
THE THAMES LEARNING TRUST

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

THE THAMES LEARNING TRUST
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details	1
Trustees' report	2 - 8
Governance statement	9 - 13
Statement on regularity, propriety and compliance	14
Statement of Trustees' responsibilities	15
Independent auditors' report on the financial statements	16 - 19
Independent reporting accountant's report on regularity	20 - 21
Statement of financial activities incorporating income and expenditure account	22 - 23
Balance sheet	24 - 25
Statement of cash flows	26
Notes to the financial statements	27 - 50

THE THAMES LEARNING TRUST
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2021

Members	Deborah Ajose (appointed 16.10.2020) Lars Dyreland (appointed 2.11.2020) Robert Milne Gabrielle Westhead Tina Wisener
Trustees	Lindsey Bowden Steve Daniels (resigned 28.5.2021) Rachel Francis (resigned 14.10.2020) Simone Freire (appointed 11.3.2021) Mark Glanville Richard Kearsey (CEO) Robert Kenwick Veronica Mayer Adam Murdoch (Resigned 16.11.2020) Simon Pickett (resigned 10.2.2021) Jonathan Reekie (Chair) Madeline Revell Samina Sadiq (appointed 16.10.2020) Ben Stephenson Andrew Suddons (appointed 13.3.2021) Noreen Sumra (appointed 25.3.2021) Ellie Ulrich (Resigned 21.1.2021)
Company Secretary	Patrick Spense
Senior Management Team:	
• Chief Executive Officer	Richard Kearsey
• Finance Director	Annal Nayyar
Company Name	The Thames Learning Trust (Formerly Baylis Court Trust)
Principal and Registered Office	TTLT Central Offices, C/O Reading Girls School, Northumberland Avenue, Reading RG2 7PY
Company Registration Number	07662414 (England and Wales)
Independent Auditor	Landau Baker Limited, Chartered Accountants, 154 Brent Street, London NW4 2DR
Bankers	Lloyds Bank, Slough Trading Estate, Business Centre, Lloyds Business Bankings, PO Box1000, BX1 1LT
Solicitors	Brown Jacobson LLP 15th Floor, 6 Bevis Marks, London EC3A 7BA

THE THAMES LEARNING TRUST

(A company limited by guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

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

On 23rd March 2020 the Trustees made a decision to recommend to the Members of the Company that the name be changed from Baylis Court Trust to The Thames Learning Trust. Baylis Court Trust was incorporated on 8th June 2011 when Baylis Court School was a 'standalone' Trust. Since then the Trust has expanded to four schools, two of which are based in Reading, and the change of name decision was made to reflect the wider geographical area of the Trust. The four schools are: -

- Baylis Court School, in Slough
- Phoenix Infant Academy, in Slough
- Reading Girls School, in Reading
- Battle Primary Academy, in Reading

Members approved the recommendation and after all formalities were completed Companies House finally issued a 'Change of Name Certificate' on 2nd November 2020.

The trust operates two primary academies and two secondary academies in Slough and Reading. Its academies have a combined pupil capacity of 2532 and had a roll of 2218 in the school census on June 2021.

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 trustees of The Thames Learning Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company is known as The Thames Learning Trust.

Details of the trustees who served during the period are included in the Reference and Administrative Details on page 3 of this report.

Members' Liability

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

Trustees' Indemnities

Subject to the provisions of the Companies Act, every Director/Trustee or other officer of the academy trust shall be indemnified out of the assets of the academy trust against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy trust.

Method of Recruitment and Appointment or Election of Trustees

The management of the Trust is the responsibility of the Directors/Trustees who are elected and co-opted under the terms of the Articles of Association and funding agreement as follows:

- Not less than 3 Trustees with no maximum specified – Members have chosen to have 12 Trustees in total
- The Chief Executive Officer
- A minimum of 2 parent Trustees, appointed by the Members – Members have chosen to appoint 2 parent Trustees
- Up to 5 community governors, appointed by the Members – there are currently 9 Co-opted Trustees
- Any Trustee appointed by the Secretary of State for Education – there are currently no such appointments

The term of office for any Trustees is 4 years. The Chief Executive Officer's term of office runs parallel with his term of appointment. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be reappointed or re-elected.

Policies and Procedures Adopted for the Induction and Training of Trustees

The training and induction provided for new Trustees will depend on their individual experience and expertise. A Mentor is chosen to assist the induction of new Trustees. Where necessary an induction will provide training on charity and educational, legal and financial matters. All new Trustees are given a tour of the academies and the chance to meet with staff and students (although this has been difficult because of COVID during the period under review).. All Trustees are provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as Trustees and Directors of the trust.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

Organisational Structure

The trust has established a management structure to enable its efficient running. The structure consists of two levels: the Trustees and the Executive who are the senior leadership team, consisting of the Chief Executive Officer and the Finance Director.

The Trustees have considered their role thoughtfully and decided that the role of the Trustees is to approve the strategic direction and objectives of the academy trust and monitor its progress towards these objectives.

The Trustees have approved a scheme of delegation which sets out a statement on the system of internal control, responsibilities, standing orders and terms of reference. The Chief Executive Officer is directly responsible for the day to day running of the trust and is assisted by the Finance Director.

Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the academy trust by use of budgets and making major decisions about the direction of the academy trust, including capital expenditure and senior staff appointments.

The Chief Executive Officer assumes the Accounting Officer role.

Arrangements for setting pay and remuneration of key management personnel

A Trust Appraisal and Pay Committee has been established to oversee the pay and targets for the CEO and this committee manages his performance management process and sets his pay. In setting his pay due consideration is taken to achievement against targets, the difficulty of recruiting an effective CEO but guidance from the DfE is considered. The committee is advised by an external and competent advisor on targets and meets annually with the CEO and the advisor to carry out this function. The committee also meets during the year to review the effectiveness of performance management and the progress of the CEO with his targets. Discussions are held at the annual meeting of the committee regarding the withholding of salary rises where staff have not met their performance targets or where examination performance in subject areas falls below an established standard. Targets for the SLT and Principals are set by the CEO who line manages those staff. The Appraisal and Pay Committee met on two (COVID prevented more meetings taking place as scheduled at the beginning of the year) occasions during the year. The purpose of the meetings is to ensure that performance management is being correctly carried out during the year for all teaching and support staff. There is a Pay policy agreed by the Trustees which guides this whole process.

Trade union facility time

Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017, where an academy trust has more than 49 full time equivalent employees throughout any 7 months within the reporting period, it must include information included in Schedule 2 of the Regulations. The information to be published consists of four tables covering: -

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
	2

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	2
1%-50%	0
51%-99%	0
100%	0

Percentage of pay bill spent on facility time

Provide the total cost facility time	£0
Provide the total pay bill	£8,636,085.71
Provide the percentage of the total pay bill spent on facility time calculated as: (total cost of facility time / total pay bill) * 100	0.00%

Paid Trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on trade union activities by relevant union officials during the relevant period / total paid facility time hours) * 100	0
---	---

Related Parties and other Connected Charities and Organisations

There are no 'Related Party Relationships' and no formally connected organisations.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

Objectives and Activities

Objects and Aims

The principal object and activity of the trust is to provide a broad and balanced education for pupils of all abilities in the Slough and Reading areas. The Trustees have referred to the guidance issued by the Charity Commission in respect of public benefit when reviewing the aims and objectives of the academy trust.

In accordance with the articles of association, the academy trust has adopted a "Scheme of Government" approved by the Secretary of State for Education.

The Scheme of Government is part of the wider 'Master Funding Agreement' between the Company and the Secretary of State and 'Supplemental Funding Agreements' for each Academy.

The Scheme of Government specifies, amongst other things, that the Academies will be at the heart of their /communities promoting community cohesion and sharing facilities; the basis for admitting students to the Academies, that the curriculum should be broad and balanced; there will be an emphasis on the needs of individual pupils including pupils with SEN; the basis for charging pupils.

Public Benefit

In setting the objectives, the Trustees have considered the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education. In this regard, we run, outside of the normal school day, extensive opportunities for pupils who are preparing for examinations. The Principal of Baylis Court School is actively involved in the Slough Association of Secondary Heads (SASH), which brings together all Headteachers in Slough (both selective and non-selective) who work to benefit education across Slough. Through this organisation a Slough Teaching School Alliance has been set up with full time staff to assist the work of SASH and to take on work on behalf of the Local Authority. The CEO is a registered OFSTED inspector. All schools within the Trust are members of Partners in Excellence (PIXL club). This shares good practice and challenges performance. Both organisations provide opportunities to share best practice across a variety of schools outside of the local environment of Slough and Reading. As part of his personal development, the CEO has joined the Executive Headteachers programme, which is organised by ASCL.

Strategic Report

Achievements and Performance

Key Stage 2:

RWM Combined

Teacher Assessment		Attainment (Sum)		
		Below	At Standard+	Above
All Pupils		38	62	5
Male		50	50	0
Female		27	73	9
PP		56	44	11
Non PP		25	75	0
SEN/D	EHCP			
	Support	69	31	0
Non SEN/D		24	76	7
Low Starters (n)		56	44	0
Middle Starters (n)		7	93	0
High Starters (n)		0	100	14

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

Key Stage 4:

Performance Indicator	Percentage (%)	
	Baylis Court School	Reading Girls' School
Number of Pupils at the end of KS4	154	76
Achieving 4+ passes or equivalent in English and Mathematics	81%	74%
Achieving 4+ pass or equivalent in English	91%	78%
Achieving 4+ pass or equivalent in Mathematics	81%	80%
Achieving 5+ passes or equivalent in English and Mathematics	63%	59%
Achieving 5+ pass or equivalent in English	87%	58%
Achieving 5+ pass or equivalent in Mathematics	64%	72%
Entered for the English Baccalaureate (EBacc)	46%	22%
Achieving 4+ in the Ebacc	38%	21%
Achieving 5+ in the Ebacc	29%	20%
Attainment 8 score	58.86	57.74

Key Stage 5:

Performance Indicators	Baylis Court School
VA Progress	0.6
Average result	B-
Grade and points for a student's best 3 A-levels	B-/37.93

Going Concern

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

Promoting the success of the company

Trustees/Directors are aware of the Companies Act 2006, sections 172(1)(a) to (f) and have regard to:

- The likely consequences of any decision in the long term
- The interests of the company's employees
- The need to foster the company's business relationships with suppliers, customers and others
- The desirability of the company maintaining a reputation for high standards of business conduct
- The need to act fairly as between members of the company

THE THAMES LEARNING TRUST

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Financial Review

During the period, ESFA/LA grants received totalled £12,943,455 Other income included within restricted funds totalled £270,344. Restricted fund expenditure totalled £13,049,061.

Most of the Trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the 12-month period ended 31 August 2021 and the associated expenditure are shown as restricted funds in the Statement of financial activities.

The Trust also received grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2015), such grants are shown in the Statement of financial activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in the total funds of the trust. It should be noted that this does not present the academy trust with any current liquidity problem. The employer contributions are currently being assessed and it is expected that they will increase to bring a further reduction in this pension deficit in future, although this may not be achieved until stock market investment values start to recover.

Overall, the Trust has a healthy balance sheet and cash flow and will be using the reserves to maintain the current assets and also to invest back into the school in the form of additional resources and facilities both in the long term and short term in conjunction with the school development plan and school aims.

The Finance Director and his team regularly reviews the financial processes and controls and looks to ensure a fit for purpose accounting package used to ensure robust and accurate financial reporting. The Trustees through the Audit, Finance and Resources Committee and CEO receive financial progress reports throughout the year and compare against budgets submitted to the Education and Skills Funding Agency. The Finance Committee also review longer term financial models (up to 5 years) to plan and organise resources most effectively to fulfil the aims of the Academy trust.

Reserves Policy

The definition of reserves in the SORP is 'that part of a charity's income funds that is freely available for its general purposes'. This definition of reserves therefore normally excludes:

- permanent endowment funds
- expendable endowment funds
- restricted income funds
- any part of unrestricted funds not readily available for spending, specifically income funds which could only be realised by disposing of fixed assets held for charitable use

'Reserves' are therefore the resources the Trust has or can make available to spend for any or all of the Trust's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'reserves' are income which becomes available to the Trust and is to be spent at the trustees' discretion in furtherance of any of the Trust's objects (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (i.e. is 'free').

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The trustees will keep this level of reserves under review and aim to build and maintain the reserves level, whilst in keeping with the principal object of the Trust.

Total general funds totalling £5,674,492 are held as at 31 August 2021. There are £5,806,404 restricted funds held and £131,912 unrestricted funds held as at 31 August 2021 that are not available for general purposes of the academy trust. Via the Trust's Audit, Finance & Resources Committee reserves are monitored. They are used to improve the school's buildings stock and where possible to increase accommodation. However, a prudent policy for the use of reserves is followed in view of uncertainty about future funding and in particular the introduction of a national funding formula. The MAT relies heavily on the DfE Minimum Funding Grant (MFG) and projected budgets over a 5-year period show a need to hold reserves to allow the MAT to down manage expenditure efficiently over a period of time as funding becomes tighter and staffing costs increase through pay rises, increased NI costs and increased pension contributions together with inflationary pressures. Within the overall reserve sum the trust had set aside a sum of £550,000 to act as a loan for the benefit of Reading Girls School as it transitioned through a period of expected pupil growth. The loan was agreed to enable the school to overcome diseconomies of scale experienced during this transitional period. However the loan requirement as at 31 August 2021 is £384,000 with repayment scheduled to be made by the school from 2022/23 onwards.

Users should also note that a surplus or deficit position of the pension scheme would generally result in a cash flow effect for the Academy Trust in the form of an increase or decrease in employers' pension contributions over a period of years. The Academy Trust thus takes this fact into account when reviewing current business plans and budgets, ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met from the Academy Trust's budgeted annual income, whilst the deficit might not be eliminated, there should be no actual cash flow deficit on the fund or direct impact on the unrestricted reserves of the Academy Trust due to the recognition of the deficit.

THE THAMES LEARNING TRUST

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Investment Policy

It should be noted that the Academy Trust has substantial power with regards to investments due to cash balances held. Investment policies are determined at academy level. This ensures the level of funds the Academy Trust holds can cover any immediate expenditure, without exposing the Academies to additional risk. Should any potential investment opportunity arise this would be escalated to the Board for consideration. The most typical investments that are held by academies, are the Special Interest Deposit accounts which are immediately available to draw against. At 31 August 2021, £3,133,090 investments were held.

Principal Risks and Uncertainties

The Companies Act 2006 s417(3b) requires disclosure of the principal risks and uncertainties facing a company. The Trust is exposed to a number of financial risks including credit, cash flow and liquidity risks. Given the Trust's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The Trust's system of internal controls ensures risk is minimal in these areas.

A risk register has been established and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the Trust faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

The Trustees have assessed the major risks to which the Trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Trust, and its finances. The Trustees have implemented a number of systems to assess risks that the schools face, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains, they have ensured they have adequate insurance cover.

The Trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

It should also be noted that procedures are in place to ensure compliance with the health and safety regulations, pertaining to both staff and pupils.

Please refer to the Reserves Policy above for a description of the defined benefit pension scheme, in which there was a deficit at 31 August 2021. Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

Fundraising

Trustees are alive to the issue of fundraising and have considered letting out the premises at Baylis Court School to produce an income. No clear way forward has been presented without their being a risk to the condition of the premises, but this will be continually kept in mind. Both Battle Primary Academy and Phoenix Infant Academy premises do not lend themselves to letting and in the case of Reading Girls School a small amount of income is generated from the premises and is regulated by a tight lettings policy. Currently the Trust has a comfortable balance in reserve but as outlined in this report this will not last forever. The issue of fundraising will be higher on the Trustees programme of work in the future.

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2020 to 31 August 2021	
Energy consumption used to calculate emissions (kWh)	2,219,478
Energy consumption break down (kWh) (optional)	
• gas,	1,432,520
• electricity,	786,958
• transport fuel	15,591
Scope 1 emissions in metric tonnes CO ₂ e	
Gas consumption	263.39
Owned transport – mini-buses	3.81
Total scope 1	267.2
Scope 2 emissions in metric tonnes CO ₂ e	183.47
Purchased electricity	
Scope 3 emissions in metric tonnes CO ₂ e	0
Business travel in employee owned vehicles	
Total gross emissions in metric tonnes CO ₂ e	450.67
Intensity ratio	0.20
Tonnes CO ₂ e per pupil	

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

Quantification and Reporting Methodology:-

We have followed the 2020 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2021 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

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

Measures taken to improve energy efficiency

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

Plans for Future Periods

The stand-alone Trust became a Multi Academy Trust (MAT) on 1 September 2015. On that date Phoenix Infant Academy became part of the MAT, Reading Girls School became part of the MAT on 1.9.17 and Battle Primary Academy became part of the MAT on 1.6.19. It is planned that the MAT will increase over a period of time to take on around 5/6 schools but this will be phased so that the current core of the Trust, i.e. Baylis Court School, does not jeopardise its 'outstanding' status. A significant number of contacts have been made with other schools in a radius of 25 miles from Slough, but this has not borne fruit. The Chair of the Trust and The Executive Team have met with the Regional Schools Commissioner to seek their support in extending the Trust and the CEO continues with these contacts.

Funds Held as Custodian Trustee on Behalf of Others

The Academy Trust and/or its trustees did not act as custodian trustee during the current or previous period.

Auditor

Insofar as the Trustees are aware:

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

Landau Baker Limited were reappointed by Members as auditors at their meeting on 3.12.18.

The Trustees' report, incorporating a strategic report, was approved by order of the board of Trustees, as the company directors, on 6 December 2021 and signed on the board's behalf by:

Jon Reekie
Chair of Trustees



THE THAMES LEARNING TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

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

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

The board of Trustees has delegated the day-to-day responsibility to the 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 The Thames Learning Trust and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 4 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
J Reekie (Chair)	3	4
R Kearsey (CEO)	4	4
L Bowden	1	4
S Daniels	3	3
S Friere	1	1
R Francis	0	1
M Glanville	3	4
R Kenwick	4	4
V Mayer	3	4
A Murdoch	0	1
S Pickett	2	2
M Revell	1	4
S Sadiq	1	3
B Stephenson	1	4
A Suddons	1	2
N Sumra	2	2
E Ulrich	1	2

The changes to the board of Trustees during the year 2020/21 are shown on page 3.

A competency audit was conducted during the year.

The quality of data used by the board is outstanding both in terms of assessment of pupil's progress and attainment and in term of financial monitoring.

The Audit, Finance and Resources committee is a sub-committee of the main Board of Trustees. Its purpose is to agree the budget for the 4 schools making up the MAT for the financial year and to recommend formal acceptance by the Board of Trustees. A 5-year projected budget is produced and this ensures that there is effective financial planning going forward. It also monitors the budgets for the 4 schools during the year. Extensive budget projections and monitoring information is provided by Director of Finance, A Nayyar, who is a qualified accountant. Experience shows that predictions are accurate, and the Trustees have confidence in the quality of information provided for them to make effective decisions. The committee met 3 times during the year.

	Meetings attended	Out of a possible
J Probert (Chair)	3	3
S Daniels	0	2
S Friere	0	1
M Glanville	1	3
R Kenwick	3	3
V Mayer	3	3
S Pickett	2	2
J Reekie	3	3

Trustees typically also serve on a number of other sub committees, as set out on the school website.

The impact of each Committee is reviewed and monitored through the Headline Document that each committee

THE THAMES LEARNING TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

reviews and produces on a termly basis. The Trustees also undertook a self-evaluation review of governance in the year.

The Audit, Finance and Resources committee is a sub-committee of the main board of trustees. Its purpose is to receive financial monitoring reports from individual academies and consider individual academy trust budget proposals for authorisation. The committee was established in 2016.

Review of value for money

As Accounting Officer, the CEO (supported ably by the Finance Director) has responsibility for ensuring that the Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

- Undertaking a general review of contracts
- Implementing the Financial procedures approved by Trustees to ensure that an appropriate number of quotations/tenders are received before contracts are let and purchases made
- Undertaking competitive tendering where appropriate
- Generally ensuring that 'best price' applies to all purchases
- Close monitoring of the catering and cleaning (only at Reading Girls School as the other 2 schools operate 'in house' cleaning) contracts as one of the more significant contracts

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 Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Thames Learning Trust for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. An independent company has been appointed to oversee Internal Scrutiny over financial procedures, and non-financial procedures, and ensures that they are followed in practice. Both these reports and the interim audit report reveal no issues to be dealt with.

Capacity to handle risk

The board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

The risk and control framework

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

THE THAMES LEARNING TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the finance and 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;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The board of Trustees has considered the need for a specific internal audit function and has decided:

- to appoint Academy Audit as internal auditor

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

- testing of payroll systems
- testing of purchase systems
- testing of control account/ bank reconciliations
- Review financial processes
- Fixed Assets controls reviewed
- Governance (non – financial) arrangements reviewed to ensure in line with best practice
- GDPR/ICT Compliance

On a quarterly basis, Academy Audit reports to the Board of Trustees, through the Audit, Finance and Resources Committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

The Board can confirm that the reviewer has delivered their schedule of work as planned, provided details of any material control issues arising as a result of their work. During the current and previous period, there were no material control issues noted and thus no remedial action was required to be taken.

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:

- the work of the Responsible Officer (Internal Scrutiny)
- the work of the external auditor
- the work of the Director of Finance within the Trust who has 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 Audit, Finance and Resources Committee and no weaknesses have been identified by auditors or Academy Audit.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Approved by order of the members of the Board of Trustees on 6 December 2021 and signed on their behalf by:



Mr J Reekie
Chair of Trustees



Mr R Kearsey
Accounting Officer

THE THAMES LEARNING TRUST
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of The Thames Learning Trust I have considered my responsibility to notify the academy trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the academy trust Board of Trustees 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 Trustees and ESFA.



Mr R Kearsey
Accounting Officer
Date: 6 December 2021

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

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

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

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

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

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

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

Approved by order of the members of the Board of Trustees on 6 December 2021 and signed on its behalf by:



Mr J Reekie
Chair of Trustees

THE THAMES LEARNING TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
THAMES LEARNING TRUST**

Opinion

We have audited the financial statements of The Thames Learning Trust (the 'academy trust') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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

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

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

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

THE THAMES LEARNING TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
THAMES LEARNING TRUST (CONTINUED)**

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

THE THAMES LEARNING TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
THAMES LEARNING TRUST (CONTINUED)**

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.

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

We considered the nature of the industry and its control environment, and reviewed the academy's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also inquired about management's own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory framework that the academy's operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the UK Companies Act and Charities SORP Act; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

The audit engagement team analysed the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management, and external legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance.

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

THE THAMES LEARNING TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
THAMES LEARNING TRUST (CONTINUED)**

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.

 FOR LANDAU BAKER LIMITED

Carly Pinkus (Senior statutory auditor)

for and on behalf of
Landau Baker Limited

Mountcliff House
154 Brent Street
London
NW4 2DR

6 December 2021

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

In accordance with the terms of our engagement letter dated 31 October 2011 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Thames Learning Trust during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

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

The accounting officer is responsible, under the requirements of The Thames Learning Trust's funding agreement with the Secretary of State for Education dated 29 July 2012 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

Landau Baker Limited

Reporting Accountant
Landau Baker Limited

Mountcliff House
154 Brent Street
London
NW4 2DR

Date: 6 December 2021

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:						
Donations and capital grants	3	500	-	318,872	319,372	150,708
Charitable activities		-	12,943,455	-	12,943,455	12,238,161
Other trading activities		-	270,344	-	270,344	253,510
Investments	6	1,985	-	-	1,985	15,324
Total income		2,485	13,213,799	318,872	13,535,156	12,657,703
Expenditure on:						
Charitable activities	8	-	13,049,061	1,196,080	14,245,141	13,316,524
Total expenditure		-	13,049,061	1,196,080	14,245,141	13,316,524
Net income/(expenditure)		2,485	164,738	(877,208)	(709,985)	(658,821)
Transfers between funds	18	-	(186,259)	186,259	-	-
Net movement in funds before other recognised gains/(losses)		2,485	(21,521)	(690,949)	(709,985)	(658,821)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	23	-	(1,111,000)	-	(1,111,000)	(1,236,000)
Net movement in funds		2,485	(1,132,521)	(690,949)	(1,820,985)	(1,894,821)
Reconciliation of funds:						
Total funds brought forward		129,427	(3,541,075)	49,644,253	46,232,605	48,127,426
Net movement in funds		2,485	(1,132,521)	(690,949)	(1,820,985)	(1,894,821)
Total funds carried forward		131,912	(4,673,596)	48,953,304	44,411,620	46,232,605

The Statement of Financial Activities includes all gains and losses recognised in the year.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

The notes on pages 27 to 50 form part of these financial statements.

THE THAMES LEARNING TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 07662414

BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	15	48,953,304	49,644,253
		48,953,304	49,644,253
Current assets			
Debtors	16	623,882	423,294
Cash at bank and in hand		6,327,022	5,450,615
		6,950,904	5,873,909
Creditors: amounts falling due within one year	17	(1,012,588)	(591,557)
Net current assets		5,938,316	5,282,352
Total assets less current liabilities		54,891,620	54,926,605
Net assets excluding pension liability		54,891,620	54,926,605
Defined benefit pension scheme liability	23	(10,480,000)	(8,694,000)
Total net assets		44,411,620	46,232,605
Funds of the academy trust			
Restricted funds:			
Fixed asset funds	18	48,953,304	49,644,253
Restricted income funds	18	5,806,404	5,152,925
Restricted funds excluding pension asset	18	54,759,708	54,797,178
Pension reserve	18	(10,480,000)	(8,694,000)
Total restricted funds	18	44,279,708	46,103,178
Unrestricted income funds	18	131,912	129,427
Total funds		44,411,620	46,232,605

The financial statements on pages 22 to 50 were approved by the Trustees, and authorised for issue on 06 December 2021 and are signed on their behalf, by:

THE THAMES LEARNING TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 07662414

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2021



Mr J Reekie
Chair of Trustees

The notes on pages 27 to 50 form part of these financial statements.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by operating activities	20	876,407	631,941
Change in cash and cash equivalents in the year		876,407	631,941
Cash and cash equivalents at the beginning of the year		5,450,615	4,818,674
Cash and cash equivalents at the end of the year	21, 22	6,327,022	5,450,615

The notes on pages 27 to 50 form part of these financial statements

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the 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 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate 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 Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

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

- **Legacies**

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

- **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.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

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.

- **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 Tangible fixed assets

Assets costing £NIL 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 basis over its expected useful life, as follows:

Depreciation is provided on the following bases:

Freehold property	- 2.5% straight line basis
Long-term leasehold property	- 2.5% straight line basis
Furniture and equipment	- 20% straight line basis
Computer equipment	- 33% straight line basis
Motor vehicles	- 20% straight line basis

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.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.6 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.

1.7 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.

1.8 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.

1.9 Financial instruments

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust and their measurement 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. Amounts due to the academy trust's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

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

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.10 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.

1.11 Fund accounting

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

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

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

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

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

The academy trust 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 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. Income from donations and capital grants

	Unrestricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Donations	500	-	500	<i>10,000</i>
Capital Grants	-	318,872	318,872	<i>140,708</i>
	<u>500</u>	<u>318,872</u>	<u>319,372</u>	<u><i>150,708</i></u>
<i>Total 2020</i>	<u><i>10,000</i></u>	<u><i>140,708</i></u>	<u><i>150,708</i></u>	

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

4. Funding for the academy trust's educational operations

	Restricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
DfE/ESFA grants			
General Annual Grants	10,856,033	10,856,033	10,295,313
Other DfE/ESFA grants			
Local Authority Grants	379,625	379,625	392,243
Pupil Premium	590,433	590,433	552,391
Other Government Grants	62,108	62,108	142,602
Other DfE/ESFA Grants	890,536	890,536	855,612
Covid related funding	164,720	164,720	-
	<u>12,943,455</u>	<u>12,943,455</u>	<u>12,238,161</u>
	<u>12,943,455</u>	<u>12,943,455</u>	<u>12,238,161</u>
<i>Total 2020</i>	<u>12,238,161</u>	<u>12,238,161</u>	

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

5. Income from other trading activities

	Restricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Trip Income	49	49	23,798
Other Income	88,657	88,657	72,359
Catering Income	179,316	179,316	1,089
Letting Income	2,322	2,322	156,264
	<u>270,344</u>	<u>270,344</u>	<u>253,510</u>
<i>Total 2020</i>	<u>253,510</u>	<u>253,510</u>	

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

6. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Investment income	1,985	1,985	15,324
	<u>1,985</u>	<u>1,985</u>	<u>15,324</u>
<i>Total 2020</i>	<u>15,324</u>	<u>15,324</u>	

7. Expenditure

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £	<i>Total 2020 £</i>
Educational Operations:					
Direct costs	7,918,724	-	754,089	8,672,813	8,150,360
Allocated support costs	1,687,954	672,017	3,212,357	5,572,328	5,166,164
	<u>9,606,678</u>	<u>672,017</u>	<u>3,966,446</u>	<u>14,245,141</u>	<u>13,316,524</u>
<i>Total 2020</i>	<u>9,499,184</u>	<u>688,196</u>	<u>3,129,144</u>	<u>13,316,524</u>	

8. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Educational Operations	14,245,141	14,245,141	13,316,524
	<u>14,245,141</u>	<u>14,245,141</u>	<u>13,316,524</u>
<i>Total 2020</i>	<u>13,316,524</u>	<u>13,316,524</u>	

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

9. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Educational Operations	8,672,813	5,572,328	14,245,141	13,316,524
<i>Total 2020</i>	<i>8,150,360</i>	<i>5,166,164</i>	<i>13,316,524</i>	

Analysis of direct costs

	Educational Operations 2021 £	Total funds 2021 £	Total funds 2020 £
Staff costs	7,379,194	7,379,194	6,849,616
Educational supplies	490,452	490,452	342,378
Supply Agency Costs	539,530	539,530	665,292
Staff development and Training	35,186	35,186	33,106
Other Direct Costs	103,946	103,946	145,384
Technology Costs	34,597	34,597	15,843
Examination Fees	89,908	89,908	98,741
	8,672,813	8,672,813	8,150,360
<i>Total 2020</i>	<i>8,150,360</i>	<i>8,150,360</i>	

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational Operations 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Pension finance costs	136,000	136,000	125,000
Staff costs	1,579,263	1,579,263	1,532,350
Depreciation	1,196,080	1,196,080	1,194,675
Supply Agency Costs	108,691	108,691	23,926
Recruitment & Support	82,484	82,484	61,786
Maintenance of premises & Equipment	142,057	142,057	219,759
Insurance	43,767	43,767	41,332
Technology Costs	306,184	306,184	288,243
Catering	416,163	416,163	262,830
Rent & Rates	112,184	112,184	116,206
Energy	192,575	192,575	176,836
Governance Costs	66,222	66,222	61,907
Unitary charge payment	111,489	111,489	158,258
Cleaning	186,615	186,615	175,395
Other Premises costs	38,586	38,586	28,055
Security & transport	93,242	93,242	43,286
Other support costs	221,726	221,726	228,320
Non-cash pension costs	539,000	539,000	428,000
	<u>5,572,328</u>	<u>5,572,328</u>	<u>5,166,164</u>
<i>Total 2020</i>	<u>5,166,164</u>	<u>5,166,164</u>	

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2021 £	<i>2020 £</i>
Depreciation of tangible fixed assets	1,196,076	1,194,675
Fees paid to auditors for:		
- audit	<u>17,865</u>	<u>16,000</u>

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	6,877,076	6,514,496
Social security costs	662,707	578,128
Pension costs	1,418,674	1,289,342
	<u>8,958,457</u>	<u>8,381,966</u>
Teaching agency costs	539,530	665,292
Support agency costs	108,691	23,926
	<u>9,606,678</u>	<u>9,071,184</u>

b. Staff numbers

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

	2021 No.	2020 No.
Teachers	108	98
Administrative and support staff	136	129
Management	14	15
	<u>258</u>	<u>242</u>

c. Higher paid staff

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

	2021 No.	2020 No.
In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	2	2
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	1	1
In the band £110,001 - £120,000	1	1
	<u>1</u>	<u>1</u>

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

11. Staff (continued)

d. Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior management team. 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 £670,738 (2020 £652,242).

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

12. Central services

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

- Finance
- HR
- Executive Support
- ICT Support
- Data Support

The academy trust charges for these services on the following basis:

The total costs based on the approved budget representing 4% (2020: 3.5%) of total budget income will be £528,674 (2020: £490,153).

The actual amounts charged during the year were as follows:

	2021 £	2020 £
Phoenix Infant School	76,284	75,784
Reading Girls School	132,468	111,091
Battle Primary Academy	83,957	80,779
Baylis Court School	235,965	222,499
Total	528,674	490,153

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

13. Trustees' remuneration and expenses

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

		2021	2020
		£	£
CEO	Remuneration	110,000 -	<i>110,000 -</i>
		115,000	<i>115,000</i>
	Pension contributions paid	25,000 -	<i>20,000 -</i>
		30,000	<i>25,000</i>

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £NIL).

14. Trustees' and Officers' insurance

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

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

15. Tangible fixed assets

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Plant and machinery £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation							
At 1 September 2020	17,449,010	37,575,912	564,924	-	829,451	19,828	56,439,125
Additions	39,914	275,302	100,789	2,350	56,787	29,985	505,127
At 31 August 2021	17,488,924	37,851,214	665,713	2,350	886,238	49,813	56,944,252
Depreciation							
At 1 September 2020	3,026,559	2,632,081	444,666	-	671,738	19,828	6,794,872
Charge for the year	319,267	734,666	53,880	431	86,764	1,068	1,196,076
At 31 August 2021	3,345,826	3,366,747	498,546	431	758,502	20,896	7,990,948
Net book value							
At 31 August 2021	14,143,098	34,484,467	167,167	1,919	127,736	28,917	48,953,304
At 31 August 2020	14,422,451	34,943,831	120,258	-	157,713	-	49,644,253

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

16. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	1,371	12,927
Other debtors	97,742	49,656
Prepayments and accrued income	524,769	360,711
	<u>623,882</u>	<u>423,294</u>

17. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	219,331	147,293
Other taxation and social security	168,715	155,924
Other creditors	90,000	-
Accruals and deferred income	534,542	288,340
	<u>1,012,588</u>	<u>591,557</u>

	2021 £	2020 £
Deferred income at 1 September 2020	100,962	198,146
Resources deferred during the year	83,425	100,962
Amounts released from previous periods	(100,962)	(198,146)
	<u>83,425</u>	<u>100,962</u>

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

18. Statement of funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds						
General Funds - all funds	129,427	2,485	-	-	-	131,912
Restricted general funds						
Restricted Funds - all funds	5,152,925	13,213,799	(12,374,061)	(186,259)	-	5,806,404
Pension reserve	(8,694,000)	-	(675,000)	-	(1,111,000)	(10,480,000)
	<u>(3,541,075)</u>	<u>13,213,799</u>	<u>(13,049,061)</u>	<u>(186,259)</u>	<u>(1,111,000)</u>	<u>(4,673,596)</u>
Restricted fixed asset funds						
Class II Restricted Funds - all funds	49,644,253	318,872	(1,196,080)	186,259	-	48,953,304
Total Restricted funds	<u>46,103,178</u>	<u>13,532,671</u>	<u>(14,245,141)</u>	<u>-</u>	<u>(1,111,000)</u>	<u>44,279,708</u>
Total funds	<u><u>46,232,605</u></u>	<u><u>13,535,156</u></u>	<u><u>(14,245,141)</u></u>	<u><u>-</u></u>	<u><u>(1,111,000)</u></u>	<u><u>44,411,620</u></u>

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

Restricted fixed assets funds have been increased by capital grants provided by the DfE and reduced by depreciation charges.

Restricted general funds have been increased by revenue grants provided by the DfE and reduced by expenditure incurred in the operation of the academy.

The restricted funds can only be used in terms of limitations imposed by the Funding Agreement with the DfE and the terms of any specific grant.

Unrestricted funds have been increased by voluntary contributions by parents and reduced by expenditure incurred in the operation of the academy.

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

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

18. Statement of funds (continued)

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

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2020 £</i>
Unrestricted funds						
General Funds - all funds	104,103	25,324	-	-	-	129,427
Restricted general funds						
Restricted Funds - all funds	4,365,253	12,491,671	(11,568,849)	(135,150)	-	5,152,925
Pension reserve	(6,905,000)	-	(553,000)	-	(1,236,000)	(8,694,000)
	<u>(2,539,747)</u>	<u>12,491,671</u>	<u>(12,121,849)</u>	<u>(135,150)</u>	<u>(1,236,000)</u>	<u>(3,541,075)</u>
Restricted fixed asset funds						
Class II Restricted Funds - all funds	50,563,070	140,708	(1,194,675)	135,150	-	49,644,253
Total Restricted funds	<u>48,023,323</u>	<u>12,632,379</u>	<u>(13,316,524)</u>	<u>-</u>	<u>(1,236,000)</u>	<u>46,103,178</u>
Total funds	<u>48,127,426</u>	<u>12,657,703</u>	<u>(13,316,524)</u>	<u>-</u>	<u>(1,236,000)</u>	<u>46,232,605</u>

Total funds analysis by academy

Fund balances at 31 August 2021 were allocated as follows:

	2021 £	2020 £
Baylis Court School	4,809,135	4,344,581
Phoenix Infant School	613,571	451,340
Reading Girls School	172,048	195,996
Battle Primary School	303,131	251,959
Trust	40,431	38,476

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

18. Statement of funds (continued)

	2021 £	2020 £
Total before fixed asset funds and pension reserve	5,938,316	5,282,352
Restricted fixed asset fund	48,953,304	49,644,253
Pension reserve	(10,480,000)	(8,694,000)
Total	44,411,620	46,232,605

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2021 £	Total 2020 £
Baylis Court School	2,930,964	520,735	216,050	1,089,647	4,757,396	4,429,546
Phoenix Infant School	1,005,917	160,181	58,361	370,968	1,595,427	1,589,112
Reading Girls School	1,860,155	256,199	142,270	949,545	3,208,169	2,948,054
Battle Primary School	1,387,018	206,517	62,389	306,351	1,962,275	1,893,160
Trust	195,139	435,631	11,382	883,642	1,525,794	1,261,977
Academy trust	7,379,193	1,579,263	490,452	3,600,153	13,049,061	12,121,849

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	48,953,304	48,953,304
Current assets	131,912	6,818,992	-	6,950,904
Creditors due within one year	-	(1,012,588)	-	(1,012,588)
Provisions for liabilities and charges	-	(10,480,000)	-	(10,480,000)
Total	131,912	(4,673,596)	48,953,304	44,411,620

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Restricted fixed asset funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	-	-	49,644,253	49,644,253
Current assets	129,427	5,744,482	-	5,873,909
Creditors due within one year	-	(591,557)	-	(591,557)
Provisions for liabilities and charges	-	(8,694,000)	-	(8,694,000)
Total	129,427	(3,541,075)	49,644,253	46,232,605

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

20. Reconciliation of net expenditure to net cash flow from operating activities

	2021 £	2020 £
Net expenditure for the year (as per Statement of financial activities)	(709,985)	(658,821)
Adjustments for:		
Depreciation	1,196,076	1,194,675
Fixed assets additions	(505,127)	(300,503)
Defined benefit pension scheme cost less contributions payable	539,000	428,000
Defined benefit pension scheme finance cost	136,000	125,000
Increase in debtors	(200,588)	(27,868)
Increase/(decrease) in creditors	421,031	(128,542)
Net cash provided by operating activities	876,407	631,941

21. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand and at bank	6,327,022	5,450,615
Total cash and cash equivalents	6,327,022	5,450,615

22. Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	5,450,615	876,407	6,327,022
	5,450,615	876,407	6,327,022

23. 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 Royal Borough of Windsor and Maidenhead. Both are multi-employer defined benefit schemes.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

23. Pension commitments (continued)

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

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

Teachers' Pension Scheme

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.

The Teachers' Pension Budgeting and Valuation Account

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 £1,050,941 (2020 - £937,607).

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.

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

23. 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 2021 was £472,000 (2020 - £462,000), of which employer's contributions totalled £364,000 (2020 - £356,000) and employees' contributions totalled £ 108,000 (2020 - £106,000). The agreed contribution rates for future years are 16.6% per cent for employers and 5.5-12.5% per cent for employees.

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

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of 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

	2021	2020
	%	%
Rate of increase in salaries	3.90	3.25
Rate of increase for pensions in payment/inflation	2.90	2.25
Discount rate for scheme liabilities	1.65	1.60

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

	2021	2020
	Years	Years
<i>Retiring today</i>		
Males	21.3	21.5
Females	24.0	24.1
<i>Retiring in 20 years</i>		
Males	22.6	22.9
Females	25.4	25.5

Share of scheme assets

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

23. Pension commitments (continued)

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

	2021 £	2020 £
Equities	3,483,000	2,938,000
Corporate bonds	1,016,000	659,000
Property	672,000	714,000
Cash and other liquid assets	118,000	477,000
Longevity insurance	(321,000)	(298,000)
Target return portfolio	249,000	154,000
Commodities	-	19,000
Infrastructure	489,000	368,000
Total market value of assets	5,706,000	5,031,000

The actual return on scheme assets was £610,000 (2020 - £202,000).

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

	2021 £	2020 £
Current service cost	(898,000)	(780,000)
Interest income	81,000	88,000
Interest cost	(217,000)	(213,000)
Administrative expenses	(5,000)	(4,000)
Total amount recognised in the Statement of Financial Activities	(1,039,000)	(909,000)

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

	2021 £	2020 £
At 1 September	13,725,000	11,553,000
Current service cost	898,000	780,000
Interest cost	217,000	213,000
Employee contributions	108,000	106,000
Actuarial losses	1,640,000	1,278,000
Benefits paid	(402,000)	(205,000)
At 31 August	16,186,000	13,725,000

THE THAMES LEARNING TRUST
(A company limited by guarantee)

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

23. Pension commitments (continued)

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

	2021 £	2020 £
At 1 September	5,031,000	4,648,000
Interest income	81,000	88,000
Actuarial gains	529,000	42,000
Employer contributions	364,000	356,000
Employee contributions	108,000	106,000
Benefits paid	(402,000)	(205,000)
Admin expenses	(5,000)	(4,000)
At 31 August	5,706,000	5,031,000

24. Other financial commitments

The academy trust is committed to a PFI arrangement for the payment of rent on one of the sites from where the academy trust carries out its operations until 30 November 2041. The payment due in the year ended 31 August 2022 is £115,482. The amount due by 31 August 2026, between 2 and 5 years from the date of this report, is £491,531, and the remaining balance of £2,378,839 is due after 5 years.

25. 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 £NIL for the debts and liabilities contracted before he/she ceases to be a member.

26. Related party transactions

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

