive pay reflect independent and objective scrutiny and that conflicts of interest are avoided. Trustees ensure that the pay of the CEO is defensible relative to the public sector market and that the rationale behind the decision making reflects value for money and is recorded and retained in accordance with the Academy Trust Handbook.

Trade Union Facility Time

Relevant Union Officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
None	0

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Provide the total cost of facility time	£0
Provide the total pay bill	£8,636,519
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) X 100	0%

Paid trade union activities

Time spent on trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) X 100	0%
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Related Parties and other Connected Charities and Organisations

- The trust has continued to work with Schools Direct to provide Initial Teacher Training
- Hartismere School is a National Support School
- Hartismere Schools operates as a regional centre for the delivery of NPQ qualifications

Engagement with employees (including disabled persons)

The trust engages with its employees as follows:

- Employees receive regular updates via Leadership communications, staff briefings, emails and by Zoom meetings to ensure that they are provided with all the information on matters of concern to them.
- Staff surveys are carried out on a regular basis so that the views of employees can be considered in making decisions which are likely to affect their interests.
- All employees receive a performance development review in the Autumn term each year which gives a constructive and flexible review. This allows employees and managers to identify learning and development opportunities, review progress and plan for future development. The trust has an excellent programme of training opportunities. The performance of employees is key to the success of the trust.
- It is important that employees feel informed and valued. Effective communication helps engage employees and to achieve a common awareness of the factors affecting the performance of the trust.
- The trust has in place an Equality Information and Objectives Statement. We believe that equality in our trust should permeate across all aspects of the trust. Every member of the trust should feel safe, secure, valued and of equal worth. The trust does not discriminate against any disabled person in any situation.

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

The trust has due regard for building strong, mutually beneficial business relationships with suppliers, customers and other stakeholders. Core values underpin these relationships – honesty, integrity and respect for people. Good relationships depend on both sides working together to achieve their objectives.

Objectives and Activities

Objects and Aims

The trust aims to provide the best teaching and learning opportunities for the students possible.

It further aims to create opportunities for young people to learn to be givers to their community.

Its objective is to develop well-balanced young people who have their minds as sharp as possible but who recognise their responsibilities to make a real contribution to their communities.

Objectives, Strategies and Activities

The following is a brief summary of some of the main objectives of the trust during the period:

Hartismere Family of Schools

- To increase the size of the trust towards long term government targets
- To scale up the range of centralised services including finance, computing, legal and site maintenance

Hartismere School

- Raising the funds to implement the plan to erect new toilet facilities
- Raising the funds to create a theatre

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- To continue to successfully manage the examination results for our children and young people despite the impact of Covid 19
- Maintaining Sixth Form pupil numbers in excess of 195
- To renovate the PE changing areas

Benjamin Britten Academy

- To continue to successfully manage the examination results for our children and young people despite the impact of Covid 19

Somerleyton Primary

- Installing a pre-school provision

Woods Loke Primary

- Installing a Teacher Training Centre

Public Benefit

The trustees apply the highest standards of governance and take full ownership of their duties. Trustees ensure that they comply with the trust's charitable objects, with company and charity law, and with their funding agreement.

A summary of their duties are to:

- act within their powers
- promote the success of the company
- exercise independent judgement
- exercise reasonable care, skill and diligence
- avoid conflicts of interest
- not accept benefits from third parties
- declare interest in proposed transactions or arrangements

Trustees have due regard at all times to the Charity Commission's published guidance (Charity Commission website at Charities and Public Benefit) on public benefit and refer to this guidance when reviewing aims, strategies and planning future activities. All activities undertaken by the Academy are for the public benefit.

In setting objectives and planning activities the trustees have carefully considered the Charity Commission's general guidance on public benefit.

Strategic Report

The following is a brief summary of some of the main achievements and performance of the trust during the period:

Hartismere Family of Schools

- All schools and the Sixth Form are oversubscribed
- All schools have a positive end of year financial balance
- All schools are Good or Outstanding
- The Sixth Form is oversubscribed
- Examination results in all our schools are in the highest quintile nationally
- Woods Loke Primary passed its ungraded Ofsted inspection in May 2022 with an indication of Outstanding status

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Achievements and Performance

Key Performance Indicators

Hartismere School converted to Academy status on 1 September 2010. The school has been rated “outstanding” three times by OFSTED in February 2010, November 2014 and November 2018. Approval was given in December 2015 for the school to become a multi academy trust and at the same time changed its name to Hartismere Family of Schools. Benjamin Britten Academy joined the trust on 1 May 2016, Woods Loke Primary on 1 April 2018 and Somerleyton Primary on 1 January 2019.

The total number of students on roll across the trust in the autumn term 2022 numbered 2,849. For 2022/23 the following PAN (Pupil Admissions Number) applies to the academies within the trust; Hartismere School 147, Benjamin Britten 215, Woods Loke Primary 60 and Somerleyton Primary 10.

Hartismere School

Examination results were exceptional with a progress score of +0.4 one of the highest in the history of the school.

Benjamin Britten Academy

Examination results were exceptional with a progress score of +0.21 the highest in the history of the school.

Somerleyton Primary

SATs examination results in writing, reading and mathematics were above those nationally achieved for all pupil groups.

Woods Loke Primary

SATs examination results in writing, reading and mathematics were above those nationally achieved for all pupil groups.

Going Concern

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

Promoting the Success of the Company

The board of trustees has suitable access to the information needed to allow it to make informed business decisions. Trustees have a duty to promote the success of the company in good faith, for the benefit of its members as a whole, and in doing so have due regard for the following:

- The likely consequences in the long term
- The interests of the trust’s employees
- The need to foster business relationships with suppliers, customers and others
- The impact of the trust’s operations on the community and the environment
- The desirability of the trust maintaining a reputation for high standards
- The need to act fairly, within powers and exercise reasonable care, skill and diligence

Financial Review

The trust has a considerable reliance on continued government funding through the ESFA and there is no assurance that it will remain at the same level on a year on year basis. The Finance & Audit Committee ensure that budget plans are compiled accurately, based on realistic assumption and sustainable. Trustees challenge

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pupil numbers, as they are key to revenue income. The Board of Trustees then receives the balanced budget for formal approval.

Trustees examine the financial health of the trust formally each term, reviewing performance against budgets and overall expenditure by means of regular management reports at all full Trustees and Finance & Audit Committee meetings.

Most of the academy's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. These grants received from the ESFA during the year ended 31 August 2022 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The academy has also been in receipt of capital grants from the ESFA for Condition Improvement Fund bids at Benjamin Britten and a Salix Decarbonisation grant at Somerleyton Primary. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2015), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2022, total expenditure of £19,019,893 was covered by recurrent grant funding together with other income. The excess of income over expenditure for the year before pension and restricted fixed assets was £505,884 represented by an increase of restricted general funds of £302,415 (excluding pension reserve) and an increase in unrestricted funds of £203,469.

Reserves balances were held at 31 August 2022 of surplus £1,444,736 restricted general funds (excluding pension reserve) and surplus £440,813 unrestricted funds totalling a surplus of £1,885,549.

At 31 August 2022 the net book value of fixed assets was £26,129,713 and movements in intangible and tangible fixed assets are shown within notes 16 and 17 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the academy. During the year the Tree Tops building at Woods Loke Primary was transferred to the school on a 125 year lease from Suffolk County Council at a value of £160,000.

Included within the trust's balance sheet at year end is a pension scheme liability of £418,000 which arises from the deficit in the Local Government Pension Scheme. The effect of the LGPS is that the trust is required to make increased pension contributions over a number of years in order to fund the deficit. These increased contributions will be funded from the trust's annual recurring income, which may significantly impact its ability to continue to deliver its educational outcomes with the available public funding it receives. Trustees have noted however that the Government has provided a guarantee that in the event of an Academy closure, any outstanding LGPS liabilities would be met by the Department for Education. In accordance with FRS 102, each academy has received an actuarial assessment of its pension scheme deficit. The deficit balances are included within the balance sheet as at 31 August 2022 and supporting note to the accounts number 26. The movement in the pension scheme liability at 31 August 2022 saw unusual growth significantly reducing the deficit by £4,943,000. This was the case for the majority of academies in different LGPS schemes during this period.

Due to the continued significant increase in pupil numbers at Benjamin Britten the trust had previously been successful in securing Estimates Funding from the ESFA for two years, with 2021/22 being the last of the two years. This has provided the trust with stability in planning for the short, medium and longer term. Although pupil numbers continue to increase at Benjamin Britten, this is not at such a significant rate as previously as every year group is now oversubscribed. From 2022/23 the funding for Benjamin Britten will return to a lagged basis.

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Reserves Policy

Trustees review the reserve levels of the trust throughout the year, annually at year-end and as a part of its medium and long-term planning. This review encompasses the nature of the income and expenditure streams, with the main aim of ensuring that financial commitments and any unexpected emergencies can be met. The trust will not allow any bank accounts to go overdrawn.

As recommended by the School Resource Management Advisor, trustees identify that reserves of one month's salaries are an appropriate level of reserves to ensure compliance with good practice.

The Academy held fund balances at 31 August 2022 of £27,597,262 comprising of £440,813 in unrestricted funds, £1,444,736 in restricted general funds, £26,129,713 in the restricted fixed asset fund and a £418,000 deficit on the pension fund.

The total of restricted and unrestricted general funds held at 31 August 2022 was a surplus of £1,885,549.

As at 31 August 2022, the deficit on the LGPS was £418,000. However, this does not present the trust with a current liquidity problem and increased contributions will be made to the LGPS in order to achieve a reduction in the deficit in future years.

Investment Policy

The trust aims to manage its cash balances to provide for the day-to-day working capital requirements of its operations for the direct benefit of its students.

The trust did not hold any investments on 31 August 2022, however this is under review by trustees. When considering investments, the board will act within its powers to invest as described in its Articles and follow the Charity Commission's guidance to ensure that risk is properly managed. Any investments held will be included in the financial statements.

Principal Risks and Uncertainties

The trustees have assessed the major risks to which the trust is exposed through a Risk Register, in particular those relating to the specific teaching, provision of facilities and other operational areas of the trust and its finances. The trustees have implemented a number of systems to assess risks that the trust faces, especially in the operational areas (eg in relation to teaching, health and safety, cyber security, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover by opting into the Risk Protection Arrangement scheme operated by the Education and Skills Funding Agency. The Academy has an effective system of internal financial controls and this is explained in more detail in the following statement.

The trustees have considered the need for a specific internal audit function and have appointed Schools' Choice Limited as the Responsible Officer. Across the trust three visits per year complete an independent review of the financial systems, and a written report provided giving feedback on how the trust's financial affairs are being discharged. The written report includes action points identifying any areas for improvement and a trust rag rated dashboard.

This provides the trustees with assurance that:

- the financial responsibilities of the trustees are being properly discharged;
- resources are being managed in an efficient, economical and effective manner;
- sound systems of internal financial control are being maintained; and

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- financial considerations are fully taken into account in reaching decisions.

These arrangements can provide only reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected within a timely period. The trust keeps its approach to internal audit under review to ensure that it remains suitable.

The Covid-19 pandemic has continued to create risks, challenges and significant uncertainties across all areas of the trust during the period. Trustees are satisfied that senior leaders have completed risk assessments specifically for the Covid pandemic and that these will continue to be monitored and acted upon in line with DfE and Government guidelines to mitigate the impact.

Whilst the government has announced additional funding for schools for the next two years there remains uncertainty as to the methodology and allocation of this funding, and what it means in real cash terms for schools. Substantial unfunded staff pay awards, increasing energy prices and rising levels of inflation place significant cost pressures on schools. Whilst the energy cap is in place for schools until March 2023 energy costs are still much higher than budgeted, and there is no decision on support beyond this point at the current time.

Fundraising

Trustees have overall responsibility and accountability for the fundraising within the trust.

Trustees operate effective control by:

- setting the trust's approach to fundraising
- ensuring fundraising conforms to recognised standards
- acting in the best interests of the trust
- having robust financial controls in place and risks managed
- protecting vulnerable people from undue pressure to donate

The students within the trust carry out fundraising activities and the funds are then donated to their chosen charities. Hartismere Family of Schools has now supported more than 135 charities, 'The Hartismere Hundred', with donations of more than £150k. The trust does not work with any commercial participators/professional fundraisers. Trustees refer to the Charity Commission publication "Charity fundraising: a guide to trustee duties CCC20)" for guidance.

Streamlined Energy and Carbon Reporting

As the trust has not consumed more than 40,000 kWh of energy in this reporting period, it qualifies as a low energy user under these regulations and is not required to report on its emissions, energy consumption or energy efficiency activities.

Plans For Future Periods

Hartismere Family of Schools

- To ensure that each school sets and achieves a budget with an in-year financial surplus
- To ensure that the Trust, as a whole, achieves an in-year financial surplus
- To ensure that each school achieves an Ofsted grade that is Good or Outstanding
- To achieve positive progress scores in all Trust schools at all Key Stages
- To ensure that all Trust schools are oversubscribed
- To ensure that all aspects of the Trust estate are in adequate to outstanding condition
- To grow the size of the trust towards long term government targets

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TRUSTEES' REPORT (continued)
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Funds Held as Custodian Trustee on Behalf of Others

The Academy trust does not hold any funds on behalf of others.

Auditor

In so far as the trustees are aware:

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

Trustees' report, incorporating a strategic report, approved by order of the members of the Board of Trustees on 12 December 2022 and signed on the Board's behalf by:

Signed



M Ravenhill
Chair of Trustees

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GOVERNANCE STATEMENT

Scope of Responsibility

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

The board of trustees has delegated the day-to-day responsibility to the chief executive officer, 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 Hartismere Family of Schools and the Secretary of State for Education. He is also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

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

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 3 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
Marion Ravenhill, Chair	2	3
Dr John Battersby	2	3
Christopher Aldous	3	3
Simon Hooton	0	3
Lee Macdonald	3	3
James McAtear	3	3
Nicholas Roche	1	3

There were no changes to the board during the period.

The Trust manages conflicts of interest by ensuring that pecuniary, business and personal interest forms are completed on an annual basis and register of interests held and published on the website. All trustees and governors are also given the opportunity to declare any pecuniary and other interests at the beginning of every meeting. All Related Party Transactions are reported to the ESFA in accordance with the Academy Trust Handbook.

Although the board of trustees has not met six times during the period effective financial oversight has been maintained by the suite of management account reports being shared with ALL Trustees on a monthly basis.

Trustees carry out an annual review of the composition of the board in terms of skills, effectiveness, leadership and impact during the summer term. Any areas of weakness identified are addressed through recruitment, training or other development activities.

In accordance with the Academy Trust Handbook the trust retendered their external audit contract during the period. Trustees approved for CG LEE LIMITED to continue to provide the external audit service.

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GOVERNANCE STATEMENT (continued)

The Local Governing Bodies also met during the period and attendance was as follows:

Hartismere School

During the period James McAtear ceased being Headteacher at Hartismere School on 28/02/2022 and was replaced by Sarah Gray and Geoff Luxton as Co-Headteachers. Karen Wylkes also ceased being a member on 01/05/2022.

Local Governor	Meetings attended	Out of a possible
Ian Portway (Chair)	3	3
Christina Odams	2	3
Claire Jones	3	3
Richard Miller	3	3
Richard Hewitt	1	3
Karen Wylkes (resigned 01/05/22)	1	2
James McAtear (Headteacher until 28/02/22)	1	1
Sarah Gray (Headteacher from 28/02/22)	2	2
Geoff Luxton (Headteacher from 28/02/22)	2	2

Woods Loke Primary

There have been two appointments to the Local Governing Body at Woods Loke during the year with John Battisto and Lara McNeely joining. All are still in post except for Lara McNeely who resigned on 08/09/2022.

Local Governor	Meetings attended	Out of a possible
Phil Humphrey (Chair)	3	3
Alison Norman	3	3
Jo Woolnough	3	3
Nicola Rowland	1	3
Sarah Agger	1	3
Steven Wood	3	3
Julian Battisto (appointed 30/09/21)	3	3
Lara McNeely (appointed 08/10/21 and resigned 08/09/22)	2	2
Joel Crawley (Headteacher)	3	3

Benjamin Britten Academy

The Local Governing Body at Benjamin Britten was established in Spring term 2020 bringing a wide range of skills sets. During the period Nicola Bowles ceased being a member on 21/07/2022 but has since been replaced by Scott Wylie who was appointed on 19/10/2022.

Local Governor	Meetings attended	Out of a possible
Melanie Dobromylskyi (Chair)	3	3
Adam Youngman	2	3
Imogen Thurbon	3	3
Sarah Jarrett	3	3
Nicola Bowles (resigned 21/07/22)	2	2
Ray Petty	3	3
James McAtear (CEO, Accounting Officer)	2	3

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GOVERNANCE STATEMENT (continued)

Somerleyton Primary

During the period Emily Marsden was appointed to the Local Governing Body at Somerleyton on 01/09/2021. Oliver Clifford also joined as Headteacher on 01/09/2021 following the retirement of Louise Spall.

Local Governor	Meetings attended	Out of a possible
Jon Harrowven (Chair until 23/09/21)	2	3
Jon Baldry (Chair from 23/09/21)	2	3
Rachael Stanley	2	3
Chris Reynolds	3	3
Samantha Duvall	1	3
Emily Marsden (appointed 01/09/21)	3	3
Oliver Clifford (Headteacher from 01/09/2021)	3	3

Review of Value for Money

As accounting officer, the chief executive officer has responsibility for ensuring that the academy 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's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the academy has delivered improved value for money during the year by:

- ensuring good, robust financial governance and oversight
- regular review of controls and risk management
- maximising income generation
- economic, efficient and effective use of resources
- the avoidance of waste
- prudent and economical administration
- raising student attainment

Savings have been made using economies of scale with purchases and by centralising the trust's finances. During the period, a number of major projects were completed including CIF funded safeguarding and roofing projects at Benjamin Britten and a Salix funded Decarbonisation project at Somerleyton Primary. All the major projects were subject to the trust's purchasing procedures.

In conjunction with consultants Vertas Group Limited, utility costs continue to be monitored in line with the significant cost increases being experienced at the current time. Even with the energy price cap announced by the Government energy prices will still be significantly higher than budgeted. A contracts register for all academies within the trust is maintained to ensure that contracts are reviewed on a timely basis ensuring value for money. Toolkits including View My Financial Information provided by the ESFA have continued to be used and prove extremely beneficial.

In accordance with the conditions of Estimates funding at Benjamin Britten, the ESFA arranged a follow up visit by the Schools Resource Management Advisor which was carried out in February 2022. The trust found this a very useful experience and welcomed the opportunity to identify any further saving opportunities.

A trust review of statutory maintenance services was carried out during the period and the decision was made to appoint new contractors for Benjamin Britten and Hartismere School from 1 September 2022.

During the Covid-19 pandemic the trust has complied with the Procurement Policy Notes and the supporting guidance notes issued by the ESFA to secure the continuity of crucial services in the medium and long term. The trust will continue to monitor ESFA guidance and comply accordingly.

HARTISMERE FAMILY OF SCHOOLS
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Hartismere Family of Schools for the period 1 September 2021 to 31 August 2022 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 trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the finance and audit 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.

The board of trustees has decided:

- to buy in an internal audit service from Schools Choice Limited

The internal scrutiny arrangements for the trust have not been affected by the requirements of the newly revised FRC Ethical Standard to auditors as School Choice Limited were already appointed to carry out this service.

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

- Payroll
- Purchasing
- Petty Cash
- Income Controls
- Monitoring & Review
- Governance
- Planning Cycle & Budget
- Inventory & Security
- Tax
- Data Security
- Insurance

HARTISMERE FAMILY OF SCHOOLS
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GOVERNANCE STATEMENT (continued)

On a regular basis, Schools Choice Limited reports to the board of trustees, through the finance and audit committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress. The full schedule had completed during the period to 31st August 2022. There were no material control issues arising as a result of the internal auditor's work. A full schedule of visits is planned to be carried out during 2022/23 either remotely or on site.

Review of Effectiveness

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

- the work of the internal auditor;
- the work of the external auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework;
- correspondence from ESFA e.g. FNtl/Ntl and 'minded to' letters

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the trustees 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 12 December 2022 and signed on their behalf, by:

Marion Ravenhill
Chair of Trustees



James McAtear
Accounting Officer



HARTISMERE FAMILY OF SCHOOLS
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Hartismere Family of Schools I have considered my responsibility to notify the academy trust board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022.

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

James McAtear
Accounting Officer



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

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

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

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

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

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

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

Approved by order of the members of the board of trustees on 12 December 2022 and signed on its behalf by:



Marion Ravenhill
Chair of Trustees

HARTISMERE FAMILY OF SCHOOLS
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
HARTISMERE FAMILY OF SCHOOLS**

Opinion

We have audited the financial statements of Hartismere Family of Schools (the 'academy') for the year ended 31 August 2022 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education & 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 in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in

HARTISMERE FAMILY OF SCHOOLS
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
HARTISMERE FAMILY OF SCHOOLS**

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report including the Strategic report for 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 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 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'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 or to cease operations, or have no realistic alternative but to do so.

HARTISMERE FAMILY OF SCHOOLS
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
HARTISMERE FAMILY OF SCHOOLS**

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

This report is made solely to the academy trust's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the academy trust's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy trust and its members as a body, for our audit work, for this report, or for the opinions we have formed. Page 23



Graham David Lyon FCCA (Senior statutory auditor)

CG LEE LIMITED

Chartered Certified Accountants
Statutory Auditor

Ingram House
Meridian Way
Norwich
Norfolk
NR7 0TA

Date: 12 December 2022

HARTISMERE FAMILY OF SCHOOLS
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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO
HARTISMERE FAMILY OF SCHOOLS AND THE EDUCATION & SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 24 July 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Hartismere Family of Schools during the year 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Hartismere Family of Schools' accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Hartismere Family of Schools's funding agreement with the Secretary of State for Education dated 1 September 2010, and the Academies Financial 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 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2021 to 2022 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

HARTISMERE FAMILY OF SCHOOLS
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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO
HARTISMERE FAMILY OF SCHOOLS AND THE EDUCATION & SKILLS FUNDING AGENCY (continued)**

Conclusion

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



Graham David Lyon FCCA (Senior statutory auditor)

For and on behalf of CG LEE LIMITED

Chartered Certified Accountants
Statutory Auditor

Ingram House
Meridian Way
Norwich
Norfolk
NR7 0TA

Date: 12 December 2022

HARTISMERE FAMILY OF SCHOOLS
(A company limited by guarantee)

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

	Note	Unrestricted funds 2022 £	Restricted general funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
INCOME FROM:						
Donations and capital grants	2	43,058	-	708,425	751,483	375,135
Charitable activities	3	-	16,472,532	-	16,472,532	15,011,419
Other trading activities	5	645,639	984,492	-	1,630,131	1,126,107
Investments	6	323	-	-	323	261
TOTAL INCOME		689,020	17,457,024	708,425	18,854,469	16,512,922
EXPENDITURE ON:						
Raising funds		315,466	389,114	-	704,580	488,007
Charitable activities	7	170,084	16,579,849	1,565,380	18,315,313	16,313,231
TOTAL EXPENDITURE	9	485,550	16,968,963	1,565,380	19,019,893	16,801,238
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS						
Transfers between funds	21	203,470	488,061	(856,955)	(165,424)	(288,316)
		-	(874,646)	874,646	-	-
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES						
		203,470	(386,585)	17,691	(165,424)	(288,316)
Actuarial gains/(losses) on defined benefit pension schemes	26	-	5,632,000	-	5,632,000	(1,028,000)
NET MOVEMENT IN FUNDS		203,470	5,245,415	17,691	5,466,576	(1,316,316)
RECONCILIATION OF FUNDS:						
Total funds brought forward		237,343	(4,218,679)	26,112,022	22,130,686	23,447,002
TOTAL FUNDS CARRIED FORWARD		440,813	1,026,736	26,129,713	27,597,262	22,130,686

HARTISMERE FAMILY OF SCHOOLS
(A company limited by guarantee)
REGISTERED NUMBER: 07341583

BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	£	2022 £	£	2021 £
FIXED ASSETS					
Intangible assets	16		-		644
Tangible assets	17		26,398,664		26,091,145
			26,398,664		26,091,789
CURRENT ASSETS					
Stocks	18	1,780		3,080	
Debtors	19	523,293		406,896	
Cash at bank and in hand		2,545,088		2,303,535	
			3,070,161	2,713,511	
CREDITORS: amounts falling due within one year	20		(1,453,563)	(1,313,614)	
NET CURRENT ASSETS			1,616,598		1,399,897
TOTAL ASSETS LESS CURRENT LIABILITIES			28,015,262		27,491,686
Defined benefit pension scheme liability	26		(418,000)		(5,361,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			27,597,262		22,130,686
FUNDS OF THE ACADEMY					
Restricted income funds:					
Restricted income funds	21	1,444,736		1,142,321	
Restricted fixed asset funds	21		26,129,713		26,112,022
Restricted income funds excluding pension liability			27,574,449		27,254,343
Pension reserve			(418,000)		(5,361,000)
Total restricted income funds			27,156,449		21,893,343
Unrestricted income funds	21		440,813		237,343
TOTAL FUNDS			27,597,262		22,130,686

The financial statements on pages 24 to 53 were approved by the trustees, and authorised for issue, on and are signed on their behalf, by:

Marion Ravenhill
Chair of Trustees



HARTISMERE FAMILY OF SCHOOLS
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	23	<u>1,296,580</u>	<u>1,449,995</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		323	261
Purchase of tangible fixed assets		(1,603,775)	(1,163,694)
Capital grants from DfE Group		548,425	271,667
Net cash used in investing activities		<u>(1,055,027)</u>	<u>(891,766)</u>
Cash flows from financing activities:			
Repayments of borrowings		-	(926)
Net cash used in financing activities		<u>-</u>	<u>(926)</u>
Change in cash and cash equivalents in the year		241,553	557,303
Cash and cash equivalents brought forward		<u>2,303,535</u>	<u>1,746,232</u>
Cash and cash equivalents carried forward	24	<u><u>2,545,088</u></u>	<u><u>2,303,535</u></u>

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES

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

1.1 Basis of preparation of financial statements

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

Hartismere Family of Schools constitutes a public benefit entity as defined by FRS 102.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the 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 trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements. The Trust was successful in securing Estimates funding from the ESFA for a further year for 2021/22 to accommodate continued significant increases in numbers at Benjamin Britten. From 2022/23 the funding for Benjamin Britten will return to a lagged basis.

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES (continued)

1.3 Income

All income is recognised once the academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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

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

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

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

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

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies. During the year Tree Tops building at Woods Loke Primary was transferred to the school on a 125 year lease from Suffolk County Council at a fair market value of £160,000.

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Where assets and liabilities are received by the academy trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised as transfer on conversion within Donations and capital grant income to the net assets received.

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES (continued)

1.4 Expenditure

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

Expenditure on raising funds includes all expenditure incurred by the academy to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities are costs incurred on the academy's educational operations, including support costs and those costs relating to the governance of the academy appointed to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1.5 Intangible fixed assets and amortisation

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment

Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset, less their estimated residual value, over their expected useful lives on the following bases:

Purchased computer software - 33%

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES (continued)

1.6 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised 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 incorporating income and expenditure account 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 incorporating income and expenditure account. 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, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold Buildings (Hartismere)	-	2%
Freehold Main School Buildings (Hartismere)	-	3.7%
Long Leasehold Buildings (Benjamin Britten)	-	2.85%
Long Leasehold Buildings (Woods Loke)	-	2.44%
Long Leasehold Buildings (Somerleyton)	-	3.33%
Historical Cost Assets (Hartismere)	-	12.5%
Lighting Upgrades (Hartismere)	-	5%
Biomass Boiler (Hartismere)	-	7%
All Weather Surface Pitches	-	10%
Furniture and Equipment	-	10%
Computer Hardware	-	33%
Plant & Machinery (Woods Loke)	-	9.09%
Plant and Machinery (Somerleyton)	-	16.67%

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

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

1.7 Operating leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES (continued)

1.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.9 Debtors

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

1.10 Cash at Bank and in hand

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

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

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

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

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 19. Prepayments are not financial instruments.

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

Financial Liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 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.

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

1. ACCOUNTING POLICIES (continued)

1.13 Taxation

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

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

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

1. ACCOUNTING POLICIES (continued)

1.14 Pensions

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

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

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

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

1.15 Fund accounting

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

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

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

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

1. ACCOUNTING POLICIES (continued)

1.16 Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

2. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2022 £	Restricted general funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	43,058	-	160,000	203,058	109,038
Grants	-	-	548,425	548,425	266,097
	43,058	-	708,425	751,483	375,135
<i>Total 2021</i>	5,571	-	369,564	375,135	

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

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2022 £	Restricted general funds 2022 £	Total funds 2022 £	Total funds 2021 £
Academy trust educational operations	-	15,884,505	15,884,505	14,502,276
Other income from charitable activities	-	588,027	588,027	509,143
	<u>-</u>	<u>16,472,532</u>	<u>16,472,532</u>	<u>15,011,419</u>
<i>Total 2021</i>	<u>479,668</u>	<u>14,531,751</u>	<u>15,011,419</u>	

FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2022 £	Restricted general funds 2022 £	Total funds 2022 £	Total funds 2021 £
DfE/ESFA grants				
General Annual Grant	-	14,495,838	14,495,838	12,728,061
Pupil Premium	-	670,251	670,251	628,463
Rates	-	53,703	53,703	76,209
Teachers Pay Grant	-	17,328	17,328	169,748
Teachers Pension Grant	-	48,963	48,963	479,663
NPQ Scholarship Grant	-	98,181	98,181	55,506
Coronavirus Mass Testing	-	31,960	31,960	68,800
Coronavirus Exceptional Support	-	12,035	12,035	33,520
Coronavirus Catch Up Grant	-	77,473	77,473	167,970
Supplementary Grant	-	181,152	181,152	-
National Tutoring Programme	-	91,935	91,935	-
Early Careers Teacher Funding	-	8,328	8,328	-
Senior Mental Health Grant	-	3,600	3,600	-
12-15 Vaccination Programme	-	6,000	6,000	-
Apprenticeship incentive	-	4,500	4,500	1,000
PE and Sports Grant	-	36,080	36,080	36,110
Universal Infant Free School Meals	-	47,178	47,178	57,226
	<u>-</u>	<u>15,884,505</u>	<u>15,884,505</u>	<u>14,502,276</u>
<i>Total 2021</i>	<u>479,668</u>	<u>14,531,751</u>	<u>15,011,419</u>	

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

4. ANALYSIS OF INCOME FROM CHARITABLE ACTIVITIES BY TYPE OF INCOME

	Unrestricted funds 2022 £	Restricted general funds 2022 £	Total funds 2022 £	Total funds 2021 £
General Annual Grant	-	14,495,838	14,495,838	12,728,061
Pupil Premium	-	670,251	670,251	628,463
Rates	-	53,703	53,703	76,209
Teachers Pay Grant	-	17,328	17,328	169,748
SEN Funding	-	149,136	149,136	41,433
NPQ Scholarship Grant	-	98,181	98,181	55,506
Other Govt Grants: Excluding Capital	-	29,308	29,308	69,263
FSM Supplementary Grant	-	-	-	37,800
Supplementary Grant	-	181,152	181,152	2,250
National Tutoring Programme	-	91,935	91,935	149,602
Academy Trips	-	192,882	192,882	77,836
PPG LAC Funding	-	17,880	17,880	11,507
Universal Infant Free School Meals	-	47,178	47,178	57,226
PE and Sports Grant	-	36,080	36,080	36,110
Early Years Funding	-	193,821	193,821	118,852
Teachers Pension Grant	-	48,963	48,963	479,663
Apprenticeship Incentive	-	4,500	4,500	1,000
Coronavirus Mass Testing	-	31,960	31,960	68,800
Coronavirus Exceptional Support	-	12,035	12,035	33,520
Coronavirus Catch Up Grant	-	77,473	77,473	167,970
Supplementary Grant	-	-	-	600
Senior Mental Health Grant	-	3,600	3,600	-
12-15 Vaccination Programme	-	6,000	6,000	-
Early Careers Teacher Funding	-	8,328	8,328	-
Home for Ukraine Visa	-	1,500	1,500	-
Apprentice Grant	-	3,500	3,500	-
	-	16,472,532	16,472,532	15,011,419
<i>Total 2021</i>	479,668	14,531,751	15,011,419	

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

5. OTHER TRADING ACTIVITIES

	Unrestricted funds 2022 £	Restricted general funds 2022 £	Total funds 2022 £	Total funds 2021 £
Hire of Facilities	25,915	-	25,915	9,714
Uniform Sales	5,278	-	5,278	4,445
Product Donations	29,088	-	29,088	397
Exam Resits	415	-	415	288
Music Services Income	10,620	-	10,620	8,239
Fundraising	7,980	-	7,980	9,855
Catering Income	336,463	-	336,463	187,740
Income from Services Provided	53,673	3,870	57,543	97,105
Items Sold	47,540	-	47,540	36,411
Head Office Recharge	-	980,622	980,622	703,831
Services to Other Schools	14,994	-	14,994	12,465
Nursery Lunches	96,456	-	96,456	44,398
Feed in Tariff	9,742	-	9,742	-
PCGE/Trainee Student Income	7,475	-	7,475	11,219
	<u>645,639</u>	<u>984,492</u>	<u>1,630,131</u>	<u>1,126,107</u>
<i>Total 2021</i>	<u>385,313</u>	<u>740,794</u>	<u>1,126,107</u>	

6. INVESTMENT INCOME

	Unrestricted funds 2022 £	Restricted general funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bank interest	323	-	323	261
	<u>323</u>	<u>-</u>	<u>323</u>	<u>261</u>
<i>Total 2021</i>	<u>261</u>	<u>-</u>	<u>261</u>	

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

7. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted funds 2022 £	Restricted general funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Academy trust educational operations	170,084	18,145,229	18,315,313	16,313,231
<i>Total 2021</i>	92,253	16,220,978	16,313,231	

8. CHARITABLE ACTIVITIES

	Total funds 2022 £	<i>Total funds 2021 £</i>
DIRECT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	7,841,931	7,339,860
National insurance	813,364	736,428
Pension cost	2,390,521	2,061,365
Depreciation	1,456,901	1,403,541
Other Support Costs	2,507,746	1,914,669
	<u>15,010,463</u>	<u>13,455,863</u>
SUPPORT COSTS - EDUCATIONAL OPERATIONS		
Wages and salaries	1,106,217	1,021,520
National insurance	79,038	74,860
Pension cost	224,270	220,619
Technology costs	63,658	61,805
Premises costs	1,161,107	1,054,868
Other support costs	648,654	403,599
Governance costs	21,906	20,097
Subtotal	<u>3,304,850</u>	<u>2,857,368</u>
Other	-	-
	<u>3,304,850</u>	<u>2,857,368</u>
	<u>18,315,313</u>	<u>16,313,231</u>

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

9. EXPENDITURE

	Staff costs 2022 £	Premises 2022 £	Other costs 2022 £	Total 2022 £	Total 2021 £
Expenditure on fundraising trading					
Direct costs	-	-	704,580	704,580	488,007
Support costs	-	-	-	-	-
Academy trust educational:					
Direct costs	11,045,816	1,456,901	2,507,746	15,010,463	13,455,863
Support costs	1,409,524	1,226,584	668,742	3,304,850	2,857,368
	<u>12,455,340</u>	<u>2,683,485</u>	<u>3,881,068</u>	<u>19,019,893</u>	<u>16,801,238</u>
<i>Total 2021</i>	<u>11,454,652</u>	<u>2,422,253</u>	<u>2,924,333</u>	<u>16,801,238</u>	

10. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2022 £	Support costs 2022 £	Total 2022 £	Total 2021 £
Academy trust educational operations	<u>15,010,463</u>	<u>2,571,683</u>	<u>17,582,146</u>	<u>16,027,546</u>
<i>Total 2021</i>	<u>13,455,863</u>	<u>2,571,683</u>	<u>16,027,546</u>	

11. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2022 £	2021 £
Depreciation of tangible fixed assets:		
- owned by the charity	1,456,257	1,400,533
Amortisation of intangible fixed assets	644	3,007
Auditors' remuneration - audit	17,000	15,900
Operating lease rentals	<u>57,932</u>	<u>62,095</u>

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

12. STAFF COSTS

a. Staff costs

Staff costs were as follows:

	2022	<i>2021</i>
	£	£
Wages and salaries	8,877,567	<i>8,290,071</i>
Social security costs	892,402	<i>811,288</i>
Operating costs of defined benefit pension schemes	2,614,791	<i>2,281,984</i>
	12,384,760	<i>11,383,343</i>
Agency staff costs	48,580	<i>41,309</i>
Staff restructuring costs	22,000	<i>30,000</i>
	12,455,340	<i>11,454,652</i>

Staff restructuring costs comprise:

	2022	<i>2021</i>
	£	£
Severance payments	22,000	<i>30,000</i>

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

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £22,000 (2021: £30,000). Individually, the payments consisted of one payment of £22,000 (2021: one payment).

c. Staff numbers

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

	2022	<i>2021</i>
	No.	No.
Teachers	146	<i>149</i>
Administration and support	168	<i>152</i>
Management	14	<i>12</i>
	328	<i>313</i>

d. Higher paid staff

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

	2022	<i>2021</i>
	No.	No.
In the band £60,001 - £70,000	8	<i>8</i>
In the band £70,001 - £80,000	5	<i>5</i>
In the band £150,001 - £210,000	1	<i>1</i>

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

12. STAFF COSTS (continued)

e. Key management personnel

The key management personnel of the academy trust comprises of the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £294,757 (2021: £355,121).

13. CENTRAL SERVICES

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

- Head office services recharged

The academy charges for these services on the following basis:

The length of time spent per School is apportioned and recharged accordingly.

The actual amounts charged during the year were as follows:

	2022	2021
	£	£
Hartismere	376,505	284,200
Benjamin Britten	604,117	419,631
Total	980,622	703,831

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

14. TRUSTEES' REMUNERATION AND EXPENSES

One or more Trustees has been paid remuneration or has received other benefits from an employment with the academy. The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

		2022	<i>2021</i>
		£	£
J McAtear (trustee and chief executive officer)	Remuneration	151,570	<i>201,352</i>
	Pension contributions paid	35,892	<i>35,892</i>

During the year ended 31 August 2022, expenses totalling £6,569 (2021 - £4,444) were reimbursed to 1 Trustee (2021 - 1).

J McAtear received remuneration totalling £107,238 (2021: £157,021) in respect of his role as head teacher within the trust, along with £44,332 (2021: £44,331) in respect of his role as chief executive officer within the trust.

15. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy 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 £10,000,000 on any one claim.

16. INTANGIBLE FIXED ASSETS

	Computer Software
	£
Cost	
At 1 September 2021 and 31 August 2022	59,144
Amortisation	
At 1 September 2021	58,500
Charge for the year	644
At 31 August 2022	59,144
Carrying amount	
At 31 August 2022	-
<i>At 31 August 2021</i>	<i>644</i>

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. TANGIBLE FIXED ASSETS

	Freehold property £	Leasehold property £	Furniture and fixtures £	Plant and equipment £	Computer equipment £
Cost					
At 1 September 2021	8,472,974	18,693,449	4,626,859	1,542,167	962,314
Additions	26,063	350,101	717,791	310,356	199,465
Disposals	-	-	-	-	(35,063)
Assets donated	-	160,000	-	-	-
At 31 August 2022	<u>8,499,037</u>	<u>19,203,550</u>	<u>5,344,650</u>	<u>1,852,523</u>	<u>1,126,716</u>
Depreciation					
At 1 September 2021	2,842,106	1,839,163	2,050,077	850,229	625,043
Charge for the year	287,669	429,501	433,713	125,591	179,783
On disposals	-	-	-	-	(35,063)
At 31 August 2022	<u>3,129,775</u>	<u>2,268,664</u>	<u>2,483,790</u>	<u>975,820</u>	<u>769,763</u>
Net book value					
At 31 August 2022	<u>5,369,262</u>	<u>16,934,886</u>	<u>2,860,860</u>	<u>876,703</u>	<u>356,953</u>
At 31 August 2021	<u>5,630,868</u>	<u>16,854,286</u>	<u>2,576,782</u>	<u>691,938</u>	<u>337,271</u>
					Total
					£
Cost					
At 1 September 2021					34,297,763
Additions					1,603,776
Disposals					(35,063)
Assets donated					160,000
At 31 August 2022					<u>36,026,476</u>
Depreciation					
At 1 September 2021					8,206,618
Charge for the year					1,456,257
On disposals					(35,063)
At 31 August 2022					<u>9,627,812</u>
Net book value					
At 31 August 2022					<u>26,398,664</u>
At 31 August 2021					<u>26,091,145</u>

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. STOCKS

	2022	<i>2021</i>
	£	<i>£</i>
Finished goods and goods for resale	1,780	<i>3,080</i>
	<u>1,780</u>	<u><i>3,080</i></u>

19. DEBTORS

	2022	<i>2021</i>
	£	<i>£</i>
Other debtors	17,984	<i>15,466</i>
Prepayments and accrued income	204,409	<i>271,784</i>
VAT recoverable	300,900	<i>119,646</i>
	<u>523,293</u>	<u><i>406,896</i></u>
	<u>523,293</u>	<u><i>406,896</i></u>

20. CREDITORS: Amounts falling due within one year

	2022	<i>2021</i>
	£	<i>£</i>
Trade creditors	568,888	<i>306,569</i>
Other taxation and social security	224,577	<i>202,073</i>
Other creditors	234,435	<i>217,857</i>
Accruals and deferred income	425,663	<i>587,115</i>
	<u>1,453,563</u>	<u><i>1,313,614</i></u>
	<u>1,453,563</u>	<u><i>1,313,614</i></u>

	2022	<i>2021</i>
	£	<i>£</i>
Deferred income		
Deferred income at 1 September 2021	395,311	<i>350,712</i>
Resources deferred during the year	259,330	<i>395,311</i>
Amounts released from previous years	(395,311)	<i>(350,712)</i>
	<u>259,330</u>	<u><i>395,311</i></u>
Deferred income at 31 August 2022	<u>259,330</u>	<u><i>395,311</i></u>

At the balance sheet date the academy trust was holding funds received in advance for ESFA rates reimbursed, academy trips and funds received in advance of goods and services.

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

21. STATEMENT OF FUNDS

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Unrestricted Funds						
General Funds	237,343	689,020	(485,550)	-	-	440,813
Restricted General Funds						
General Annual Grant (GAG)	1,121,620	15,476,460	(13,875,951)	(1,293,646)	-	1,428,483
Pupil Premium	-	670,251	(670,251)	-	-	-
Other ESFA/DfE Grants	-	664,714	(664,714)	-	-	-
Other Restricted Funds	20,701	645,599	(650,047)	-	-	16,253
Pension reserve	(5,361,000)	-	(1,108,000)	419,000	5,632,000	(418,000)
	<u>(4,218,679)</u>	<u>17,457,024</u>	<u>(16,968,963)</u>	<u>(874,646)</u>	<u>5,632,000</u>	<u>1,026,736</u>
Restricted Fixed Asset Funds						
DfE/ESFA Capital Grants	705,261	502,425	(42,280)	-	-	1,165,406
Cap Ex from Grants	1,670,485	-	(100,143)	874,646	-	2,444,988
Other Capital Income	566,819	46,000	(27,777)	-	-	585,042
Transfer on Conversion	23,169,457	160,000	(1,395,180)	-	-	21,934,277
	<u>26,112,022</u>	<u>708,425</u>	<u>(1,565,380)</u>	<u>874,646</u>	<u>-</u>	<u>26,129,713</u>
Total restricted funds	<u>21,893,343</u>	<u>18,165,449</u>	<u>(18,534,343)</u>	<u>-</u>	<u>5,632,000</u>	<u>27,156,449</u>
Total of funds	<u><u>22,130,686</u></u>	<u><u>18,854,469</u></u>	<u><u>(19,019,893)</u></u>	<u><u>-</u></u>	<u><u>5,632,000</u></u>	<u><u>27,597,262</u></u>

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

General Annual Grant (GAG) must be used for the normal running costs of the trust. The following transfers have been made from GAG: £419,000 to the restricted pension fund representing the costs of employer contributions towards the Local Government Pension Scheme and £874,646 to the restricted fixed asset fund for additions.

The trust is carrying a net surplus of £1,885,549 made up of £1,444,736 on restricted general funds (excluding pension reserve) plus unrestricted funds of £440,813 at 31 August 2022. The trust received a further year of estimates funding for Benjamin Britten for 2021/22, due to the continued rapid increase in pupil numbers. Although pupil numbers continue to increase at Benjamin Britten from 2022/23 funding will return to a lagged basis.

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

21. STATEMENT OF FUNDS (continued)

ANALYSIS OF ACADEMIES BY FUND BALANCE

Fund balances at 31 August 2022 were allocated as follows:

	Total 2022 £	Total 2021 £
Hartismere School	238,043	442,722
Benjamin Britten Academy	700,565	508,576
Woods Loke Primary School	287,319	264,031
Somerleyton Primary School	611,737	127,068
Central Services	47,885	37,267
Total before fixed asset fund and pension reserve	<u>1,885,549</u>	<u>1,379,665</u>
Restricted fixed asset fund	26,129,713	26,112,022
Pension reserve	(418,000)	(5,361,000)
Total	<u><u>27,597,262</u></u>	<u><u>22,130,687</u></u>

ANALYSIS OF ACADEMIES BY COST

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2022 £	Total 2021 £
Hartismere School	4,087,365	417,350	1,007,210	627,737	6,139,662	5,533,435
Benjamin Britten Academy	4,675,776	576,904	1,282,926	805,947	7,341,553	6,368,567
Woods Loke Primary School	1,877,527	161,230	150,506	271,568	2,460,831	2,123,991
Somerleyton Primary School	296,074	23,708	41,242	93,489	454,513	380,080
Central Services	109,074	226,257	59,638	96,585	491,554	490,926
	<u>11,045,816</u>	<u>1,405,449</u>	<u>2,541,522</u>	<u>1,895,326</u>	<u>16,888,113</u>	<u>14,896,999</u>

STATEMENT OF FUNDS - PRIOR YEAR

	<i>Balance at 1 September 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2021 £</i>
General funds						
General Funds	225,583	390,150	(371,141)	(7,248)	-	237,344

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

21. STATEMENT OF FUNDS (continued)

Restricted General Funds

General Annual Grant (GAG)	787,470	13,433,838	(11,840,534)	(1,259,154)	-	1,121,620
Pupil Premium	-	628,463	(628,463)	-	-	-
Other ESFA/DfE Grants	-	1,135,116	(1,135,116)	-	-	-
Other Restricted Funds	(6,388)	555,791	(535,949)	7,247	-	20,701
Pension reserve	(3,902,000)	-	(861,000)	430,000	(1,028,000)	(5,361,000)
	<u>(3,120,918)</u>	<u>15,753,208</u>	<u>(15,001,062)</u>	<u>(821,907)</u>	<u>(1,028,000)</u>	<u>(4,218,679)</u>

Restricted Fixed Asset Funds

DfE/ESFA Capital Grants	558,939	266,097	(119,776)	-	-	705,260
Cap Ex from Grants	1,087,927	-	(246,596)	829,155	-	1,670,486
Other Capital Income	590,173	103,467	(126,821)	-	-	566,819
Transfer on Conversion	24,105,298	-	(935,841)	-	-	23,169,457
	<u>26,342,337</u>	<u>369,564</u>	<u>(1,429,034)</u>	<u>829,155</u>	<u>-</u>	<u>26,112,022</u>
Total restricted funds	<u>23,221,419</u>	<u>16,122,772</u>	<u>(16,430,096)</u>	<u>7,248</u>	<u>(1,028,000)</u>	<u>21,893,343</u>
Total of funds	<u>23,447,002</u>	<u>16,512,922</u>	<u>(16,801,237)</u>	<u>-</u>	<u>(1,028,000)</u>	<u>22,130,687</u>

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2022 £	Restricted general funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	26,398,663	26,398,663
Current assets	497,394	2,571,511	1,256	3,070,161
Creditors due within one year	(56,581)	(1,126,775)	(270,206)	(1,453,562)
Provisions for liabilities and charges	-	(418,000)	-	(418,000)
	<u>440,813</u>	<u>1,026,736</u>	<u>26,129,713</u>	<u>27,597,262</u>

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

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	<i>Unrestricted funds</i>	<i>Restricted general funds</i>	<i>Restricted fixed asset funds</i>	<i>Total funds</i>
	2021	2021	2021	2021
	£	£	£	£
Intangible fixed assets	-	-	644	644
Tangible fixed assets	-	-	26,091,145	26,091,145
Current assets	281,625	2,263,892	167,792	2,713,309
Creditors due within one year	(44,282)	(1,121,571)	(147,559)	(1,313,412)
Provisions for liabilities and charges	-	(5,361,000)	-	(5,361,000)
	<u>237,343</u>	<u>(4,218,679)</u>	<u>26,112,022</u>	<u>22,130,687</u>

23. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net expenditure for the year (as per Statement of Financial Activities)	(165,424)	(288,316)
Adjustment for:		
Depreciation charges	1,456,257	1,400,533
Unrestricted donations	43,058	-
Interest receivable	(323)	(261)
(Increase) / decrease in stocks	1,298	441
(Increase) / decrease in debtors	(115,343)	(35,195)
Increase / (decrease) in creditors	138,895	210,453
Capital grants from DfE and other capital income	(751,482)	(271,667)
Defined benefit pension scheme cost less contributions payable	596,000	362,000
Defined benefit pension scheme finance cost	93,000	69,000
Amortisation	644	3,007
Net cash provided by operating activities	1,296,580	1,449,995

24. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022	2021
	£	£
Cash in hand	2,545,088	2,303,535
Total	2,545,088	2,303,535

HARTISMERE FAMILY OF SCHOOLS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

25. CAPITAL COMMITMENTS

At 31 August 2022 the academy had capital commitments as follows:

	2022	2021
	£	£
Contracted for but not provided in these financial statements	178,787	71,986

26. PENSION COMMITMENTS

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

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

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

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2021 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 2016 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2021. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay, including a 0.08% employer administration charge.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million giving a notional past service deficit of £22,000 million
- an employer contribution correction cost of 7.3% of pensionable pay will be applied to future valuations

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26. PENSION COMMITMENTS (continued)

- the assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%.

The TPS valuation for 2016 determined an employer rate of 23.68%, which was payable from September 2019. The next valuation of the TPS is currently underway based on April 2020 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 September 2023.

The employer's pension costs paid to TPS in the period amounted to £1,575,008 (2021 - £1,487,665).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £526,000 (2021 - £530,000), of which employer's contributions totalled £419,000 (2021 - £430,000) and employees' contributions totalled £107,000 (2021 - £100,000). The agreed contribution rates are 25.7% from 1 April 2021 for Hartismere School, 26.5% for Benjamin Britten Academy, 23.6% for Woods Loke Primary School and 26.0% for Somerleyton Primary School for employers and future years from 2022/23 will be determined by the funding strategy following the actuarial valuation at March 2016. The contribution rate for employees will be a variable % dependant on the salary of individuals as follows:

Annual Salary	Contribution Rate
£0 - £15,000	5.50%
£15,001 to £23,600	5.80%
£23,601 to £38,300	6.50%
£38,301 to £48,500	6.80%
£48,501 to £67,900	8.50%
£67,901 to £96,200	9.90%
£96,201 to £113,400	10.50%

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

Principal actuarial assumptions:

	2022	2021
Discount rate for scheme liabilities	4.25 %	1.65 %
Rate of increase in salaries	3.90 %	3.60 %
Rate of increase for pensions in payment / inflation	3.20 %	2.90 %
Inflation assumption (CPI)	3.20 %	2.90 %
Commutation of pensions to lump sums	63.00 %	63.00 %

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

26. 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:

	2022	2021
Retiring today		
Males	21.9	22.1
Females	24.3	24.5
Retiring in 20 years		
Males	22.9	23.2
Females	26.1	26.4

Sensitivity analysis	At 31 August	<i>At 31 August</i>
	2022	2021
	£'000	£'000
0.1% decrease in Real Discount Rate	68	102
0.1% increase in the Salary Increase Rate	5	8
0.1% increase in the Pension Increase Rate	63	92

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

	Fair value at	<i>Fair value at</i>
	31 August	<i>31 August</i>
	2022	2021
	£	£
Equity instruments	4,878,320	4,466,880
Debt instruments	1,578,280	1,692,000
Property	717,400	473,760
Cash and other liquid assets	-	135,360
Total market value of assets	7,174,000	6,768,000

The actual return on scheme assets was £(173,000) (2021 - £849,000).

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

26. PENSION COMMITMENTS (continued)

The amounts recognised in the Statement of financial activities incorporating income and expenditure account are as follows:

	2022	2021
	£	£
Net interest cost	(93,000)	<i>(69,000)</i>
Current service cost (net of employee contributions)	(1,015,000)	<i>(792,000)</i>
	<u> </u>	<u> </u>
Total	(1,108,000)	<i>(861,000)</i>
	<u> </u>	<u> </u>

Movements in the present value of the defined benefit obligation were as follows:

	2022	2021
	£	£
Opening defined benefit obligation	12,129,000	<i>9,296,000</i>
Current service cost	1,015,000	<i>792,000</i>
Interest cost	208,000	<i>164,000</i>
Actuarial (gains)/losses	(5,632,000)	<i>1,028,000</i>
Benefits paid	(116,000)	<i>(100,000)</i>
Employee contributions	107,000	<i>100,000</i>
Other remeasurements	(173,000)	<i>849,000</i>
	<u> </u>	<u> </u>
Closing defined benefit obligation	7,538,000	<i>12,129,000</i>
	<u> </u>	<u> </u>

Movements in the fair value of the academy's share of scheme assets:

	2022	2021
	£	£
Opening fair value of scheme assets	6,768,000	<i>5,394,000</i>
Employer contributions	419,000	<i>430,000</i>
Employee contributions	107,000	<i>100,000</i>
Interest income	115,000	<i>95,000</i>
Benefits paid	(116,000)	<i>(100,000)</i>
Actuarial (gains)/losses	(173,000)	<i>849,000</i>
	<u> </u>	<u> </u>
Closing fair value of scheme assets	7,120,000	<i>6,768,000</i>
	<u> </u>	<u> </u>

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

27. OPERATING LEASE COMMITMENTS

At 31 August 2022 the total of the Academy trust's future minimum lease payments under non-cancellable operating leases was:

	2022 £	2021 £
Amounts payable:		
Within 1 year	47,174	46,532
Between 1 and 5 years	27,566	66,090
Total	<u>74,740</u>	<u>112,622</u>

28. 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.

29. RELATED PARTY TRANSACTIONS

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

The academy trust paid £3,709 to G A Marshall, a builders maintenance owned by the spouse of J Marshall, an employee of the academy trust.

The academy trust paid £495 to Capelli Salon Supplies, a salon owned by V Rogers, an employee of the academy trust.