

Company Registration Number: 07967402 (England & Wales)

**ENDEAVOUR SCHOOLS TRUST LTD**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**



**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	P Baker C Skinner P Skuce Worcester Diocesan Academies Trust (appointed 1 September 2019) C Banks (appointed 1 December 2019) K Lumley (resigned 23 October 2019)
<b>Directors</b>	K Lumley (resigned 23 October 2019) C Banks J Hughes N Wright S Foster-Agg (appointed 21 October 2019, resigned 31 July 2020) L Bromberg (appointed 1 December 2019) C Taylor (appointed 20 May 2020) O Kinbrum (appointed 20 May 2020) L Young (appointed 20 May 2020) J Greenwood (appointed 5 October 2020) P Taylor (appointed 5 October 2020) B Knight (appointed 6 January 2020, resigned 21 October 2020)
<b>Company registered number</b>	07967402
<b>Company name</b>	Endeavour Schools Trust
<b>Principal and registered office</b>	The Vaynor First School Tennyson Road Redditch B97 5BL
<b>Senior management team</b>	N Wright, Executive Head/CEO and Accounting Officer R Ford, Chief Finance Officer S Pinfield, Executive Assistant M Bradbury, Headteacher, St Georges CE First School and Nursery S Dunstan, Headteacher, Vaynor First School S Shakles, Headteacher, Crabbs Cross Academy L Briers, Acting Headteacher, Crabbs Cross Academy, (appointed 01/01/20)
<b>Independent auditors</b>	Bishop Fleming LLP Chartered Accountants Statutory Auditors 1-3 College Yard Worcester WR1 2LB
<b>Bankers</b>	Lloyds Bank PLC 4 The Cross Worcester Worcestershire WR1 3PY

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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**Solicitors**

Browne Jackson  
Victoria Square House  
Victoria Square  
Birmingham  
B2 4BU

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**DIRECTORS' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2020**

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The Directors present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2020. The annual report serves the purpose of Directors' Report under company law.

The Trust operates three academies for pupils aged 4 to 9, plus one school nursery for 3 and 4 year olds, in Redditch, Worcestershire. Its academies have a combined pupil capacity of 1005 and had a roll of 915 in the school census in February 2020.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Directors of Endeavour Schools Trust are also the Directors of the charitable company for the purposes of company law. The charitable company operates as Endeavour Schools Trust Ltd.

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

**Members' Liability**

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

**Directors' Indemnities**

Directors benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Directors which, by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Directors knew to be a breach of trust or breach of duty or which was committed by the Directors in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Directors in their capacity as Directors of the Academy Trust. The limit of this indemnity is unlimited.

**Method of Recruitment and Appointment or Election of Directors**

The Board of Directors of the Academy Trust were appointed on or after September 2013 at the formation of the Academy Trust in accordance with the memorandum and the articles of association.

Directors are appointed for a four-year period, except that this time limit does not apply to the Executive Head/CEO. Subject to remaining eligible to be a particular type of Director any Director can be reappointed or re-elected.

When appointing new Directors, the Board will give consideration to the skills and experience mix of existing Directors, in order to ensure that the Board has the necessary skills to contribute fully to the Academy Trust development.

**Policies and Procedures Adopted for the Induction and Training of Directors**

The Academy Trust has a Director induction policy available from the Clerk to the Directors.

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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The training and induction provided for new Directors will depend upon their existing experience but would always include a tour of the Academy Trust and a chance to meet staff and pupils. All Directors are provided with copies of documents that they will need to undertake their role as Directors. As there are normally only two or three new Directors a year, induction tends to be done informally and is tailored specifically to the individual based on their prior experience of governance. Where necessary, a Director Mentor is allocated to provide personalised support to newly appointed Directors. Advantage is taken of specific courses offered by the Local Authority and other bodies where appropriate.

**Organisational Structure**

The Academy Trust has a leadership structure which consists of the Directors and the Executive Head/CEO, who is also a Director and Accounting Officer. The Executive Leadership Team provide strategic and operational support across the schools whilst each individual academy has its own Senior Leadership Team and Key Stage/Subject Leaders. The aim of the leadership structure is to devolve responsibility and encourage involvement in decision making at all levels so that the Trust nurtures the talents of all staff and creates succession planning and sustainability through high quality CPD opportunities.

The Board establishes an overall framework for the governance of the Academy Trust and determines membership, terms of reference and procedures of LGB's (Local governing bodies,) any committees and other groups established. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

The following decisions are reserved to the Board of Directors, which includes one of the Members: to consider any proposals for changes to the status or constitution of the Academy Trust and its committee structure, to appoint or remove the Chairman and/or Vice Chairman, to appoint the Headteachers and Clerk to the Directors, to approve the Strategic Development Plan and budget.

The Directors are also responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy Trust by the use of budgets and other data, and making major decisions about the direction of the Academy Trust, capital expenditure, senior and central staff appointments and pay decisions for the executive Leadership team (CEO, CFO, HR and Headteachers.)

The LGB's are responsible for setting specific policies and duties devolved to them and monitoring standards of teaching and learning, feeding their information to the Directors via the Chairs. They also receive information regarding finance and buildings through the Directors.

The Executive Leadership Team (ELT) consists of the Executive Head/CEO, Headteacher from each school and the CFO and HR Advisor. The SLT for each school consists of the Headteacher, Deputy Headteacher, (and in the case of The Vaynor, an Assistant Headteacher) alongside Key Stage Leaders. The ELT controls the Academy Trust at an executive level, implementing the policies laid down by the Directors with the Executive Head/CEO reporting back to Directors, and the Headteachers to the LGB's. The Executive Head/CEO, Headteachers and CFO are responsible for the authorisation of spending within agreed budgets; a summary of this is in the Finance Policy and scheme of delegation. Some spending control is devolved to Budget Holders which must be authorised in line with the agreed school systems and Finance Policy. The Executive Head/CEO and Headteachers are responsible for the appointment of staff; appointments for senior posts include a Governor and / or Director.

The Academy Trust comprises of three First Schools, The Vaynor First School, Crabbs Cross Academy and St George's CE First School and Nursery. Each has its own Governing Body (in the case of St George's this is currently an internal IEB) responsible for day to day operations and management of the school's budget. The Trust board currently includes Directors recommended by the Local Governing Body of each school.

The Executive Head/CEO is the Accounting Officer for the Academy Trust.

**ENDEAVOUR SCHOOLS TRUST LTD  
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**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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**Arrangements for Setting Pay and Remuneration of Key Management Personnel**

The Directors consider that the Board of Directors and the Senior Leadership Team comprise the key management personnel of the Academy Trust in charge of directing and controlling, running and operating the Academy Trust on a day to day basis. All Directors give their time freely and no Director received remuneration in the year, for their role as Director (with the single exception of the Executive Head/CEO).

Details of Directors' expenses and related party transactions are disclosed in the notes to the accounts.

The pay of key management personnel is reviewed annually and normally increased in accordance with average earnings.

The Directors benchmark against pay levels in other academies of a similar size. The benchmark is the mid-point of the range paid for similar roles.

**Trade union facility time  
Relevant union officials**

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

**Percentage of time spent on facility time**

<b>Percentage of time</b>	<b>Numbers of employees</b>
0%	-
1%-50%	-
51%-99%	-
100%	-

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

	<b>£</b>
Total cost of facility time	-
Total pay bill	3,687,223
Percentage of total pay bill spent on facility time	- %

**Paid trade union activities**

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

Windmill Nursery has a building on The Trust's grounds and there is a lease in existence between it and the Academy Trust.

The Trust has strong collaborative links with Walkwood Middle School, which is next to The Vaynor First School and which needs egress across the grounds to access its playing fields. The Vaynor is able to use the Middle Schools fields for sporting activities. These links extend to academic ones, along with Crabbs Cross Academy, St George's CE First and other local schools, such as Roman Way First School. These partnerships aim to improve the academic standards of the pupils in our area.

The Vaynor First School was the Principal Sponsor of the Crabbs Cross Academy. Endeavour Schools Trust is the principal Sponsor of St George's CE First School.

There are no related parties which either control or significantly influence the decisions and operations of the Academy Trust.

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

The principal object and activity of the Academy Trust is to advance for the public benefit education, in particular by establishing, maintaining, carrying on, managing and developing schools within the Academy Trust, offering a broad range of curriculum for pupils of different abilities.

The principal object and activity of the Charitable Company in this period is the operation of The Vaynor First School, Crabbs Cross Academy and St George's CE First School, to provide free education and care for pupils of different abilities between the ages of 4 and 9.

Across the Trust we aim to:

- continue to raise the standard of educational attainment and achievement of all pupils;
- to provide a broad and balanced curriculum, including extracurricular activities;
- develop the pupils as more effective learners;
- to ensure that every child enjoys the same high-quality education in terms of resourcing, tuition and care;
- to develop the buildings and sites to support pupil's growth in every aspect of their time in school;
- to improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- to provide value for money for the funds expended;
- to develop the leadership, curriculum and teaching standards;
- to develop greater coherence, clarity and effectiveness in school systems;
- to comply with all appropriate statutory and curriculum requirements;
- to maintain close links with local schools within the cluster and pyramid and across the local authority;
- to develop the Academy's capacity to manage change; and
- to conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

In Endeavour Schools Trust we aim to get the best for, and from, each child. We intend to enable each child to realise his or her full academic, creative and physical potential and to develop positive social and moral values. Our Trust is a cohesive community in which children, staff and parents are part of happy and caring environments. Our vision is to create a climate where everyone is "inspired to excel."

**Objectives, Strategies and Activities**

Key priorities for the year are contained in each Individual academy Development Plan which is available from the Academy Office. Improvement focuses identified for this year include:

- Continue to raise attainment at the end of KS1
- Maintain and build on improvements in phonics outcomes across the Trust
- Raise standards in writing by increasing the number of children working at greater depth
- Persistent absence needs to be rigorously addressed across the Trust
- Continue to improve the quality of teaching by providing effective, personalised CPD
- Support the development of middle leadership at St George's
- Successfully manage the induction of St George's so that school improvement can swiftly impact on standards, leadership, teaching provision and pupil outcomes

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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The Directors set the strategic objectives for the Trust in their Five-Year Trust Development Plan and progress against these is reviewed via Executive Head/CEO reports termly. For the period 2018 - 2023 these are to: –

- Increase the quality of provision in all our schools
- Develop a Trust wide approach to the teaching of "reading into writing" that will drive up standards in English especially in writing for more able and PP children.
- Continue to develop high quality CPD opportunities for all staff so that they can develop a clear ten year career pathway (focus on new staff, NQT and post NQT programmes of support and Teaching Assistants) and so that provision continues to improve
- Developing New Partnerships (including –
- "Towards Teaching School" – to continue to improve provision and pupil outcomes in order to build an evidence base upon which to make an application for designation as a Teaching School (this is subject to amendment given the cessation of the teaching school status programme)
- Sponsoring and improving schools in need of help and support
- Ensuring a financially viable and sustainable MAT

These are further underpinned by a set of key performance indicators which are –

- all pupils are making at least expected progress
- an increasing number of children are making more than expected progress year on year
- 100% of teaching is at least good
- attendance is at least broadly in line with national

Key activities and targets were identified in the Academy Development Plans and were influenced by the significant challenges and opportunities arising from national changes in education policy and funding, including the conversion to Academy status. The activities included the following:

- review of numeracy, literacy and broader curriculum
- review of staffing levels in the light of budgetary pressures.
- review of websites for schools and the Trust.
- development and embedding of key financial and administrative procedures arising from conversion.
- continued development of systems for tracking and monitoring pupil attainment.
- feasibility of structural / organisational changes to create greater sustainability e.g. PAN reductions

For each school individually –

The aims of The Vaynor First School during the period for each child are to:

- become independent, confident, lifelong learners;
- be happy and friendly;
- excel in all that we do and show a positive attitude;
- be caring and respectful towards others;
- have a strong sense of self-worth and belonging;
- be culturally and environmentally aware;
- understand how to maintain a healthy and active lifestyle;
- embrace technological advances; and
- develop the confidence to take a risk and stand up for what we believe in.

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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The aims of Crabbs Cross Academy during the period for each child are to be:

- inspired to learn;
- inspired to excel;
- inspired to be a good friend and person; and
- inspired to have clear aspirations in life and as a consequence leave school having made excellent progress, being well prepared for moving to the next stage of their education. Importantly, not only will they have achieved educational excellence from their starting point, but school will have fostered their individual identities.

The aims of St George's CE First School during the period for each child are to:

- nurture confident, healthy, responsible citizens;
- embrace and celebrate the diversity of our school, valuing our family and community partnerships;
- enable our pupils to learn to live happily together, guided by the Christian values of respect, responsibility, compassion, honesty and forgiveness;
- enable our learners to achieve the highest standards;
- equip our pupils with the skills they need to be independent;
- inspire our pupils to become lifelong and intrinsically motivated learners through an exciting, memorable and relevant curriculum; and
- promote lifelong learning opportunities that extend beyond the school and the school day.

**Public Benefit**

The Directors confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy Trust's aims and objectives and in planning its future activities.

**STRATEGIC REPORT**

**Achievements and Performance**

The Vaynor First School is in its ninth full year of operation. The total number of pupils in the year ended 31 August 2020 was 435, this has decreased from 441 in September 2019 due to a decreased Reception year intake. The Academy is full in one year group and has a small waiting list in operation.

Crabbs Cross Academy is in its eighth full year of operation. The total number of pupils in the year ended 31 August 2020 was 251, this remains the same as in September 2019. However, there have been some new starters and leavers during the period.

St George's First School and Nursery converted and joined the Trust in September 2019, so has completed its first full year of operation. The total number of pupils in the year ended 31 August 2020 was 229, this has increased from 211 in September 2019 due to an increased number of pupils joining the school across all year groups.

Prior to "Lockdown" (Resulting from the COVID-19 pandemic):

The schools have continued to work closely together, embracing St George's into the family ethos which characterises our Trust. The schools share centralised support such as from the Executive Head/CEO and CFO. Staff across all settings have worked effectively in partnership through such activities as peer review. As a result of effective peer to peer support, provision and outcomes (in maths particularly) at St Georges were showing signs of improvement; this could be seen in pupils' books and through Autumn data.

Despite the greater sense of being part of one whole created through the range of activities undertaken, the three schools continue to maintain their individual identities therefore continuing to provide our community with choice. This is the philosophy of the Trust.

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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The Vaynor was subject to an Ofsted section 8 monitoring visit in February 2020 when it was found to be a good school.

The establishment of an internal IEB made a significant and immediate impact on the quality of governance at St George's ensuring that the school was effectively "held to account" for progress across a range of priority areas.

Data outcomes for 2020 are not available as a result of the extended period of lockdown that most pupils were subject to.

To ensure that standards are continually assessed, the Academy Trust operates a programme of lesson observations and other learning evaluations which are undertaken by Subject Leaders, Middle Management and the Senior Leadership Team as appropriate across the schools. At all schools the Trust also bought in services from external consultants to verify and validate the accuracy of their judgements. Furthermore, other continuing development opportunities are made available to staff, such as the staff across the schools working together in joint staff training, joint learning walks and exemplary teaching has been observed across the Trust in order to share good practise; peer review is used as a tool to support this process. The executive leadership team meets regularly to ensure standards and expectations are consistently being extended.

During Lockdown and partial opening:

The Trust pooled its human resources and as a result was able to offer childcare provision from March – July including during holiday periods. Basing this provision predominantly in one school meant that the three teams of staff developed close and lasting relationships during an unprecedented time.

Senior leaders met via teams on at least a weekly basis and often more regularly than that – this ensured that the Trust was able to make swift decisions and respond effectively to the ever changing national and local picture. The CEO sent all staff weekly emails and the school Heads kept in very close contact with their own teams.

The local governing bodies were "stepped down" from March – June in order to reduce workload for leaders and to focus on the Trust board who are predominantly the decision makers. LGBs did however remain in close contact with their Heads, providing support and a sounding board as needed.

During the year, the Trust made improvements across its estate:

At The Vaynor First School, the new build classroom project was completed, and the school playgrounds were resurfaced.

At St George's, the LA funded a roof replacement project.

**Key Performance Indicators**

The main financial performance indicator is the level of reserves held at the Balance Sheet date. In particular, the management of spending against General Annual Grant (GAG) income requires special attention as the amount of GAG income available to carry forward is not restricted under the funding agreement.

As funding is based on pupil numbers this is also a key performance indicator.

At The Vaynor First School, pupil numbers for the end of 2020 are 435, 6 less than in 2019. Maximum capacity is 450.

At Crabbs Cross, pupil number for the end of 2020 are 251, the same as 2019. Maximum capacity is 300.

At St George's, pupil numbers for the end of 2020 are 229, 18 more than in 2019, Maximum capacity at the school is 255.

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**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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Another key financial performance indicator is staffing costs as a percentage of GAG. For the period 1st September 2019 to 31st August 2020 total staff costs were £3,744k, this represents 89% of total income.

The following KPI's were set at the start of the year 2019/20:

<b>KPI</b>	<b>Target</b>	<b>Actual</b>
1. GAG carry forward %	0.0%	8.2%
2. Pupil to teacher ratio	21 : 1	21 : 1
3. Student attendance	98%	98%
4. Total income per pupil	£4,119	£4,597
5. Total GAG per pupil	£3,512	£3,975
6. Staff cost per pupil	£3,405	£4,092
7. Capital spend per pupil in the year	£43	£163
8. Fixed assets value per pupil	£9,069	£7,113
9. Property repair costs per pupil	£144	£49
10. Cash balances at the year-end	£981,000	£1,752,129
11. Net assets at the year-end	£6,517,560	£5,588,764

**Going Concern**

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

**FINANCIAL REVIEW**

**Financial Review**

Most of the Academy Trust's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the period 1st September 2019 to 31st August 2020 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy Trust also receives grants for fixed assets from the DfE and are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Trust's accounting policies.

During the period ending 31 August 2020, the excess of income over expenditure for the year (excluding pension reserves) was £47,008.

At 31 August 2020, the net book value of fixed assets was £6,508,313 and movements in tangible fixed assets are shown in note 14 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Trust.

The Academy Trust has taken on the deficit in the Local Government Pension Scheme in respect of its non-teaching staff. The deficit is incorporated within the Statement of Financial Activity with details in note 28 to the financial statements.

The key financial policies reviewed during the year are the Finance Policy and the Scheme of Delegation, which lays out the framework for financial management, including financial responsibilities of the Board, Headteacher, managers, budget holders and other staff, as well as delegated authority for spending.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy Trust's reserves.

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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Directors have appointed an internal auditor, to undertake a programme of internal checks on the financial controls, one per term. During the year, the Directors received written reports from the internal auditors.

**Reserves Policy**

The Directors will review the reserve levels of the Academy Trust annually. This review will encompass the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Directors will take into consideration the future plans of the Academy Trust, the uncertainty over future income streams and other key risks identified during the risk review.

The Directors have determined that the appropriate level of reserves should be £540,000, the equivalent of two months expenditure across the Academy Trust. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance, a rise in pupil numbers requiring a further member of staff, staffing absence and the need to increase Special Needs cover should further high needs children be received into the schools. The Academy Trust's current level of reserves is £1,519,001. This is the figure of both the restricted fund and unrestricted funds, excluding pension reserves.

The Directors have reviewed the future plans of the Academy Trust and have set designated reserves as follows:

- 33% towards the cost of any successful CIF bid.
- Funding to support capital projects to improve the estate of the Trust – outside of budget
- Sufficient funds need to be available to support the Academy Trust's plans for growth, therefore funds have been held for this purpose. This is a key priority for the Academy Trust moving forward.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy Trust's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the Academy Trust.

**Investment Policy**

Due to the current economic climate the Directors have not been able to locate investment opportunities that will maximise any surplus without tying the funds up to a long period, having sought Independent financial advice to support them in this search, £300,000 has been invested in a 32 Day Notice deposit account.

**Principal Risks And Uncertainties**

The Board of Directors has reviewed the principal risks and uncertainties to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks and uncertainties.

The principal risks and uncertainties facing the Academy Trust are as follows:

Financial - the Academy Trust has considerable reliance on continued Government funding through the ESFA. In the last year 96% of the Academy's incoming resources was ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Directors continue to review and ensure that appropriate measures are in place to mitigate these risks.

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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Reputational - the continuing success of the Academy Trust is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Directors ensure that student success and achievement are closely monitored and reviewed and that the curriculum inspires pupils. Furthermore, use of advertising and a high profile in the press are amongst strategies being used to raise confidence in Crabbs Cross Academy as places here remain unfilled.

Safeguarding and child protection - the Directors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.

Staffing - the success of the Academy Trust is reliant on the quality of its staff and so the Directors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Fraud and mismanagement of funds - The Academy Trust has appointed an Internal Auditor to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Academy Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained and reviewed and updated on a regular basis. The Academy Trust has agreed a Risk Management Strategy outlined within the Risk Assessment Policy. These have been discussed by Directors and include the financial risks to the Academy Trust. The register and plan are constantly reviewed in light of any new information and formally reviewed annually.

The Directors have assessed the principle risks to which the Academy Trust is exposed, in particular those relating to its finances, teaching, facilities and other operational areas. The Directors have implemented a number of systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains they have ensured they have adequate insurance cover.

Whilst the Vaynor First School continues to maintain high pupil numbers, Crabbs Cross and St George's are under subscribed and this provides a challenge to the Academy Trust due to risks associated to revenue funding from unfilled places. On top of this, the uncertainty on the Government's overall education budget, changes in funding arrangements for special educational needs and increasing employment and premises costs mean that budgets will be increasingly tight in coming years.

The Directors examine the financial health formally every half term, reviewing performance against budgets and overall expenditure by means of regular update reports at all FAR committee, Directors' and LGB meetings.

At the year end, the Academy Trust had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on liquidity.

The Board of Directors recognises that the defined benefit scheme deficit (Local Government Pension Scheme), which is set out in note 19 to the financial statements, represents a significant potential liability. However, as the Directors consider that the Academy Trust is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

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**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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**FUNDRAISING**

The Trust has a positive and active approach to fundraising and has supported many charitable organisations during the year including:

- Macmillan Cancer Support
- Great Ormond Street Hospital
- Save the Children
- Children in need
- Comic relief/Sports relief

The Academy Trust does not use external fundraisers except for the school's PTA or Friends associations. All fundraising undertaken during the year was monitored by the Directors.

**PLANS FOR FUTURE PERIODS**

The Trust will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all levels. The Academy Trust will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

The academies within the Trust will continue to work with partner schools to improve the educational opportunities for students in the wider community, to ensure the best possible outcomes for all.

The Five-Year Strategic Plan for the Trust outlines plans for potential further growth of the Trust alongside developing high quality provision and therefore higher standards of achievement by pupils.

**FUNDS HELD AS CUSTODIAN DIRECTORS ON BEHALF OF OTHERS**

The Endeavour Schools Trust's academies and its Directors do not act as the Custodian Directors of any other Charity.

**AUDITOR**

In so far as the Directors are aware:

- there is no relevant audit information of which the Charitable Company's auditor is unaware; and
- the Directors 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 auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Directors' report, incorporating a strategic report, approved by order of the Board of Directors, as the company Directors, signed on the board's behalf by:



**C Banks**  
Chair of Directors  
Date: 8/1/2021

**GOVERNANCE STATEMENT**

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**SCOPE OF RESPONSIBILITY**

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

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

The Board of Directors has delegated the day-to-day responsibility to the CEO, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Endeavour Schools Trust Ltd and the Secretary of State for Education. They are also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control.

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)**

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**GOVERNANCE**

The information on governance included here supplements that described in the Directors' report and in the Statement of Directors' responsibilities. The Board of Directors has formally met 9 times during the year.

Attendance during the year at meetings of the Board of Directors was as follows:

Director	Meetings attended	Out of a possible
K Lumley	0	0
C Banks	9	9
J Hughes	7	9
N Wright	9	9
S Foster-Agg	9	9
L Bromberg	6	6
C Taylor	3	3
O Kinbrum	3	3
L Young	3	3
J Greenwood	0	0
P Taylor	0	0
B Knight	3	6

The governance structure is reviewed annually. The Headteacher of each school has created operational plans and reported back at strategic level for Directors in order for the board to hold them to account.

Governing Bodies, the IEB and the Board of Directors undertake ongoing self-review and take remedial actions to further strengthen accountability, particularly with a view to verification of actions reported through visits to the schools themselves. A further action has been to actively recruit members, both to replace those who, for personal reasons have had to resign during the year, and to enlarge numbers. This resulted in the board being full and successful induction of three new Directors during the year.

The Board of Directors/Trustees have seen the following changes to the composition this year:

K Lumley resigned 23/10/19  
C Banks (Chair of Trustees from 23/10/19)  
S Foster-Agg (appointed 21/10/19) (resigned 01/07/20)  
L Bromberg (appointed 01/12/19)  
B Knight (appointed 06/01/20)  
C Taylor (appointed 20/05/20)  
O Kinbrum (appointed 20/05/20)  
L Young (appointed 20/05/20)

Directors have continued to review and refine their systems for receiving reports from the Executive Head/CEO, streamlining these to make them more manageable and "fit for purpose" so that when additional schools join the Trust the report is still accessible and relevant. Vision building and planning for such growth has been a key consideration for Directors during this period. The introduction of these systems has meant that the data reports received give an overview for each school and an overall trust position enabling Directors to see at a glance how well each school is performing and how the trust overall is performing in comparison to national benchmarks. As a result, they are better equipped to be able to ask challenging questions about data and thus hold to account the local governing bodies and Headteachers.

Directors have due regards to the effectiveness of their own performance, and this is monitored by Members via their participation in board meetings, scrutiny of board documentation and in consultations / meetings with the CEO. Additionally, Directors have engaged in self-evaluation processes during the year and have actively discussed succession planning and skills required by the Trust moving forward, planning for future membership based on these processes and appointing new directors to respond to these; a "self-review of effectiveness" standing agenda item at each meeting was implemented during the year at both LGB and Board level. This results in a strong board of Directors with the skills needed to lead the Trust in its future endeavours.

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)**

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**GOVERNANCE (CONTINUED)**

The Finance, Audit and Risk Committee is a sub-committee of the main Board of Directors. Its purpose is to:

- provide assurance to the board over the suitability of, and compliance with, its financial systems and operational controls, and to ensure that risks are being adequately identified and managed.
- ensure rigour and scrutiny in budget management.
- ensure adherence to the overriding principles as laid out in the Academies Financial Handbook

Attendance during the year at meetings was as follows:

Director	Meetings attended	Out of a possible
L Bromberg (appointed 01/12/2019)	4	4
O Kinbrum (appointed 20/05/2020)	1	1
J Hughes	4	4
N Wright	4	4
B Knight	1	4

**GOVERNANCE STATEMENT (CONTINUED)**

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**REVIEW OF VALUE FOR MONEY**

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

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

- Robust financial governance and budget management.
- Value for money purchasing.
- Reviewing controls and managing risk.
- Considering allocation/targeting/use of resources.
- Making comparisons with similar Academies using data provided by the ESFA and the Government.
- Challenging proposals and examining their effectiveness and efficiency.
- Deploying staff effectively.
- Reviewing quality of curriculum provision and quality of teaching.
- Reviewing quality of children's learning to enable children to achieve nationally expected progress.
- Outlining procedures for accepting best value quotes, noting that this is not necessarily the cheapest quote

Examples of how the Trust have achieved value for money in the period are:

Schools within the trust have received large capital investment during the year. These projects were carried out following a full tendering process to achieve and ensure value for money.

The Vaynor First School completed a mobile classroom replacement project, that was well beyond its expected life and economic repair, with a permanent building. The school has also carried out a playground resurfacing project.

St George's received funding from the LA for a major re-roofing project. The school had suffered for many years with leaking roofs and inadequate insulation. The new roof has improved the teaching and learning spaces for pupils and staff and will make the buildings more energy efficient.

Shared leadership, curriculum training and robust school to school support systems have led to raised standards of teaching and learning, particularly at St George's First School.

**THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of 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 Endeavour Schools Trust Ltd for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

**GOVERNANCE STATEMENT (CONTINUED)**

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**CAPACITY TO HANDLE RISK**

The Board of Directors has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Directors is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Directors.

**THE RISK AND CONTROL FRAMEWORK**

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

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

The Board of Directors has decided not to appoint an internal auditor. However, the Directors have appointed Bishop Fleming LLP, the external auditors, to perform additional checks.

The external auditors' role includes giving advice on financial and other matters and performing a range of checks on the Academy Trust's financial systems. In particular, the checks carried out in the current period included:

- Testing of payroll systems
- Testing of purchase systems
- Testing of control account/bank account reconciliations
- Review of the trust risk register
- Testing of the trust's websites regarding legal compliance

On a termly basis, the external auditors report to the Board of Directors through the Finance, Audit and Risk Committee on the operation of the systems of control and on the discharge of the Board of Directors financial responsibilities and annually prepares a short annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The external auditors have both undertaken their roles diligently and reported as expected to the appropriate bodies. There were minor issues found, all of which have been rectified.

**GOVERNANCE STATEMENT (CONTINUED)**

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**REVIEW OF EFFECTIVENESS**

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

- on discharge of the Board of Directors financial decisions to help the committee consider actions and assess year on year progress
- the work of the external auditors;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance, Audit and Risk committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

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



**C Banks**  
Chair of Directors  
Date: 8/1/2021



**N Wright**  
Accounting Officer

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Endeavour Schools Trust Ltd I have considered my responsibility to notify the Academy Trust Board of Directors 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 Academies Financial Handbook 2020.

I confirm that I and the Academy Trust Board of Directors are able to identify any material irregular or improper use of all 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 Academies Financial Handbook 2020.

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



**N Wright**  
Accounting Officer  
Date:

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF DIRECTORS' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2020**

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

Company law requires the Directors to prepare financial statements for each financial year. Under company law, the Directors 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 Directors are required to:

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

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

The Directors 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 Directors and signed on its behalf by:



**C Banks**  
Chair of Directors  
Date: 8/1/2021

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
ENDEAVOUR SCHOOLS TRUST LTD**

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**OPINION**

We have audited the financial statements of Endeavour Schools Trust Ltd (the 'academy trust') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

**BASIS FOR OPINION**

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

**CONCLUSIONS RELATING TO GOING CONCERN**

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

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

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
ENDEAVOUR SCHOOLS TRUST LTD (CONTINUED)**

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**OTHER INFORMATION**

The Directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Other information includes the Reference and administrative details, the Directors' report including the Strategic report, and the Governance statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

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

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

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

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

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

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

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
ENDEAVOUR SCHOOLS TRUST LTD (CONTINUED)**

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**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Directors' responsibilities statement, the Directors (who are also the directors of the Academy Trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors 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 Directors 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 Directors either intend to liquidate the Academy Trust or to cease operations, or have no realistic alternative but to do so.

**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

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

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

**USE OF OUR REPORT**

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



**Andrew Wood FCCA (Senior statutory auditor)**

for and on behalf of  
**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
1-3 College Yard  
Worcester  
WR1 2LB

Date: 18th January 2021

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ENDEAVOUR  
SCHOOLS TRUST LTD AND THE EDUCATION & SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 16 October 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Endeavour Schools Trust Ltd during the year 1 September 2019 to 31 August 2020 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 Endeavour Schools Trust Ltd and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Endeavour Schools Trust Ltd 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 Endeavour Schools Trust Ltd and ESFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF ENDEAVOUR SCHOOLS TRUST LTD'S ACCOUNTING  
OFFICER AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Endeavour Schools Trust Ltd's funding agreement with the Secretary of State for Education dated 1 April 2012 and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**APPROACH**

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 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.

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ENDEAVOUR  
SCHOOLS TRUST LTD AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

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**CONCLUSION**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Andrew Wood FCCA, Reporting Accountant  
**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
1-3 College Yard  
Worcester  
WR1 2LB

Date: 18th January 2021

ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	As restated Total funds 2019 £
<b>INCOME FROM:</b>						
Donations and capital grants:	3					
Transfer on conversion		215,094	(827,000)	91,374	(520,532)	-
Other donations and capital grants		11,401	24,202	234,288	269,891	97,696
Charitable activities		57,201	4,331,290	-	4,388,491	2,904,951
Other trading activities		49,282	17,004	-	66,286	78,924
Investments	6	1,966	-	-	1,966	2,765
<b>TOTAL INCOME</b>		<b>334,944</b>	<b>3,545,496</b>	<b>325,662</b>	<b>4,206,102</b>	<b>3,084,336</b>
<b>EXPENDITURE ON:</b>						
Raising funds		6,780	-	-	6,780	8,155
Charitable activities		138,654	4,327,001	149,330	4,614,985	3,256,987
<b>TOTAL EXPENDITURE</b>		<b>145,434</b>	<b>4,327,001</b>	<b>149,330</b>	<b>4,621,765</b>	<b>3,265,142</b>
<b>NET INCOME/ (EXPENDITURE)</b>		<b>189,510</b>	<b>(781,505)</b>	<b>176,332</b>	<b>(415,663)</b>	<b>(180,806)</b>
Transfers between funds	20	-	(12,019)	12,019	-	-
<b>NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES)</b>		<b>189,510</b>	<b>(793,524)</b>	<b>188,351</b>	<b>(415,663)</b>	<b>(180,806)</b>
<b>OTHER RECOGNISED GAINS/(LOSSES):</b>						
Actuarial losses on defined benefit pension schemes	28	-	(143,000)	-	(143,000)	(489,000)
<b>NET MOVEMENT IN FUNDS</b>		<b>189,510</b>	<b>(936,524)</b>	<b>188,351</b>	<b>(558,663)</b>	<b>(669,806)</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		250,526	(581,511)	6,448,412	6,117,427	6,787,233
Net movement in funds		189,510	(936,524)	188,351	(558,663)	(669,806)
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>440,036</b>	<b>(1,518,035)</b>	<b>6,636,763</b>	<b>5,558,764</b>	<b>6,117,427</b>

The notes on pages 30 to 56 form part of these financial statements.

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	2020 £	As restated 2019 £
<b>FIXED ASSETS</b>			
Tangible assets	14	<b>6,508,313</b>	6,448,412
<b>CURRENT ASSETS</b>			
Stocks	15	<b>6,303</b>	4,738
Debtors	16	<b>279,457</b>	80,685
Cash at bank and in hand		<b>1,752,129</b>	1,247,916
		<b>2,037,889</b>	1,333,339
Creditors: amounts falling due within one year	17	<b>(390,438)</b>	(273,324)
<b>NET CURRENT ASSETS</b>		<b>1,647,451</b>	1,060,015
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>8,155,764</b>	7,508,427
<b>NET ASSETS EXCLUDING PENSION LIABILITY</b>		<b>8,155,764</b>	7,508,427
Defined benefit pension scheme liability	28	<b>(2,597,000)</b>	(1,391,000)
<b>TOTAL NET ASSETS</b>		<b><u>5,558,764</u></b>	<u>6,117,427</u>
<b>FUNDS OF THE ACADEMY TRUST</b>			
<b>Restricted funds:</b>			
Fixed asset funds	20	<b>6,636,763</b>	6,448,412
Restricted income funds	20	<b>1,078,965</b>	809,489
Restricted funds excluding pension asset	20	<b>7,715,728</b>	7,257,901
Pension reserve	20	<b>(2,597,000)</b>	(1,391,000)
<b>Total restricted funds</b>	20	<b>5,118,728</b>	5,866,901
<b>Unrestricted income funds</b>	20	<b>440,036</b>	250,526
<b>TOTAL FUNDS</b>		<b><u>5,558,764</u></b>	<u>6,117,427</u>

The financial statements on pages 27 to 56 were approved and authorised for issue by the Directors and are signed on their behalf, by:



**C Banks**  
Chair of Directors  
Date: 8/1/2021

The notes on pages 30 to 56 form part of these financial statements.

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2020**

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	<b>Note</b>	<b>2020 £</b>	<b>As restated 2019 £</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net cash provided by operating activities	22	<b>299,172</b>	34,033
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>	24	<b>(10,053)</b>	(152,586)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>	23	<b>215,094</b>	-
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>		<b>504,213</b>	(118,553)
Cash and cash equivalents at the beginning of the year		<b>1,247,916</b>	1,366,469
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>	25, 26	<b><u>1,752,129</u></b>	<b><u>1,247,916</u></b>

The notes on pages 30 to 56 form part of these financial statements

**1. ACCOUNTING POLICIES**

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

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 GOING CONCERN**

The Directors assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. The Directors 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.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

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1. ACCOUNTING POLICIES (continued)

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 year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

- **Donations**

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

- **Other income**

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

- **Transfer on conversion**

Where assets and liabilities are received by the Academy Trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance sheet at the point when the risks and rewards of ownership pass to the Academy Trust. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

**1. ACCOUNTING POLICIES (continued)**

**1.4 EXPENDITURE**

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

- **Expenditure on raising funds**

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.

All resources expended are inclusive of irrecoverable VAT.

**1.5 INTEREST RECEIVABLE**

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

**1.6 TANGIBLE FIXED ASSETS**

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

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1. ACCOUNTING POLICIES (continued)

1.6 TANGIBLE FIXED ASSETS (CONTINUED)

Depreciation is provided on the following bases:

Long-term leasehold property	- 50 & 125 years straight line
Furniture and equipment	- 5 - 10 years straight line
Computer equipment	- 3 - 10 years straight line
Motor vehicles	- 4 - 7 years straight line

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 STOCKS

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

1.8 DEBTORS

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

1.9 CASH AT BANK AND IN HAND

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

1.10 LIABILITIES

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy 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.

1.11 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 bases are as follows:

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments.

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

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1. ACCOUNTING POLICIES (continued)**

**1.12 PENSIONS**

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.

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

The LGPS is a funded 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 operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

**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 Directors.

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

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

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

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 28, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. 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.

**3. INCOME FROM DONATIONS AND CAPITAL GRANTS**

	<b>Unrestricted funds 2020 £</b>	<b>Restricted funds 2020 £</b>	<b>Restricted fixed asset funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>As restated Total funds 2019 £</b>
Transfer on conversion	215,094	(827,000)	91,374	<b>(520,532)</b>	-
Donations	11,401	24,202	-	<b>35,603</b>	20,921
Capital Grants	-	-	234,288	<b>234,288</b>	76,775
<b>SUBTOTAL</b>	<b>11,401</b>	<b>24,202</b>	<b>234,288</b>	<b>269,891</b>	<b>97,696</b>
	<b>226,495</b>	<b>(802,798)</b>	<b>325,662</b>	<b>(250,641)</b>	<b>97,696</b>
<b>TOTAL 2019 AS RESTATED</b>	<b>20,921</b>	<b>-</b>	<b>76,775</b>	<b>97,696</b>	

ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

4. FUNDING FOR THE ACADEMY TRUST'S EDUCATION - DIRECT COSTS

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	As restated Total funds 2019 £
<b>DFE/ESFA GRANTS</b>				
General Annual Grant	-	3,637,120	<b>3,637,120</b>	2,471,875
Other DfE/EFSA grants	-	443,242	<b>443,242</b>	310,008
	-	4,080,362	<b>4,080,362</b>	2,781,883
<b>OTHER GOVERNMENT GRANTS</b>				
Local authority grants	-	220,998	<b>220,998</b>	29,763
	-	220,998	<b>220,998</b>	29,763
<b>OTHER FUNDING</b>				
Internal catering income	54,633	-	<b>54,633</b>	22,877
Other income	744	29,930	<b>30,674</b>	70,428
	55,377	4,331,290	<b>4,386,667</b>	2,904,951
TOTAL 2019 AS RESTATED	23,305	2,881,646	<b>2,904,951</b>	

5. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	As restated Total funds 2019 £
Letting and trip income	7,405	17,004	<b>24,409</b>	37,295
Supply teacher insurance	15,982	-	<b>15,982</b>	-
Other income	25,895	-	<b>25,895</b>	41,629
	49,282	17,004	<b>66,286</b>	78,924
TOTAL 2019 AS RESTATED	47,992	30,932	<b>78,924</b>	

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**6. INVESTMENT INCOME**

	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Investment income	1,966	<b>1,966</b>	2,765
TOTAL 2019	<u>2,765</u>	<u>2,765</u>	

**7. EXPENDITURE**

	<b>Staff Costs 2020 £</b>	<b>Premises 2020 £</b>	<b>Other 2020 £</b>	<b>Total 2020 £</b>	<b>As restated Total 2019 £</b>
Fundraising Trading Activities:					
Direct costs	-	-	6,780	<b>6,780</b>	8,155
Educational activities:					
Direct costs	3,160,174	188,532	205,028	<b>3,553,734</b>	2,475,143
Support costs	584,214	204,577	272,460	<b>1,061,251</b>	781,844
	<u>3,744,388</u>	<u>393,109</u>	<u>484,268</u>	<u><b>4,621,765</b></u>	<u>3,265,142</u>
TOTAL 2019 AS RESTATED	<u>2,437,702</u>	<u>364,436</u>	<u>463,004</u>	<u>3,265,142</u>	

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

	<b>Activities undertaken directly 2020 £</b>	<b>Support costs 2020 £</b>	<b>Total funds 2020 £</b>	<b>As restated Total funds 2019 £</b>
Education	<u>3,553,734</u>	<u>1,061,251</u>	<u><b>4,614,985</b></u>	<u>3,256,987</u>
TOTAL 2019 AS RESTATED	<u>2,475,143</u>	<u>781,844</u>	<u>3,256,987</u>	

**ENDEAVOUR SCHOOLS TRUST LTD  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**Analysis of direct costs**

	<b>Total funds 2020 £</b>	<b>As restated Total funds 2019 £</b>
Pension finance costs	26,000	15,000
Staff costs	3,103,009	2,135,275
Depreciation	175,890	166,390
Educational supplies	48,605	27,677
Staff development	34,457	29,198
Other costs	16,492	(35,671)
Supply teachers	57,165	41,223
Technology costs	12,642	10,328
Educational consultancy	79,474	85,723
	<b>3,553,734</b>	<b>2,475,143</b>

**Analysis of support costs**

	<b>Total funds 2020 £</b>	<b>As restated Total funds 2019 £</b>
Pension finance costs	17,000	-
Staff costs	584,214	261,204
Other costs	7,171	37,883
Maintenance of premises	45,290	32,069
Cleaning	20,832	12,830
Rent and rates	51,914	24,629
Energy costs	33,318	25,204
Insurance	16,666	13,913
Security and transport	2,766	2,291
Catering	125,625	241,444
Technology costs	120,136	80,353
Office overheads	33,791	47,621
Bank charges and interest	2,528	2,403
	<b>1,061,251</b>	<b>781,844</b>

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**9. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) for the year includes:

	2020 £	2019 £
Operating lease rentals	2,921	3,781
Depreciation of tangible fixed assets	175,890	176,428
Fees paid to auditors for:		
- audit	11,300	7,050
- other services	3,995	1,550
	<u>          </u>	<u>          </u>

**10. STAFF**

**a. STAFF COSTS**

Staff costs during the year were as follows:

	2020 £	As restated 2019 £
Wages and salaries	2,669,921	1,931,425
Social security costs	219,821	151,794
Pension costs	797,481	313,260
	<u>3,687,223</u>	<u>2,396,479</u>
Agency staff costs	57,165	41,223
	<u>3,744,388</u>	<u>2,437,702</u>

**b. STAFF NUMBERS**

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

	2020 No.	As restated 2019 No.
Teachers	43	27
Administration and Support	134	92
Management	9	6
	<u>186</u>	<u>125</u>

**ENDEAVOUR SCHOOLS TRUST LTD  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**10. STAFF (CONTINUED)**

**c. HIGHER PAID STAFF**

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

	<b>2020</b>	2019
	<b>No.</b>	No.
In the band £60,001 - £70,000	4	1
In the band £70,001 - £80,000	2	1
In the band £90,001 - £100,000	1	-
	<u>          </u>	<u>          </u>

**d. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Academy Trust comprise the Directors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £389,054 (2019 £335,185).

**11. CENTRAL SERVICES**

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

- Executive Headship
- Finance and Payroll
- HR
- IT Support
- Professional services

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

The service fee during 2019-2020 was set at 8.7% of GAG funding.

The actual amounts charged during the year were as follows:

	<b>2020</b>	2019
	<b>£</b>	£
Vaynor First School	<b>135,198</b>	151,506
Crabbs Cross Academy	<b>86,134</b>	91,321
St Georges First School	<b>89,468</b>	-
<b>TOTAL</b>	<u><b>310,800</b></u>	<u>242,827</u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

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**12. DIRECTORS' REMUNERATION AND EXPENSES**

The Headteacher only receive remuneration in respect of services they provide undertaking the roles of Headteacher, and not in respect of their services as Trustees. Other Trustees did not receive any payments from the Academy in respect of their role as Trustees. The value of Trustees' remuneration including pension contributions in respect of defined benefit schemes in the period was as follows; N Wright: remuneration £70,000 - £75,000 (2019: £75,000 - £80,000), employer's pension contributions £10,000 - £15,000 (2019: £10,000 - £15,000).

During the year ended 31 August 2020, no Director expenses have been incurred (2019 - £NIL).

**13. DIRECTORS' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Directors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2020 was £1,392 (2019 - £780). The cost of this insurance is included in the total insurance cost.

**ENDEAVOUR SCHOOLS TRUST LTD  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**14. TANGIBLE FIXED ASSETS**

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
<b>COST OR VALUATION</b>					
At 1 September 2019 (as previously stated)	6,867,546	459,112	176,476	10,196	7,513,330
Prior Year Adjustment	(15,137)	1,877	(1,651)	-	(14,911)
At 1 September 2019 (as restated)	6,852,409	460,989	174,825	10,196	7,498,419
Additions	8,615	133,351	2,451	-	144,417
Fixed assets on conversion	91,374	-	-	-	91,374
At 31 August 2020	6,952,398	594,340	177,276	10,196	7,734,210
<b>DEPRECIATION</b>					
At 1 September 2019 (as previously stated)	673,274	195,263	161,092	9,604	1,039,233
Prior Year Adjustment	(96)	10,870	-	-	10,774
At 1 September 2019 (as restated)	673,178	206,133	161,092	9,604	1,050,007
Charge for the year	112,409	54,512	8,462	507	175,890
At 31 August 2020	785,587	260,645	169,554	10,111	1,225,897
<b>NET BOOK VALUE</b>					
At 31 August 2020	6,166,811	333,695	7,722	85	6,508,313
At 31 August 2019 (as restated)	6,179,231	254,856	13,733	592	6,448,412

**15. STOCKS**

	2020 £	2019 £
Educational resources	6,303	4,738

**ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**16. DEBTORS**

	2020 £	2019 £
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	19,945	3,455
Prepayments and accrued income	225,094	50,943
Tax recoverable	34,418	26,287
	<u>279,457</u>	<u>80,685</u>

**17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2020 £	2019 £
Trade creditors	97,565	42,333
Other taxation and social security	49,403	37,489
Other creditors	66,179	36,492
Accruals and deferred income	177,291	157,010
	<u>390,438</u>	<u>273,324</u>

	2020 £	2019 £
Deferred income at 1 September 2019	83,279	83,556
Resources deferred during the year	132,768	83,279
Amounts released from previous periods	(83,279)	(83,556)
	<u>132,768</u>	<u>83,279</u>

Included in deferred income are grants from the ESFA and funds received for catering provisions to supply in 2020/21.

**18. FINANCIAL INSTRUMENTS**

	2020 £	2019 £
<b>FINANCIAL ASSETS</b>		
Financial assets measured at fair value through income and expenditure	<u>1,752,129</u>	<u>1,247,916</u>

Financial assets measured at fair value through income and expenditure comprise cash at bank.

**19. PRIOR YEAR ADJUSTMENTS**

A prior year adjustment has been made to reclassify income between funding types and expenditure between direct and support educational activities. The overall impact on the SOFA is £NIL.

An adjustment has also been raised in respect of the fixed assets, to reclassify amounts on the cost and depreciation brought forward. The net impact of this adjustment is a reduction of the Restricted Fixed Asset Fund of £25,877. Details of this adjustment can be seen at note 14.

A further prior period adjustment has been made to restate the obligation and asset reconciliation for the Local Government Pension Scheme Pension liability. Details of this can be seen on note 28.

ENDEAVOUR SCHOOLS TRUST LTD  
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

20. STATEMENT OF FUNDS

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>UNRESTRICTED FUNDS</b>						
General Funds - all funds	250,526	334,944	(145,434)	-	-	440,036
<b>RESTRICTED GENERAL FUNDS</b>						
GAG	727,594	3,581,930	(3,270,416)	(12,019)	-	1,027,089
Other DFE/ESFA Grants	-	230,015	(212,212)	-	-	17,803
High Needs	-	72,480	(72,480)	-	-	-
Pupil Premium	-	217,850	(217,850)	-	-	-
Universal Free School Meals	-	166,935	(165,232)	-	-	1,703
Trip Income	19,595	6,353	(25,948)	-	-	-
Other Grants	62,300	96,933	(126,863)	-	-	32,370
Pension reserve	(1,391,000)	(827,000)	(236,000)	-	(143,000)	(2,597,000)
	<u>(581,511)</u>	<u>3,545,496</u>	<u>(4,327,001)</u>	<u>(12,019)</u>	<u>(143,000)</u>	<u>(1,518,035)</u>
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Dfe/ESFA capital grants	378,518	234,288	(8,725)	-	-	604,081
Inherited fixed assets	5,637,641	91,374	(129,941)	-	-	5,599,074
Capital expenditure from GAG	432,253	-	(10,664)	12,019	-	433,608
	<u>6,448,412</u>	<u>325,662</u>	<u>(149,330)</u>	<u>12,019</u>	<u>-</u>	<u>6,636,763</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>5,866,901</u>	<u>3,871,158</u>	<u>(4,476,331)</u>	<u>-</u>	<u>(143,000)</u>	<u>5,118,728</u>
<b>TOTAL FUNDS</b>	<u><u>6,117,427</u></u>	<u><u>4,206,102</u></u>	<u><u>(4,621,765)</u></u>	<u><u>-</u></u>	<u><u>(143,000)</u></u>	<u><u>5,558,764</u></u>

NOTES TO THE FINANCIAL STATEMENTS  
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**20. STATEMENT OF FUNDS (CONTINUED)**

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

**Restricted:**

General Annual Grant (GAG) - income from the ESFA which is to be used for the normal running costs of the Academy, including education and support costs.

Dfe/ESFA grants - represents a number of grants awarded, including rates relief.

Higher Needs funding - funding received by the Local Authority to fund further support for students with additional needs.

Pupil Premium - income from the ESFA which is to be used to address the current inequalities by ensuring that funding to tackle disadvantage reaches the pupils who need it most.

Universal Infant Free School Meals (UIFSM) - represents income for the provision of free school meals to pupils.

Educational trip income - represents contributions made by parents to cover the cost of educational school trips.

Other Grants - represents income which has been received for other specific purposes.

Pension Reserve - represents the Academy's share of the assets and liabilities in the Local Government Pension Scheme.

**Fixed assets funds:**

DfE/ESFA capital grants - this represents funding from the ESFA to cover the maintenance and purchase of the schools assets.

Inherited fixed assets - this represents the buildings and equipment donated to the academy trust from the local authority on conversion to an academy.

Fixed assets purchased from GAG - this represents capital assets that have been purchased out of restricted GAG funding.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

**ENDEAVOUR SCHOOLS TRUST LTD  
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**NOTES TO THE FINANCIAL STATEMENTS  
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**20. STATEMENT OF FUNDS (CONTINUED)**

**Total funds analysis by academy**

Fund balances at 31 August 2020 were allocated as follows:

	2020 £	2019 £
Vaynor First School	1,095,661	851,127
Crabbs Cross First School	181,267	122,481
Central Service	36,257	86,407
St Georges First School	205,816	-
Total before fixed asset funds and pension reserve	<u>1,519,001</u>	1,060,015
Restricted fixed asset fund	6,636,763	6,448,412
Pension reserve	(2,597,000)	(1,391,000)
<b>TOTAL</b>	<u><u>5,558,764</u></u>	<u><u>6,117,427</u></u>

**TOTAL COST ANALYSIS BY ACADEMY**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £	Total 2019 £
Vaynor First School	1,165,982	209,796	13,540	159,031	1,548,349	1,685,426
Crabbs Cross First School	852,700	98,819	8,693	161,476	1,121,688	1,094,780
St Georges First School	846,645	66,616	26,032	208,407	1,147,700	-
Central services	88,682	166,772	340	136,755	392,549	292,669
<b>ACADEMY TRUST</b>	<u><u>2,954,009</u></u>	<u><u>542,003</u></u>	<u><u>48,605</u></u>	<u><u>665,669</u></u>	<u><u>4,210,286</u></u>	<u><u>3,072,875</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**20. STATEMENT OF FUNDS (CONTINUED)**

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

	Balance at 1 September 2018 £	Income £	As restated Expenditure £	Transfers in/out £	As restated Balance at 31 August 2019 £
<b>UNRESTRICTED FUNDS</b>					
General Funds - all funds	187,475	127,839	(64,788)	-	250,526
<b>RESTRICTED GENERAL FUNDS</b>					
GAG	817,837	2,784,270	(2,850,847)	(23,666)	727,594
Other DFE/ESFA Grants	29,219	109,878	(57,202)	-	81,895
Pension reserve	(812,000)	-	(90,000)	(489,000)	(1,391,000)
	<u>35,056</u>	<u>2,894,148</u>	<u>(2,998,049)</u>	<u>(512,666)</u>	<u>(581,511)</u>
<b>RESTRICTED FIXED ASSET FUNDS</b>					
Dfe/ESFA capital grants	336,575	62,349	(20,406)	-	378,518
Inherited fixed assets	5,749,690	-	(112,049)	-	5,637,641
Capital expenditure from GAG	478,437	-	(69,850)	23,666	432,253
	<u>6,564,702</u>	<u>62,349</u>	<u>(202,305)</u>	<u>23,666</u>	<u>6,448,412</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>6,599,758</u>	<u>2,956,497</u>	<u>(3,200,354)</u>	<u>(489,000)</u>	<u>5,866,901</u>
<b>TOTAL FUNDS</b>	<u><u>6,787,233</u></u>	<u><u>3,084,336</u></u>	<u><u>(3,265,142)</u></u>	<u><u>(489,000)</u></u>	<u><u>6,117,427</u></u>

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**21. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT PERIOD**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	6,508,313	<b>6,508,313</b>
Current assets	440,036	1,469,403	128,450	<b>2,037,889</b>
Creditors due within one year	-	(390,438)	-	<b>(390,438)</b>
Provisions for liabilities and charges	-	(2,597,000)	-	<b>(2,597,000)</b>
<b>TOTAL</b>	<u>440,036</u>	<u>(1,518,035)</u>	<u>6,636,763</u>	<u><b>5,558,764</b></u>

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD (AS RESTATED)**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	6,448,412	6,448,412
Current assets	250,526	1,082,813	-	1,333,339
Creditors due within one year	-	(273,324)	-	(273,324)
Provisions for liabilities and charges	-	(1,391,000)	-	(1,391,000)
<b>TOTAL</b>	<u>250,526</u>	<u>(581,511)</u>	<u>6,448,412</u>	<u>6,117,427</u>

**ENDEAVOUR SCHOOLS TRUST LTD  
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**NOTES TO THE FINANCIAL STATEMENTS  
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**22. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2020 £	As restated 2019 £
Net expenditure for the period (as per Statement of financial activities)	<b>(415,663)</b>	(180,806)
<b>ADJUSTMENTS FOR:</b>		
Depreciation	175,890	176,428
Capital grants from DfE and other capital income	<b>(105,838)</b>	-
Interest receivable	<b>(1,966)</b>	(2,765)
Defined benefit pension scheme obligation inherited	<b>827,000</b>	-
Defined benefit pension scheme cost less contributions payable	<b>193,000</b>	77,000
Defined benefit pension scheme finance cost	<b>43,000</b>	13,000
(Increase)/decrease in stocks	<b>(1,565)</b>	349
(Increase)/decrease in debtors	<b>(198,772)</b>	19,150
Increase/(decrease) in creditors	<b>117,114</b>	(157,413)
Tax Paid	-	63,213
Fixed assets inherited on conversion from Local Authority	<b>(91,374)</b>	-
Cash inherited on conversion from Local Authority	<b>(215,094)</b>	-
Write off on fixed asset difference	<b>(26,560)</b>	25,877
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>299,172</b>	<b>34,033</b>

**23. CASH FLOWS FROM FINANCING ACTIVITIES**

	2020 £	2019 £
Cash reserves on conversion from LA	<b>215,094</b>	-
<b>NET CASH PROVIDED BY FINANCING ACTIVITIES</b>	<b>215,094</b>	-

**24. CASH FLOWS FROM INVESTING ACTIVITIES**

	2020 £	2019 £
Purchase of tangible fixed assets	<b>(117,857)</b>	(155,351)
Capital grants from DfE Group	<b>105,838</b>	-
Interest Received	<b>1,966</b>	2,765
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>(10,053)</b>	<b>(152,586)</b>

ENDEAVOUR SCHOOLS TRUST LTD  
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NOTES TO THE FINANCIAL STATEMENTS  
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25. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2020 £	2019 £
Cash in hand	1,752,129	1,247,916
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>1,752,129</b>	<b>1,247,916</b>

26. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	1,247,916	504,213	1,752,129
	<b>1,247,916</b>	<b>504,213</b>	<b>1,752,129</b>

27. CONVERSION TO AN ACADEMY TRUST

On 1 September 2019 St George's CofE First School and Nursery converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Endeavour Schools Trust Ltd from Worcestershire County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Statement of financial activities as Income from Donations and Capital Grants - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities.

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total funds £
<b>TANGIBLE FIXED ASSETS</b>				
Leasehold land and buildings	-	-	91,374	<b>91,374</b>
<b>CURRENT ASSETS</b>				
Cash - representing budget surplus on LA funds	215,094	-	-	<b>215,094</b>
Defined benefit pension scheme liability	-	(827,000)	-	<b>(827,000)</b>
<b>NET ASSETS/(LIABILITIES)</b>	<b>215,094</b>	<b>(827,000)</b>	<b>91,374</b>	<b>(520,532)</b>

## **28. PENSION COMMITMENTS**

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 Worcestershire County Council Pension Fund. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £62,833 were payable to the schemes at 31 August 2020 (2019 - £36,434) and are included within creditors.

### **TEACHERS' PENSION SCHEME**

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

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

### **VALUATION OF THE TEACHERS' PENSION SCHEME**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £477,860 (2019 - £350,476).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy 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.

NOTES TO THE FINANCIAL STATEMENTS  
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28. PENSION COMMITMENTS (CONTINUED)

LOCAL GOVERNMENT PENSION SCHEME

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £235,000 (2019 - £174,000), of which employer's contributions totalled £183,000 (2019 - £136,000) and employees' contributions totalled £ 52,000 (2019 - £38,000). The agreed contribution rates for future years are per cent for employers and per cent for employees.

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

Principal actuarial assumptions

	2020	2019
	%	%
RATE OF INCREASE IN SALARIES	3.9	3.6
RATE OF INCREASE FOR PENSIONS IN PAYMENT/INFLATION	2.5	2.2
DISCOUNT RATE FOR SCHEME LIABILITIES	1.8	1.8
INFLATION ASSUMPTION (CPI)	2.4	2.1

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

	2020	2019
	Years	Years
<i>RETIRING TODAY</i>		
MALES	22.6	22.8
FEMALES	25.0	25.8
<i>RETIRING IN 20 YEARS</i>		
MALES	24.2	25.1
FEMALES	27.0	28.2

Sensitivity analysis

	2020	2019
	£000	£000
DISCOUNT RATE +0.1%	2,505	895
MORTALITY ASSUMPTION - 1 YEAR INCREASE	2,722	967
CPI RATE +0.1%	2,690	976
PAY GROWTH +0.1%	2,606	940

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**28. PENSION COMMITMENTS (CONTINUED)**

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

	2020 £	2019 £
EQUITIES	1,242	802
GOVERNMENT BONDS	126	85
PROPERTY	102	68
CASH AND OTHER LIQUID ASSETS	79	33
OTHER BONDS	100	57
OTHER	236	87
<b>TOTAL MARKET VALUE OF ASSETS</b>	<b>1,885</b>	<b>1,132</b>

The actual return on scheme assets was £15,000 (2019 - £34,000).

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

	2020 £	2019 £
CURRENT SERVICE COST	(372,000)	(133,000)
PAST SERVICE COST	(4,000)	(26,000)
INTEREST INCOME	32,000	29,000
INTEREST COST	(71,000)	(49,000)
ADMINISTRATIVE EXPENSES	(4,000)	-
<b>TOTAL AMOUNT RECOGNISED IN THE STATEMENT OF FINANCIAL ACTIVITIES</b>	<b>(419,000)</b>	<b>(179,000)</b>

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

	2020 £	As restated 2019 £
<b>AT 1 SEPTEMBER</b>	<b>2,523,000</b>	1,229,000
TRANSFERRED IN ON EXISTING ACADEMIES JOINING THE TRUST	1,377,000	-
CURRENT SERVICE COST	372,000	133,000
INTEREST COST	71,000	35,000
EMPLOYEE CONTRIBUTIONS	52,000	25,000
ACTUARIAL LOSSES	123,000	356,000
BENEFITS PAID	(40,000)	(2,000)
PAST SERVICE COSTS	4,000	26,000
OTHER LOSSES	-	730,000
<b>AT 31 AUGUST</b>	<b>4,482,000</b>	<b>2,532,000</b>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**28. PENSION COMMITMENTS (CONTINUED)**

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

	2020 £	As restated 2019 £
<b>AT 1 SEPTEMBER</b>	<b>1,132,000</b>	718,000
TRANSFERRED IN ON EXISTING ACADEMIES JOINING THE TRUST	550,000	-
INTEREST INCOME	32,000	22,000
ACTUARIAL LOSSES	(20,000)	(133,000)
EMPLOYER CONTRIBUTIONS	183,000	94,000
EMPLOYEE CONTRIBUTIONS	52,000	25,000
BENEFITS PAID	(40,000)	(2,000)
ADMINISTRATION EXPENSES	(4,000)	(2,000)
OTHER GAINS	-	410,000
<b>AT 31 AUGUST</b>	<b>1,885,000</b>	<b>1,132,000</b>

**29. OPERATING LEASE COMMITMENTS**

At 31 August 2020 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	6,248	3,781
Later than 1 year and not later than 5 years	8,216	1,472
	<b>14,464</b>	<b>5,253</b>

**30. MEMBERS' LIABILITY**

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

**31. RELATED PARTY TRANSACTIONS**

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

No related party transactions took place in the year ended 31 August 2020 (2019: Nil), other than certain trustees remuneration already disclosed in note 12.

**32. GENERAL INFORMATION**

Endeavour Schools Trusts Ltd is a private company limited by guarantee, incorporated in the UK and registered in England and Wales. The registered office is The Vaynor Fist School, Tennyson Road, Redditch, B97 5BL.