



**Smailes Goldie Group**  
CREATING ADVANTAGE

REGISTERED NUMBER: 10375776

# **Thrive Co-operative Learning Trust** **(A Company Limited by Guarantee)**

## **Financial Statements**

**31st August 2021**



SD-0201927-1-6



# **Thrive Co-operative Learning Trust**

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## **Thrive Co-operative Learning Trust**

### **Reference and Administrative Details**

#### **Members**

J Smith  
I Kelly (resigned 14 June 2021)  
C Wood  
M Whitehead (resigned 31 October 2021)  
P Draper  
S Bailey (appointed 11 October 2021)  
C Shepherdson (appointed 11 October 2021)

#### **Trustees (Directors)**

C Wood (Chair)  
S Jones (Vice-chair)  
B Maxwell (resigned 10 November 2021)  
A Smith  
P Britton  
C Shepherdson (resigned 11 January 2021)  
P Thundercliffe  
M Wood  
S Leckenby  
C Douglas  
R Leary  
H Cooper (appointed 6 July 2021)  
Z Green (appointed 1 August 2021)

#### **Company Secretary**

S Carrington

#### **Senior Management Team**

S Carrington, Chief Financial Officer  
P Cavanagh, Executive Headteacher (Secondary)  
J Roe, Chief Executive Officer  
K Roe, Executive Headteacher (Primary)  
J Mitchell, Executive Headteacher (Primary)

**Thrive Co-operative Learning Trust**  
**Reference and Administrative Details**

**Principal and  
Registered Office**

Kelvin Hall School  
Bricknell Avenue  
Hull  
East Yorkshire  
HU5 4QH

**Registration Number**

10375776

**Auditor**

Smailes Goldie  
Regent's Court  
Princess Street  
Hull  
East Yorkshire  
HU2 8BA

**Bankers**

Natwest Bank Plc  
164 Hallgate  
Cottingham  
HU14 4YD

**Solicitors**

Browne Jacobson LLP  
Mowbray House  
Castle Meadow Road  
Nottingham  
NG2 1BJ

## **Thrive Co-operative Learning Trust**

### **Trustees' Report for the Year Ended 31 August 2021**

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2021. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The Academy Trust operates 2 secondary and 7 primary academies in Kingston upon Hull, during the year ending 31 August 2021. Its nine academies have a combined pupil capacity of **4,650** and had a roll of **4,248** in the schools' census in October 2020 (**4,192** in October 2019).

#### **Structure, Governance and Management**

##### ***Constitution***

The Academy Trust is a company limited by guarantee and is an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Thrive Co-operative Learning Trust are also the Directors of the charitable company for the purposes of company law. The charitable company is known as Thrive Co-operative Learning Trust. The Trustees agreed a change of name for the Academy Trust, formerly known as Yorkshire and the Humber Co-operative Learning Trust, in July 2021 following a period of consultation. The new name became operational in August 2021.

##### ***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 they are 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 they ceased to be a member.

##### ***Trustees' Indemnities***

During the year the Multi-Academy Trust had in place third party indemnity provisions for the benefit of the Multi-Academy Trust's Members and Trustees.

##### ***Method of Recruitment and Appointment or Election of Trustees***

All new Trustees are appointed by the Members or co-opted by the Trustees and current Trustees are responsible for exercising the powers of the Trustees as described in articles 93 to 96 in the Articles of Association.

Full details relating to the appointment and removal of Trustees are contained in the Articles of Association with a brief summary given below.

The Members may appoint up to 5 Trustees by ordinary resolution with their term of office being 4 years. Up to 2 Academy Trustees may be appointed in accordance with any policy decided by the Trustees for the purpose (subject to article 52). The Members may appoint the Chief Executive Officer by ordinary appointment as a Trustee but currently do not.

The Trustees may also appoint Co-opted Trustees. However, the Trustees may not co-opt an employee of the Academy Trust as a Co-opted Trustee if thereby the number of Trustees who are employees of the Academy Trust would exceed one third of the total number of Trustees including the Chief Executive Officer to the extent he or she is a Trustee.

##### ***Policies and Procedures Adopted for the Induction and Training of Trustees***

All new Trustees are inducted to their role by the Chair of the Board of Trustees, Chief Executive Officer and Chief Financial Officer.

All Trustees are issued with a Trustees' Handbook, containing key information about their responsibilities as Trustees and Multi-Academy Trust information.

## **Thrive Co-operative Learning Trust**

### **Trustees' Report for the Year Ended 31 August 2021 (continued)**

#### ***Organisational Structure***

The Trust has 3 levels of governance in operation and 2 levels of leadership as follows

#### **Governance Levels**

1. Members
2. Trustees
3. Local Governing Bodies

#### **Trust Leadership**

1. Executive Leadership Team
2. Local School Senior Leadership Teams

This structure is set up to ensure that decisions are made with the appropriate involvement at the correct level. These levels are set out in the Trust's Articles of Association and the Scheme of Delegation.

The Board of Trustees is responsible for the strategic direction of the Trust, monitoring of academic performance of the Trust's schools, setting the annual budget, making decisions in line with Trust priorities and making decisions about the Executive Leadership of the Trust. The Trustees have set up a Finance, Personnel and Audit Committee to meet their obligations and responsibilities as detailed in the Academies Financial Handbook.

Local Governing Bodies play a crucial role in assisting the Trustees in meeting the demands of this accountability, by providing focused governance at local school level, most particularly in representing the views of the school's stakeholders, including pupils, parents, staff and the local community. They also have responsibility for evaluating and reporting on the 'Quality of Education' provided by the school.

The Executive Leadership Team consists of the Chief Executive Officer, Executive Headteacher (Secondary), Executive Headteacher (Primary) x2 and the Chief Financial Officer. The Executive Leadership Team is responsible for the day to day running of the Trust in line with the Trust's Scheme of Delegation.

#### ***Arrangements for setting pay and remuneration of key management personnel***

Trustees meet annually to set pay arrangements for all staff, including key management personnel, when the Remuneration Committee meets.

When setting rates for the CEO and CFO external HR support was sought and a report with recommendations was considered by the Trust Board.

#### ***Trade union facility time***

There are no relevant union officials employed by the Academy Trust.

The Trust pays into a pooled budget, which enables trade union representatives of all teachers and support staff to represent their members in school on a wide range of issues. The cost of this pooled budget in 2020/21 was £19,310 (2019/20 £17,603).

## **Thrive Co-operative Learning Trust**

### **Trustees' Report for the Year Ended 31 August 2021 (continued)**

#### ***Related Parties and other Connected Charities and Organisations***

The Academy Trust currently has no connected organisations or related party relationships.

#### ***Engagement with employees (including disabled persons)***

The Trust regards the engagement of its employees as ultimately key to the success of all its pupil outcomes. The Trust canvasses staff opinions on the effectiveness of the Trust through its 'Staff Voice' process, engaging both employees and Trustees in the outcomes and actions from feedback.

The Trust has excellent relationships with all of the major Trade Unions with regular JCC meetings taking place to ensure consultation at all levels.

We are committed to equal opportunities in employment and service delivery. The policies and practices of the Trust aim to promote an environment that is free from all forms of unlawful or unfair discrimination and values the diversity of all people. At the heart of our Trust, we seek to treat people fairly and with dignity and respect.

During this academic year, the Trust has sought to support its employees and encourage engagement with regards to the impact of COVID 19, lockdown and partial school closures by encouraging staff to work from home, supporting those staff who were vulnerable or shielding as well as including staff in the risk assessment process, to ensure staff were appropriately engaged.

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

The Trust engages with all stakeholders to ensure business relationships are positive and benefit both the Trust and the stakeholders.

The Trust provided support to a number of its suppliers by honouring its contractual payments despite them not being able to fulfil their contractual obligation due to the COVID 19 lockdown.

#### **COVID-19**

The COVID 19 pandemic caused the lockdown of schools from January to March during the academic year which caused many logistical and financial challenges during the year.

The period of lockdown has impacted on our Trust financially in both positive and negative ways. However, the position in this year's financial statements is broadly a net nil position. The Trust continues to monitor its financial position closely through its Finance, Personnel and Audit Committee during these uncertain times.



## Thrive Co-operative Learning Trust

### Trustees' Report for the Year Ended 31 August 2021 (continued)

#### Objectives and Activities

##### *Objects and Aims*

The Multi-Academy Trust objectives are set to reflect the educational aims and ethos of each school within the Trust and in line with the cooperative values, within the Articles of Association:

- **Openness** - we believe in being open with colleagues in our schools and beyond, and with children and their families, sharing information and ideas to raise standards and life chances
- **Honesty** - we act honestly and with integrity, working in a professional and respectful manner in our dealings with everyone
- **Social Responsibility** - we maximise our impact on the people in our communities while minimising our footprint on the world
- **Caring for others** - we treat everyone with respect, care and sensitivity, understanding that children are our absolute priority
- **Self-help and self-responsibility** - we support learners, parents, carers and staff to help themselves and to take responsibility for their own actions

The Academy Trust's aims are:

- To create school communities where people can thrive and talent can grow.
- To ensure learners have every opportunity to succeed, developing self-reliance and a love of learning.
- To promote a culture of the highest possible aspiration for all, ensuring good and outstanding schools continue to thrive, while schools in need of support rapidly improve
- To ensure staff are dedicated to achieving the best outcomes for all learners, understanding their own responsibilities and the need to be accountable for their impact
- To ensure staff are dedicated to being inspiring lifelong learners, committed to working creatively together to develop their own skills and knowledge
- To develop leaders who are flexible, innovative and supportive, whilst also ensuring that all systems are rigorous, robust and challenging in delivering the best possible outcomes for all learners
- To create a co-operative community of schools where by sharing resources and working together, we deliver a sustainable model of school improvement that is challenging, supportive and effective.

##### **Objectives, Strategies and Activities**

The main objectives between 1st September 2020 and 31st August 2021 were:

- To ensure that Catch-up Premium funding had the required impact
- To ensure that all schools have a sharper and more timely analysis of current performance to inform School Improvement Plans and improved outcomes for all pupils
- To ensure that school curricula are 'knowledge based', accurately sequenced and assessed, and that they prepare pupils for the next stage of learning
- To develop consolidated financial planning systems, to ensure best planning and use of school resources by using clear benchmarking data.

##### **Public Benefit**

We have referred to the public benefit guidance contained in the Charity Commission general guidance when reviewing the Academy Trust's aims and objectives and in planning future activities. The availability and access to the public of the Academy Trust's facilities is a key object within the Articles of Association.

## **Thrive Co-operative Learning Trust**

### **Trustees' Report for the Year Ended 31 August 2021 (continued)**

#### **Strategic Report**

##### **Achievements and Performance**

###### **Primary Results**

As part of steps taken to fight the spread of COVID-19, the government announced that all tests due to take place in primary schools in England in summer 2021 were cancelled and that it would not publish any school level educational performance data based on tests, assessments or exams for 2021. This meant that the government did not publish any national, regional or local data for any primary school assessments for the 2020 to 2021 academic year

###### **Secondary Results**

Students have had an incredibly difficult school year working towards their GCSEs with the impact of COVID- 19, lockdown and partial school closures throughout their last two years. We must congratulate them for their achievements. The approach to awarding GCSEs this summer has been like no other. The data from the Joint Council for Qualifications (JCQ) shows that the move away from examinations to teacher assessed grades as a result of the pandemic has changed the profile of grades awarded throughout the country. The process of teacher assessment, with limited controls, flexibility over what could be included as assessment evidence, and a process in which teachers were possibly more likely to give students the benefit of the doubt, meant that a slight increase in grades was probably inevitable in the country.

This process has replaced the exams students were due to take in the Summer term of 2021, including the Year 10 English Language qualification at both schools. At both secondary schools, our Heads of Centre, Pat Cavanagh and Vicky Callaghan were responsible for approving our policy for determining teacher assessed grades. Both confirmed that teacher assessed grade decisions represented the academic judgement made by teachers and that the checks in place ensured these aligned with the guidance on standards provided by awarding organisations.

The submission of the final teacher assessed grades for secondary schools took place on Friday 18th June 2021. In the week commencing 21st June 2021 exam boards requested sample assessment material and it was confirmed in July 2021 from the JCQ that both schools' submission of teacher assessed grades were moderated externally and approved.

As with 2020, there will be no national publication of results or progress comparisons which reflects, as stated above, how difficult it is to compare schools in this academic year or to previous academic years as there were no national public examinations or assessments that would give a possible comparison.

We are extremely pleased with the progress both schools have made in increased attainment, improvements in key threshold measures and continuing to close the gap between all students and disadvantaged students in both attainment and progress. They are very much in line with Fisher Family Trust predictions for the context of our schools, based on previous years' performances and demonstrating the progressive outcomes both schools are making in meeting their school improvement targets. These results have given students a firm foundation to progress to Post 16 education or work based learning in September 2021.

## Thrive Co-operative Learning Trust

### Trustees' Report for the Year Ended 31 August 2021 (continued)

#### Strategic Report

**Headline** **Measures** **2021**

<b>Headline</b>	<b>Newland School for Girls</b>	<b>Kelvin Hall School</b>
<b>Attainment 8</b>	49.8	49.8
<b>Maths and English 5+</b>	47.8 %	45.1%
<b>EBacc 5 +</b>	23%	26.1%
<b>English 5+</b>	69%	61.2%
<b>Maths 5+</b>	48.7%	51.1%
<b>Maths and English 4+</b>	68.1%	68.3%

## **Thrive Co-operative Learning Trust**

### **Trustees' Report for the Year Ended 31 August 2021 (continued)**

#### **Strategic Report**

##### ***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 recognises the importance of promoting the success of each of its schools and the Academy Trust as a whole, to ensure that it meets its charitable purpose.

The Trustees make all decisions that have a direct impact on its pupils and wider community with the appropriate level of rigor. The Trustees are unpaid and have a diverse range of backgrounds. Their motivation to undertake the role is purely a commitment to the Trust and development of its young people.

The Trustees, through the JCC meetings, have created positive relationships with both local and national trade union representatives. Nurturing these positive relationships ensures the staff voice is heard when consulting on any decision the Trust is taking or considering.

Staff views are sought as described earlier and staff wellbeing is of paramount importance to the Trustees and the continued development of the Trust.

As noted in the Trustees' Report, the Board of Trustees has sought to ensure excellent relationships between its suppliers, customers and other stakeholders.

Successes at each school are promoted via individual social media channels as well the Academy Trust's website. The Trust has placed significant importance on the development of its Communication & Marketing Plan going forward.

The Trust has taken its responsibility to reduce its carbon footprint seriously, as seen in the Streamlined Energy and Carbon Reporting report and is taking steps to reduce it further through its use of its School Condition Allocation grant across its school estate.

Trustees have created a culture that promotes exceptional levels of business conduct within the Trust. Financial procedures are rigorous and well embedded across the Trust and decisions are taken at the appropriate level with information presented that is scrutinised in detail before approval

## **Thrive Co-operative Learning Trust**

### **Trustees' Report for the Year Ended 31 August 2021 (continued)**

#### **Strategic Report**

##### **Financial Review**

The Financial results for the year were as expected.

The Academy Trust's main source of income was the General Annual Grant (GAG) and this consists of funding for pupils at both primary and secondary level. Other income streams included Universal Infant Free School Meals, Pupil Premium, Early Years and High Needs. This funding was from both the Local Authority and ESFA. This income is based on pupil numbers at each of our Academies.

Careful financial management has enabled the Academy Trust to operate with a surplus balance. At 31st August 2021, balances on the restricted and unrestricted funds of £43,888,000 (2020: £49,631,000) and £142,000 (2020: £367,000) were carried forward.

The Academy Trust's non-teaching staff are entitled to membership of the Local Government Pension Scheme (LGPS). The balance at 31 August 2021 was a net liability of £18,281,000 (2020: £12,619,000). The employers' contribution rate is currently 19.4% the LGPS pension liability is underwritten by the Department for Education.

##### ***Reserves policy***

The Trustees review the reserve levels of the Academy Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The educational obligations that the Academy Trust has on a day-to-day basis are funded from its restricted reserves that were provided for this purpose. The Trustees need to ensure that the Academy Trust has sufficient working capital to cover delays between receipt of grants and spending and to be able to deal with unexpected emergencies that may arise such as urgent maintenance. This is reflected in the level of cash balances held. The Academy Trust's current level of general reserves (restricted and unrestricted reserves, excluding Fixed Asset and Pension Funds) is £1,944,000 (2020: £1,742,000). The Trustees are of the view that reserves at this level are sufficient to cover its working capital needs.

##### ***Investment Policy***

The Academy Trust aims to manage its cash balances to provide for the day-to-day working capital requirements of its operations, whilst protecting the real long term value of any surplus cash balances against inflation. In addition, the Academy Trust aims to invest surplus cash funds to optimise returns and to ensure the investment instruments are such that there is no risk to the loss of these cash funds.

The Academy Trust does not hold any investments at the current time.

## **Thrive Co-operative Learning Trust**

### **Trustees' Report for the Year Ended 31 August 2021 (continued)**

#### **Strategic Report**

##### ***Principal Risks and Uncertainties***

The Academy Trust has identified certain principal risks and uncertainties including:

- Risk that the Trust or an Academy receives an unfavourable OFSTED report
- Fraud discovered at the Multi-Academy Trust or any Academy therein attracts poor publicity
- Insufficient demand for any Academy's services leaves it unsustainable
- Risk that an Academy budget will be in deficit
- EFA risk: Not complying with the "Musts" in the Academies Financial Management Handbook
- Risk that Academy facilities have not been maintained appropriately

The Trustees have reviewed current examples of best practice and:

- Set policies on internal controls which cover the following:
  - The type of risks the Multi-Academy Trust faces
  - The level of risks which they regard as acceptable
  - The likelihood of the risks materialising
  - The Multi-Academy Trust's ability to reduce the incidence and impact on the Multi-Academy Trust's operations of risks that do materialise
- Reviewed the Scheme of Delegation within the organisation to ensure risks are managed at the appropriate level
- Ensured control systems are in place for the Academy Trust operations to minimise the impact and likelihood of risk

##### **Fundraising**

The MAT does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

## **Thrive Co-operative Learning Trust**

### **Trustees' Report for the Year Ended 31 August 2021 (continued)**

#### **Strategic Report**

##### **Streamlined Energy and Carbon Reporting**

###### **UK energy use and associated greenhouse gas emissions**

Annual energy usage and associated annual greenhouse gas ("GHG") emissions are reported pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

###### **Organisational boundary**

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those assets owned or operated within the UK only. This includes all 9 schools controlled during the reporting period along with minibuses and personal vehicles used for business mileage ("grey fleet").

###### **Reporting period**

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

###### **Quantification and reporting methodology**

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2021 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. The report has been reviewed independently by Briar Consulting Engineers Limited.

The electricity, gas and minibus diesel consumption has been compiled from reporting figures direct from the Trust and invoice records, with some pro rata consumption to align to the reporting timeline. Mileage claims were used to calculate energy use and emissions associated with grey fleet. Generally gross calorific values were used except for grey fleet mileage energy calculations as per Government GHG Conversion Factors.

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the direct combustion of fuels and the operation of facilities (scope 1), indirect emissions from purchased electricity (scope 2) and further indirect emissions that occur as a consequence of Trust activities (scope 3).

## Thrive Co-operative Learning Trust

### Trustees' Report for the Year Ended 31 August 2021 (continued)

#### Strategic Report

##### Breakdown of energy consumption used to calculate emissions (kWh):

Energy type	2019/20	2020/21
<b>Mandatory requirements:</b>		
Gas	4,196,018	5,181,131
Purchased electricity from the grid	1,827,307	1,935,470
Transport fuel	30,774	23,944
<b>Total energy (mandatory)</b>	<b>6,054,099</b>	<b>7,140,544</b>

##### Breakdown of emissions associated with the reported energy use (tCO<sub>2</sub>e):

Emission source	2019/20	2020/21
<b>Mandatory requirements:</b>		
<u>Scope 1</u>		
Natural gas	772	949
Transport - Company owned vehicles (mini-buses)	3	1
<u>Scope 2</u>		
Purchased electricity (location-based)	426	411
<u>Scope 3</u>		
Transport – Business travel in employee-owned vehicles	5	5
<b>Total gross emissions (mandatory)</b>	<b>1,205</b>	<b>1,366</b>
<u>Intensity ratios (mandatory emissions only)</u>		
Tonnes of CO <sub>2</sub> e per pupil	0.293	0.322
Tonnes of CO <sub>2</sub> e per square meter floor area	0.034	0.034



## Thrive Co-operative Learning Trust

### Trustees' Report for the Year Ended 31 August 2021 (continued)

#### Strategic Report

##### Intensity ratio

The primary intensity ratio is total gross emissions in metric tonnes CO<sub>2</sub>e (mandatory emissions) per pupil, which is the recommended ratio for the sector for consistency and comparability. Pupil numbers are based on the Autumn 2020 Census.

Tonnes of CO <sub>2</sub> e per pupil	Year ended 31/08/2020	Year ended 31/08/2021
Chiltern Primary School	0.178	0.193
Ings Primary School	0.339	0.395
Kelvin Hall School	0.324	0.330
Newland School for Girls	0.348	0.396
Oldfleet Primary School	0.177	0.266
Priory Primary School	0.271	0.310
Sidmouth Primary School	0.416	0.355
St George's Primary School	0.218	0.264
Stepney Primary School	0.237	0.287
<b>All schools and transport</b>	<b>0.293</b>	<b>0.322</b>

A secondary intensity ratio based on floor area (Gross Internal Area) is also provided to reflect the energy efficiency of the buildings, which are the source of the majority of emissions.

##### Energy efficiency action during current financial year

As expected, energy consumption was slightly higher this year due to schools needing to have windows open for ventilation as part of our COVID-19 response. Due to COVID-19 the previous year's consumption was below average as all schools had reduced occupancy in April and May 2020.

The Trust is committed to reducing longer term emissions and this year has seen the implementation of energy efficiency measures:

- Increased use of video conferencing during this year because of COVID-19, reducing business travel as a result
- Planned and preventative maintenance of boilers and other heating plant to ensure maximum operating efficiency
- Regular engagement with staff and pupils to highlight actions they can take to reduce wasteful energy use.

## **Thrive Co-operative Learning Trust**

### **Trustees' Report for the Year Ended 31 August 2021 (continued)**

#### **Strategic Report**

##### **Internal Ambitions**

###### **1. Pupils are thriving**

Planning for education recovery post pandemic nests within a wider 3 year plan for each school, and leads to accelerated progress for all pupils where an exceptional curriculum and exceptional teaching prepare pupils for life and ensures the disadvantage gap is closing.

Pupil wellbeing ensures that pastoral care systems are coherent and aligned across all schools; and that issues of sexual harassment and sexual violence are tackled to enable young people to have respectful relationships by engagement with high quality Relationships Sex and Health Education (secondary) and Jigsaw Curriculum (primary).

Pupils have a developing sense of their own agency and are empowered to forge their futures, including being active participants in society via participation in Pupil Council, Eco Schools, International Pupil Council and Careers Development opportunities.

###### **2. Schools are thriving**

Schools are active participants in Thrive's School Improvement Model including a shared analysis of school current sufficiency, and the capacity of each school to contribute to the success of other schools within and beyond Thrive.

All schools participate with key development innovations across Thrive, from inception to design to implementation and to review.

###### **3. People are thriving**

Thrive becomes the local employer of choice with innovative offers around succession planning, manageable workload, and family and female friendly workplaces.

Engage for Success is used as the model for strengthening employee trust via developing a strong strategic narrative, developing engaging managers, actively listening to Staff Voice and testing that managers act with integrity.

###### **4. The Academy Trust is thriving**

Thrive has a clear sense of identity, mission and vision that is held by all colleagues and which is relentlessly focussed on the point of delivery (pupil / adult interaction).

The work of Thrive as an organisation is strengthened by an effective marketing plan for primary school budgetary sustainability, an effective Communications Plan and a plan to move to net zero carbon 2030.

##### **External Ambitions**

###### **1. A lead Co-operative Academy Trust across England**

Develop and nurture a reputation for promoting co-operative ways of leading schools within the network of co-operative trust schools via CSNET.

###### **2. A lead MAT within Hull**

Develop and nurture a reputation as a high quality systems leader within the city and foster relationships via collaborative working via the Local Partnership and Local Authority.

###### **3. Being the preferred MAT to join**

Use relationships and marketing opportunities to position Thrive as a trusted brand and a trusted partner. Develop and nurture relationships with other Academy Trusts in Hull and beyond and remain open to development opportunities.

## Thrive Co-operative Learning Trust

### Trustees' Report for the Year Ended 31 August 2021 (continued)

#### Strategic Report

##### 4. A strong reputation with RSC and DfE

Develop and maintain a strong reputation with the government, to promote future conversations about growth and development.

##### Auditor

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a Strategic Report, was approved by order of the Board of Trustees, as the Company Directors, on 8 December 2021 and signed on the Board's behalf by:



C Wood  
Chair of Trustees

# Thrive Co-operative Learning Trust

## Governance Statement

### Statement on governance and internal control

#### Scope of responsibility

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

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

#### Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 9 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
C Wood	9	9
S Jones	9	9
B Maxwell	8	9
P Britton	8	9
S Leckenby	8	9
C Douglas	7	9
C Shepherdson	0	3
A Smith	9	9
P Thundercliffe	9	9
M Wood	8	9
R Leary	9	9
H Cooper	0	1
Z Green	1	1

C Shepherdson resigned 11/01/2021, H Cooper was appointed 06/07/2021 and Z Green was appointed 01/08/2021.

#### Governance reviews

The **Finance, Personnel and Audit Committee** is a sub-committee of the main Board of Trustees. Its purpose is to be responsible for the detailed consideration as to the best means of fulfilling the Multi-Academy Trust's responsibility to ensure sound management of the Trust, Academy finances and resources, including proper planning, monitoring and probity. Attendance at meetings during the year was as follows:

## Thrive Co-operative Learning Trust

### Governance Statement (continued)

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
S Jones	6	6
C Wood	6	6
S Leckenby	5	6
C Shepherdson	0	3
A Smith	6	6
P Thundercliffe	5	6
M Wood	6	6
R Leary	5	6

#### **Review of value for money**

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

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

- Reviewing the energy supplier for the schools within the Academy Trust,
- Procurement of new trust-wide budget management software, and
- Procurement through government frameworks of higher value IT purchases

## **Thrive Co-operative Learning Trust**

### **Governance Statement (continued)**

#### **Review of effectiveness**

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

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

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

#### **The Risk and Control Framework**

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- Regular reviews by the FP&AC of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- Setting targets to measure financial and other performance
- Clearly defined purchasing (asset purchase or capital investment) guidelines
- Delegation of authority and segregation of duties
- Identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided: to appoint Hull City Council as its internal auditor (limited assurance was given by Hull City Council due to COVID-19 in line with ESFA guidance)

The internal auditor's 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 assurance statements on the following:

- Cash Security Systems
- Banking Procedures
- Funding
- Community Use
- Income/Expenditure procedures
- Risk Management
- IT
- Stewardship
- School Meals

The Academy Trust's internal finance team provided additional assurance via an internal audit report focusing on transactional testing, bank reconciliation and bank transfer testing.

## Thrive Co-operative Learning Trust

### 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 ongoing process designed to identify and prioritise the risks to the achievement of Multi-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 Thrive Co-operative Learning Trust for the year ended 31 August 2021 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 this has been in place for the period 1st September 2020 to 31st August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

Approved by the Board of Trustees on 8 December 2021 and signed on its behalf by:



C Wood  
Chair of Trustees



J Roe  
Accounting Officer

## **Thrive Co-operative Learning Trust**

### **Statement on Regularity, Propriety and Compliance**

As Accounting Officer of Thrive Co-operative Learning Trust I have considered my responsibility to notify the Multi-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 Multi-Academy Trust, under the funding agreement in place between the Multi-Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the Multi-Academy Trust Board of Trustees are able to identify any material irregular or improper use of funds by the Multi-Academy Trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2020.

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 the ESFA.



J Roe  
Accounting officer

8 December 2021



## Thrive Co-operative Learning Trust

### Statement of Trustees' Responsibilities

The Trustees (who act as governors of Thrive Co-Operative Learning Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction published 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 apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2020 to 2021;
- 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; and
- 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 the 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 8 December 2021 and signed on its behalf by:



C Wood  
Chair of Trustees



J Roe  
Chief Executive Officer

## **Thrive Co-operative Learning Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of Thrive Co-operative Learning Trust**

#### **Opinion**

We have audited the financial statements of Thrive Co-operative Learning Trust (the 'Multi-Academy Trust') for the year ended 31 August 2021, which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and 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 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Multi-Academy Trust's affairs as at 31 August 2021 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 2020 to 2021 issued by the Education and Skills Funding Agency.

#### **Basis for opinion**

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

#### **Conclusions relating to going concern**

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

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

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

## **Thrive Co-operative Learning Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of Thrive Co-operative Learning Trust (continued)**

#### **Other information**

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

We have nothing to report in this regard.

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

We have nothing to report in this regard.

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

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

- the information given in the Trustees' Report (incorporating the Strategic Report and Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Trustees' 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 Multi-Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and Trustees' Report.

We have nothing to report in respect of the following matters where 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.

## **Thrive Co-operative Learning Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of Thrive Co-operative Learning Trust (continued)**

#### **Responsibilities of Trustees**

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 22], the Trustees (who are also the Directors of the Academy Trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

#### **Auditor's 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

#### **The extent to which the audit was considered capable of detecting irregularities including fraud**

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, Charities SORP 2019, Academies Accounts Direction 2020 to 2021, data protection, anti-bribery, employment, environmental and health and safety legislation. An understanding of these laws and regulations and the extent of compliance was obtained through discussion with management and inspecting legal and regulatory correspondence as necessary.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management and considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

## Thrive Co-operative Learning Trust

### Independent Auditor's Report on the Financial Statements to the Members of Thrive Co-operative Learning Trust (continued)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, and relevant regulators.

Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission, or misrepresentation.

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

#### Use of our report

This report is made solely to the Multi-Academy Trust's Trustees, 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 Multi-Academy Trust's Trustees those matters we are required to state to them in an auditor's 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 Multi-Academy Trust and its Trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



Luke Taylor BSc(Hons) ACA (Senior Statutory Auditor)  
For and on behalf of Smailes Goldie  
Chartered Accountants  
Statutory Auditor  
Regent's Court  
Princess Street  
Hull  
East Yorkshire  
HU2 8BA

8 December 2021

#### Note:

The maintenance and integrity of the Academy Trust website is the responsibility of the Trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

## **Thrive Co-operative Learning Trust**

### **Independent Reporting Accountant's Report on Regularity to Thrive Co-operative Learning Trust and the Education & Skills Funding Agency**

In accordance with the terms of our engagement letter dated 18 November 2021 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Thrive Co-operative Learning Trust during the period 1 September 2020 to 31 August 2021 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 Thrive Co-operative Learning Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we may state to Thrive Co-operative Learning Trust 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 Thrive Co-operative Learning Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of Thrive Co-operative Learning Trust's accounting officer and the reporting accountant**

The Accounting Officer is responsible, under the requirements of Thrive Co-operative Learning Trust's funding agreement with the Secretary of State for Education dated 28 October 2016 and the Academies Financial Handbook extant from 1 September 2020, 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 2020 to 2021. 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 from 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

#### **Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Ensuring value for money is sought for all goods/services procured by the Multi-Academy Trust, including those procured from related parties of the Multi-Academy Trust;
- Ensuring that fixed asset additions are made in line with the terms of the funding received and that fixed asset disposals are properly authorised by the DfE;

## **Thrive Co-operative Learning Trust**

### **Independent Reporting Accountant's Report on Regularity to Thrive Co-operative Learning Trust and the Education & Skills Funding Agency (continued)**

- Ensuring that expenditure incurred through the Multi-Academy Trust bank account and debit card is appropriate for the purposes of the Multi-Academy Trust and that there has been no personal expenditure from the Multi-Academy Trust funds;
- Ensuring pension contributions are paid to the respective schemes in a timely manner;
- Ensuring returns required by regulatory or funding authorities are completed on a timely basis.

#### **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 from 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Smailes Goldie*

Smailes Goldie ,  
Chartered Accountants  
Statutory Auditor  
Regent's Court  
Princess Street  
Hull  
East Yorkshire  
HU2 8BA

8 December 2021

## Thrive Co-operative Learning Trust

### Statement of Financial Activities for the Year Ended 31 August 2021 (including Income and Expenditure Account)

	Note	Unrestricted Funds £ 000	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	2020/21 Total £ 000	2019/20 Total £ 000
<b>Income and endowments from:</b>						
<i>Voluntary income</i>						
Donations and capital grants	2	-	-	1,123	1,123	4,175
Transfer from local authority on conversion		-	-	-	-	4,619
<i>Charitable activities:</i>						
Funding for the Academy trust's educational operations	3	353	26,470	-	26,823	24,890
Teaching schools		-	40	-	40	33
Other trading activities	4	89	-	-	89	116
<b>Total</b>		<b>442</b>	<b>26,510</b>	<b>1,123</b>	<b>28,075</b>	<b>33,833</b>
<b>Expenditure on:</b>						
Raising funds	5	50	-	-	50	47
<i>Charitable activities:</i>						
Academy trust educational operations	6	617	27,485	1,934	30,036	27,327
Teaching schools	26	-	40	-	40	33
<b>Total</b>		<b>667</b>	<b>27,525</b>	<b>1,934</b>	<b>30,126</b>	<b>27,407</b>
<b>Net income/(expenditure)</b>		<b>(225)</b>	<b>(1,015)</b>	<b>(811)</b>	<b>(2,051)</b>	<b>6,426</b>
Transfers between funds		-	(303)	303	-	-
<b>Other recognised gains and losses</b>						
Actuarial losses on defined benefit pension schemes	24	-	(3,917)	-	(3,917)	(2,307)
<b>Net movement in funds/(deficit)</b>		<b>(225)</b>	<b>(5,235)</b>	<b>(508)</b>	<b>(5,968)</b>	<b>4,119</b>
<b>Reconciliation of funds</b>						
Total funds/(deficit) brought forward at 1 September 2020		367	(11,244)	60,875	49,998	45,879
Total funds/(deficit) carried forward at 31 August 2021		142	(16,479)	60,367	44,030	49,998



## Thrive Co-operative Learning Trust

(Registration number: 10375776)

### Balance Sheet as at 31 August 2021

	Note	2021 £ 000	2020 £ 000
<b>Fixed assets</b>			
Intangible assets	12	-	2
Tangible assets	13	59,734	60,527
		<u>59,734</u>	<u>60,529</u>
<b>Current assets</b>			
Debtors	14	965	1,482
Cash at bank and in hand		3,608	2,393
		<u>4,573</u>	<u>3,875</u>
Creditors: Amounts falling due within one year	15	(1,996)	(1,787)
Net current assets		<u>2,577</u>	<u>2,088</u>
Total assets less current liabilities		<u>62,311</u>	<u>62,617</u>
Net assets excluding pension liability		62,311	62,617
Pension scheme liability	24	(18,281)	(12,619)
Net assets including pension liability		<u>44,030</u>	<u>49,998</u>
<b>Funds of the Academy:</b>			
<b>Restricted funds</b>			
Restricted general fund		(16,479)	(11,244)
Restricted fixed asset fund		60,367	60,875
		<u>43,888</u>	<u>49,631</u>
<b>Unrestricted funds</b>			
Unrestricted general fund		142	367
Total funds		<u>44,030</u>	<u>49,998</u>

The financial statements on pages 29 to 57 were approved by the Board of Trustees, and authorised for issue on 8 December 2021 and signed on their behalf by:



C Wood  
Trustee

## Thrive Co-operative Learning Trust

### Statement of Cash Flows for the Year Ended 31 August 2021

	Note	2021 £ 000	2020 £ 000
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	19	1,325	3,474
Cash inflows/(outflows) from investing activities	20	(110)	(3,555)
Change in cash and cash equivalents in the year		1,215	(81)
Cash and cash equivalents at 1 September		2,393	2,474
Cash and cash equivalents at 31 August	21	3,608	2,393

# Thrive Co-operative Learning Trust

## Notes to the Financial Statements for the Year Ended 31 August 2021

### 1 Accounting policies

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

#### **Basis of preparation**

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

#### **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.

#### **Income**

All incoming resources are recognised when the Academy Trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

#### **Grants**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the 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 sheet in the restricted fixed asset fund. Capital grants are spent on capital projects in line with the terms and conditions of the grant. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

## **Thrive Co-operative Learning Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)**

#### **1 Accounting policies (continued)**

The Academy Trust is benefiting from ESFA's [Free School / Priority Schools Building Programme – tailor as applicable]. The funding for the programme is not recognised as a capital grant until there is unconditional entitlement from costs being incurred, and the development occurring on a site where the Academy Trust controls (through ownership, lease or licence) [tailor to circumstances] the site where the development is occurring. The expenditure is capitalised in assets under construction until the project is complete.

#### ***Sponsorship income***

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 is certainty of receipt.

#### ***Donations***

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

#### ***Other income***

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

#### ***Donated goods, facilities and services***

The value of donated services and gifts in kind provided to the Academy Trust are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the Academy Trust can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with Academy Trust's policies.

#### ***Donated fixed assets***

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.

#### ***Expenditure***

All expenditure is recognised in the period in which a liability is incurred and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

All resources expended are inclusive of irrecoverable VAT.

#### ***Expenditure on raising funds***

These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 1 Accounting policies (continued)

##### **Charitable activities**

These are costs incurred on the Academy Trust's educational operations.

##### **Intangible fixed assets**

Intangible assets costing £5,000 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 on a straight-line basis over its expected useful life, as follows:

<b>Asset class</b>	<b>Amortisation method and rate</b>
Purchased computer software	33.33% per annum

##### **Tangible fixed assets**

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful lives, per the table below.

<b>Asset class</b>	<b>Depreciation method and rate</b>
Leasehold land	Over the period of the lease
Buildings	2% per annum
Furniture & Equipment	15% per annum
ICT Equipment	33.3% per annum

##### **Liabilities**

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

## **Thrive Co-operative Learning Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)**

#### **1 Accounting policies (continued)**

##### ***Provisions***

These are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

##### **Leased assets**

Rentals under operating leases are charged on a straight-line basis over the lease term.

##### **Financial Instruments**

The Multi-Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Multi-Academy Trust 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 14. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15. 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. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

##### **Taxation**

The Multi 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 Multi Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 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.

## **Thrive Co-operative Learning Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)**

#### **1 Accounting policies (continued)**

##### **Pension benefits**

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

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

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Multi-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 net income/(expenditure) are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

##### **Fund accounting**

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

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

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

##### **Critical accounting estimates and areas of judgement**

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

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 1 Accounting policies (continued)

##### **Critical accounting estimates and assumptions**

The Multi 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 the pension and similar obligations note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. 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 Donations and capital grants

	<b>Restricted funds £ 000</b>	<b>2020/21 Total £ 000</b>	<b>2019/20 Total £ 000</b>
<b>Other voluntary income</b>			
Capital grants	719	719	579
Other donations	404	404	3,596
	<u>1,123</u>	<u>1,123</u>	<u>4,175</u>

During the year, the Academy Trust was awarded a capital donation by Hull City Council. The value of the works carried out during the year, at the reporting date, was £264,143 (2020: £3,522,423) and is included within Freehold Land & Buildings.

The Academy Trust also received a capital donation of IT equipment from the Department of Education valued at £140,250 and is included within IT & Equipment.



## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 3 Funding for the Academy Trust's educational operations

	Unrestricted funds £ 000	Restricted funds £ 000	2020/21 Total £ 000	2019/20 Total £ 000
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	21,231	21,231	19,981
Pupil premium	-	1,888	1,888	1,752
Teachers' pay	-	255	255	241
Teachers' pension	-	726	726	687
Other DfE/ ESFA grants	-	408	408	526
UIFSM	-	228	228	220
	-	24,736	24,736	23,407
<b>Other government grants</b>				
Local authority grants	-	1,081	1,081	847
<b>COVID-19 additional funding (DfE/ESFA)</b>				
Catch-up premium	-	339	339	-
National Tutoring Programme	-	7	7	-
Summer schools programme fund	-	35	35	-
	-	381	381	-
<b>Other government grants: Covid-19</b>				
COVID-19 Mass testing funding	-	76	76	-
<b>Non-government grants and other income</b>				
Other income from the academy trust's operations	353	196	549	636
<b>Total grants</b>	<b>353</b>	<b>26,470</b>	<b>26,823</b>	<b>24,890</b>

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 3 Funding for the Academy Trust's educational operations (continued)

The Academy Trust received £339,680 of funding for COVID-19 catch-up premium, £6,247 of funding for COVID-19 National tutor programme, £35,098 Summer school programme and £76,330 of funding for COVID-19 Mass testing. The trust has carried forward £97,000 of the COVID-19 catch-up premium to the 2021/22 year.

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department for Education and ESFA, the Academy Trust's funding for these grants is no longer reported under the Other DfE Group grants heading, but as separate lines.

#### 4 Other trading activities

	<b>Unrestricted funds £ 000</b>	<b>Restricted funds £ 000</b>	<b>2020/21 Total £ 000</b>	<b>2019/20 Total £ 000</b>
Hire of facilities	51	-	51	88
Other sales	38	-	38	28
	<u>89</u>	<u>-</u>	<u>89</u>	<u>116</u>

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 5 Expenditure

	Non Pay Expenditure			2020/21	2019/20
	Staff costs £ 000	Premises £ 000	Other costs £ 000	Total £ 000	Total £ 000
<b>Expenditure on raising funds</b>					
Allocated support costs	-	-	50	50	47
<b>Academy's educational operations</b>					
Direct costs	19,197	1,212	1,653	22,062	19,603
Allocated support costs	4,040	1,881	2,053	7,974	7,724
<b>Teaching School</b>	40	-	-	40	33
	<u>23,277</u>	<u>3,093</u>	<u>3,756</u>	<u>30,126</u>	<u>27,407</u>

#### Net income/(expenditure) for the year includes:

	2020/21 £ 000	2019/20 £ 000
Operating lease rentals	15	23
Depreciation	1,622	1,394
Amortisation of intangible fixed assets	2	5
Fees payable to auditor - audit	23	23
Fees payable to auditor - other services	9	5
	<u>9</u>	<u>5</u>

#### 6 Charitable activities

	2020/21 £ 000	2019/20 £ 000
Direct costs - educational operations	22,062	19,603
Support costs - educational operations	7,974	7,724
	<u>30,036</u>	<u>27,327</u>

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 6 Charitable activities (continued)

	2020/21 Total £ 000	2019/20 Total £ 000
<b>Analysis of support costs</b>		
Support staff costs	4,040	3,641
Depreciation	411	284
Technology costs	128	17
Premises costs	1,470	1,222
Legal costs - conversion	-	6
Legal costs - other	2	1
Other support costs	1,891	2,525
Governance costs	32	28
Total support costs	<u>7,974</u>	<u>7,724</u>

#### 7 Staff

##### Staff costs

	2020/21 £ 000	2019/20 £ 000
<b>Staff costs during the year were:</b>		
Wages and salaries	16,572	15,268
Social security costs	1,551	1,408
Operating costs of defined benefit pension schemes	4,910	4,377
	<u>23,033</u>	<u>21,053</u>
Supply staff costs	244	171
Staff restructuring costs	-	70
	<u>23,277</u>	<u>21,294</u>
		<b>2020 £ 000</b>

##### Staff restructuring costs comprise:

Redundancy payments	<u>70</u>
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##### Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £Nil (2020: £37,000).

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 7 Staff (continued)

##### Staff numbers

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

	2020/21 No	2019/20 No
Teachers	251	241
Administration and support	492	477
Management	5	5
	<hr/> 748	<hr/> 723

##### Higher paid staff

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

	2021 No	2020 No
£60,001 - £70,000	10	8
£70,001 - £80,000	3	2
£80,001 - £90,000	1	3
£90,001 - £100,000	2	-
£110,001 - £120,000	1	1
£120,001 - £130,000	-	1
	<hr/>	<hr/>

##### Key management personnel

The key management personnel of the Multi-Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Multi-Academy Trust was £565,413 (2020: £570,782).

#### 8 Central services

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

- Human resources
- Financial services
- Legal services
- Educational support services
- Others as arising

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

- Secondary 7% and Primary 4.7% of GAG funding.

The actual amounts charged during the year were as follows:

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 8 Central services (continued)

	31 August 2021	31 August 2020
	£ 000	£ 000
Kelvin Hall School	556	526
Chiltern Primary School	90	86
Stepney Primary School	44	44
Ings Primary School	53	53
St Georges Primary School	49	46
Newland School for Girls	254	235
Priory Primary School	76	71
Sidmouth Primary School	69	71
Oldfleet Primary School	71	54
	<u>1,262</u>	<u>1,186</u>

#### 9 Related party transactions - trustees' remuneration and expenses

No Trustees were paid remuneration or received other benefits from employment with the Multi-Academy Trust in the current year or prior year.

During the year ended 31 August 2021, travel and subsistence expenses totalling £66 (2020 - £908) were reimbursed or paid directly to 1 Trustee (2020 – 2 Trustees).

Other related party transactions involving the Trustees are set out in note 25.

#### 10 Trustees' and officers' insurance

The Multi Academy Trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business, and provides cover up to £10,000,000. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme membership.

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 11 Statement of financial activities for prior year

	Note	Unrestricted Funds £ 000	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	2019/20 Total £ 000
<b>Income and endowments from:</b>					
Voluntary income					
Donations and capital grants	2	13	61	4,101	4,175
Transfer from local authority on conversion		-	(194)	4,813	4,619
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	544	24,346	-	24,890
Teaching schools		-	33	-	33
Other trading activities	4	116	-	-	116
Total		673	24,246	8,914	33,833
<b>Expenditure on:</b>					
Raising funds	5	47	-	-	47
<i>Charitable activities:</i>					
Academy trust educational operations	6	656	25,085	1,586	27,327
Teaching schools	26	-	33	-	33
Total		703	25,118	1,586	27,407
Net (expenditure)/income		(30)	(872)	7,328	6,426
Transfers between funds		-	(419)	419	-
<b>Other recognised gains and losses</b>					
Actuarial gains on defined benefit pension schemes	24	-	(2,307)	-	(2,307)
Net movement in (deficit)/funds		(30)	(3,598)	7,747	4,119
<b>Reconciliation of funds</b>					
Total funds/(deficit) brought forward at 1 September 2019		397	(7,646)	53,128	45,879
Total funds/(deficit) carried forward at 31 August 2020		367	(11,244)	60,875	49,998

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 12 Intangible fixed assets

	Computer software £ 000	Total £ 000
<b>Cost</b>		
At 1 September 2020	31	31
At 31 August 2021	31	31
<b>Amortisation</b>		
At 1 September 2020	29	29
Charge for the year	2	2
At 31 August 2021	31	31
<b>Net book value</b>		
At 31 August 2021	-	-
At 31 August 2020	2	2

#### 13 Tangible fixed assets

	Freehold land and buildings £ 000	Leasehold land and buildings £ 000	Furniture and equipment £ 000	ICT equipment £ 000	Total £ 000
<b>Cost</b>					
At 1 September 2020	50,819	11,837	962	1,109	64,727
Additions	277	-	249	303	829
At 31 August 2021	51,096	11,837	1,211	1,412	65,556
<b>Depreciation</b>					
At 1 September 2020	2,850	457	230	663	4,200
Charge for the year	992	220	144	266	1,622
At 31 August 2021	3,842	677	374	929	5,822
<b>Net book value</b>					
At 31 August 2021	47,254	11,160	837	483	59,734
At 31 August 2020	47,969	11,380	732	446	60,527

During the year, land and buildings at Newland School for Girls site were held under a tenancy at will agreement with Hull City Council and therefore have not been recognised in the accounts of the Multi-Academy Trust as at 31 August 2021 or 31 August 2020.



## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 14 Debtors

	2021 £ 000	2020 £ 000
Trade debtors	28	162
VAT recoverable	214	221
Other debtors	5	4
Prepayments and accrued income	718	1,095
	<u>965</u>	<u>1,482</u>

Prepayments includes £11,038 (2020: £3,037) which is due after more than one year.

#### 15 Creditors: amounts falling due within one year

	2021 £ 000	2020 £ 000
Trade creditors	576	586
Other taxation and social security	370	340
Other creditors	401	368
Accruals and deferred income	649	493
	<u>1,996</u>	<u>1,787</u>

	2021 £ 000	2020 £ 000
<b>Deferred income</b>		
Deferred income at 1 September 2020	162	179
Resources deferred in the period	188	162
Amounts released from previous periods	(162)	(179)
Deferred income at 31 August 2021	<u>188</u>	<u>162</u>

Deferred income comprises monies relating to future academic years. Amounts carried forward relate to:

	31 August 2021 £000	31 August 2020 £000
Universal Free School Meals	133	144
Rates Relief	54	-
Year 7 catch up grant	-	18
High needs	1	-
	<u>188</u>	<u>162</u>

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 16 Funds

	Balance at 1 September 2020 £ 000	Incoming resources £ 000	Resources expended £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2021 £ 000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	1,375	21,232	(20,599)	(303)	1,705
Pupil Premium	-	1,888	(1,888)	-	-
Other DfE/ESFA Grants	-	2,482	(2,482)	-	-
Pension fund	(12,619)	-	(1,745)	(3,917)	(18,281)
Other grants	-	451	(451)	-	-
Covid-19 Catch-up premium	-	340	(243)	-	97
Covid-19 National Tutoring Programme	-	6	(6)	-	-
Covid-19 Summer schools programme fund	-	35	(35)	-	-
Covid-19 Mass testing funding	-	76	(76)	-	-
	(11,244)	26,510	(27,525)	(4,220)	(16,479)
<b>Restricted fixed asset funds</b>					
DfE Group Capital Grant	1,045	1,123	(455)	-	1,713
Capital Expenditure from GAG	306	-	(267)	303	342
Transfer on conversion	55,602	-	(1,142)	-	54,460
Other fixed assets	3,922	-	(70)	-	3,852
	60,875	1,123	(1,934)	303	60,367
Total restricted funds	49,631	27,633	(29,459)	(3,917)	43,888
<b>Unrestricted funds</b>					
Unrestricted general funds	367	442	(667)	-	142
Total funds	49,998	28,075	(30,126)	(3,917)	44,030

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 16 Funds (continued)

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

	Balance at 1 September 2019 £ 000	Incoming resources £ 000	Resources expended £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2020 £ 000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	785	19,981	(18,972)	(419)	1,375
Pupil Premium	259	1,752	(2,011)	-	-
Other DfE/ESFA Grants	-	2,314	(2,314)	-	-
Pension fund	(8,690)	(194)	(1,428)	(2,307)	(12,619)
Other grants	-	393	(393)	-	-
	<u>(7,646)</u>	<u>24,246</u>	<u>(25,118)</u>	<u>(2,726)</u>	<u>(11,244)</u>
<b>Restricted fixed asset funds</b>					
DfE Group Capital Grant	773	579	(266)	(41)	1,045
Capital Expenditure from GAG	57	-	(211)	460	306
Transfer on conversion	51,898	4,813	(1,109)	-	55,602
Other fixed assets	400	3,522	-	-	3,922
	<u>53,128</u>	<u>8,914</u>	<u>(1,586)</u>	<u>419</u>	<u>60,875</u>
Total restricted funds	45,482	33,160	(26,704)	(2,307)	49,631
<b>Unrestricted funds</b>					
Unrestricted general funds	397	673	(703)	-	367
Total funds	<u>45,879</u>	<u>33,833</u>	<u>(27,407)</u>	<u>(2,307)</u>	<u>49,998</u>

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 16 Funds (continued)

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 Multi-Academy Trust. Under the funding agreement with the Secretary of State, the Multi-Academy Trust was not subject to a limit on the amount of GAG that it could carry forward as at 31 August 2021.

Other DfE/ESFA grants, other government grants and other grants and income, including Pupil Premium, must be used for the specific purposes for which they are given. Such grants and income enable the Multi-Academy Trust to fulfil its charitable objectives.

Restricted Pension Reserve relates to the deficit on the Local Government Pension Scheme.

Restricted Fixed Assets Funds include donated by the Local Authority on conversion to academy, DfE Group Capital Grants Fund and Capital Expenditure from GAG Fund. These funds represent fixed assets transferred on conversion to a Multi-Academy Trust, assets funded by capital grants and assets purchased from General Annual Grant funds.

The transfer from restricted general funds to restricted fixed asset funds represents capital expenditure not funded by capital grants.

#### Analysis of academies by fund balance

Fund balances at 31 August 2021 were allocated as follows:

	2021	2020
	£000	£000
Kelvin Hall School		
Chiltern Primary School	1,307	1,196
Stepney Primary School	158	43
St Georges Primary School	87	121
Ings Primary School	209	206
Newland School for Girls	51	99
Priory Primary School	319	248
Sidmouth Primary School	88	109
Oldfleet Primary School	(71)	(115)
Central Services	17	28
	(221)	(193)
Total before fixed assets and pension reserve	1,944	1,742
Fixed asset funds	60,367	60,875
Pension scheme liability	(18,281)	(12,619)
Total	44,030	49,998

Sidmouth Primary School is carrying a deficit of £71,000 on these funds because of staffing restructuring costs in the previous financial year, all of these costs are non-recurring costs by nature.

The school has now produced a balanced 3-year budget position and has agreed a recovery plan with the Trust to bring the cumulative position back to a surplus in future years.

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 16 Funds (continued)

#### Analysis of academies by cost

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

	Teaching and Educational Support Staff Costs £ 000	Other Support Staff Costs £ 000	Educational Supplies £ 000	Other Costs (excluding Depreciation) £ 000	Total 2021 £ 000
Chiltern Primary School	1,724	416	168	357	2,665
Ings Primary School	1,189	225	98	167	1,679
Kelvin Hall School	6,553	938	570	1,180	9,241
Newland School for Girls	2,917	425	399	457	4,198
Oldfleet Primary School	1,362	280	159	235	2,036
Priory Primary School	1,513	400	116	248	2,278
St Georges Primary School	964	236	87	161	1,448
Sidmouth Primary School	1,318	356	106	223	2,003
Stepney Primary School	853	221	48	153	1,275
Central services	843	541	22	273	1,679
<b>Total</b>	<b>19,236</b>	<b>4,038</b>	<b>1,773</b>	<b>3,454</b>	<b>28,502</b>
					<b>Total</b>
					<b>2020</b>
					<b>£ 000</b>
Chiltern Primary School					2,613
Ings Primary School					1,552
Kelvin Hall School					8,423
Newland School for Girls					3,837
Oldfleet Primary School					1,435
Priory Primary School					2,246
St Georges Primary School					1,342
Sidmouth Primary School					2,109
Stepney Primary School					1,221
Central services					1,229
<b>Total</b>					<b>26,007</b>

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 17 Analysis of net assets between funds

Fund balances at 31 August 2021 are represented by:

	<b>Unrestricted funds £ 000</b>	<b>Restricted general funds £ 000</b>	<b>Restricted fixed asset funds £ 000</b>	<b>Total funds £ 000</b>
Tangible fixed assets	-	-	59,734	59,734
Current assets	142	3,721	710	4,573
Current liabilities	-	(1,919)	(77)	(1,996)
Pension scheme liability	-	(18,281)	-	(18,281)
<b>Total net assets</b>	<b>142</b>	<b>(16,479)</b>	<b>60,367</b>	<b>44,030</b>

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

	<b>Unrestricted funds £ 000</b>	<b>Restricted general funds £ 000</b>	<b>Restricted fixed asset funds £ 000</b>	<b>Total funds £ 000</b>
Intangible fixed assets	-	-	2	2
Tangible fixed assets	-	-	60,527	60,527
Current assets	367	3,103	405	3,875
Current liabilities	-	(1,728)	(59)	(1,787)
Pension scheme liability	-	(12,619)	-	(12,619)
<b>Total net assets</b>	<b>367</b>	<b>(11,244)</b>	<b>60,875</b>	<b>49,998</b>

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 18 Commitments under operating leases

##### *Operating leases*

At 31 August 2021 the total of the Multi-Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2021 £ 000	2020 £ 000
Amounts due within one year	12	16
Amounts due between one and five years	-	11
	<u>12</u>	<u>27</u>

#### 19 Reconciliation of net (expenditure)/income to net cash inflow/(outflow) from operating activities

	2020/21 £ 000	2019/20 £ 000
Net (expenditure)/income	(2,051)	6,426
Amortisation	2	5
Depreciation	1,622	1,394
Capital grants from DfE and other capital income	(719)	(579)
Defined benefit pension scheme cost less contributions payable	1,517	1,249
Defined benefit pension scheme finance cost	228	179
Transfer from local authority on conversion	-	(4,619)
Decrease/(increase) in debtors	517	(677)
Increase in creditors	209	96
Net cash provided by Operating Activities	<u>1,325</u>	<u>3,474</u>

#### 20 Cash flows from investing activities

	2020/21 £ 000	2019/20 £ 000
Purchase of tangible fixed assets	(829)	(4,134)
Capital funding received from sponsors and others	719	579
Net cash used in investing activities	<u>(110)</u>	<u>(3,555)</u>

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 21 Analysis of cash and cash equivalents

	2021 £ 000	2020 £ 000
Cash at bank and in hand	3,608	2,393
Total cash and cash equivalents	3,608	2,393

#### 22 Analysis of changes in net debt

The only change in cash and cash equivalents in the year was in relation to cash flow and as such it has not been deemed appropriate to display a 'changes in net debt' note in a table format.

#### 23 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 they are 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 they ceased to be a member.

#### 24 Pension and similar obligations

The Multi-Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by East Riding of Yorkshire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £395,213 (2020: £365,052) were payable to the schemes at 31 August 2020 and are included within creditors.

##### Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pension Scheme Regulations 2010 (as amended) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014 (as amended). 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 to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.



## **Thrive Co-operative Learning Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)**

#### **24 Pension and similar obligations (continued)**

##### **Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 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 2014. The valuation report was published by the Department for Education on 5 March 2019.

Employer contribution rates are set at 23.68% of pensionable pay (including a 0.08% administration levy).

Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.

The SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the period amounted to £2,289,021 (2020: £2,115,336).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

##### **Local government pension scheme**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £1,457,000 (2020 - £1,423,000), of which employer's contributions totalled £1,118,000 (2020 - £1,124,000) and employees' contributions totalled £339,000 (2020 - £299,000). The agreed contribution rates for future years are 19.4 per cent for employers and 5.5 per cent to 12.5 per cent for employees.

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

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

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 24 Pension and similar obligations (continued)

##### Principal actuarial assumptions

	<b>2021</b>	<b>2020</b>
	%	%
Rate of increase in salaries	3.80	3.10
Rate of increase for pensions in payment/inflation	2.90	2.20
Discount rate for scheme liabilities	1.65	1.70

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

	<b>2021</b>	<b>2020</b>
<b>Retiring today</b>		
Males	21.00	20.90
Females	23.70	23.30
<b>Retiring in 20 years</b>		
Males	22.20	21.80
Females	25.50	24.80

##### Sensitivity analysis

	<b>2021</b>	<b>2020</b>
	£000	£000
0.5% decrease in discount rate	4,240	3,194
0.5% increase in inflation rate	420	355
0.5% increase in pension increase rate	3,760	2,776

The Multi-Academy Trust's share of the assets in the scheme were:

	<b>2021</b>	<b>2020</b>
	£ 000	£ 000
Equities	9,320	6,850
Government bonds	2,431	1,661
Property	1,486	1,246
Cash and other liquid assets	270	623
Total market value of assets	13,507	10,380

The actual return on scheme assets was £1,754,000 (2020 - £454,000).

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 24 Pension and similar obligations (continued)

##### Amount recognised in the Statement of Financial Activities

	2020/21 £ 000	2019/20 £ 000
Current service cost	1,517	1,168
Past service cost	-	81
Interest income	(187)	(172)
Interest cost	415	351
Total amount recognised in the SOFA	1,745	1,428

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

	2020/21 £ 000	2019/20 £ 000
At start of period	22,999	16,960
Conversion of academy trusts	-	474
Current service cost	2,635	2,292
Interest cost	415	351
Employee contributions	339	299
Actuarial (gain)/loss	5,671	2,761
Benefits paid	(271)	(219)
Past service cost	-	81
At 31 August	31,788	22,999

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

	2020/21 £ 000	2019/20 £ 000
At start of period	10,380	8,270
Conversion of academy trusts	-	280
Interest income	187	172
Actuarial gain/(loss)	1,754	454
Employer contributions	1,118	1,124
Employee contributions	339	299
Benefits paid	(271)	(219)
At 31 August	13,507	10,380

#### 25 Related party transactions

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

## Thrive Co-operative Learning Trust

### Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

#### 25 Related party transactions (continued)

No other related party transactions took place in the year, other than certain Trustees' expenses already disclosed in note 9.

#### 26 Teaching school trading account

	2020/21 £ 000	2019/20 £ 000
<b>Income</b>		
<b>Direct Income</b>		
Other income	40	33
Total Income	40	33
<b>Expenditure</b>		
<b>Direct costs</b>		
Direct staff costs	40	33
<b>Total Expenditure</b>	(40)	(33)
Surplus/(Deficit) from all sources	-	-
Teaching school balances at 31 August 2021	-	-