

Company Registration No. 07635098 (England and Wales)

THE WILLOW LEARNING TRUST
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND AUDITED ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2022

THE WILLOW LEARNING TRUST

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THE WILLOW LEARNING TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees	S Brown* (Chair of Trustees) T Magill (Vice Chair of Trustees) D Balogun P Beckford (associate Trustee resigned 05/01/22) R Burrows (resigned 18/10/2021) S Cook L Dalton* (associate Trustee from 22/2/22) M Holness S Hume* (Accounting Officer) I Paget (associate Trustee) M Roswell (appointed 01/09/2022) S Seal (associate Trustee from 06/01/22, resigned 31/08/2022) G Stonell* S Waring* (associate Trustee resigned 21/2/22) J Wright (resigned 31/08/2022) *members of the Finance, Premises and Audit Committee
Members	D Cheesman J Driels R Frogley S Stears J Wright
Academies Operated	Abbey Primary School, Morden Aragon Primary School, Morden Glenthorne High School, Sutton
Trust Senior Leadership Team	
- Chief Executive Officer - Executive Headteacher Primaries - Headteacher at Glenthorne High School - Headteacher at Abbey Primary School - Headteacher at Aragon Primary School - Deputy Headteacher at Glenthorne - Deputy Headteacher at Glenthorne - Deputy Headteacher at Glenthorne - Deputy Headteacher at Abbey - Deputy Headteacher at Aragon	S Hume J Davey (resigned 30/04/22) S Peacock A Stirling-Williams C Ryder S Walker D Conlon (resigned 30/04/22) M Alletson (appointed 28/03/22) B Bedforth A Gilbert
Secretary	K Guest A Chan
Company registration number	07635098 (England and Wales)
Registered office	Glenthorne High School Sutton Common Road Sutton Surrey SM3 9PS United Kingdom
Independent auditor	Baxter & Co Lynwood House Crofton Road Orpington Kent BR6 8QE

THE WILLOW LEARNING TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Lloyds Bank PLC
49-53 High Street
Sutton
Surrey
SM1 1DT

Solicitors

Winckworth Sherwood
Minerva House
5 Montague Close
London
SE1 9B

THE WILLOW LEARNING TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the accounts and independent auditor's reports of the charitable company for the year ended 31 August 2022. The annual report serves the purpose of both a trustees' report, and a directors' report under company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006, the Statement of Recommended Practice 2015, "Accounting and Reporting by Charities", and the Academies' Accounts Direction 2021/2022 issued by the ESFA.

The principal activity of the company is the operation of state-funded Academies, Glenthorne High School, Aragon Primary School and Abbey Primary School, providing state education for pupils aged 3 to 19. The Trust had a roll of 2642 in the school census in January 2022. The Trust also oversees the Sutton SCITT – Ofsted outstanding-rated teacher training provision in South London.

Structure, governance and management

Constitution

The Academy Trust is a company limited by guarantee incorporated on 16 May 2011, and the predecessor school converted to academy status on 1 July 2011. The charitable company's memorandum and articles of association are its primary governing documents. On 7 July 2017, the company changed its name to The Willow Learning Trust and adopted new articles of association to allow it to operate as a Multi Academy Trust. On 1 August 2017, Aragon Primary School joined the trust and on 1 September 2018, Abbey Primary School joined the Trust. The articles of association were updated in June 2022 to reflect changes to the model articles.

The Trustees, who are also the directors for the purpose of company law, and who served during the year, are set out in the Reference and Administrative Details section on pages 1 and 2.

Members' liability

The Willow Learning Trust is registered under the Companies Act 2006 as a company limited by guarantee without a share capital. Each member of the company undertakes to contribute to the assets of the company in the event of the company being wound up while they are a member, or within one year after they cease to be a member. The liability of the members is limited to £10 each for the debts and liabilities contracted before they ceased to be a member. The Academy Trust is an exempt charity.

Trustees' Indemnities

No indemnities or guarantees have been provided to third parties by the charitable company in respect of any of its trustees.

Method of recruitment and appointment or election of Trustees

In accordance with the articles, the Trustees of the charitable company are appointed as follows:

- a) Up to nine Trustees appointed by the Members
- b) A minimum of two parent Trustees elected by parents may be elected in the absence of a Local Governing Body
- c) The Chief Executive Officer, should they agree to act as a Trustee
- d) Further Trustees may be co-opted by the Trustees

In respect of those appointed by the Members, (a) above, when a vacancy arises, the Members seek to make an appointment that would maximise the relevant skills and experience on the board as a whole whilst maintaining a balanced constitution.

Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for new Trustees will depend on their existing experience. Where necessary, induction will provide training in charity and educational, legal and financial matters. All Trustees are provided with the information needed (including policies, minutes, budgets, etc) to undertake their role as Trustees.

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Organisational structure

The Board of Trustees, the majority of whom are non-executive, comprises those persons appointed under the Articles of Association. The Board meets at least four times a year and has several committees, including a Finance, Premises and Audit Committee, Admissions Committee, Personnel Committee, Standards Committee and Local Governing Bodies. All of these Committees are formally constituted with terms of reference and comprise appropriately qualified and experienced members.

Trustees delegate specific responsibilities to its Committees, the activities of which are reported to and discussed at full Trustee Board Meetings. Day to day management of the Trust is undertaken by the Chief Executive Officer, supported by the senior leaders at Trust schools. The Chief Executive Officer is the Accounting Officer and the Director of Finance is the Chief Financial Officer.

Arrangements for setting pay and remuneration of key management personnel

The Senior Leadership Teams (SLT) are the key management personnel of the trust. Trustees are also classed as senior management although they receive no pay or other remuneration in respect of their role as Trustees. Where staff trustees are in place, they receive remuneration for their role as members of staff and their pay is determined in the same way as applicable to all other staff in line with the Trust's Pay & Conditions Policy. Further details of remuneration paid to staff who are trustees is set out within the notes to the accounts.

The pay of the Chief Executive Officer is set annually by the Trustees' Performance Review Panel, taking account of performance against objectives set the previous year. Pay of SLT members is agreed by the Personnel Committee, again taking into account performance against previously agreed objectives, the agreed pay structure for the SLT and any recommendations made by the Chief Executive Officer.

Trade Union Facility Time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	1

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total Cost of facility time	£900.05
Total Pay bill	£14,251k
Percentage of the total pay bill spent on facility time	0.0001%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours.	0%
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Related Parties and other Connected Charities and Organisations

The Academy Trust does not have a sponsor and is not related to any other charitable trust or other party.

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Engagement with employees (including disabled persons)

The following statement summarises action taken during the period to introduce, maintain or develop arrangements aimed at:

- providing employees with information on matters of concern to them
- consulting employees or their representatives regularly so that the views of employees can be considered in making decisions which are likely to affect their interests
- encouraging the involvement of employees in the Trust's performance
- achieving a common awareness on the part of all employees of the factors affecting the performance of the Trust.
- The Trust's policy in respect of applications for employment from disabled persons, the treatment of employees who become disabled and the training, career development and promotion of disabled persons.

The Trust places immense value on the involvement of its employees and has continued to keep them informed on matters affecting them as employees and on the various factors affecting the performance of the Trust. This is achieved through formal and informal meetings, team briefings and internal newsletters/updates. Employee representatives are consulted regularly on a wide range of matters affecting their current and future interests.

In respect of disabled persons, the policy of the Trust is to support recruitment and retention of students, staff and Trustees/Governors with disabilities. Lifts, ramps and disabled toilets are installed and door widths are adequate to enable wheelchair access to all the main areas of all the schools. The Trust does this by adapting the physical environment, making support resources available and through relevant training. Our policy is to promote the career development and promotion of disabled persons, irrespective of the nature of their disability and we will provide whatever assistance we reasonably can do in order to support the individual in meeting their career goals, ensuring that there is a 'level playing field' for all.

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

The Trust recognises the importance of maintaining good business relationships with its suppliers. We have a clear procurement policy to ensure that suppliers are treated in an even-handed manner. The performance of and relationship with key suppliers is constantly monitored to ensure that we treat suppliers fairly, ensuring that payment terms are adhered to and that we comply with contractual obligations placed upon the Trust. We encourage an open and ongoing dialogue with suppliers to ensure that we conduct our business with them in a professional commercial manner.

Objectives and activities

Our objects and aims, described below, put students at the heart of all that we do. We have described our main achievements within the Strategic Report and also how we have performed against our objectives. We are committed to ensuring that we maintain strong and effective relationships with students, parents and wider stakeholders in the community.

Objects and aims

The principal object of the company is to advance, for the public benefit, education in the United Kingdom. It achieved this object principally through the operation of Glenthorne High School, Aragon Primary School and Abbey Primary School, the aim being to provide the highest possible standard of education and pastoral care, maximising the life-chances of its pupils and students.

Objectives, strategies and activities

The main objectives for The Willow Learning Trust during the year were to:

- Ensure the health and safety of all pupils and staff for the wider reopening of schools following the Covid 19 pandemic.
 - Further develop and implement curriculum and general collaboration across schools in the Trust
 - Further develop and implement the shadow staffing structure to improve efficiency, ensure budgetary control and ensure consistency.
 - Further develop the extra-curricular activities and enrichment to foster a spirit of aspiration, enjoyment and resilience and develop a sense of identity and community.
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- Develop a culture of excellence where governors, leaders, teachers and pupils seek to be the very best through hard work and determination.
- Improve transition from Abbey and Aragon by establishing a programme of observations and meetings to establish common values, focus on expectations of pupils at each school and support for pupils to develop resilience and appropriate skills
- Maintain strong pastoral systems characterised by high expectations of behaviour, attitudes and achievement where pupils are known, cared for and supported as individuals, learn to behave with respect for all other members of the school and external community.
- Continue with collaborative work on the development and improvement of teaching and learning, sharing of best practice and centres of excellence for each school.
- Further develop the SCITT, and ensure re-accreditation of the SCITT according to government requirements.
- Make best and most efficient use of resources to ensure Trust's financial security and enable capital investment.
- Invest in school buildings and facilities and to ensure that individual schools within the Trust will be better able to withstand future financial pressures.
- Develop recruitment and retention strategies offering benefits to enhance the wellbeing of the staff.
- Have a robust marketing strategy to improve knowledge of and interest in all the schools of the WLT
- Expand the Trust to maximise economies of scale and enhance collaboration and support, providing opportunities for more children within the Trust.

The main objectives for Abbey Primary School during the year were to:

- Ensure the curriculum is relevant, engaging and ambitious.
- Maintain the health and safety of pupils, staff and the school in the aftermath of the Covid 19 school closure.
- Ensure staff wellbeing is effectively managed with an open-door policy and regular meetings.
- Continue to raise standards, ensuring consistency of practice in reading and writing across the whole school.
- Ensure subject-specific vocabulary is consistent across all subjects and to ensure the wider curriculum schemes are embedded through effective curriculum leadership.
- Implement the new phonics scheme 'Little Wandle Letters and Sounds' and ensure all staff within the school are trained, as required by Little Wandle.
- Ensure all SEND children are prepared for their next stage in learning and interventions are appropriately delivered to enhance children's capacity to access the full curriculum.
- Diminish the difference in attainment and progress between disadvantaged children and their non-disadvantaged peers.
- Maintain and sustain an effective budget and use available funding to improve the fabric of the building and the learning environment.
- Continue to provide ongoing professional development for staff to develop their understanding of learning theories and their ability to support all children, especially SEND pupils.
- Further involve parents in supporting their children across the curriculum at home and in school.
- Increase support for vulnerable children with poor attendance, behaviour and social and emotional needs and support parents to engage with Early Help intervention.

The main objectives for Aragon Primary School during the year were to:

- Maintain the health and safety of pupils, staff and the school in the aftermath of the Covid 19 school closure.
 - Ensure staff wellbeing is effectively managed with an open-door policy and regular meetings.
 - Further develop and embed the aligned curriculum in foundation subjects.
 - Implement the new phonics scheme 'Little Wandle Letters and Sounds' and ensure all staff within the school are trained, as required by Little Wandle.
 - Raise the profile of reading throughout the school with a focus on reading for pleasure.
 - Monitor the impact of interventions and evaluate their impact on SEND pupils' progress.
 - Raise the profile of music in the school.
 - Diminish the difference in attainment and progress between disadvantaged children and their non-disadvantaged peers.
 - Further develop staff CPD using online training providers.
 - Ensure as many 'enrichment' activities as possible through after-school clubs.
 - Build positive relationships and foster positive emotions by building a sense of pride and belonging within the school.
 - Maintain and sustain an effective budget and use available funding to improve the fabric of the building and the learning environment.
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The main objectives for Glenthorne High School during the year were to:

- Expand cultural capital and promote cross-curricular links within teaching.
- Further develop wellbeing provision for both pupils and staff and successfully support pupils with a growing number of pupils citing mental health issues, providing a universal and targeted offer.
- Ensure the delivery of an ambitious vision for 2-year KS3 through effective planning and sequencing with full coverage in depth of all NC topics which develops an appreciation of our rich and varied cultural heritage by teaching pupils about great historical figures and important movements.
- Improve achievement for SEND pupils, raising the profile of the SEND referral process and further developing teacher-TA liaison.
- Further improve the achievement of disadvantaged pupils, ensuring pupils are targeted for intervention groups and have access to mentors.
- Ensure the delivery of "GCSE+" for 3-year KS4 through greater depth, breadth and independence to achieve top GCSE grades and prepare pupils for the challenges of KS5.
- Develop a distinct curriculum for Year 9, building on strengths in the Arts and ensuring STEM activities are developed across the school.
- Provide instrumental lessons and regular opportunities to come together to play and perform.
- Plan Immersion Days, including Y9 Immersion Days, to promote school priorities and address gaps in the curriculum.
- Continue collaboration with Primary Schools to ensure smooth transition and to ensure KS3 curriculum builds on progress from KS2.
- Continue to develop strategies to improve pupils' attendance and sense of belonging and connectedness to the school, year group and House
- Improve the quality of teaching, developing outstanding practice which is effectively differentiated.
- Develop provision across the Arts to ensure pupils receive a challenging curriculum that is rich in cultural heritage and provides opportunities to take part in competitions and examinations in the Arts.
- Increase challenge and further develop independent learning.
- Improve and develop IT infrastructure to support teaching and learning and efficient systems.
- Expand and improve accommodation by completing new Science Laboratories and Sixth form facilities.
- Improve the independent study habits of Sixth form students.
- Raise aspirations and improve Oxbridge/Russell Group university preparation, ensuring high quality destinations for Y13 students.

Public benefit

In setting the objectives and planning the associated activities, Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Strategic report

The Trust continued with its work to identify gaps in learning in the aftermath of the Covid-19 school closures. All pupils returned to school in September 2021 for the start of the academic year and the WLT successfully implemented plans to adapt to requirements to ensure pupils' safe and secure return. Covid-19 catch-up funding was maximised to accelerate student learning to ensure that the pandemic did not prevent pupils from reaching their academic potential.

Operationally, all schools within the Trust now share a common web-based finance, HR and payroll platform, abiding by a consistent scheme of financial delegation and adhering to Trust-wide policies and processes. The Trust has continued to identify opportunities to support growth and has developed partnerships and collaborations with local schools and Trusts.

In the area of governance, the Trustees revised their scheme of delegation following consultation and a thorough governance review. The revised scheme of delegation further develops individual schools' and LGB autonomy, effective communication and establishes clear lines of accountability, promoting the involvement and commitment of local representatives and parents. It also ensures a clearer separation between the governance roles as required and recommended in the Academy Trust Handbook.

The Trust has developed and updated its vision to reflect the Education White Paper and Education Bill and to promote Trust growth. The vision also now reflects the White Paper in terms of admissions; prioritised admissions to Glenthorne are no longer a Trust objective.

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There was an objection to Glenthorne's admission policy and the adjudicator recommended numerous, but largely insignificant changes, apart from important changes to the Banding Test to ensure reasonable adjustments are made for SEND pupils, which have been made and implemented.

Achievements and performance at Abbey Primary School

The school has continued to develop under the new Headteacher, ensuring that children are learning in a safe, creative and purposeful way. A new website has been developed to improve stakeholder engagement and communication and the school consulted on and implemented a new school logo and uniform. Communication with staff was also improved, and staff are also given the chance to contribute to ideas as to how the school can improve through formal (e.g. surveys and feedback from CPD) and informal means (e.g. weekly briefings, bulletins).

Formal assessments took place this year, for the first time since 2019. The percentage of pupils achieving a good level of development in the EYFS was 63%. Year 1s' Phonics Screening Test results were 70%, which is slightly lower than the national average of 75%. KS1 results of Mathematics (75%) and Writing (60%) were both higher than the national average but those of Reading (65%) slightly lower than the national average of 67%. KS2 results were excellent, with Reading (93%), Writing (84%) and Mathematics (87%) well above the national average.

The school re-introduced a range of extra-curricular activities, offering a varied selection of after-school clubs designed to help parents balance work and family commitments, whilst providing children with study support, and offering them a broader range of experiences and interests.

The school implemented a new curriculum aligned with the Aragon curriculum in nearly all subjects and focused on embedding the new curriculum plans effectively. The school's learning environment and accommodation were improved significantly, including the establishment of a new library opened by famous author Kieran Larwood.

Achievements and performance at Aragon Primary School

Aragon were invited to join the Mayor's prestigious Schools for Success programme for 2020/21 on the basis of the exceptional progress for all pupils including lower achieving pupils. As part of this programme, the school has been asked to share what is termed its 'exceptional practice' with other London schools.

Formal assessments took place this year, for the first time since 2019. The percentage of children achieving a good level of development in the EYFS was 72%. Year 1s' Phonics Screening Test results were excellent, with a 90% pass rate, 15% above the national average. KS1 results for Mathematics were 68%, which was the same as the national average. KS1 results for Reading (60%) and Writing (49%) were both lower than the national average. KS2 results were very good, with Mathematics (85%), Reading (84%) and Writing (85%) well above the national average.

The school adopted the OPAL primary programme to improve the quality of play opportunities during break and lunch.

The school continued in the development and improvement of the premises, with the installation of a new outside classroom. Aragon were also successful in their bid for a condition improvement fund and the toilets were refurbished over the summer holidays. There were a number of other building improvement projects including the refurbishment of the reception, repairs to brick work, replacement flooring and redecoration which have significantly improved the learning environment.

Achievements and performance at Glenthorne High School

External examinations took place this year for the first time since 2019. The pupils achieved exceptional GCSE and A-level results that are both well above the national average and the best in the school's history. 90% of Year 13 students achieved their first-choice universities, many of whom went on to study STEM subjects at universities. For the GCSE, 51% of grades awarded were at Grade 7+, with core subjects all performing exceptionally well.

Extra-curricular music and events were limited at the start of the year due to Covid-19 restrictions still in place, however the school still managed to promote limited extra-curricular activities. Once restrictions were lifted, the school celebrated several events including, Strictly Glenthorne, Winter Concert, IMPACT, Spring Music Concert - Rising Stars, Glenthorne Celebrates and the Summer Music Concert. The year finished with the performance of the whole school production of Oklahoma!

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The school celebrated a number of successes this year: Year 9 pupils winning prestigious STEM Youth Award, the Year 9 netball team winning Sutton netball league and the annual Sutton schools' tournament, Year 10 were mock bar trial winners in the national mock trial competition and several shortlisted pupils were winners in the Sutton Youth Arts Exhibition. In sport, the school was successful in the Borough Cross-Country competition.

The school was inspected by Ofsted and was judged to be good with outstanding behaviour and outstanding 6th form provision. The school disagreed with these judgements and appealed against them, but without success.

In terms of premises, work began on new building adjacent to the Sports Hall to provide additional facilities for another bulge class due in September 2023 and for the Sixth form. The school is also concerned about a lack of external space for students and has been liaising closely with the London Borough of Sutton to acquire additional recreational space and sports facilities on a narrow strip of the Daisy.

SCITT achievements and performance

There were significant changes to bursaries for 2021/22 which presented more challenges for recruitment in subjects other than science and maths. Recruitment was 49 trainees recruited for Secondary and 19 for Primary for 2021/22.

The Sutton SCITT was successfully reaccredited and is judged by Ofsted to be an Outstanding Provider. The SCITT recruited 25 Secondary and 20 Primary trainees for 2022/23. Duncan Gillies stepped down as SCITT Director and Andrea Stirling-Williams stepped down from the role as Primary Lead. The SCITT now has a new leadership team with Kate Potts as SCITT Director, Sophie Cabral as Deputy Director and Secondary Lead and Amy Royle as Primary Lead.

Key financial performance indicators

The key financial indicators for the year were as follows

- Staff costs (excluding the effect of FRS102 LGPS deficit valuation adjustment and supply costs) should not exceed 75% of revenue income (excluding transfers on conversion) received in the financial year. For 2021/22 staff costs were 78% of revenue income (80% in 2020/21).
- Revenue budgets should avoid any 'in-year' deficit. The financial year 2021/22 resulted in an 'in-year' revenue surplus of £614k.

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, the Board of Trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

Financial review

We receive our income from a number of different sources. The majority of our income comes from central government via the Education and Skills Funding Agency who provide us with grants, based largely on our student numbers to cover our staffing and other general running costs (General Annual Grant - GAG). The ESFA may provide us with additional grants which are earmarked for specific purposes (such as Pupil Premium which must be used to raise the attainment of disadvantaged pupils). These appear in the accounts as DfE/ESFA grants. Where we receive grant or other funding from the Local Authority (such as where we undertake responsibilities on their behalf in respect of our students) this appears in the accounts as Other government grants. Such income is collectively referred to as "Restricted Funds". Other income is received from parents (for example as contributions to trip or other costs) – all schools have school funds with contributions from parents and the Primary Schools have Parent Teacher Associations which raise funds for the school – and from third parties (for example from our bank for interest on our account balances or from others who are charged for their use of our facilities). Such other income may be restricted or unrestricted, depending on whether it comes to us with conditions as to its use or whether it is available for spending at the discretion of the trustees.

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We hold funds in two broad categories, funds which are available for spending and other funds which are not available for spending.

Spendable funds are in turn sub-categorised between those which are available for spending at the discretion of trustees ("Unrestricted Funds") and those which are subject to condition or restriction, ("Restricted Funds").

Funds not available for spending include the book value of fixed assets such as land, buildings and equipment. These have a value and are therefore included as assets in the accounts but, clearly, we cannot spend this value. In common with all academies and Local Authorities, our share of the Local Government Pension Scheme (LGPS) deficit must also be reflected in our accounts and as this is not a conventional liability, it does not need to be deducted from spendable funds. We meet our obligations in respect of the LGPS by paying over pension contributions due as calculated by the scheme's actuaries.

The following balances held were held at 31 August:

Fund	Category	2022 £'000	2021 £'000
GAG	Restricted General Funds	1,394	679
Other DfE/ESFA Grants	Restricted General Funds	-	74
Other government grants	Restricted General Funds	-	-
Other Income	Restricted General Funds	14	76
Sub-total General Restricted Funds		1,408	829
Unspent Capital Grants	Restricted Fixed Asset Fund	1,715	188
Salix Loans	Restricted Fixed Asset Fund	(4)	(25)
Other Income	Unrestricted General Fund	364	328
Sub-Total Spendable Funds		3,483	1,320
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	56,674	56,725
Share of LGPS Deficit	Restricted Pension Reserve	(3,254)	(10,780)
Total All Funds		56,903	47,265

During the year under review, there was an increase of £579k (2021: increase of £298k) on general restricted funds, an increase of £36k (2021: increase of £4k) on unrestricted funds and after LGPS valuation adjustments, depreciation and capital income and expenditure, an overall increase of £9,638k (2021: decrease of £1,988k).

The key risks to the Trust are pupil numbers, energy costs, staff salary rises and staff sickness. Pupil numbers are the principal factor in school income and there has been significant staff sickness over the last 12 months which results in additional costs for supply and cover staff. The key event over the last 12 months was the Covid pandemic which caused significant staff sickness and increased supply costs for agency staff. Pupils at all 3 schools were affected by lockdown and needed additional support to catch up. Schools used additional funding to provide targeted interventions and tuition to great effect as highlighted by the very good KS1, KS2, KS4 and KS5 outcomes. Staff at all schools worked hard throughout the pandemic and were faced with the additional challenges of catch-up and mental health issues on pupils' return to school, so staff morale and wellbeing has been a priority.

The school roll at three schools continued to be healthy. Abbey currently has 431 pupils on roll and waiting lists in several year groups; Aragon has 534 pupils on roll including 90 in Reception with a waiting list; Glenthorne now has 1,730 pupils on roll with bulge classes of 290 in Y7, Y8 and Y9. Glenthorne agreed to accept another bulge class with the local authority for September 2023; this has had a positive impact on both revenue and capital funding.

There is a risk to budgets with rapidly rising energy costs and higher staff salaries. We are planning carefully for these risks and have included sufficient funds in our budgets to cover these costs while seeking to reduce energy costs where possible.

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Despite these risks, the Trust budgets remain healthy and there are no material deficits, with expected carry-forwards in years 1, 2 and 3 of our three-year budgets. The surplus budgets are a result of careful financial planning and effective controls, particularly important is the shadow staffing structure which ensures control over staffing costs. Monthly management accounts and cashflow are reviewed monthly with Headteachers, CEO and Chair of Trustees. Any areas of concern during the year are followed up and measures implemented to address any issues.

Reserves policy

Trustees consider it prudent to maintain a level of useable reserves sufficient to cover unexpected and unplanned events so that the school's primary objective is preserved. Levels of reserves are monitored by the Finance Committee through monthly financial monitoring reports. Trustees have agreed to aim for a reserve of 3% of the school's annual budget, taking into account the cost of one month's salary bill.

The impact of Covid on supply costs, the unpredictable variability of the school budget at the moment and increased expenditure on energy and salaries means that schools in the Trust will strive but struggle to achieve a reserve of 3%.

Investment policy and powers

There are no investments held beyond cash deposits retained with the major UK clearing banks. Speculative investments are not permitted.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the Academy Trust is exposed, in particular those relating to academic performance/finances/child welfare/admissions. The Trustees have implemented a number of systems to assess risks that the Academy Trust faces, and have developed policies and procedures to mitigate those risks. Where significant financial risk still remains they have ensured they have adequate insurance cover. The Academy Trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The principal financial risk faced by the company is that on-going pressure on funding results in a risk that deficits may be experienced. The budgeting and reporting process, including scrutiny by the Trustees of actual financial performance, mitigates the risk.

As the nature of the financial instruments dealt with by the company is relatively simple (bank balances, debtors and "trade" creditors), Trustees consider the associated risk in this area to be minimal.

The costs to schools of the LGPS are likely to rise in the coming three years. The risk resulting from the company's share of the LGPS deficit is managed by following the advice of the scheme's actuaries, specifically as regards the level of contributions payable, ensuring that annual budgets are drawn up to reflect the actuary's advice.

Levels of capital funding are increasingly less certain, our buildings are ageing and some require significant maintenance and repairs, so revenue funding is being identified to address some of these issues.

Trustee skills and knowledge

It is an important priority of the Trust to ensure that all Trustees have sufficient skills and knowledge to carry out their roles effectively. In addition to CPD and learning from reading and discussing educational and policy documents, the Trust carries out regular skills audits to ensure that the Trust Board has the full range of skills and knowledge, particularly financial skills, to fulfil their responsibilities. All Trustees are encouraged to engage in CPD relevant to their general and specific role as a Trustee, particularly safeguarding courses.

Our fundraising practices

The trust and individual academies within it organise fundraising events and appeals and co-ordinate the activities of our supporters both in the academies and in the wider community on behalf of the Trust.

The Trust does not use professional fundraisers or involve commercial participators.

THE WILLOW LEARNING TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The Trust complies with the Fundraising Regulator's Code of Fundraising Practice.

All fundraising is undertaken by the Trust in a manner that seeks to ensure that it is not unreasonably intrusive or persistent. Contact is made through email, academy newsletters, our websites and via students. All fundraising material contains clear instructions on how a person can be removed from mailing lists.

Streamlined energy and carbon reporting (SECR)

UK Greenhouse gas emissions and energy use data for the period	1 September 2021 to 31 August 2022	1 September 2020 to 31 August 2021
Energy consumption used to calculate emissions (kWh)	576,602	664,186
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas consumption	360.51	475.05
Owned transport – mini-buses	.608	0.30
<u>Total scope 1</u>	361.118	475.35
<u>Scope 2 emissions in metric tonnes CO2e</u>		
Purchased electricity	213.57	187.92
<u>Scope 3 emissions in metric tonnes CO2e</u>		
Business travel in employee owned vehicles	0.00083	0.00025
Total gross emissions in metric tonnes CO2e	574.69	663.27
<u>Intensity ratio</u>		
Tonnes CO2e per pupil	0.22	0.26

Quantification and Reporting Methodology:-

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2022 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

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

Measures taken to improve energy efficiency

We have increased video conferencing technology for staff meetings, to reduce the need for travel between sites.

Plans for future periods

The WLT vision is for every school in the Trust to be an excellent school with high standards and to raise standards through close partnership and collaboration, innovation, CPD and support.

- Promote collaboration through a range of projects on curriculum planning and technology.
- Focus on identifying gaps in knowledge and support pupils to catch up.
- Plan a robust marketing strategy including the updating of all school and SCITT websites to improve knowledge of and interest in all the schools within the Trust, and to promote the growth of the Trust.
- Make best and most efficient use of resources to ensure the Trust's financial security and enable capital investment in resources and accommodation.
- Continue close collaboration on WLT central administration and WLT responsibilities and seek to convert manual to electronic systems.
- Expand the WLT to maximise economies of scale and enhance collaboration and support.
- Seek to ensure the continued development and growth of the Sutton SCITT.

THE WILLOW LEARNING TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

Funds held as Custodian Trustee

The Trust does not hold funds in the capacity of custodian trustee on behalf of any third parties.

Auditor

In so far as the Trustees are aware:

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

The Trustees' Report, incorporating a Strategic Report, was approved by order of the Board of Trustees as the company directors, on13/12/22..... and signed on the Board's behalf by:



S Brown

Chair of Trustees

THE WILLOW LEARNING TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

Scope of responsibility

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

The Board of Trustees have 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 The Willow Learning Trust and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees formally met 4 times during the year; The Finance, Premises and Audit Committee met 5 times. The Chair of Trustees received the monthly accounts every month over the course of the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
S Brown (Chair)	4	4
T Magill (Vice Chair)	2	4
D Balogun	3	4
P Beckford	2	2
R Burrows	0	1
S Cook	4	4
L Dalton	2	2
M Holness	3	4
S Hume	4	4
I Paget	4	4
S Seal	1	2
G Stonell	4	4
S Waring	1	2
J Wright	4	4

The Finance, Premises and Audit (FPA) Committee is a sub-committee of the Board of Trustees. Its primary purpose is to ensure the sound management of the Trust's finance and resources. In addition to regular monitoring of Trust and school budgets, during 2020/21 the committee received regular reports from the Chief Financial Officer and Auditors and agreed Trust policies for Reserves, Tendering and Whistleblowing. Attendance at meetings during the year was as follows:

Trustee	Meetings attended	Out of a possible
G Stonell (Chair)	4	5
S Brown	4	4
R Burrows	0	1
L Dalton	1	3
S Hume	5	5
S Seal	3	3
S Waring	0	2

THE WILLOW LEARNING TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

Conflict of interest

The Trust manages conflicts of interest by maintaining an up-to-date and complete register of interests and acting on any identified interests and ensuring that tendering and the process for agreement of contracts is done correctly and avoids related-party transactions.

Governance Reviews

The Trust carried out a significant consultation on its governance structure, namely its scheme of delegation. All parties were consulted, and the final scheme of delegation was discussed and agreed by trustees and all governing bodies.

It will be reviewed again in two years' time or in the case of a significant change.

Review of Value for Money

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

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

- Rigorous tracking of pupil progress and attainment at all key stages to ensure interventions and support are provided where most needed in order to achieve the best outcome.
- Regular reviews of both primary and secondary provision and curriculum to ensure that the curriculum is broad and balanced and provides extra-curricular and extension activities to enable pupils at all key stages to achieve the highest levels of academic and personal achievement.
- Reviewing the staffing structures in all Trust schools regularly to ensure capacity at each school and greater focus on key priorities.
- Working closely with other schools in Sutton and Merton and through the Secondary and Primary SCITT on issues such as teacher training, INSET and place planning.
- Ensuring the quality of teaching continues to be a priority for the Trust with all teachers encouraged to aspire and work towards consistently outstanding teaching. Teachers are given clear guidance and effective training on teaching priorities and strategies.
- Maintaining robust financial governance with Trustees regularly monitoring financial management through scrutiny of monthly monitoring reports as well as reports and recommendations from the Chief Financial Officer and internal and external audits.
- Tendering carried out in line with the Trust's Tendering Policy with 2 quotes for expenditure over £1k and 3 quotes for expenditure over £5k.
- Regularly seeking opportunities to generate additional funding.
- Regularly monitoring the progress of building works through site meetings and reports with expenditure considered by Trustees to ensure value for money.
- Participating with other schools and Trusts to buy services through the Local Authority at competitive prices such as insurance and IT network arrangements. The principles of value for money underpin all purchasing decisions throughout the Trust.
- Continuing to centralise Trust services to provide opportunities for economies of scale.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Willow Learning Trust for the year ended 31 August 2022 and up to the date of approval of the annual report and accounts.

THE WILLOW LEARNING TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year ended 31 August 2022 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

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

Review of effectiveness

As Accounting Officer, Mr Hume 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 internal scrutiny;
- the work of the External Auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.

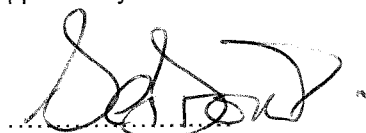
The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance Committee and a plan to ensure continuous improvement of the system is in place.

The FPA Committee issued a scope of works to be undertaken for internal scrutiny. School Business Services (SBS) completed this giving advice on financial matters and performing a range of checks on the Trust's financial systems. Checks carried out during visits included;

- IT
- Management Accounts
- Purchasing
- Budget Setting

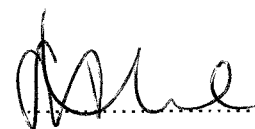
During these checks there were no material control issues arising. SBS, internal scrutiny and external auditor, Baxter & Co identified a number of areas for improvement which have been discussed with the FPA Committee and many of which have already been addressed. Control issues arising from any audit/internal scrutiny reviews are discussed and action agreed to rectify issues raised.

Approved by order of the Members of the Board of Trustees on 13/12/22 and signed on its behalf by:



S Brown

Chair of Trustees



S Hume

Chief Executive Officer and Accounting Officer

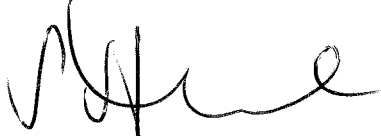
THE WILLOW LEARNING TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2022

As accounting officer of The Willow Learning Trust, I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

I confirm that I and the Academy Trust's Board of Trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academy Trust Handbook 2021.

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.



S Hume
Accounting Officer

13/12/22

THE WILLOW LEARNING TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees (who are also the directors of The Willow Learning Trust for the purposes of company law) are responsible for preparing the Trustees' report and the Financial Statements in accordance with the Academies Accounts Direction 2021 to 2022 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:

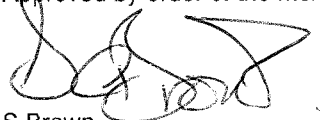
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the Board of Trustees on 13/12/22 and signed on its behalf by:



S Brown

Chair of Trustees

THE WILLOW LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WILLOW LEARNING TRUST

FOR THE YEAR ENDED 31 AUGUST 2022

Opinion

We have audited the Financial Statements of The Willow Learning Trust for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 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 charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022.

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 Trust in accordance with the ethical requirements that are relevant to our audit of the Financial Statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

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.

THE WILLOW LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WILLOW LEARNING TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report including the incorporated strategic report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report, including the incorporated strategic report.

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

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

Responsibilities of Trustees

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

Auditor's responsibilities for the audit of the Financial Statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal assurance reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

THE WILLOW LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE WILLOW LEARNING TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Use of our report

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

Louise Hallsworth FCA (Senior Statutory Auditor)
for and on behalf of Baxter & Co

.....

Chartered Certified Accountants
Statutory Auditor

Lynwood House
Crofton Road
Orpington
Kent
BR6 8QE

THE WILLOW LEARNING TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2022

In accordance with the terms of our engagement letter dated 18 May 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Willow Learning Trust during the period 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of The Willow Learning Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Willow Learning Trust's funding agreement with the Secretary of State for Education dated 13 October 2011 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Review of payments to staff;
- Review of payments to suppliers and other third parties;
- Review of grant and other income streams;
- Review of some key financial control procedures;
- Discussions with finance staff;
- Consideration of the record maintained by the Accounting Officer of the oversight they have exercised;
- Consideration of the programme of internal scrutiny implemented by the Academy Trust in order to comply with its obligations under 3.1 of the Academy Trust Handbook 2021, issued by the ESFA.

THE WILLOW LEARNING TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2022

Conclusion

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

- Management accounts are being prepared monthly, however not all documents are provided to the Chair of Trustees and review of the management accounts was not evident by all other Trustees at least six times per year.

Reporting Accountant

Baxter & Co
Lynwood House
Crofton Road
Orpington
Kent
BR6 8QE

Dated:

THE WILLOW LEARNING TRUST

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

		Unrestricted funds	Restricted funds:		Total 2022	Total 2021
	Notes	£'000	General	Fixed asset	£'000	£'000
Income and endowments from:						
Donations and capital grants	3	-	-	2,361	2,361	404
Charitable activities:						
- Funding for educational operations	4	115	16,727	-	16,842	15,943
Other trading activities	5	39	28	-	67	(2)
Investments	6	1	-	-	1	1
Total		<u>155</u>	<u>16,755</u>	<u>2,361</u>	<u>19,271</u>	<u>16,346</u>
Expenditure on:						
Raising funds	7	4	-	-	4	5
Charitable activities:						
- Educational operations	9	115	17,346	982	18,443	17,241
Total	7	<u>119</u>	<u>17,346</u>	<u>982</u>	<u>18,447</u>	<u>17,246</u>
Net income/(expenditure)		36	(591)	1,379	824	(900)
Transfers between funds	20	-	(118)	118	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit pension schemes	22	-	8,813	-	8,813	(1,087)
Net movement in funds		36	8,104	1,497	9,637	(1,987)
Reconciliation of funds						
Total funds brought forward		<u>328</u>	<u>(9,950)</u>	<u>56,888</u>	<u>47,266</u>	<u>49,253</u>
Total funds carried forward		<u>364</u>	<u>(1,846)</u>	<u>58,385</u>	<u>56,903</u>	<u>47,266</u>

THE WILLOW LEARNING TRUST

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Comparative year information Year ended 31 August 2021		Unrestricted funds	Restricted funds: General Fixed asset		Total 2021
	Notes	£'000	£'000	£'000	£'000
Income and endowments from:					
Donations and capital grants	3	-	-	404	404
Charitable activities:					
- Funding for educational operations	4	165	15,778	-	15,943
Other trading activities	5	30	(32)	-	(2)
Investments	6	1	-	-	1
Total		<u>196</u>	<u>15,746</u>	<u>404</u>	<u>16,346</u>
Expenditure on:					
Raising funds	7	-	5	-	5
Charitable activities:					
- Educational operations	9	192	16,140	909	17,241
Total	7	<u>192</u>	<u>16,145</u>	<u>909</u>	<u>17,246</u>
Net income/(expenditure)		4	(399)	(505)	(900)
Transfers between funds	20	-	(224)	224	-
Other recognised gains/(losses)					
Actuarial losses on defined benefit pension schemes	22	-	(1,087)	-	(1,087)
Net movement in funds		4	(1,710)	(281)	(1,987)
Reconciliation of funds					
Total funds brought forward		<u>324</u>	<u>(8,240)</u>	<u>57,169</u>	<u>49,253</u>
Total funds carried forward		<u>328</u>	<u>(9,950)</u>	<u>56,888</u>	<u>47,266</u>

THE WILLOW LEARNING TRUST

BALANCE SHEET

AS AT 31 AUGUST 2022

		2022	2021
	Notes	£'000	£'000
Fixed assets			
Intangible assets	13	-	4
Tangible assets	14	56,674	56,725
		<u>56,674</u>	<u>56,729</u>
Current assets			
Stocks	15	11	9
Debtors	16	2,684	987
Cash at bank and in hand		2,886	2,530
		<u>5,581</u>	<u>3,526</u>
Current liabilities			
Creditors: amounts falling due within one year	17	(2,097)	(2,204)
Net current assets		<u>3,484</u>	<u>1,322</u>
Total assets less current liabilities		<u>60,158</u>	<u>58,051</u>
Creditors: amounts falling due after more than one year	19	(1)	(5)
Net assets before defined benefit pension scheme liability		<u>60,157</u>	<u>58,046</u>
Defined benefit pension scheme liability	22	(3,254)	(10,780)
Total net assets		<u>56,903</u>	<u>47,266</u>
Funds of the Academy Trust:			
Restricted funds	20		
- Fixed asset funds		58,385	56,888
- Restricted income funds		1,408	830
- Pension reserve		(3,254)	(10,780)
Total restricted funds		<u>56,539</u>	<u>46,938</u>
Unrestricted income funds	20	<u>364</u>	<u>328</u>
Total funds		<u>56,903</u>	<u>47,266</u>

The Financial Statements on pages 24 to 51 were approved by the Trustees and authorised for issue on 13/12/22 and are signed on their behalf by:



S Brown

Chair of Trustees

Company registration number 07635098

THE WILLOW LEARNING TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

		2022		2021	
	Notes	£'000	£'000	£'000	£'000
Cash flows from operating activities					
Net cash (used in)/provided by operating activities	23		(1,068)		2,070
Cash flows from investing activities					
Dividends, interest and rents from investments		1		1	
Capital grants from DfE Group		198		379	
Capital funding received from sponsors and others		2,163		25	
Purchase of tangible fixed assets		(927)		(1,898)	
Net cash provided by/(used in) investing activities			1,435		(1,493)
Cash flows from financing activities					
Repayment of long term bank loan		(11)		(10)	
Net cash used in financing activities			(11)		(10)
Net increase in cash and cash equivalents in the reporting period			356		567
Cash and cash equivalents at beginning of the year			2,530		1,963
Cash and cash equivalents at end of the year			2,886		2,530

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

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

1.1 Basis of preparation

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

1.2 Going concern

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

1.3 Income

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

Grants

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

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

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the Balance Sheet in the restricted fixed asset fund. Capital grants are 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 period it is receivable and to the extent the Academy Trust has provided the goods or services.

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

This includes all expenditure incurred by the Academy Trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Charitable activities

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

1.5 Intangible fixed assets and amortisation

Intangible assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

- Purchased computer software - 5 years

1.6 Tangible fixed assets and depreciation

Assets costing £5,000 or more per item (or less if they form part of a larger purchase or project where the total cost exceeds £25,000) 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 that require 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. Where tangible fixed assets have been acquired / funded by other income, the fixed asset fund is also credited. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities.

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

Freehold land and buildings	2%
Leasehold land and buildings	2%
Plant and machinery	10%
Computer equipment	33.33%
Motor vehicles	20%

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

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

1.7 Liabilities

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

1.8 Leased assets

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

1.9 Financial instruments

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

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.10 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

1.11 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.12 Pensions benefits

Retirement benefits to employees of the Academy Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets and the liabilities are held separately from those of the Academy Trust.

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. The 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 are 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 Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income or expenditure are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses.

1.13 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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.

1.14 Agency arrangements

Where the Academy Trust acts as agent in collecting and / or distributing from the ESFA or others, and subsequent disbursements are excluded from the Statement of Financial Activities as the Trust does not have control over charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 29.

2 Critical accounting estimates and areas of judgement

Accounting 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 WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

2 Critical accounting estimates and areas of judgement

(Continued)

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 22, will impact on the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

In preparing these Financial Statements, the Trustees have not needed to exercise any subjective judgements that would be critical to the Academy Trust's Financial Statements.

3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2022 £'000	Total 2021 £'000
Capital grants	-	198	198	379
LA capital grants	-	2,163	2,163	25
	-	2,361	2,361	404

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

4 Funding for the Academy Trust's charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2022 £'000	Total 2021 £'000
DfE/ESFA grants				
General annual grant (GAG)	-	13,687	13,687	12,591
Other DfE/ESFA grants:				
- UIFSM	-	125	125	111
- Pupil premium	-	536	536	490
- Others	-	615	615	917
	-	14,963	14,963	14,109
Other government grants				
Local authority grants	-	1,177	1,177	1,018
COVID-19 additional funding				
DfE/ESFA				
Catch-up premium	-	-	-	182
Other DfE/ESFA COVID-19 funding	-	66	66	12
Non-DfE/ESFA				
Coronavirus job retention scheme grant	-	-	-	32
Other COVID-19 funding	-	30	30	56
	-	96	96	282
Other funding				
Teaching School income	-	-	-	53
Catering income	115	-	115	165
Trips income	-	75	75	37
Other incoming resources	-	416	416	279
	115	491	606	534
Total funding	115	16,727	16,842	15,943

The Academy Trust has been eligible to claim additional funding in the year from government support schemes in response to the Coronavirus outbreak. The funding received is shown above under "COVID-19 additional funding". The funding received for coronavirus exceptional support covers £96k of staff costs. These costs are included in notes 7 and 9 below as appropriate

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2022 £'000	Total 2021 £'000
Lettings	30	-	30	30
Income from facilities and services	-	28	28	1
Other income	9	-	9	(33)
	<u>39</u>	<u>28</u>	<u>67</u>	<u>(2)</u>

6 Investment income

	Unrestricted funds £'000	Restricted funds £'000	Total 2022 £'000	Total 2021 £'000
Short term deposits	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>

7 Expenditure

	Staff costs £'000	Non-pay expenditure		Total 2022 £'000	Total 2021 £'000
		Premises £'000	Other £'000		
Expenditure on raising funds					
- Direct costs	4	-	-	4	5
Academy's educational operations					
- Direct costs	11,619	784	773	13,176	12,721
- Allocated support costs	2,758	1,312	1,197	5,267	4,520
	<u>14,381</u>	<u>2,096</u>	<u>1,970</u>	<u>18,447</u>	<u>17,246</u>

Net income/(expenditure) for the year includes:

	2022 £'000	2021 £'000
Fees payable to auditor for:		
- Audit	11	14
- Other services	32	22
Operating lease rentals	37	11
Depreciation of tangible fixed assets	978	905
Amortisation of intangible fixed assets	4	4
Net interest on defined benefit pension liability	183	135
	<u></u>	<u></u>

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

8 Central services

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

- human resources;
- financial services;
- legal services;
- educational support services
- insurance

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

- flat percentage of income (5% of GAG)

The amounts charged during the year were as follows:

	2022 £'000	2021 £'000
Abbey Primary School	102	96
Glenthorne High School	473	422
Aragon Primary School	125	121
	<u>700</u>	<u>639</u>

9 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2022 £'000	Total 2021 £'000
Direct costs				
Educational operations	27	13,149	13,176	12,721
Support costs				
Educational operations	88	5,179	5,267	4,520
	<u>115</u>	<u>18,328</u>	<u>18,443</u>	<u>17,241</u>

Analysis of costs

	2022 £'000	2021 £'000
Direct costs		
Teaching and educational support staff costs	11,619	11,214
Staff development	26	15
Depreciation and amortisation	784	727
Technology costs	71	162
Educational supplies and services	162	145
Examination fees	148	136
Educational consultancy	232	174
Other direct costs	134	148
	<u>13,176</u>	<u>12,721</u>

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

9 Charitable activities

(Continued)

Support costs

Support staff costs	1,654	1,550
Defined benefit pension scheme - staff costs (FRS102 adjustment)	1,104	787
Depreciation and amortisation	198	182
Technology costs	130	116
Maintenance of premises and equipment	341	335
Cleaning	329	317
Energy costs	239	183
Rent, rates and other occupancy costs	143	144
Insurance	50	50
Security and transport	18	16
Catering	469	364
Defined benefit pension scheme - finance costs (FRS102 adjustment)	183	135
Legal costs	13	11
Other support costs	351	294
Governance costs	45	36
	<u>5,267</u>	<u>4,520</u>

10 Staff

Staff costs

Staff costs during the year were:

	2022 £'000	2021 £'000
Wages and salaries	9,915	9,566
Social security costs	1,020	943
Pension costs	2,212	2,178
Defined benefit pension scheme – staff costs (FRS102 adjustment)	1,104	787
Staff costs - employees	<u>14,251</u>	<u>13,474</u>
Agency staff costs	109	61
Staff restructuring costs	21	20
Total staff expenditure	<u>14,381</u>	<u>13,555</u>

Staff restructuring costs comprise:

Severance payments	<u>21</u>	<u>20</u>
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Severance payments

The Academy Trust paid 3 severance payments in the year, disclosed in the following bands:

0 - £25,000	3
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THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

10 Staff

(Continued)

Special staff severance payments

Special staff severance payments are amounts paid to employees outside of statutory and contractual requirements. Included in staff restructuring costs are special severance payments totalling £16k (2021: £nil). Individually, the payments were: £10k and £6k.

Staff numbers

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

	2022 Number	2021 Number
Teachers	150	151
Administration and support	154	143
Management	16	15
	<u>320</u>	<u>309</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	2022 Number	2021 Number
Teachers	145	139
Administration and support	100	99
Management	13	14
	<u>258</u>	<u>252</u>

Higher paid staff

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

	2022 Number	2021 Number
£60,000 - £70,000	5	7
£70,001 - £80,000	5	3
£80,001 - £90,000	1	2
£100,001 - £110,000	1	1
£110,001 - £120,000	1	-
£140,001 - £150,000	-	1
	<u></u>	<u></u>

Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £959,026 (2021: £685,071).

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

11 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Headteacher and other Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff members under their contracts of employment, and not in respect of their services as Trustees.

The value of Trustees' remuneration and other benefits was as follows:

S Hume (CEO):

- Remuneration £115,000 - £120,000 (2021: £145,000 - £150,000)
- Employer's pension contributions £5,000 - £10,000 (2021: £35,000 - £40,000)

During the year, expenses totalling £915 (2021: £78) were reimbursed to 5 Trustees (2021: 1 Trustee). These reimbursements wholly related to costs incurred in relation to the trust.

Other related party transactions involving the Trustees are set out within the related parties note.

12 Trustees' and officers' insurance

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The insurance provides cover up to £10,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

13 Intangible fixed assets

	Computer software £'000
Cost	
At 1 September 2021 and at 31 August 2022	20
Amortisation	
At 1 September 2021	16
Charge for year	4
At 31 August 2022	20
Carrying amount	
At 31 August 2022	-
At 31 August 2021	4

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

14 Tangible fixed assets

	Freehold land and buildings £'000	Leasehold land and buildings £'000	Plant and machinery £'000	Computer equipment £'000	Motor vehicles £'000	Total £'000
Cost						
At 1 September 2021	31,197	30,075	751	234	25	62,282
Additions	503	266	41	117	-	927
At 31 August 2022	31,700	30,341	792	351	25	63,209
Depreciation						
At 1 September 2021	3,709	1,276	314	233	25	5,557
Charge for the year	499	363	79	37	-	978
At 31 August 2022	4,208	1,639	393	270	25	6,535
Net book value						
At 31 August 2022	27,492	28,702	399	81	-	56,674
At 31 August 2021	27,488	28,799	437	1	-	56,725

Freehold land and buildings relate to Glenthorne High School, and the leasehold land and buildings relate to Aragon Primary School and Abbey Primary School. Freehold land is included above at a net book value of £6,320k and leasehold land is included above at a net book value of £16,494k.

15 Stocks

	2022 £'000	2021 £'000
Stock	11	9

16 Debtors

	2022 £'000	2021 £'000
Trade debtors	50	3
VAT recoverable	289	172
Other debtors	-	19
Prepayments and accrued income	2,345	793
	2,684	987

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

17 Creditors: amounts falling due within one year

	2022 £'000	2021 £'000
Government loans	3	10
Trade creditors	684	323
Other taxation and social security	263	248
Other creditors	290	288
Accruals and deferred income	857	1,335
	<u>2,097</u>	<u>2,204</u>

18 Deferred income

	2022 £'000	2021 £'000
Deferred income is included within:		
Creditors due within one year	<u>674</u>	<u>701</u>
Deferred income at 1 September 2021	701	523
Released from previous years	(701)	(523)
Resources deferred in the year	<u>674</u>	<u>701</u>
Deferred income at 31 August 2022	<u>674</u>	<u>701</u>

Deferred income at 31 August 2022 comprised lettings income invoiced in advance £nil (2021: £23k), catering income received in advance £nil (2021: £16k), UIFSM funding received in advance £74k (2021: £65k), trip income received in advance of £44k (2021: £nil), rates received in advance of £53k (2021: £nil) and funds of £503k (2021: £597k) held on behalf of the ESFA and DfE in an agency capacity as explained more fully in note 29.

19 Creditors: amounts falling due after more than one year

	2022 £'000	2021 £'000
Government loans	<u>1</u>	<u>5</u>

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

19	Creditors: amounts falling due after more than one year	(Continued)	
		2022 £'000	2021 £'000
Analysis of loans			
	Wholly repayable within five years	4	15
	Less: included in current liabilities	(3)	(10)
	Amounts included above	1	5
Loan maturity			
	Debt due in one year or less	3	10
	Due in more than one year but not more than two years	1	5
		4	15

During the year ended 31 August 2016 the Academy Trust entered into an interest free loan with 'Salix Finance', repayable in equal half yearly instalments over an 8 year period.

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

20 Funds

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
Restricted general funds					
General Annual Grant (GAG)	680	13,687	(12,855)	(118)	1,394
UIFSM	-	125	(125)	-	-
Pupil premium	-	536	(536)	-	-
Catch-up premium	52	-	(52)	-	-
Other DfE/ESFA COVID-19 funding	-	66	(66)	-	-
Other Coronavirus funding	-	30	(30)	-	-
Other DfE/ESFA grants	22	615	(637)	-	-
Other government grants	-	1,177	(1,177)	-	-
Other restricted funds	76	519	(581)	-	14
Pension reserve	(10,780)	-	(1,287)	8,813	(3,254)
	<u>(9,950)</u>	<u>16,755</u>	<u>(17,346)</u>	<u>8,695</u>	<u>(1,846)</u>
Restricted fixed asset funds					
Inherited on conversion	47,861	-	(676)	18	47,203
DfE group capital grants	5,555	198	(173)	-	5,580
Capital expenditure from GAG	1,953	-	(101)	100	1,952
LA capital	1,519	2,163	(32)	-	3,650
	<u>56,888</u>	<u>2,361</u>	<u>(982)</u>	<u>118</u>	<u>58,385</u>
Total restricted funds	<u>46,938</u>	<u>19,116</u>	<u>(18,328)</u>	<u>8,813</u>	<u>56,539</u>
Unrestricted funds					
General funds	<u>328</u>	<u>155</u>	<u>(119)</u>	<u>-</u>	<u>364</u>
Total funds	<u>47,266</u>	<u>19,271</u>	<u>(18,447)</u>	<u>8,813</u>	<u>56,903</u>

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

The Restricted General Funds are used to fund the general operating costs of the Academy.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2022.

The Restricted LGPS Fund represents the Academy's share of the LGPS Pension Fund deficit.

The Restricted Fixed Asset Fund represents investment in fixed assets, net of related depreciation. Unspent capital grants are also held in this fund, net of any related loans and their use is restricted to the capital projects for which the grant was paid.

Unrestricted Funds represent balances held at period end that can be applied at the discretion of the Governors, to support any of the Academy's charitable purposes.

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

20 Funds

(Continued)

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

	Balance at 1 September 2020 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2021 £'000
Restricted general funds					
General Annual Grant (GAG)	379	12,591	(12,066)	(224)	680
UIFSM	-	111	(111)	-	-
Pupil premium	-	490	(490)	-	-
Catch-up premium	-	182	(130)	-	52
Other DfE/ESFA COVID-19 funding	-	12	(12)	-	-
Coronavirus job retention scheme grant	-	32	(32)	-	-
Other Coronavirus funding	-	56	(56)	-	-
Other DfE/ESFA grants	-	917	(895)	-	22
Other government grants	-	1,018	(1,018)	-	-
Other restricted funds	152	337	(413)	-	76
Pension reserve	(8,771)	-	(922)	(1,087)	(10,780)
	<u>(8,240)</u>	<u>15,746</u>	<u>(16,145)</u>	<u>(1,311)</u>	<u>(9,950)</u>
Restricted fixed asset funds					
Inherited on conversion	48,537	-	(676)	-	47,861
DfE group capital grants	6,826	379	(153)	(1,497)	5,555
Capital expenditure from GAG	1,806	-	(77)	224	1,953
LA capital	-	25	(3)	1,497	1,519
	<u>57,169</u>	<u>404</u>	<u>(909)</u>	<u>224</u>	<u>56,888</u>
Total restricted funds	<u>48,929</u>	<u>16,150</u>	<u>(17,054)</u>	<u>(1,087)</u>	<u>46,938</u>
Unrestricted funds					
General funds	<u>324</u>	<u>196</u>	<u>(192)</u>	<u>-</u>	<u>328</u>
Total funds	<u>49,253</u>	<u>16,346</u>	<u>(17,246)</u>	<u>(1,087)</u>	<u>47,266</u>

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

20 Funds

(Continued)

Total funds analysis by academy

	2022 £'000	2021 £'000
Fund balances at 31 August 2022 were allocated as follows:		
Abbey Primary School	277	194
Glenthorne High School	905	456
Aragon Primary School	557	454
Central services	33	54
Total before fixed assets fund and pension reserve	1,772	1,158
Restricted fixed asset fund	58,385	56,888
Pension reserve	(3,254)	(10,780)
Total funds	56,903	47,266

Total cost analysis by academy

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

	Teaching and educational support staff £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2022 £'000	Total 2021 £'000
Abbey Primary School	1,728	330	41	455	2,554	2,308
Glenthorne High School	7,501	1,530	91	1,659	10,781	10,182
Aragon Primary School	2,271	477	29	628	3,405	3,224
Central services	119	425	1	180	725	623
	11,619	2,762	162	2,922	17,465	16,337

21 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	56,674	56,674
Current assets	364	3,502	1,715	5,581
Current liabilities	-	(2,094)	(3)	(2,097)
Non-current liabilities	-	-	(1)	(1)
Pension scheme liability	-	(3,254)	-	(3,254)
Total net assets	364	(1,846)	58,385	56,903

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

21 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2021 are represented by:				
Intangible fixed assets	-	-	4	4
Tangible fixed assets	-	-	56,725	56,725
Current assets	327	3,040	159	3,526
Current liabilities	1	(2,205)	-	(2,204)
Non-current liabilities	-	(5)	-	(5)
Pension scheme liability	-	(10,780)	-	(10,780)
Total net assets	328	(9,950)	56,888	47,266

22 Pension and similar obligations

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

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

Contributions amounting to £251k were payable to the schemes at 31 August 2022 (2021: £241k) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

22 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to the TPS in the period amounted to £1,612k (2021: £1,602k).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 20.3% to 22% for employers and 5.5% to 12.5% for employees.

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

Total contributions made	2022 £'000	2021 £'000
Employer's contributions	606	577
Employees' contributions	162	162
Total contributions	768	739
Principal actuarial assumptions	2022 %	2021 %
Rate of increase in salaries	3.95 to 4.05	3.90
Rate of increase for pensions in payment/inflation	2.95 to 3.05	2.90
Discount rate for scheme liabilities	4.25	1.65
CPI increases	2.95 to 3.05	2.90
RPI increases	3.15 to 3.25	3.20

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

22 Pension and similar obligations

(Continued)

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

	2022 Years	2021 Years
Retiring today		
- Males	21.00 to 21.40	21.10 to 21.60
- Females	23.50 to 24.10	23.90 to 24.30
Retiring in 20 years		
- Males	22.30 to 22.90	22.40 to 22.90
- Females	24.90 to 25.80	25.30 to 25.70

Scheme liabilities would have been affected by changes in assumptions as follows:

	2022 £'000	2021 £'000
Discount rate + 0.1%	12,784	20,183
Discount rate - 0.1%	13,344	21,235
Mortality assumption + 1 year	13,579	21,593
Mortality assumption - 1 year	12,577	19,848
Salary rate + 0.1%	13,117	20,761
Salary rate - 0.1%	13,037	20,643
Pensions rate + 0.1%	13,333	21,168
Pensions rate - 0.1%	12,874	20,247

Defined benefit pension scheme net liability

	2022 £'000	2021 £'000
Scheme assets	9,823	9,922
Scheme obligations	(13,077)	(20,702)
Net liability	(3,254)	(10,780)

The Academy Trust's share of the assets in the scheme

	2022 Fair value £'000	2021 Fair value £'000
Equities	5,750	6,430
Other bonds	1,800	598
Gilts	187	1,372
Cash	440	240
Property	1,020	846
Other assets	626	436
Total market value of assets	9,823	9,922

The actual return on scheme assets was £(876,000) (2021: £1,326,000).

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

22 Pension and similar obligations

(Continued)

Amount recognised in the statement of financial activities	2022 £'000	2021 £'000
Current service cost	1,708	1,358
Interest income	(170)	(134)
Interest cost	353	269
Administration expenses	2	6
Total operating charge	1,893	1,499
Changes in the present value of defined benefit obligations		2022 £'000
At 1 September 2021		20,702
Current service cost		1,708
Interest cost		353
Employee contributions		162
Actuarial (gain)/loss		(9,859)
Benefits paid		11
At 31 August 2022		13,077
Changes in the fair value of the Academy Trust's share of scheme assets		2022 £'000
At 1 September 2021		9,922
Interest income		170
Actuarial loss/(gain)		(1,046)
Employer contributions		606
Employee contributions		162
Benefits paid		11
Administration expenses		(2)
At 31 August 2022		9,823

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

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

	Notes	2022 £'000	2021 £'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)		824	(900)
Adjusted for:			
Capital grants from DfE and other capital income		(2,361)	(404)
Investment income receivable	6	(1)	(1)
Defined benefit pension costs less contributions payable	22	1,104	787
Defined benefit pension scheme finance cost	22	183	135
Depreciation of tangible fixed assets		978	905
Amortisation of intangible fixed assets	13	4	4
(Increase)/decrease in stocks		(2)	9
(Increase)/decrease in debtors		(1,697)	890
(Decrease)/increase in creditors		(100)	645
Net cash (used in)/provided by operating activities		(1,068)	2,070

24 Analysis of changes in net funds

	1 September 2021 £'000	Cash flows £'000	31 August 2022 £'000
Cash	2,530	356	2,886
Loans falling due within one year	(10)	7	(3)
Loans falling due after more than one year	(5)	4	(1)
	<u>2,515</u>	<u>367</u>	<u>2,882</u>

25 Long-term commitments

Operating leases

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

	2022 £'000	2021 £'000
Amounts due within one year	28	11
Amounts due in two and five years	5	14
	<u>33</u>	<u>25</u>

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

26 Capital commitments

	2022 £'000	2021 £'000
Expenditure contracted for but not provided in the Financial Statements	1,864	109

Aragon Primary School entered into a project for Health and Safety Legionella and Toilet Refurbishment funded by £146k from CIF and £63k from GAG contributions. The total of cost of the project is £209k. Costs incurred to 31st August 2022 were £100k and anticipated future costs at 31st August 2022 were £109k.

Glenthorne High School entered into a project for a Bulge Class Extension funded by £2,161k from the LA Capital and £100k from GAG contributions. The total of cost of the project is £2,261k. Costs incurred to 31st August 2022 were £506k and anticipated future costs at 31st August 2022 were £1,755k

27 Related party transactions

Owing to the nature of the Academy Trust's operations 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 Academy Trust has an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

C Spearink, a relative of G Stonell, a Trustee, is employed by the Academy Trust. C Spearink's appointment was made in open competition and G Stonell was not involved in the decision making process regarding appointment. C Spearink is paid within the normal pay scale for their role and receives no special treatment as a result of their relationship to a Trustee.

L Davey and A Davey, relatives of J Davey, a member of SLT, are employed by the Academy Trust. L Davey's and A Davey's appointment was made in open competition and J Davey was not involved in the decision making process regarding appointment. L Davey and A Davey are paid within the normal pay scale for their role and receive no special treatment as a result of their relationship to an SLT member.

W Goodall, a relative of J Goodall, the Director of Finance, is employed by the Academy Trust. W Goodall's appointment was made in open competition and J Goodall was not involved in the decision making process regarding appointment. W Goodall is paid within the normal pay scale for their role and receives no special treatment as a result of their relationship to the Director of Finance.

K Hume, a relative of S Hume, the CEO, is employed by the Academy Trust. K Hume's appointment was made in open competition and S Hume was not involved in the decision making process regarding appointment. K Hume is paid within the normal pay scale for their role and receives no special treatment as a result of their relationship to the CEO.

28 Members' liability

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

THE WILLOW LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

29 Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2022, £47,069 (2021: £49,483) was brought forward from last year, the grant received this year was £14,777 (2021: £22,166), from which £23,540 was disbursed (2021: £24,580). The unspent balance at 31 August 2022 was £38,306 (2021: £47,069) and is included within creditors: amounts falling due within one year.

The Academy Trust also distributes SCITT funds to member academies as an agent for the Department for Education (DfE). In the accounting period ending 31 August 2022, £597,359 (2021: 406,523) was brought forward from last year, the income was £708,601 (2021: £2,878,035) from which £802,874 (2021: £2,687,199) was disbursed. The unspent balance at 31 August 2022 was £503,086 (2021: £597,359) and is included within creditors: amounts falling due within one year.

