
INCLUSIVE MULTI ACADEMY TRUST

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details	1
Trustees' report	2 - 16
Governance statement	17 - 20
Statement on regularity, propriety and compliance	21
Statement of Trustees' responsibilities	22
Independent auditor's report on the financial statements	23 - 26
Independent reporting accountant's report on regularity	27 - 28
Statement of financial activities incorporating income and expenditure account	29
Balance sheet	30 - 31
Statement of cash flows	32
Notes to the financial statements	33 - 62

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Carly Holliman Jonathan Hartley Jill Steward Nick Martin
Trustees	Elizabeth Leeman, Chair ¹ Andrew Chappell, Vice Chair James Roach, Accounting Officer ¹ Daniel Finill Elizabeth Redman ¹ Efuru Obua Vijay Sharma (resigned 7 May 2021) ¹ Natalie Dalvarez (resigned 7 September 2020) ¹ Claire Edwards (appointed 18 May 2021) ¹ ¹ Member of Resources Committee
Company registered number	10411381
Company name	Inclusive Multi Academy Trust
Principal and registered office	Beech House 95a Gammons Lane Watford Hertfordshire WD24 5TY
Chief Executive Officer	James Roach
Senior Leadership Team	James Roach, Chief Executive Officer Sharon Carlyon, Chief Operating Officer Elizabeth Somerset-Butler, SENCO Gillian Jackson, Headteacher - Beechfield Primary School E Hill, Deputy Headteacher - Cherry Tree School Tanya Mortlock, Assistant Headteacher - Beechfield Primary School Cheska Tyler, Headteacher - Cherry Tree School Michelle Connell, Deputy Headteacher - Beechfield Primary School Sebastian Gray, Headteacher - Laurance Haines School Jo Ball, Deputy Headteacher - Laurance Hainse School
Independent auditor	Hillier Hopkins LLP Chartered Accountants Statutory Auditor Radius House 51 Clarendon Road Watford Herts WD17 1HP

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Trust consists of three primary schools within the Watford area, Beechfield School, Cherry Tree School and Laurance Haines School with a pupil capacity of 1,410 pupils, 60 pupils per year group. From September 2020 all three schools offered 30 hours Early Years provision. Additionally, during 2020/21, the schools started to take children as soon as they were 3 years old. Laurance Haines School, the initial primary school in the Trust was joined by Cherry Tree School in February 2018 followed by Beechfield School in March 2018. The Trust is actively looking to bring more schools into our trust.

Structure, governance and management

a. Constitution

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

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

The Trustees of Inclusive Multi Academy Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as the Inclusive Multi Academy Trust (IMAT).

Details of the Trustees who served during the year and to the date these accounts are approved are included in the Reference and administrative details on page 1.

As of 31st August 2021, the Trust had four Members. As at the date of the subsequent Annual General Meeting, the Trust has recruited a 5th member to ensure it operates in accordance with the Departments strong preference that trusts should have at least five members.

b. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

c. Trustees' indemnities

In accordance with normal commercial practice, Trustees benefit from indemnity insurance to cover the liability of the Trustees by which virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Inclusive Multi Academy Trust.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Structure, governance and management (continued)

d. Method of recruitment and appointment or election of Trustees

Our Articles of Association provide that the Inclusive Multi Academy Trust shall have a minimum of three Trustees and shall not be subject to any maximum, Trustees shall include the Chief Executive Officer. Trustees are appointed by the Members for an initial period of 4 years and may be re-appointed and removed. Appointed Trustees are selected to ensure that there is a breadth of skills and knowledge necessary to support and advance the Trust in all areas for example Finance, Human Resources, Health and Safety and School Improvement. Members have sought to recruit from the wider community.

e. Policies adopted for the induction and training of Trustees

Following their appointment all Trustees receive an induction tailored to their personal experience, skills, and their role on the Trust Board. Visits to the Trust schools and meeting members of the Leadership teams are encouraged to provide Trustees with a comprehensive understanding of the school, their communities, day to day operations and the Trust's values and philosophy. Trustees regularly undertake a skills audit to ensure a broad range of skills are represented on the board. Trustees are encouraged to develop their skills through participation in training and development appropriate to their roles. To facilitate this the Trust provides a comprehensive programme of training, guidance, and documentation available through various organisations including Herts for Learning Limited, as well as the Confederation of School Trusts. All Trustees are required to sign and adhere to the Trust's code of conduct. In line with the ESFA guidance an external review of governance is scheduled to take place in early 2022 once new trustees are 'on boarded'.

f. Organisational structure

The Members of the Inclusive Multi Academy Trust have ultimate responsibility for the Trust achieving its charitable objectives. They sign off the Articles of Association and have power to appoint and remove Trustees ensuring an appropriate balance of skills and effectiveness.

The Trustees of the Inclusive Multi Academy Trust constitute the Trust Board, which determines the general policy across the Trust and establishes a strategic plan for growth and development. The Trustees give their time freely and apart from the Chief executive Officer receive no remuneration or other financial benefits.

Our Trust Structure as at the 31st August is illustrated below showing the Responsibilities and Relationships:

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Structure, governance and management (continued)



The Trustees and Trust Executive meet at least termly to fulfill a strategic role through the setting of policy, the Trust plan and budget including capital expenditure and senior leadership appointments across the Trust.

The Resources Committee, established in September 2019 meets at least termly. In addition to reviewing the Trust finances, capital and health and safety management across the Trust, the committee undertakes the risk and audit requirements to ensure the independent checking of financial controls, systems, transactions and risks.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Structure, governance and management (continued)

Over this term, the Trust planned to establish a Curriculum and Communities committee. This was formally appointed in September 2021 with responsibility for the review and monitoring of educational performance throughout the Trust and the development of community relationships to support both the local community, pupils and staff within and associated with our schools.

The day to day running of each school within the Trust is delegated to the Local Governing Committee and in turn the Headteacher who is supported by the Senior Leadership Team. Each Local Governing Committee reviews the school plan, monitors performance and oversees parent and community liaison.

A clear system of delegation outlines the roles and responsibilities of the Trust Board and committees, and this has evolved to reflect best practice and as the Trust has matured. It was fully reviewed in the summer term 2021 and formally approved in September 2021.

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

The Trust Executive employees are paid on the same terms and conditions of employment as teaching and support staff, dependent on their role. The remuneration of the Trust Executive is reviewed and agreed by the Trust Board annually, on the recommendation of the Resources Committee and is linked to performance management targets and performance review.

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	1.0
Full-time equivalent employee number	0.4

Percentage of time spent on facility time

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

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

Total cost of facility time	-
Total pay bill	5,633,751
Percentage of total pay bill spent on facility time	- %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
---	-----

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Structure, governance and management (continued)

i. Related parties and other connected charities and organisations

There are currently no related parties or other connected Charities and Organisations.

j. Inclusive Multi Academy Trust beliefs and promises

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The academy carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

The academy has implemented a number of detailed policies in relation to all aspects of personnel matters including:

Happy children learn, happy staff thrive, happy parents build a community.

We promise that children in the Inclusive Multi Academy Trust will:

- feel welcome, valued and safe
- develop outstanding academic and social skills
- have fun whilst fostering an intrinsic love of learning
- respect and celebrate everyone's similarities and differences
- build lasting, healthy relationships and support networks
- engage with and contribute substantially to their local community

In accordance with the academy's equal opportunities policy, the academy has long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the academy's offices.

Objectives and activities

a. Objectives, strategies and activities

The Inclusive Multi Academy Trust is child centered, continually working to meet the needs of all our pupils regardless of background or ability. We have high expectations for all our pupils and set ambitious goals which support our commitment to ensuring that our children experience fun, interesting and exciting learning, focused around a variety of practical activities with tangible outcomes. We believe these experiences will prepare children for life in a rapidly developing world. The broad and balanced curriculum empowers the children to directly influence the direction of their learning, where experiences both inside and outside of the classroom create a buzz and an excitement around it. Our highly trained and supported teachers respond to the interests and ideas of the children whilst guiding them to ensure key skills and knowledge from the wider areas of the curriculum are developed in a pedagogically sound way. We set highly aspirational targets and nurture our children to achieve these. The nurture of our children, parents and staff underpins all we do in the Trust. We are proud that during 2021 all our schools either renewed or were awarded the National Nurturing School award – the first Multi Academy Trust in the county to achieve this status in all Trust schools. Laurance Haines became the first school in the country to achieve this award and we are proud to continue being at the forefront of this achievement which goes to the heart of the Trust's aims and values. The result of our approach and achievements is that our schools are successful nurturing hubs for the wonderfully diverse community that we serve.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Objectives and activities (continued)

b. Public benefit

The Inclusive Multi Academy Trust is a not for profit charitable company whose purpose is to benefit the public through the pursuit of its stated aims – namely the advancement of education. The Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission and consider this duty when reviewing the Trust's beliefs, promises and plans for future activities. The Inclusive Multi Academy Trust consider that the key public benefit the Trust delivers is the high-quality education provided within its schools which is to the public benefit of all children local to our school community.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Strategic report

Achievements and performance

a. Covid-19

The Covid-19 pandemic continues to impact the lives of our community in one way or another. In common with other schools in England, our schools were closed to the majority of our pupils on 23rd March 2020 with a phased reopening in early June operating in Covid safe 'bubbles'.

In September 2020 we began the new academic year welcoming all pupils into school with adaptations being implemented to operate a covid safe environment. In line with public health advice and echoing similar experiences of many state schools it was necessary to close certain class bubbles for short periods throughout the term and on public health advice one school was closed entirely the week before Autumn half term. The 'second wave' of the pandemic required schools to again move to remote learning with the exception of approximately 150 children of key workers and vulnerable pupils. We continued this provision from 5th January until 8th March 2021. Our schools offered remote learning throughout each lockdown and were able to reopen their doors to all children from 8th March 2021.

Our operational procedures were constantly updated in line with Department of Education guidelines to ensure we were quickly able to adapt to fast changing situations throughout our schools. All staff adapted their working arrangements to ensure 'covid-19' safe working for all with a balance of in school and home working where personal circumstances allowed. Our Governance remained agile whilst operating remotely for the majority of the year. Overall, this enabled us to continue to work effectively. The Executive team have continually reviewed and updated our risk assessments and by sharing and seeking ongoing staff feedback we have been able to reflect on and include numerous staff contributions across the weeks. The Executive team led communications across the pandemic, so our community of families and staff heard once consistent voice. This allowed our Headteachers to focus on ensuring the academic, social, and pastoral provisions were as strong as possible.

During lockdown periods the majority of our pupils were remotely educated, and we are our proud that our teaching team quickly developed and implemented online learning which received compliments from many of our parents. In addition to laptops provided by government initiatives we sourced and provided additional devices and connectivity so that all families and the majority of pupils had online access.

Recognising the needs of our local community, in addition to providing a hybrid of in school and remote home learning, the Trust continued to focus on providing our diverse community with a wide-ranging package of support to ensure the welfare of our pupils and staff during this difficult period. Throughout the year we continued partnering with The Salvation Army to source, pack and deliver food and care packages for a significant number of families across the Trust, assisted by many of our staff who went 'above and beyond' in order to support our community. The Pastoral Teams across the Trust continued to operate a helpline for families most in need. This was welcomed and accessed by numerous families.

Our Wellbeing and Recovery plan - a collaborative Trust wide piece of work, led primarily by the Pastoral Leads in each school and the Trust SENDCo was reviewed ahead of the September return to school. Designed to support staff to understand and begin to address the clear gaps in mental health and wellbeing noted in children and staff during the lockdown and upon their return to school, it has been widely shared with numerous Headteachers as well as all NQTs across Hertfordshire and with colleagues further afield.

Our parental survey focused on remote learning provision with responses indicating a high level of satisfaction. Comments included;

- "My son enjoys the online lessons. He is given ample opportunity to ask questions and express himself. He enjoys seeing his classmates on the calls."
- "I am grateful for the hard work the teachers put in to making sure that tasks were always uploaded for

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Strategic report (continued)

- the children to complete. We were never short of anything to do."
- "Teachers very supportive and always there for any questions. We really appreciate all the support they have provided throughout this recent national lockdown."
 - "The google meet calls have been fantastic. My child has also enjoyed having special guest visitors and doing smaller group meets. He has enjoyed having more structure in this lockdown."
 - "Zoom and Google meets. Both kids love this contact time with their teachers and friends. Amount and level of work is perfect. Support and positive feedback provided by teachers on a daily basis motivates the kids in their work the next day."
 - "I have also found is my child started to take ownership of handing in assignments. Instead of entirely relying on our support, he becomes more independent in completing and handing in the assignments."

b. Our pupils, curriculum and staff

Our pupils and curriculum

Each school has its own approach and unique curriculum that suits the needs of the school community. These all subscribe to the Inclusive Multi Academy Trust curriculum principles and are firmly underpinned by a pastoral approach. To support our pupil assessment the leadership teams have worked hard to collaboratively design an MIS based assessment system using a mixture of Cornerstones curriculum builder and our home written curriculum skill and knowledge ladders to track the academic outcomes of our children.

Pupil Premium allocation provided Pastoral/nurture, bespoke targeted academic support and a personalised spend for children. Catch up funding given as a result of the pandemic is used in a variety of ways – group support, 1:1 tutoring, CPD and curriculum enhancements. All utilised to support children to thrive in a post pandemic world.

The majority of the Sports Premium funded a dedicated sports coach in each school offering a variety of before and after school provisions, leading and supporting some sports teaching, provision of high quality PE at break and lunchtimes and leading after school sporting competitions.

Whilst we are not required to report our energy usage our Eco warriors take an active interest in our sustainability. Recognising the growing focus, we have introduced a sustainability link governor in each school who meets with the Eco Warriors.

Whilst, compared to 2019 pupil numbers increased across the Trust, the continuing fall in numbers of school age children throughout our Watford catchment area has led to a reduction in pupil numbers in 2021 -22, although our forecast for new pupils in nursery and reception have proved accurate. All schools have experienced 'in year' leavers with our analysis showing that families are relocating out of the immediate area.

Our staff

Our staff surveys focused on wellbeing during this challenging period. Overall staff rated their feelings of wellbeing fairly consistently over an 18-month period. Comments included:

- "I just wanted to mention that I feel very supported by my team and the wider school team during the last half term of online teaching. It's been tough, but I am proud of what we have all achieved."
- "Thank you for your hard work to support and guide us all. We are all feeling the pressure as teaching staff but have no idea how hard it must be to decide how things have to run."
- "... in my opinion everything is going as well as it can in these tough times."

We reviewed our staff structures as part of the 2020-21 school improvement, curriculum and financial planning

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Strategic report (continued)

cycle and in line with the DFE request (School workforce planning guidance). General Annual funding (GAG) increased overall by £157,985. The most significant increase being 'per pupil funding' (APWU). As a result, no substantive changes were made to our staff structures. We retained the post of NQT mentor introduced in September 2020.

Staff development is critical to the Trust and as a result there are good career progression opportunities. A comprehensive CPD programme was undertaken by all staff using a hybrid of online and face to face learning. Our leaders and aspiring leaders engage in coaching and leadership training programmes specifically written for the Inclusive Multi Academy Trust. Our NQTs and RQTs collaborated across the Trust to ensure they received pertinent training and support across the challenging year. Our CEO and a headteacher participated in the heavily oversubscribed DfE pilot 'Exemplary Leadership Programme - a year long programme working with some of the most innovative schools in the UK and USA and designed to encourage participants to challenge their leadership thinking.

c. Communication

Ongoing Covid restrictions meant that parents and staff, both existing and potential had limited physical access to our schools and were more reliant on electronic and social media communication. We focused on producing school videos designed to give a flavour of the day-to-day experiences of our pupils and staff across the Trust. Websites were revamped and specific admissions information developed to promote the Trust schools. Our proactive social media communication has successfully increased our profile and followers. This year we have concentrated on our Twitter profile.

Twitter

Followers: 383 (96 new followers since August 2020)

Profile visits: 2020 - Approx. of 50-150 per month, 2021 - Approx. 300-600 per month

Impressions: (number of times your tweets are seen) – 2020: approx. 3000 per month, 2021: approx. 7000 per month.

Facebook adverts to promote Nursery admissions

Reach: The number of people who saw your ads at least once. Reach is different to impressions, which may include multiple views of your ads by the same people.

BFS: 15,495 CTS: 5,972 LHS: 16,127

Link Clicks: The number of clicks on links within the ad that led to advertiser-specified destinations, on or off Facebook.

BFS: 94 CTS: 109 LHS: 115

Cost per click:

BFS: £0.55 CTS: £0.46 LHS: £0.36

Facebook new followers 1st Aug 2020 – 31 Aug 2021:

BFS: 42 (since implementing in Feb 21) CTS: 53 (+69%) LHS: 41 (+7%)

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Strategic report (continued)

d. Infrastructure improvements & contracts

Infrastructure Improvements

We continued our track record of successful CIF bids and in 2020 -21 carried out four projects with grants totaling £2.7million to remove asbestos, upgrade pipework, heating and fire safety. We are pleased that a further three CIF projects were approved and are in progress in 2021 - 22. Overall, we have to date been able to secure around £3,508,160 to upgrade the facilities available to enhance our learning environment.

Additionally, Trustees have taken the decision to release reserves in 2021-22 to enable further improvements not eligible for CIF funding. This follows an extensive review of our premises and implementation of a targeted and prioritised premises plan.

Contracts

We reviewed our contract for HR services awarding a four-year contract to our new provider, Judicium. We also reviewed other staff contracts such as staff absence insurance and well being and Occupational Health advice and support during the year.

e. Key performance indicators

The Trust uses a number of non-financial Key Performance Indicators to monitor performance. These include:

- Pupil absence data
- Staff recruitment
- Early Years Foundation Stage, Key Stage 1 and Key Stage 2 assessment data
- Ofsted inspection judgments
- School Self-Assessment judgments
- Stakeholder surveys

As a result of the pandemic, a number of these metrics were unable to be used in a like for like comparative manner during 2020/21.

Pupil absence

Attendance throughout the year remained positive, despite obvious challenges and returning to pre covid levels with just below 95% overall attendance across the Trust. For week commencing 1 July (1st week all pupils physically returned to school) attendance across the Trust was 95.76% compared to the national average of 87.8% for state funded primary schools.

To support the Trust commitment to the ongoing improvement in attendance Hertfordshire Attendance Team are contracted to support the reduction of these figures.

Staff recruitment and retention

Recruitment and retention continue to be a priority throughout the Trust and remains a challenge with previously reported shortages within the teaching profession, particularly within the South East. We were fully staffed as of September 2020. We recognise that our staff choose to work for us, and many join us as NQT's, developing into highly skilled teachers able to develop their careers within the Trust.

The Trust is committed to balancing the work and home life of all Trust employees, for example through cross school collaboration, the sharing of best practice and planning a wellbeing weekend break into the school year.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Strategic report (continued)

The Trust will continue to examine and develop recruitment and retention initiatives to minimize the impact of the skills shortage particularly within the teaching profession.

Early Years Foundation Stage, Key Stage 1 and Key Stage 2 assessment data

As a result of the pandemic the usual assessment requirements were suspended by the Department for Education for a further year (2021-21). However, on our return to school in April 21 we undertook internal tests and teacher assessments for each child including the use of Boxall profiling. The broadly consistent findings across all schools evidenced learning loss in Autumn 2020 and Spring 2021 consistent with national research for the period and showing further loss during the second lockdown period.

Catch up funding

In summer 2021 we received government additional 'catch up' funding to be used for specific activities to support pupils to catch up for lost teaching over the previous months, in line with the Department of Education guidance on curriculum expectations for the academic year. Having reviewed the needs of our community the schools in the Trust instigated a range of initiatives including: mental health and wellbeing, physical activity, access to technology, monitoring attendance, parental workshops, 1:1 and group tuition. Additionally, CPD was prioritised, with a focus on: developing teaching strategies, SEND, EAL, Teaching Assistants, pupil feedback, closing the gap and parent phonics. Due to the repeated lockdowns, some money was unspent and has been rolled over into 2021-22.

f. Assessment data: As a result of the pandemic, national testing did not go ahead.

School self-assessment judgments:

As part of the ongoing cycle of self-assessment, schools in the Trust work with a Hertfordshire Improvement Partner to validate judgments about the school.

Beechfield Summer 2021	Cherry Tree School Summer 2021	Laurance Haines Summer 2021
Good	Good	Good

Ofsted inspection judgements:

In September 2019 Laurance Haines received a S8 Ofsted inspection, the result is that Laurance Haines continues to be a good school. As an academy the previous Ofsted judgement and priorities set for the predecessor Beechfield and Cherry Tree schools stand and form the starting point of the Ofsted inspection. The most recent Ofsted judgements and priorities are:

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Strategic report (continued)

Beechfield – 05/02/13	Cherry Tree School – 20/07/16	Laurance Haines – 28-29/09/19
Good	Good	Good
<ul style="list-style-type: none"> • In the Early Years Foundation Stage and Key Stage 1, pupils do not make as much progress in reading, as they do writing and mathematics. • The teaching of letters and sounds is not consistent. • Leadership and management is not yet organised to meet the needs of a school with increasing pupil numbers. 	<ul style="list-style-type: none"> • Increase the proportion of pupils making more than expected progress by improving the quality of writing further and setting clear targets for the most able disadvantaged pupils • Identify very clearly the responsibilities of the newly deployed senior pastoral leader to improve attendance and intervene promptly when pupils experience challenges in their lives. 	<ul style="list-style-type: none"> • The school's curriculum is not yet sufficiently well planned and sequenced in all subjects. However, it is clear that leaders are in the process of putting this in place. Leaders are moving forward with clear actions to develop curriculum plans further in subjects other than English and mathematics. • Leaders and teachers are identifying the sequence of knowledge in subjects other than English and mathematics so that there are better connections between pupils' previous learning and new learning. This is supporting teachers to prompt pupils to remember important knowledge and recall this so that pupils can learn new ideas successfully. • Leaders are improving their assessment systems across all subjects to enable teachers to routinely check that pupils are knowing more and remembering more.

Successes 2020-21 across the Inclusive Multi Academy Trust

School Improvement Systems

- A bespoke, broad and balanced 'recovery and wellbeing curriculum' put in place to enable pupils to successfully return to school in September 2020
- Development of remote learning curriculums to support all pupils
- Highly effective Trust wide CPD programme impacting improvement and leadership development
- Positive feedback from staff, leaders and governors on the positive impact of the Trust

Pupils

- First Multi Academy Trust in the UK to achieve the National Nurturing Schools accreditation in each school
- Collaborated with Watford Salvation Army to provide essential care packages for the Trust community and families across Watford throughout the pandemic
- Leveling up technological disadvantage, with all families provided with a laptop and connectivity across lockdown

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Strategic report (continued)

Finance

- Four Capital Improvement Fund bids worth £2,747,226, successfully undertaken to enable improvement to the building fabric
- Strengthened the quality and depth of the monthly management accounts by including financial KPIs as detailed above

Operations

- Covid systems, risk assessments, resources and remote learning effectively in place
- Continued focus on cross Trust collaboration to share best practice and reduce workload

Staff

- All staff were virtually connected during lockdown, supported with a range of CPD sessions and health and wellbeing activities. Empowered to return safely with individual risk assessments and adjustments where needed
- Marketing professional retained in 2020 – 21 to support communication and promotion of the Trust and its schools, manage the use of social media throughout the Trust and streamline marketing activity
- Ongoing focus on staff wellbeing and mental health with in-school champions, a wellbeing extended weekend break, enabling remote CPD and meetings to protect work life balance

Financial review

a. 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.

b. Reserves policy

The Board of Trustees reviews the Reserves Policy annually to ensure the stability of the Trust's operations. Maintaining an appropriate level of financial reserves is considered essential in protecting the Trust from financial risk. The Trustees have determined that the appropriate level of restricted reserves to be held for non-earmarked expenditure by the Trust should be a minimum of 5% of the Trust combined annual General Annual Grant at the end of a three-year budget forecast.

c. Investment policy

There are no material investments held by the Inclusive Multi Academy Trust.

The Academy will operate an interest-bearing current account with a bank approved by the Trust and maintain a balance in that account that is sufficient to cover immediate and forthcoming financial commitments (payroll payment runs) and sufficient contingency (cash buffer) for unexpected payments. Monies surplus to the working requirements can be invested in an account in the name of the Trust with the approved institutions authorised by the Trust. Investments for a fixed term should not normally exceed one year to provide flexibility for the following year's plans, unless a clear rationale is provided for exceeding one year to the benefit of the Academy.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

The Academy holds shares in Herts For Learning Limited to the nominal value of £75.

d. Principal risks and uncertainties

The Trust maintains a Risk Register which includes the principal risks facing the Trust and the controls in place to mitigate the effect. This is reviewed at least termly. The key risk identified is the impact on funding of lower than PAN pupil numbers. The uncertainties surrounding future funding, the implementation of the National Funding Formula by local and national Government and the ongoing challenges of Covid-19 on the operational and financial sustainability of the schools are other key risks identified.

e. Plans for future periods

The Trust is committed to providing outstanding education and opportunities for all our pupils. The Chief Executive Officer and Senior Leaders are continuing to review and develop a broad, specific, cumulative and rigorous curriculum provision to ensure that our children experience fun, interesting and exciting learning, focused around a variety of practical activities with tangible outcomes. With the continuing challenges of Covid-19 remaining for the foreseeable future the Trust has developed a remote learning provision designed to support pupils self-isolating for short periods or shielding as a result of health issues. The provision of IT resources for all pupils continues to be a challenge with the aim of supporting those disadvantaged to participate in both online and offline learning opportunities. The overall welfare of our staff and pupils is a continuing area of focus particularly given the additional challenges which arise from managing the constantly changing environment we are working within. The Trust is committed to educating our pupils about environmental concerns and the importance of living sustainably. We recognise our responsibility to ensure that pupils have the necessary skills and knowledge to understand environmental concerns, so that they can apply this to their lives and adopt an eco-friendly lifestyle.

The Trust is continuing to build a strong scalable infrastructure that has the capacity to support the addition of a further two schools to our Inclusive MAT family.

f. Our strategy for 2021 and forward

We have 4 priorities identified by the Trust board in September 2021:

- Strengthen Governance at each level by increasing capacity of the boards, undertaking an external review and enhancing communication across the organization
- Facilitate Growth across the Trust by ensuring a financially viable and sustainable Trust, marketing the trust and its schools so they are school of choice in the community, the establishment and implementation of a growth plan and ensuring capacity for growth within the trust
- Develop a culture where the value of trust collaboration is clearly recognized by developing a people strategy, embedding a brand identity, exploring opportunities to centralise functionality and improve efficiency without compromising individual school identity and enhance quality MAT wide and school to school collaboration support and challenge
- Support pupils to catch up by raising pupil achievement and closing the gap created by Covid-19 pandemic school closures, ensuring positive pupil wellbeing and reducing the damage caused by Covid – 19 pandemic school closures, Enrich the curriculum through social and experiential opportunities, support the levelling up of technical disadvantage and driving sustainability across Inclusive MAT

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Finally

Throughout the last year we have continued to benefit from our culture of collaboration and support and have no doubt that being a multi academy trust has been beneficial to our school community by enabling our leadership, and staff to consistently pool and disseminate plans, ideas and resources to ensure we continued to provide a child centred high quality education. Staff safety remained at the forefront of every decision including working to maintain as much of a work life balance as was possible given the enormous challenges presented by the pandemic. We maintained a consistency of message throughout the trust providing one clear voice to our community. We were also able to continue to support local schools by sharing risk assessments, policies and operational plans and procedures.

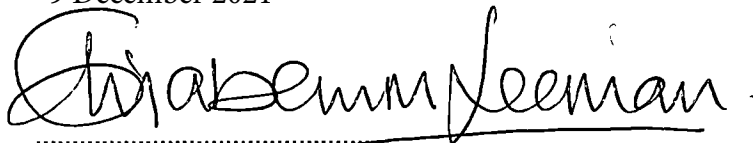
Overall, Trustees wish to record their thanks to and admiration for our staff, who regardless of their personal circumstances worked tirelessly to provide home learning opportunities, support for our diverse community and exciting educational experiences.

Disclosure of information to auditor

Insofar as the Trustees are aware:

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

The Trustees' report was approved by order of the Board of Trustees, as the company directors, on 9 December 2021 and signed on its behalf by:



Elizabeth Leeman
Chair of Trustees

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

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

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

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

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 5 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
Elizabeth Leeman, Chair	5	5
Andrew Chappell	5	5
James Roach, Chief Executive Officer	5	5
Daniel Finill	0	5
Elizabeth Redman	4	5
Efuru Obua	4	5
Vijay Sharma	4	4
Claire Edwards	1	2

To ensure that the Board maintains oversight of finances, management accounts are shared with Trustees monthly. The Resources Committee meets regularly to formally review these accounts in full and a finance report delivered to the Trust Board at each meeting.

Governance reviews

The Board of Trustees regularly review the Trustees membership and skills. The effectiveness, leadership and impact is reviewed at the annual Trustee day. Unfortunately, in 2019-20 this was postponed due to Covid 19 to early Autumn 2020. The Trust continues to recruit new Trustees and Local Board Governors with the requisite skills identified through the skills audit undertaken. In line with the ESFA guidance an external review of governance is scheduled to take place in January 2022

The Resources Committee is a sub-committee of the main board of Trustees. Its purpose is to review the Trust's finances, capital and health and safety management across the Trust. It also undertakes the risk and audit requirements to ensure the independent checking of financial controls, systems, transactions and risks.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Elizabeth Leeman, Chair	5	6
James Roach, Chief Executive Officer	6	6
Natalie Dalvarez	5	6
Elizabeth Redman	6	6
Vijay Sharma	3	4
Claire Edwards	0	2

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

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

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

The Trust has a rolling programme of monitoring and reviewing current contracts with suppliers. It has supported the schools joining the Trust where possible. Joint procurement, such as a new MIS database brought a significant improvement in value for money. The central finance team continue to enhance the quality of service and consistency of financial practice across the Trust.

The Trust took part in the Confederation of School Trusts Executive Pay benchmark exercise the outcome of which was published in October 2021. This data will be helpful to support our future reviews of executive pay.

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 academy 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 Inclusive Multi Academy Trust for this accounting period 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 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 ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for this accounting period. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

The Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. 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 Board of Trustees of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has decided to employ SBM Services as internal auditor.

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

- Review of administration, finance and management systems
- Review of Governance
- Review of income collection, debt management and funding reconciliations

The internal auditor reports to the Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. The appointee has delivered their schedule of work and no material control issues arose as a result of their work.

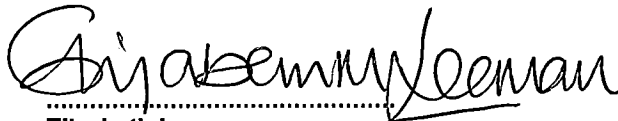
Review of effectiveness

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

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

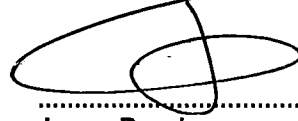
The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Trust Board and a plan to ensure continuous improvement of the system is in place.

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



.....
Elizabeth Leeman
Chair of Trustees

Date: 9 December 2021



.....
James Roach
Accounting Officer

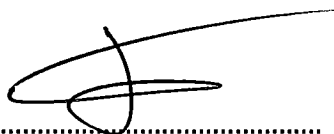
INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Inclusive Multi Academy Trust I have considered my responsibility to notify the academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy, under the funding agreement in place between the academy 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 academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy'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 ESFA.



.....
James Roach

Accounting Officer

Date: 9 December 2021

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2021

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

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

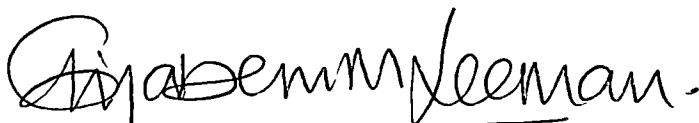
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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



.....
Elizabeth Leeman
Chair of Trustees

Date: 9 December 2021

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
INCLUSIVE MULTI ACADEMY TRUST**

Opinion

We have audited the financial statements of Inclusive Multi Academy Trust (the 'academy') for the year ended 31 August 2021 which comprise the Statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 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 academy'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 academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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'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.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
INCLUSIVE MULTI ACADEMY TRUST (CONTINUED)**

Other information

The other information comprises the information included in the 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.

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 for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
INCLUSIVE MULTI ACADEMY TRUST (CONTINUED)**

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 control environment and performance of the academy trust, including the remuneration incentives and pressures of key management;
- the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the academy trust and management. We consider the results about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the academy trust's documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed among the audit engagement team, regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

We also obtained an understanding of the legal and regulatory frameworks that the academy trust operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006, the Charities SORP 2019, the Academies Accounts Direction 2020 to 2021 and relevant tax legislation.

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

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
INCLUSIVE MULTI ACADEMY TRUST (CONTINUED)**

Use of our report

This report is made solely to the academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the academy's members 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 academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Alexander Bottom ACA (senior statutory auditor)

for and on behalf of

Hillier Hopkins LLP

Chartered Accountants

Statutory Auditor

Radius House

51 Clarendon Road

Watford

Herts

WD17 1HP

Date: *19th December 2021*

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

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

In accordance with the terms of our engagement letter dated 11 November 2016 and further to the requirements of the Education and 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 Inclusive Multi Academy Trust during the year 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 Inclusive Multi Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Inclusive Multi Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Inclusive Multi Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Inclusive Multi Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Inclusive Multi Academy Trust's funding agreement with the Secretary of State for Education dated 26 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 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.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

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

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's income and expenditure.

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material misstatement and irregularity across the Academy Trust's activities;
- Testing and review of areas identified through risk assessment including enquiry, observation, inspection and review of supporting evidence;
- Review of system controls, policies and procedures in place to ensure compliance with the regularity regime; and
- Consideration of evidence obtained through the work performed as part of our financial statements audit in order to support the regularity conclusion.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 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.



Hillier Hopkins LLP
Chartered Accountants
Statutory Auditor

Radius House
51 Clarendon Road
Watford
Herts
WD17 1HP

Date: 17th December 2021

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:						
Donations and capital grants	4	13,779	-	816,781	830,560	2,427,446
Charitable activities		151,766	6,226,542	-	6,378,308	6,087,864
Other trading activities		35,191	-	-	35,191	37,923
Investments	7	167	-	-	167	1,174
Total income		200,903	6,226,542	816,781	7,244,226	8,554,407
Expenditure on:						
Charitable activities	9	161,879	6,580,587	324,762	7,067,228	6,672,121
Total expenditure		161,879	6,580,587	324,762	7,067,228	6,672,121
Net income/(expenditure)		39,024	(354,045)	492,019	176,998	1,882,286
Transfers between funds	19	-	(59,337)	59,337	-	-
Net movement in funds before other recognised gains/(losses)		39,024	(413,382)	551,356	176,998	1,882,286
Other recognised gains/(losses):						
Actuarial (losses)/gains on defined benefit pension schemes	25	-	(1,168,000)	-	(1,168,000)	254,000
Net movement in funds		39,024	(1,581,382)	551,356	(991,002)	2,136,286
Reconciliation of funds:						
Total funds brought forward		676,099	(2,821,596)	19,925,698	17,780,201	15,643,915
Net movement in funds		39,024	(1,581,382)	551,356	(991,002)	2,136,286
Total funds carried forward		715,123	(4,402,978)	20,477,054	16,789,199	17,780,201

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 10411381

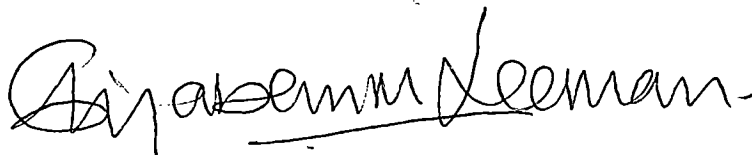
BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	15	20,034,524	17,539,657
Investments	16	75	75
		<u>20,034,599</u>	<u>17,539,732</u>
Current assets			
Debtors	17	1,176,676	2,539,010
Cash at bank and in hand		1,712,533	1,321,880
		<u>2,889,209</u>	<u>3,860,890</u>
Creditors: amounts falling due within one year	18	(1,525,609)	(639,421)
Net current assets		<u>1,363,600</u>	<u>3,221,469</u>
Total assets less current liabilities		<u>21,398,199</u>	<u>20,761,201</u>
Net assets excluding pension liability		<u>21,398,199</u>	<u>20,761,201</u>
Defined benefit pension scheme liability	25	(4,609,000)	(2,981,000)
Total net assets		<u><u>16,789,199</u></u>	<u><u>17,780,201</u></u>
Funds of the academy			
Restricted funds:			
Fixed asset funds	19	20,477,054	19,925,698
Restricted income funds	19	206,022	159,404
		<u>20,683,076</u>	<u>20,085,102</u>
Restricted funds excluding pension asset	19	20,683,076	20,085,102
Pension reserve	19	(4,609,000)	(2,981,000)
Total restricted funds	19	<u>16,074,076</u>	<u>17,104,102</u>
Unrestricted income funds	19	715,123	676,099
Total funds		<u><u>16,789,199</u></u>	<u><u>17,780,201</u></u>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 10411381

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2021

The financial statements on pages 29 to 62 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....
Elizabeth Leeman
Chair of Trustees

Date: 9 December 2021

The notes on pages 33 to 62 form part of these financial statements.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	21	2,393,334	(2,062,922)
Cash flows from investing activities	22	(2,002,681)	2,281,635
Cash and cash equivalents at the beginning of the year		1,321,880	1,103,167
Cash and cash equivalents at the end of the year	23, 24	1,712,533	1,321,880

The notes on pages 33 to 62 from part of these financial statements

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. General information

Inclusive Multi Academy Trust is a charitable company limited by guarantee and an exempt charity. The academy is incorporated in England and Wales. Its registered office is Beech House, 95a Gammons Lane, Watford, England, WD24 5TY.

2. 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.

2.1 Basis of preparation of financial statements

The financial statements of the academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Inclusive Multi Academy Trust meets the definition of a public benefit entity under FRS 102.

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy 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 has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

2.3 Income

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

• **Legacies**

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the academy has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the academy, can be reliably measured.

• **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-

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.3 Income (continued)

related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

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

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

- **Donations**

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

- **Other income**

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

2.4 Expenditure

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

2.5 Interest receivable

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.6 Tangible fixed assets

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

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

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

Depreciation is provided on the following basis:

Long-term leasehold property	-	2%
Long-term leasehold land	-	1%
Furniture and equipment	-	15%
Computer equipment	-	33%

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.

2.7 Investments

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

2.8 Debtors

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

2.9 Cash at bank and in hand

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.10 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 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.

2.11 Financial instruments

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

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

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 18. 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 the academy's wholly owned subsidiary are held at face value less any impairment.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.12 Pensions

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

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

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

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

2.13 Fund accounting

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

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

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

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

3. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 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.

Critical areas of judgement:

Depreciation, amortisation and residual values

The trustees have reviewed the asset lives and associated residual values of all fixed asset classes and have concluded that asset lives and residual values are appropriate.

4. Income from donations and capital grants

	Unrestricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Donations	13,779	-	13,779
Capital Grants	-	816,781	816,781
	<u>13,779</u>	<u>816,781</u>	<u>830,560</u>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

4. Income from donations and capital grants (continued)

	<i>Unrestricted funds 2020 £</i>	<i>Restricted fixed asset funds 2020 £</i>	<i>Total funds 2020 £</i>
Donations	5,001	-	5,001
Capital Grants	-	2,422,445	2,422,445
	<u>5,001</u>	<u>2,422,445</u>	<u>2,427,446</u>

5. Funding for the academy's educational activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	4,653,173	4,653,173
Other DfE/ESFA grants			
Teacher's Pay & Pension Grants	-	238,711	238,711
Pupil Premium	-	307,017	307,017
PE & Sport Grant	-	58,020	58,020
Free School Meals Grant	-	185,361	185,361
Rates Relief	-	24,167	24,167
	<u>-</u>	<u>5,466,449</u>	<u>5,466,449</u>
Other Government grants			
Local authority grants	-	668,808	668,808
	<u>-</u>	<u>668,808</u>	<u>668,808</u>
Other income from the academy's educational activities	151,766	40,109	191,875
COVID-19 additional funding (DfE/ESFA)			
Catch-up Premium	-	51,176	51,176
	<u>-</u>	<u>51,176</u>	<u>51,176</u>
	<u>151,766</u>	<u>6,226,542</u>	<u>6,378,308</u>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

5. Funding for the academy's educational activities (continued)

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
DfE/ESFA grants			
General Annual Grant (GAG)	-	4,493,156	4,493,156
Other DfE/ESFA grants			
Teacher's Pay & Pension Grants	-	237,645	237,645
Pupil Premium	-	290,299	290,299
PE & Sport Grant	-	58,070	58,070
Free School Meals Grant	-	192,073	192,073
Rates Relief	-	24,167	24,167
	-	-	5,295,410
Other Government grants			
Local authority grants	-	590,365	590,365
	-	590,365	590,365
Other income from the academy's educational activities	163,744	38,345	202,089
	163,744	5,924,120	6,087,864

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the academy's funding for Universal Infant Free School Meals and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

The Multi Academy Trust received £95,000 of funding for catch-up premium of which £43,824 was deferred and carried forward to next year. The costs incurred in respect of this funding for the year totalled £51,176.

6. Income from other trading activities

	Unrestricted funds 2021 £	Total funds 2021 £
Consultancy services	72	72
Lettings	35,119	35,119
	35,191	35,191

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

6. Income from other trading activities (continued)

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Consultancy services	4,031	4,031
Lettings	33,892	33,892
	<u>37,923</u>	<u>37,923</u>

7. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £
Bank interest	167	167

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Bank interest	1,174	1,174

8. Expenditure

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £
Educational activities:				
Direct costs	4,457,700	-	597,224	5,054,924
Allocated support costs	1,176,051	511,491	324,762	2,012,304
	<u>5,633,751</u>	<u>511,491</u>	<u>921,986</u>	<u>7,067,228</u>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

8. Expenditure (continued)

	<i>Staff Costs</i> 2020 £	<i>Premises</i> 2020 £	<i>Other</i> 2020 £	<i>Total</i> 2020 £
Educational activities:				
Direct costs	4,207,576	-	586,855	4,794,431
Allocated support costs	1,078,066	459,424	340,200	1,877,690
	<u>5,285,642</u>	<u>459,424</u>	<u>927,055</u>	<u>6,672,121</u>

9. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Educational activities	161,879	6,905,349	7,067,228

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Educational activities	216,337	6,455,784	6,672,121

10. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Educational activities	5,054,924	2,012,304	7,067,228

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

10. Analysis of expenditure by activities (continued)

	<i>Activities undertaken directly 2020 £</i>	<i>Support costs 2020 £</i>	<i>Total funds 2020 £</i>
Educational activities	4,794,431	1,877,690	6,672,121

Analysis of direct costs

	Educational activities 2021 £	Total funds 2021 £
Staff costs	4,415,191	4,415,191
Teaching and educational supplies	103,312	103,312
Agency staff	42,509	42,509
Staff development	61,118	61,118
Journey expenditure	1,749	1,749
Trip expenditure	10,257	10,257
Catering costs	251,371	251,371
Technology costs	46,782	46,782
Printing, postage and stationery	16,884	16,884
Professional fees	66,693	66,693
Other direct costs	39,058	39,058
	5,054,924	5,054,924

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

10. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Educational activities 2020 £</i>	<i>Total funds 2020 £</i>
Staff costs	4,120,866	4,120,866
Teaching and educational supplies	80,491	80,491
Agency staff	86,710	86,710
Staff development	41,026	41,026
Journey expenditure	1,627	1,627
Trip expenditure	52,930	52,930
Catering costs	248,566	248,566
Technology costs	28,644	28,644
Printing, postage and stationery	16,347	16,347
Professional fees	91,926	91,926
Other direct costs	25,298	25,298
	<u>4,794,431</u>	<u>4,794,431</u>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

10. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational activities 2021 £	Total funds 2021 £
Pension finance costs	55,000	55,000
Staff costs	1,117,004	1,117,004
Depreciation	324,762	324,762
Teaching and educational supplies	9,920	9,920
Agency staff	4,047	4,047
Support staff costs	549	549
Recruitment	2,304	2,304
Premises maintenance costs	95,240	95,240
Rent and rates	34,827	34,827
Technology costs	51,107	51,107
Insurance costs	23,113	23,113
Heat and light costs	64,902	64,902
Printing, postage and stationery	7,636	7,636
Cleaning and caretaking costs	67,988	67,988
Professional fees	110,793	110,793
Other support costs	43,112	43,112
	<u>2,012,304</u>	<u>2,012,304</u>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

10. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	<i>Educational activities 2020 £</i>	<i>Total funds 2020 £</i>
Pension finance costs	58,000	58,000
Staff costs	1,014,986	1,014,986
Depreciation	304,068	304,068
Teaching and educational supplies	6,836	6,836
Agency staff	5,080	5,080
Support staff costs	1,275	1,275
Recruitment	6,695	6,695
Premises maintenance costs	73,912	73,912
Rent and rates	35,466	35,466
Technology costs	66,469	66,469
Insurance costs	23,209	23,209
Heat and light costs	54,515	54,515
Printing, postage and stationery	3,591	3,591
Cleaning and caretaking costs	60,947	60,947
Professional fees	116,256	116,256
Other support costs	46,385	46,385
	<u>1,877,690</u>	<u>1,877,690</u>

11. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2021 £	2020 £
Depreciation of tangible fixed assets	324,762	304,068
Fees paid to auditor for:		
- audit	11,000	10,600
- other services	4,425	8,950
	<u>339,187</u>	<u>323,618</u>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

12. Staff

a. Staff costs

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	3,972,189	3,673,464
Social security costs	288,195	272,920
Pension costs	1,269,221	1,183,244
	<u>5,529,605</u>	<u>5,129,628</u>
Agency staff costs	46,556	91,790
Restructuring costs	2,590	6,224
Pension expense	55,000	58,000
	<u>5,633,751</u>	<u>5,285,642</u>

Staff restructuring costs comprise:

	2021 £	2020 £
Redundancy payments	2,590	6,224
	<u>2,590</u>	<u>6,224</u>

b. Staff numbers

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

	2021	2020
Teachers	57	46
Administration/ support	167	134
Management	10	9
	<u>234</u>	<u>189</u>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

12. Staff (continued)

c. Higher paid staff

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

	2021	<i>2020</i>
	No.	<i>No.</i>
In the band £60,001 - £70,000	4	<i>3</i>
In the band £80,001 - £90,000	-	<i>1</i>
In the band £90,001 - £100,000	1	<i>-</i>
	=====	<i>=====</i>

d. Key management personnel

The key management personnel of the academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy was £791,352 (2020: £743,278).

13. Trustees' remuneration and expenses

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

		2021	<i>2020</i>
		£	<i>£</i>
James Roach	Remuneration	90,000 - 95,000	<i>85,000 - 90,000</i>
	Pension contributions paid	20,000 - 25,000	<i>20,000 - 25,000</i>

During the year, retirement benefits were accruing to 1 Trustees (2020 - 1) in respect of defined contribution pension schemes.

During the year ended 31 August 2021, expenses totalling £NIL were reimbursed to no Trustee (2020 - £NIL to no Trustee).

14. Trustees' and Officers' insurance

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

15. Tangible fixed assets

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2020	18,100,696	90,443	123,633	18,314,772
Additions	2,781,035	27,234	11,360	2,819,629
At 31 August 2021	<u>20,881,731</u>	<u>117,677</u>	<u>134,993</u>	<u>21,134,401</u>
Depreciation				
At 1 September 2020	643,690	57,959	73,466	775,115
Charge for the year	280,159	14,856	29,747	324,762
At 31 August 2021	<u>923,849</u>	<u>72,815</u>	<u>103,213</u>	<u>1,099,877</u>
Net book value				
At 31 August 2021	<u>19,957,882</u>	<u>44,862</u>	<u>31,780</u>	<u>20,034,524</u>
<i>At 31 August 2020</i>	<u>17,457,006</u>	<u>32,484</u>	<u>50,167</u>	<u>17,539,657</u>

16. Fixed asset investments

	Unlisted investments £
Cost or valuation	
At 1 September 2020	75
At 31 August 2021	<u>75</u>
Net book value	
At 31 August 2021	75
<i>At 31 August 2020</i>	<u>75</u>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

17. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	4,403	393
Other debtors	90,615	47,743
Prepayments and accrued income	1,081,658	2,490,874
	1,176,676	2,539,010
	1,176,676	2,539,010

18. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	458,451	269,771
Other taxation and social security	67,993	68,933
Other creditors	97,847	95,944
Accruals and deferred income	901,318	204,773
	1,525,609	639,421
	1,525,609	639,421

	2021 £	2020 £
Deferred income at 1 September 2020	134,774	101,747
Resources deferred during the year	205,206	134,774
Amounts released from previous periods	(134,774)	(101,747)
	205,206	134,774
	205,206	134,774

At the balance sheet date, the Multi Academy Trust was holding funds received in advance for free school meals and trip income relating to the 2021/22 financial period as well as any unspent Covid-19 catch up premium.

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

19. Statement of funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds						
General Funds - all funds	676,099	200,903	(161,879)	-	-	715,123
Restricted general funds						
General Annual Grant (GAG)	159,404	4,653,173	(4,547,218)	(59,337)	-	206,022
Pupil Premium	-	307,017	(307,017)	-	-	-
Other ESFA Grants	-	506,259	(506,259)	-	-	-
Other Government grants	-	668,808	(668,808)	-	-	-
Other income	-	40,109	(40,109)	-	-	-
Catch up premium	-	51,176	(51,176)	-	-	-
Pension reserve	(2,981,000)	-	(460,000)	-	(1,168,000)	(4,609,000)
	(2,821,596)	6,226,542	(6,580,587)	(59,337)	(1,168,000)	(4,402,978)
Restricted fixed asset funds						
Fixed assets	17,539,657	-	(324,762)	2,819,629	-	20,034,524
Devolved Capital Grant	92,333	26,141	-	(115,555)	-	2,919
Unlisted investments	75	-	-	-	-	75
CIF funding	2,293,633	790,640	-	(2,644,737)	-	439,536
	19,925,698	816,781	(324,762)	59,337	-	20,477,054
Total Restricted funds	17,104,102	7,043,323	(6,905,349)	-	(1,168,000)	16,074,076

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

19. Statement of funds (continued)

Total funds	17,780,201	7,244,226	(7,067,228)	-	(1,168,000)	16,789,199
--------------------	-------------------	------------------	--------------------	----------	--------------------	-------------------

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

The General Annual Grant (GAG) fund relates to the Academy's operational activities.

The Fixed Asset fund includes funding received from the ESFA which are carried forward to be used to carry out works of a capital nature.

Included within the Fixed Asset fund is £439,536 of ESFA CIF funding carried forward for projects at two schools whereby the funding was awarded pre-year end but the schedule of works is being carried out through 2021/22 and income is due post year-end, therefore it is accrued for and included within debtors.

The Pension reserve relates to the Academy's share of the deficit of the Hertfordshire County Local Government Pension Scheme.

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

19. Statement of funds (continued)

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

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2020 £</i>
Unrestricted funds						
General Funds - all funds	703,115	207,842	(216,337)	(18,521)	-	676,099
Restricted general funds						
General Annual Grant (GAG)	-	4,493,156	(4,333,752)	-	-	159,404
Pupil Premium	-	290,299	(290,299)	-	-	-
Other ESFA Grants	-	511,955	(511,955)	-	-	-
Other Government grants	-	590,365	(590,365)	-	-	-
Other income	-	38,345	(38,345)	-	-	-
Pension reserve	(2,848,000)	-	(387,000)	-	254,000	(2,981,000)
	(2,848,000)	5,924,120	(6,151,716)	-	254,000	(2,821,596)
Restricted fixed asset funds						
Fixed assets	17,701,739	-	(304,068)	141,986	-	17,539,657
Devolved Capital Grant	80,114	26,092	-	(13,873)	-	92,333
Unlisted investments	75	-	-	-	-	75
CIF funding	6,872	2,396,353	-	(109,592)	-	2,293,633
	17,788,800	2,422,445	(304,068)	18,521	-	19,925,698
Total Restricted funds	14,940,800	8,346,565	(6,455,784)	18,521	254,000	17,104,102
Total funds	15,643,915	8,554,407	(6,672,121)	-	254,000	17,780,201

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

19. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2021 were allocated as follows:

	2021	2020
	£	£
Laurance Haines Primary School	316,204	245,728
Beechfield School	252,399	279,175
Cherry Tree School	352,542	310,600
Inclusive Multi Academy Trust	-	-
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	921,145	835,503
Restricted fixed asset fund	20,477,054	19,925,698
Pension reserve	(4,609,000)	(2,981,000)
	<hr/>	<hr/>
Total	16,789,199	17,780,201
	<hr/> <hr/>	<hr/> <hr/>

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

19. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2021
	£	£	£	£	£
Laurance Haines Primary School	1,487,345	334,962	189,640	124,282	2,136,229
Beechfield School	1,380,172	254,976	175,695	172,077	1,982,920
Cherry Tree School	1,362,528	291,993	215,986	154,972	2,025,479
Inclusive Multi Academy Trust	227,655	294,120	15,903	60,160	597,838
Academy	4,457,700	1,176,051	597,224	511,491	6,742,466

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

	<i>Teaching and educational support staff costs</i>	<i>Other support staff costs</i>	<i>Educational supplies</i>	<i>Other costs excluding depreciation</i>	<i>Total 2020</i>
	£	£	£	£	£
Laurance Haines Primary School	1,461,181	334,464	199,614	147,271	2,142,530
Beechfield School	1,293,309	234,957	168,505	170,741	1,867,512
Cherry Tree School	1,234,322	270,001	192,258	109,291	1,805,872
Inclusive Multi Academy Trust	218,764	238,644	26,478	68,253	552,139
Academy	4,207,576	1,078,066	586,855	495,556	6,368,053

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	20,034,524	20,034,524
Fixed asset investments	-	-	75	75
Current assets	715,123	1,731,631	442,455	2,889,209
Creditors due within one year	-	(1,525,609)	-	(1,525,609)
Provisions for liabilities and charges	-	(4,609,000)	-	(4,609,000)
Total	715,123	(4,402,978)	20,477,054	16,789,199

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Restricted fixed asset funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	-	-	17,539,657	17,539,657
Fixed asset investments	-	-	75	75
Current assets	678,117	796,807	2,385,966	3,860,890
Creditors due within one year	(2,018)	(637,403)	-	(639,421)
Provisions for liabilities and charges	-	(2,981,000)	-	(2,981,000)
Total	676,099	(2,821,596)	19,925,698	17,780,201

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

21. Reconciliation of net income to net cash flow from operating activities

	2021 £	2020 £
Net income for the year (as per statement of financial activities)	176,998	1,882,286
Adjustments for:		
Depreciation	324,762	304,068
Capital grants from DfE and other capital income	(816,781)	(2,422,445)
Interest receivable	(167)	(1,174)
Defined benefit pension scheme cost less contributions payable	460,000	387,000
Decrease/(increase) in debtors	1,362,334	(2,351,422)
Increase in creditors	886,188	138,765
Net cash provided by/(used in) operating activities	2,393,334	(2,062,922)

22. Cash flows from investing activities

	2021 £	2020 £
Purchase of tangible fixed assets	(2,819,629)	(141,984)
Capital grants from DfE Group	816,781	2,422,445
Interest Received	167	1,174
Net cash (used in)/provided by investing activities	(2,002,681)	2,281,635

23. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand and at bank	1,712,533	1,321,880

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

24. Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	<u>1,321,880</u>	<u>390,653</u>	<u>1,712,533</u>

25. Pension commitments

The academy'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 Hertfordshire 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 £94,967 were payable to the schemes at 31 August 2021 (2020 - £93,916) and are included within creditors.

Teachers' Pension Scheme

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

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

25. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £746,701 (2020 - £473,831).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £481,000 (2020 - £471,000), of which employer's contributions totalled £381,000 (2020 - £379,000) and employees' contributions totalled £ 100,000 (2020 - £92,000). The agreed contribution rates for future years are 25.3 per cent for employers and 5.5%- 12.5% per cent for employees.

As described in note the LGPS obligation relates to the employees of the academy, 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 academy at the balance sheet date.

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

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

25. Pension commitments (continued)

Principal actuarial assumptions

	2021	<i>2020</i>
	%	%
Rate of increase in salaries	3.30	2.60
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 mortality rates. The assumed life expectations on retirement age 65 are:

	2021	<i>2020</i>
	Years	Years
<i>Retiring today</i>		
Males	22.1	21.9
Females	24.5	24.1
<i>Retiring in 20 years</i>		
Males	23.2	22.8
Females	26.2	25.5

Sensitivity analysis

	2021	<i>2020</i>
	£000	£000
Discount rate +0.1%	(244)	(185)
CPI rate +0.1%	223	167
Salary increase rate +0.1%	17	15

Share of scheme assets

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

	2021	<i>2020</i>
	£	£
Equities	2,636,000	2,116,000
Corporate bonds	1,442,000	1,398,000
Property	547,000	359,000
Cash and other liquid assets	348,000	120,000
Total market value of assets	4,973,000	3,993,000

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

25. Pension commitments (continued)

The actual return on scheme assets was £553,000 (2020 - £74,000).

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

	2021 £	2020 £
Current service cost	(786,000)	(708,000)
Interest income	71,000	70,000
Interest cost	(126,000)	(128,000)
Total amount recognised in the Statement of financial activities	(841,000)	(766,000)

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

	2021 £	2020 £
At 1 September	6,974,000	6,328,000
Current service cost	786,000	708,000
Interest cost	126,000	128,000
Employee contributions	100,000	92,000
Actuarial losses	1,605,000	216,000
Benefits paid	(53,000)	(32,000)
Change in demographic assumptions	143,000	(25,000)
Other experience	(98,000)	(441,000)
At 31 August	9,583,000	6,974,000

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

	2021 £	2020 £
At 1 September	3,993,000	3,480,000
Interest income	71,000	70,000
Actuarial gains	437,000	470,000
Employer contributions	381,000	379,000
Employee contributions	100,000	92,000
Benefits paid	(53,000)	(32,000)
Changes in demographic assumptions	143,000	(25,000)
Other experience	(98,000)	(441,000)
At 31 August	4,974,000	3,993,000

INCLUSIVE MULTI ACADEMY TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

26. Operating lease commitments

At 31 August 2021 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Within 1 year	4,660	7,213
Between 1 and 5 years	1,580	6,240
	<u>6,240</u>	<u>13,453</u>

27. Members' liability

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

28. Related party transactions

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

Trustees remuneration and expenses have been disclosed in note 12.