

# Inspire Connected Communities Trust

(formerly Lincolnshire Wolds Community Trust)

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2024

Forrester Boyd Chartered Accountants  
26 South Saint Marys Gate  
Grimsby  
DN31 1LW

Inspire Connected Communities Trust

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## Inspire Connected Communities Trust

### Reference and administrative details

<b>Members</b>	J Barton R Richmond R Lepley R Pavitt D Freeman
<b>Trustees (Directors)</b>	S Clark J Hargrave L Mason D Rhodes (Chair) L Thornes S Argall (appointed 1st May 2024) K Payne (appointed 1st May 2024) S Dodsworth (appointed 1st December 2023) J Downes (resigned 4th June 2024)
<b>Company Secretary</b>	K Jacklin
<b>Senior Management Team</b>	L Mason, Chief Executive Officer K Jacklin, Director of Finance K Smith, HR and Facilities Lead T Stokes, Head Teacher, St Lawrence School H Harkness, Head Teacher, St Bernard's School C Buxton, Head Teacher, Warren Wood J Afolabi, Head Teacher, Aegir A Denman, School Improvement Partner S Palmenova, Director of Development
<b>Principal and Registered Office</b>	Inspire Connected Communities Trust C/O St Bernard's School Wood Lane Louth Lincolnshire LN11 8RS
<b>Company Registration Number</b>	09691946
<b>Auditors</b>	Forrester Boyd Chartered Accountants 26 South Saint Marys Gate Grimsby DN31 1LW
<b>Bankers</b>	Lloyds Bank PLC 24 Mercer Row Louth Lincolnshire LN11 9JH

**Inspire Connected Communities Trust**

**Reference and administrative details (continued)**

<b>Solicitors</b>	Browne Jacobson Mowbray House Castle Meadow Road Nottingham NG2 1BJ
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## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024**

The Directors present their annual report together with the financial statements and auditor's report of the charitable company for the period from 1st September 2023 to 31 August 2024. The annual report serves the purposes of both a Directors' report and a Directors' report under company law.

The Trust has grown during the period and from 1st May 2024 is operating with four academies serving a catchment area of Louth, Horncastle and Gainsborough, Lincolnshire:

Aegir for pupils aged 11 - 19, pupils on roll 141 based on the October 2024 census.

St Bernard's for pupils aged 2 - 19, pupils on roll 110 based on the October 2024 census.

St Lawrence for pupils aged 5-16, pupils on roll 178 based on the October 2024 census.

Warren Wood for pupils aged 5-11, pupils on roll 119 based on October 2024 census.

#### **Structure, governance and management**

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

The 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 Trust.

The Trustees of Inspire Connected Communities Trust are also the directors of the charitable company for the purpose of company law.

Details of the Directors who served throughout the period are included in the Reference and Administrative Details on page 1.

##### ***Members' liability***

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they 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***

The Directors benefit from indemnity insurance purchased by the Academy Trust to cover the liability of the Directors arising from negligent acts, errors or commissions occurring whilst on Academy Trust business. The limit of this indemnity is £5,000,000 in any one claim.

##### ***Method of recruitment and appointment or election of Trustees***

The Trust shall have the following Directors, as set out in its Articles of Association and Funding Agreement:

- Up to 1 Director who is appointed by the Members;
- Chief Executive Officer; and
- A minimum of 2 Parent Directors who are elected by the parents of registered pupils at the Academy Trust; unless there is representation of 2 parents on the Local Governing Body.
- Staff Directors appointed by the Members (provided that the total number of Directors, including the Headteacher, who are employees of the Academy Trust, does not exceed one third of the total number of Directors);
- The CEO who is treated for all purposes as being an ex-officio Director.

Directors are appointed for a 4 year period, except that this time limit does not apply to the CEO. Subject to remaining eligible to be a particular type of Director, any Director can be re-appointed or re-elected.

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

## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

#### ***Policies and procedures adopted for the induction and training of Trustees***

The training and induction provided for new Directors will depend upon their existing experience but will always include a tour of the Schools and a chance to meet staff and pupils. All Directors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents they will need to undertake their role as Directors. As there are normally only minimal new Director appointments each year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by various external organisations as appropriate.

A Director's training day is organised each year which includes training sessions to keep the Directors updated on relevant developments impacting on their roles and responsibilities.

New Directors also have the opportunity to undertake National Governor Association training and all Directors receive regular National Governor Association updates.

A bespoke governance development program is operated throughout the year focused around coaching and mentoring skills, which also allows Directors to meet informally as a team for training, so as to keep them updated on relevant developments impacting on their roles and responsibilities, and to contribute to the strategic leadership and direction of the Academy Trust.

#### ***Organisational structure***

At 31 August 2024, INSPIRE Connected Communities Trust comprised the following individual academies:

- St Lawrence School, Horncastle
- St Bernard's School, Louth
- Aegir Specialist Academy, Gainsborough
- Warren Wood Specialist Academy, Gainsborough

The Directors have responsibility for setting and monitoring the overall strategic direction of the Academies, approving decisions and appointing key members of staff. The Directors are responsible for setting general policy, adopting an annual development plan and budget, approving the annual statutory accounts, monitoring the Academy Trust by the use of budgets and other data, and making the major decisions about the direction of the Academy Trust, capital expenditure and staff appointments.

The Trust Board of Directors have met five times this year, convened by the clerk. The Board of Directors establishes an overall framework for the governance of the Academy Trust and determines membership, terms of reference and procedures of Committees of the Board of Directors and other groups. Schemes of Delegation are in place devolving some powers and responsibilities to the local governing body of each academy. The Scheme of Delegation is renewed by the trust board annually.

The CEO is the Accounting Officer and works closely with the other Directors, the Local Governing Bodies and the senior staff of each academy.

The day to day management of the INSPIRE rests with the CEO who has overall responsibility for the trust. The CEO is responsible for establishing a Senior Leadership Team, including any Headteachers, Heads of School and Assistant Heads, or Teaching and Learning Leaders. The appointment, discipline and dismissal will be referred to the full board.

The CEO has delegated authority to appoint, discipline and dismiss with the exception of the Headteacher, Heads of School and the Assistant Headteachers for whom the full Board holds this authority. Financial authority is delegated in line with the Scheme of Delegation and the Finance Policy that is approved by the full Board on an annual basis. If financial or other business decisions are required between meetings then electronic authority may be sought from the members of the Board. These are monitored throughout the year, in line with an agreed timetable, by the Local Governing Bodies.

## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

Details of the INSPIRE Scheme of Delegation can be found on the academy trust website or on request.

The Trust Board receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings and through direct reporting from the elected Chair of each Committee. The Board of Directors may from time to time establish working groups to perform specific tasks over a limited timescale.

There are two Committees of the Board of Directors as follows:

- Finance and Audit Committee
- Standards Committee

Each Committee has its own terms of reference detailing the responsibilities discharged to it.

The following decisions are reserved to the full Board of Directors:

- to consider any proposals for changes to the status or constitution of the Academy Trust and its committee structure;
- to appoint or remove the Chair and / or Vice Chair; and
- to appoint and / or consider the performance management of the CEO.

The Board of Directors delegates a number of functions to the Local Governing Bodies ('LGB') for each of the Trust's Academies. The LGB reviews annual Academy Trust plans, monitors progress against targets and OFSTED standards and oversees parent and community liaison. The Chair of the LGB also sits on the main Board of Directors. The LGB implements policies laid down by the Directors and reports back to them on performance.

## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

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

The Directors consider the Board of Directors and the senior management team to comprise the key management personnel of the Academy in charge of directing and controlling, running and operating the Academy on a day to day basis. All Directors give of their time freely and no Director received any remuneration in the current or prior year, other than those Directors' who are also employees of the Academy. Details of Directors' remuneration and expenses are disclosed in note 10 of the financial statements respectively. The pay of the senior management team is reviewed annually by the Finance and Audit Committee and finally approved by the Board of Directors in line with the Academy's pay and remuneration policy and by reference to published pay scales for both teaching and administrative support staff.

The performance review of the CEO is undertaken by 3 directors annually, with an external facilitator. The CEO performance management committee will be able to consult with the external professional on matters relating to the CEO's performance should it wish to do so.

Annual pay progression within the range, as identified in line with STPCD for this post is not automatic. The committee review significant improvements to the academies which may be reflected in, for example:

1. improved academic achievements of pupils
2. increased status within the Local Authority evidenced through feedback from officers and inspectors
3. feedback from the head teacher's performance management
4. a positive OfSTED report
5. positive feedback from parents and other stakeholders.

The CEO's pay grade can be changed by the Trust Board at any time in order to attract or retain an CEO or when there have been significant changes in the responsibilities of the role.

Headteacher performance reviews are undertaken by the CEO and monitored against the objectives set and in line with the range agreed by directors against the group sizes of the respective schools.

The performance review of the Director of Finance is undertaken by the CEO against targets set. Benchmarking is undertaken regularly with other local MATs, with all leadership roles.

All leadership pay recommendations are monitored and agreed by the trust board.

#### ***Connected organisations, including related party relationships***

The INSPIRE Connected Community Trust works in close partnership with the Lincolnshire Learning partnership and the Lincolnshire Teaching Schools Together network. Lea Mason is also a strategic lead for the Working Together team, a county wide provision for outreach for Autism and SEND. Please note that the organisations above are not considered to be related parties. The schools in the trust work within the INSPIRE SEND Hub with other specialist settings. Lea Mason is also the strategic lead within INSPIRE for the Workforce Development Project within LCC and also sits within the Lincolnshire Learning Partnership Board. INSPIRE is also now leading a collaboration across the county in the delivery of the Early Learning and Portage Support Service (ELPSS).

With effect from June 2022 Lea Mason and in addition from September 2022 Kimberley Jacklin, were providing formal support to Mayflower Specialist Academy Trust as their interim CEO and interim CFO. The ESFA had approved this arrangement and there was an approved service level agreement in place to support this arrangement. This arrangement terminated following Mayflower Specialist Academies Trust merging with INSPIRE Connected Communities Trust on 1 May 2024.

The individual school fund accounts held by St Bernard's and St Lawrence, which are separate registered charities in which Lea Mason and David Rhodes are Directors, has historically made donations and contributions to support particular projects and facilities of the Schools and their pupils. The balances of the school fund accounts of the registered charities have been brought into the accounts statement as funds inherited on conversion. Transactions of the individual school funds are now processed as part of the accounts package, PS Financials.



## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

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

#### **Objectives and activities**

##### ***Objects and aims***

The principal objects of the INSPIRE Connected Communities Trust (INSPIRE), as set out in its Articles of Association, are to:

- advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school, offering a broad and balanced curriculum; and
- promote for the benefit of the inhabitants of East Lindsey and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity, disablement, financial hardship or social and economic circumstances for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

The aims of the INSPIRE during the year ended 31 August 2024 are summarised below:

1. To ensure every student gains the same high quality education, resourcing, care and provide high quality teaching that challenges students and supports them for life long learning.
2. To provide an environment that supports and enables effective teaching and learning.
3. To promote, raise and recognise high standards of achievement and progress across aspects of activity for all students.
4. To improve the effectiveness of the academies, by keeping the curriculum offer and organisational structure under continual review.
5. To provide value for money for the funds expended and conduct the Academies business in accordance with the highest standards of integrity, probity and openness.
6. To encourage an equality of opportunity for all.

#### ***Objectives, strategies and activities***

The key priorities for the period are contained in the INSPIRE's Development Plan which is available from the CEO.

The key activities of the INSPIRE for the period ended 31 August 2024 were focused as follows:

- To create a challenging trust that is fully self-supporting, that attracts good and outstanding schools, with strong partnership links.
- To create a trust that has the developing capacity to support other schools, through school to school support, focused leadership, high quality professional development and strong partnership working within local groups and teaching school alliances.
- Maintain continued professional development for staff, along with performance management structures, to impact on developing even more outstanding teaching practice in order to ensure all students reach their potential.

## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

#### ***Public benefit***

INSPIRE aims to advance for the public benefit education in East Lindsey and the surrounding area, offering a broad curriculum and an excellent education environment for its pupils. INSPIRE also allows use of its facilities as appropriate, for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of that community.

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

#### **Strategic Report**

##### **Achievements and performance**

The Academy Trust continues to evolve and to adapt to the ever-changing educational environment. Student places continue to increase due to the continued demand for places at the Academy Trust.

In 2023/2024 INSPIRE Connected Communities Trust has maintained its proven track record of ensuring high standards and excellent outcomes for its pupils and students, in line with the strategic priorities:

To champion innovation and excellence through the provision of inspirational, lifelong learning.

Working with our schools and stakeholders, the Trust:

- Leads and supportively challenges to provide the highest standards of education, care and development for all pupils, students and young people.
- Enables a shared sense of purpose, to benefit from connection and collaboration, whilst maintaining individuality.
- Provides a strong, collective voice at a local and national level.
- Delivers high quality professional development, support and SEND expertise to our community and beyond.

Significant successes this year include 2 schools joining the trust, the schools continuing work across Lincolnshire around SEND provision and working strategically with Lincolnshire County Council in developing and implementing a SEND strategy. INSPIRE continues to lead the workforce development project, for LCC and through the INSPIRE SEND Hub leading professional development across the sector within coaching, wellbeing, and leadership development, as well as playing active roles in Lincolnshire and regional SEND development programmes, focused on school improvement. INSPIRE is also now leading a collaboration across the county in the delivery of the Early Learning and Portage Support Service (ELPSS). We are extremely proud of our school-to-school support successes, with high challenge and high support, whilst also developing sufficient capacity around school leadership at all levels.

The particular achievements and performance of INSPIRE during the period ended 31 August 2024 were as follows:

##### **The Quality of Education:**

Teaching ensures pupils and students are challenged and make excellent progress based on their individual starting points. All teaching is personalised, purposeful to each individual, informed by effective assessment practices and a strength in planning.

The curriculum offer is strong, innovative inspiring and progressive, to ensure personalisation is key to ensuring pupils and students are supported to overcome barriers, with a breadth of opportunities, focused on independence, self-esteem and aims, aspirations of adult hood.

Teaching involves opportunities for professional growth and innovation.

##### **Leadership and Management:**

Thorough and effective self and peer evaluation ensures academy priorities are secure.

All staff are valued and supported within a coaching culture, evidenced through high retention levels and continued staff development and growth from within across a range of roles, including teaching and leadership.

The effectiveness of leadership at all levels is developed through a strong focus, enabling leadership capacity and growth across the academies, including access to external training programmes.

Outstanding inspection within the Maples, residential provision, in March 24.

Strong ungraded inspection of St Bernard's in May 2024 - Good and Aegir in May 24 - Good.

Inspire Connected Communities Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Personal Development, Behaviour and Attitudes:

All pupils and students are valued, nurtured and supported around their emotional wellbeing and mental health, in every academy, through established student wellbeing programmes and a highly effective pastoral structure. Practices across the academies ensure pupils and students are well supported in personal growth towards adulthood. Positive behaviour management within relational, restorative and trauma informed practices, ensure it remains a strength across the trust, in enabling pupils and students to build the skills in order to self-regulate. Behaviour for learning is central across the provision.

Staff have access to a wealth of support around mental health and wellbeing, driven by experienced trainers within the trust.

All academies undergo an annual internal review working alongside external Head teachers:

Academy	Ofsted Grade	Trust and external Evaluation
St Lawrence	Good	Good with outstanding areas
St Bernard's	Good	Good with outstanding areas
St Bernard's Maples	Outstanding	Outstanding
Aegir	Good	Good
Warren Wood	Good	Good

Due to the diversity of the pupils and students across INSPIRE, achievements are measured through a variety of activities. This includes a peer review process, reviewing the quality of teaching, learning and assessment, personal development, outcomes, performance reviews, NEET data, learning walks, outcomes for pupils and students, effectiveness of leadership and OfSTED reports. External moderation of the academies has firmly matched the trusts evaluation, working alongside other school leaders. Safeguarding reviews are also undertaken, alongside the Director of Education and with the safeguarding trustee. Pupils and students are to achieve targets, through a progressive curriculum that offers a breath of opportunities to maximise progress, towards life ambitions and employment.

All pupils and students follow an assessment pathway that is relevant to their barriers to learning at any one time. The last data pull was June 2024.

## Inspire Connected Communities Trust

### Trustees' report for the Year Ended 31 August 2024 (continued)

#### St Bernard's

Assessment tool	Number of students
Primary Steps (B squared)	42
MAPP	7
AET	22
Functional Skills	6
WJEC	4
AIMS	22

Area:	No of students	Monitor	Intervention	On track	Exceeding
<b>EYFS</b>	4		100% (4)		
<b>Key stage 1</b>	1			100%	100%
<b>Key stage 2</b>	14		12%	88%	57%
<b>Key stage 3</b>	19		7%	93%	32%
<b>Key stage 4</b>	11			100%	
<b>Post 16</b>	22			100%	
<b>Pupil Premium</b>	13		8%	92%	16%
<b>LAC</b>	2			100%	
<b>English</b>			4%	96%	46%
<b>Maths</b>			5%	95%	25%
	<b>Subjects:</b>				
	<b>English Writing</b>				
Key stage 1	1			100% (1)	100% (1)
Key stage 2	14		14% (2)	86% (12)	79% (11)
Key stage 3	19		11% (2)	89% (17)	84% (16)
Pupil Premium	8		12% (1)	88% (7)	36% (3)
LAC	0				
	<b>English Communication</b>				
Key stage 1	1			100% (1)	100% (1)
Key stage 2	14		7% (1)	93% (13 )	79% (11)
Key stage 3	19			100% (19)	

# Inspire Connected Communities Trust

## Trustees' report for the Year Ended 31 August 2024 (continued)

Pupil Premium	8		37% (3)	63% (5)	37% (3)
LAC	0				
<b>Functional skills English Key Stage 4</b>	6			100% (6)	
LAC	0				
Pupil Premium	2			100% (2)	
<b>Maths Number</b>					
Key stage 1	1			100% (1)	100% (1)
Key stage 2	14		14% (2)	86% (12)	14% (2)
Key stage 3	19		11% 2	89% (17)	11% (2)
Pupil Premium	0				
LAC	8		13% (1)	87% (7)	
<b>Functional skills Maths Key Stage 4</b>	6			100% (6)	
LAC	0				
Pupil Premium	2			100% (2)	
<b>KS4 WJEC</b>	11		18% (2)	82% (9)	45% (5)
LAC	0				
Pupil Premium	5			100% (5)	20% (1)
<b>MAPP</b>	7			100% (7)	
PP	1			100% (1)	
<b>AET</b>	22			100% (22)	
LAC	1			100% (1)	
PP	2			100% (2)	
<b>Post 16</b>					
<b>AIM awards (PSD)</b>	21			100% (21)	
LAC	2			100% (2)	
Pupil Premium	5			100% (5)	
<b>AIM award Maths</b>	22			100% (22)	
LAC	2			100% (2)	
Pupil Premium	5			100% (5)	
<b>AIM awards English</b>	22			100% (22)	
LAC	2			100% (2)	
Pupil Premium	5			100% (5)	
<b>AIM award Horticulture</b>	4			100% (4)	
LAC	0				
Pupil Premium	2			100% (2)	

## Inspire Connected Communities Trust

### Trustees' report for the Year Ended 31 August 2024 (continued)

<b>AIM awards Catering</b>	10			100% (10)	
LAC	1			100% (1)	
Pupil Premium	2			100% (2)	
<b>AIM awards Childcare</b>	4			100% (4)	
LAC	0				
Pupil Premium	2			100% (2)	

Accreditation	Subject	Level	Number of students achieved
AIM Qualifications	Extended Certificate in Personal and Social Development Skills (Maths, English, ICT, PSHE units)	Entry 1	1
AIM Qualifications	Extended Award in Skills for Working in Catering and Hospitality Industries	Entry 3	1
AIM Qualifications	Personal and Social Development Skills (Maths, English, ICT, PSHE units)	Entry level 1 diploma	1
		Entry 3 diploma	2
AIM Qualifications	Skills for Working in Catering and Hospitality Industries	Entry level 1	1
AIM Qualifications	Skills for Working in Horticulture Industries	Entry level1	1
AIM Qualifications	Certificate in Employability and development skills	Entry level certificate	1
	Personal progress	Entry level 1	2

Accreditation	Subject	Level	Number of students achieved
Functional Skills	Maths	Level 1	1
Functional Skills	Maths	Entry 3	1
Functional Skills	Maths	Entry 1	4
Functional Skills	English	Level 2	1
Functional Skills	English	Level 1	2
Functional Skills	English	Entry 1	4

<b>KS4 WJEC units completed</b>	4
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## Inspire Connected Communities Trust

### Trustees' report for the Year Ended 31 August 2024 (continued)

We continue to assess students in statutory assessment age groups:

Reception baseline.

Year 1 - phonics screening Check

Year 4 - Multiplication Check

Year 6 - SATS

This year there were 2 students that accessed the phonics screening checks. 1 student accessed part of the multiplication check in year 4, however they were unable to complete due to test administration speed.

Students in Year 2 and year 6 who have not accessed the statutory assessments have been assessed against Pre-Key Stage Standards.

Reading in key stages 1,2 and 3 is assessed on an individual basis using a scaling system to show individual progress.

#### St Lawrence

Assessment tool	Number of students
Primary Steps (B squared)	97
MAPP	4
Functional Skills	80
WJEC	17

Area:	No of students	Monitor	Intervention	On track	Exceeding
Key stage 1	14		26%	74%	
Key stage 2	33	2%	13%	85%	32%
Key stage 3	72		15%	85%	38%
Key stage 4	60		23%	77%	
Pupil Premium	64		19%	81%	10%
LAC	9		31%	69%	9%
English		1%	19%	80%	31%
Maths			18%	82%	5%
Subjects:					
English Writing					
Key stage 1	14		29% (4)	71% (10)	
Key stage 2	31	3% (1)	13% (4)	84% (26)	48% (15)
Key stage 3	52		23% (12)	77% (40)	54% (28)
Pupil Premium	39		13% (5)	87% (34)	15% (6)
LAC	5		20% (1)	80% (4)	20% (1)
English Communication					
Key stage 1	14		29% (4)	71% (10)	
Key stage 2	31	3% (1)	16% (5)	81% (25)	48% (15)
Key stage 3	52		4% (2)	96% (50)	67% (35)
Pupil Premium	39		8% (3)	92% (36)	26% (10)
LAC	5		20% (1)	80% (4)	

## Inspire Connected Communities Trust

### Trustees' report for the Year Ended 31 August 2024 (continued)

<b>Functional skills English</b>	80		19% (15)	81% (65)	
Pupil Premium	39		23% (9)	77% (30)	
LAC	5		20% (1)	80% (4)	
<b>Maths Number</b>					
Key stage 1	14		21% (3)	79% (11)	
Key stage 2	31		10% (3)	90% (28)	
Key stage 3	52		17% (9)	83% (43)	2% (1)
Pupil Premium	39		15% (6)	85% (33)	
LAC	5		20% (1)	80% (4)	20% (1)
<b>Maths Measure</b>					
Key stage 1					
Key stage 2					
Key stage 3	13		15% (2)	85% (11)	30% (4)
Pupil Premium	11		27% (3)	73% (8)	18% (2)
LAC					
<b>Functional skills Maths</b>	80		27% (22)	73% (58)	
LAC	4		75% (3)	25% (1)	
Pupil Premium	34		32% (11)	68% (23)	
<b>MAPP</b>	4			100% (4)	
PP	1			100% (1)	

Accreditation	Subject	Level	Number of students achieved
Functional Skills	Maths	Entry Level 1	10
Functional Skills	Maths	Entry Level 2	2
Functional Skills	Maths	Entry Level 3	2
Functional Skills	Maths	Level 1	4
Functional Skills	English	Level 1	5
Functional Skills	English	Level 2	1
Functional Skills	English Reading	Entry Level 1	9
Functional Skills	English Reading	Entry Level 2	12
Functional Skills	English Reading	Entry Level 3	9
Functional Skills	English writing	Entry Level 1	8
Functional Skills	English writing	Entry Level 2	10
Functional Skills	English writing	Entry Level 3	5

<b>KS4 WJEC units completed</b>	115
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We continue to assess students in statutory assessment age groups:

Year 1 – phonics screening Check

Year 4 – Multiplication Check

Year 6 – SATS



## Inspire Connected Communities Trust

### Trustees' report for the Year Ended 31 August 2024 (continued)

This year there were no statutory assessment for students, as they were unable to access the level required. Students in Year 2 and year 6 who have not accessed the statutory assessments have been assessed against Pre-Key Stage Standards. Reading in key stages 1,2 and 3 is assessed on an individual basis using a scaling system to show individual progress.

#### Warren Wood:

Class	No. of targets	Achieved	% fully achieved	Progress towards	% Progress towards	Not met	% not met.
A	54	43	80%	11	20%	0	0
B	30	17	57%	13	43%	0	0
C	30	24	80%	6	20%	0	0
D	34	29	85%	5	15%	0	0
E	27	19	70%	8	30%	0	0
F	24	23	96%	1	4%	0	0
G	31	19	61%	8	26%	4	13%
H	43	14	32.5%	27	63%	2	4.5%
J	60	33	55%	27	45%	0	0
K	36	28	78%	8	22%	0	0
Whole School	369	249	67%	114	31%	6	2%

Pupils are making progress from their unique starting points against their ILP targets with 67% of targets fully met with a total of 98% of targets met or small steps of progress made towards them.

#### Aegir:

	Functional Skills						WJEC- Science Performin g Arts Creative Media ICT Humanitie s						BTEC - Pre- vocation al							ASDAN				
	Maths				English																			
	EL1	EL2	EL3	L1		EL1	EL2	EL3	L1	E2	E3	E2	New Horizons	Focus Comms.	Focus Numeracy	Life Skills Challenge	Foodwise	Animal Care						
KS4	2	7	5	5		2	6	3	1	2			4	2	2			1						
KS5		1	2	3			1	4		10		18		6	6	12	17	11						
Total	2	8	7	8		2	7	7	1	12		18	4	8	8	12	17	12						

We continue to assess students in statutory assessment age groups:

- Year 1 - phonics screening Check
- Year 4 - Multiplication Check
- Year 6 - SATS

This year there were no statutory assessment for students as they were unable to access the full curriculum content and level required. Students in Year 2 and year 6 who have not accessed the statutory assessments have been assessed against Pre-Key Stage Standards.

## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

#### ***Key non-financial performance indicators***

The Trustees use the following key performance measures to assess the success of the activities of the trust:

##### **Quality of Education**

- Pupils and students to achieve targets, based on their individual starting points
- Pupils and students to be provided with a broad progressive curriculum to maximize their progress in all areas of need and towards appropriate qualification success, further study and employability
- Ensure internal assessment is robust, as well as external moderation processes
- Teaching challenges every student to make progress on prior learning, and achieve exceptional results over time
- Teaching is personalized and informed by the highest quality assessment and feedback
- Teaching engages and inspires, developing student's curiosity, imagination and love of learning
- Teaching enhances skills, attributes and attitudes, in line with individual barriers to learning, to prepare pupils and students to achieve great success in life
- Teaching involves a passion for innovation and professional improvement

##### **Personal Development, Behavior and Attitudes**

- All pupils and students to be supported to self-regulate their behavior and learning in every opportunity, through individualized positive behavior support and a culture of relational based, restorative and trauma informed practices
- All groups of pupils and students feel safe across all the Academies within the Trust at all times
- Pupils and students are given opportunities to achieve in a wide range of activities
- Staff and pupils and students have access to high quality support, guidance for mental health and wellbeing.

##### **Leadership and Management**

- All pupils and students are valued, nurtured and supported, within their academy setting
- Individual academy priorities are determined by thorough and accurate self-evaluation and supported by a high challenge and support peer review process.
- All staff are valued and supported in their own career progression and professional development
- The trust board and local committees are effective in offering and receiving supportive challenge, alongside the leadership teams

Although the Academy Trust's Funding Agreement is not subject to a specific carry forward limit on the amount of GAG funding, the main financial performance indicator is the level of reserves held at the balance sheet date and, in particular, the amount of GAG funding carried forward at the balance sheet date. At 31 August 2024, the balance of the GAG Restricted Fund was £768,220 (2023: £623,785).

Further details on the level of reserves held by the Academy Trust are set out in the Reserves Policy section below.

As the majority of the Academy Trust's funding is based on pupil numbers, pupil numbers is also a key performance indicator. As noted earlier in this report, the trust has expanded within the period and has increased to four schools from 1 May 2024. The total pupil numbers at the most recent census were 548 which is a 100% from the previous census in October 2023.

Staffing costs are another key performance indicator for the Academy Trust and the percentage of total staff costs to GAG funding for the period was 202% (2023: 205%), while the percentage of staff costs to total costs was 83% (2023: 83%). A large proportion of INSPIRE's funding comes directly from the Local Authority in the form of Special Educational Needs top-up funding in addition to the GAG funding it receives. This funding is allocated accordingly via banded funding which is in turn identified on the level of Special Educational Need.

#### ***Going concern***

After making appropriate enquiries, the Board of Directors, including all Committees, 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 within the financial statements.

## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

#### **Fundraising**

The trust has not undertaken material fundraising activities during the year ended 31 August 2024

The trusts approach to fundraising is to generate income for specific project areas that will enhance the learning experience and environment for existing and future students. During the period ended 31 August 2024, the specialist project continues to be the development of outdoor provision across the trust. The proceeds of the trusts virtual fundraising have contributed towards the specified projects e.g. outdoor equipment for break/lunchtime. The student parliament is actively involved in the decisions that are made around how/where the funds are spent. There is no pressure to donate and the trust do not use persistent fundraising approaches.

All fundraising activities are monitored appropriately within the trust accounts and operate within recognised standards.

Historically, a large amount of our fundraising has been done on the school site, the pandemic has forced us to think differently in our approaches, and this is something that will be carried forward in our fundraising efforts.

#### **Financial review**

The majority of the Academy Trust's income is received from the Education and Skills Funding Agency ('ESFA') and the Local Authority in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA and the Local Authority during the period ended 31 August 2024 and the associated expenditure of these grants are shown as Restricted Funds in the Statement of Financial Activities.

The Academy Trust also receives grants for fixed assets from the ESFA and other organisations and funders and these are shown as Restricted Fixed Asset Funds in the Statement of Financial Activities. The balance of the Restricted Fixed Asset fund is reduced by the depreciation charges on the assets acquired using these funds.

For the year ended 31 August 2024, the Academy Trust's total income (excluding capital grants, net assets transferred of existing academies into the trust and donated fixed assets) was £7,517,291 (2023: £5,639,483) while total expenditure (excluding depreciation/loss on disposal/capital costs through SOFA and LGPS FRS102 pension cost charges) was £7,931,227 (2023: £6,072,941) resulting in a net deficit for the year of £413,936 (2023: £433,458). Due to the free reserves transferred from Mayflower Specialist Academy Trust of £521,356, the surplus increased to £107,420.

The balance of reserves at 31 August 2024, excluding the restricted fixed asset funds and LGPS liability fund was £1,590,881 (2023: £1,483,461).

Schools within the trust have been in receipt of the COVID catch-up funding and these monies have been used to support the recovery curriculum including delivery of emotional, social and positive behaviour support alongside addressing attendance where necessary. The funds have also enabled us to implement revised staffing to support a wider range of inclusive activities with a focus around mental health and wellbeing.

The national tutoring programme has enabled the schools to implement additional staff, to support experienced staff to deliver programmes of work, focusing on mental health and wellbeing, attendance, as well as academic progress.

The net book value of fixed assets at 31 August 2024 is £43,413,175. The fixed assets held by the Academy Trust are used exclusively for providing education and associated support services to the pupils of the Trust. These funds can only be realised by disposing of the associated tangible fixed assets.

The balance of total funds held at 31 August 2024 were £45,004,056 which comprised of the following:

Restricted Funds (excluding Pension Liability) £768,220.

Restricted Pension Liability Fund £nil.

Restricted Fixed Asset Fund £43,413,175.

Unrestricted Funds £822,661.

## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

Included within the Academy's balance sheet at year end is a defined benefit pension scheme liability of £nil which arises from the deficit in the Local Government Pension Scheme ("LGPS") that is attributable to the Academy. The pension reserve fund has a deficit balance at 31 August 2024 of £nil, which represents the balance in the LGPS at the balance sheet date.

The Directors have noted however that the Government has provided a guarantee that in the event of an Academy closure, any outstanding LGPS liabilities would be met by the Department for Education.

The key financial policies reviewed and adopted during the period included the Financial Procedures Policies and Manual, which lays out the framework for the Academy Trust's financial management, including financial responsibilities of the Board of Directors, Headteacher, managers, budget holders and other staff, as well as the delegated authorities for spending. The other financial policies reviewed and adopted during the period included Charges and Lettings, Asset Management and Insurance.

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

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

The Directors have determined that the appropriate level of free cash reserves should be approximately 3% of total incoming resources (excluding capital grants, net assets transferred of existing academies into the trust and donated fixed assets). The reason for this is to provide sufficient working capital to cover delays between spending and receipts of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance, long term staff absences etc.

The Academy Trust's current level of reserves at 31 August 2024 is £45,004,056, of which £1,590,881 is free reserves (that is, total funds less the amount held in fixed assets and restricted funds). The current level of free reserves is above the target level identified above.

#### ***Investment policy***

The Academy Trust operates an investment policy that seeks to minimise risk and maintain flexibility to access funds. Cash flow projections are undertaken by the Director of Finance each month as part of the management accounts, who has the delegated authority to invest surpluses where appropriate.

#### ***Principal risks and uncertainties***

The Directors have assessed the major risks to which the Academy Trust is exposed, especially in the operational areas, such as in relation to teaching, health & safety, safeguarding and school trips, and in relation to the control of finances. They have introduced systems, including operational procedures internal financial controls in order to minimise risk and have agreed a Risk Management Strategy and Risk Register. Where significant financial risk still remains, the Directors have ensured the Academy Trust has adequate insurance cover in place. The Risk Register is constantly reviewed in light of any new information and formally reviewed annually.

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

## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

#### Educational

The continuing success of the Academy Trust is dependent on continuing to attract pupil applicants in sufficient numbers by maintaining the highest educational standards across all key stages. To mitigate this risk, the Directors ensure that pupil success and achievement are closely monitored and reviewed, with corrective actions embedded at an early stage, and that relationships and partnerships with parents, the local community and other organisations and groups are maintained and are effective in producing a cohesive and supportive community.

Education provision continues to be available via our website and educational links to support any home learning opportunities.

#### Financial

The Academy Trust has considerable reliance on continued Government funding through the ESFA. In the period, approximately 96% of the Academy Trust's incoming resources (excluding capital grants, net assets transferred of existing academies into the trust and donated fixed assets) was ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Continuing increases in employment costs, including pension costs with both Teachers' Pension Scheme and Local Government Pensions Scheme, and premises costs will also continue to place significant pressure on the Trusts financial position and its ability to deliver balanced budgets in the future.

The directors examine the financial health of INSPIRE, reviewing performance against budgets and overall expenditure by means of regular update records at full Directors and Finance & Audit Committee meetings. The Chair of Directors receives management accounts monthly in line with the Academy Trust Handbook.

The trust has made use of any remaining COVID-19 premiums available from the ESFA, however, keeping the current interventions in place is now done through individual school revenue and are unfunded. This has impacted on the budgets for the new financial year and there has been a reduction in some areas e.g., educational resources. The trust has also invested in ICT infrastructure development across the schools to support the continued learning opportunities.

The trust has undertaken significant investment in the new buildings during the period. The Lincolnshire SEND project has funded capital development for both St Lawrence School which has been completed in the period. Investment of funds from the cumulative carry forward, in addition to the reorganisation grants received by the school, have been used for additional ICT equipment e.g., interactive screens and furnishings for new classrooms and learning spaces.

#### Failures in governance and / or management

The risk in this area arises from the potential failure to effectively manage the Academy Trust's finances, internal controls, compliance with regulations and legislation, statutory returns etc. The Directors continue to review and ensure appropriate measures are in place to mitigate these risks, which includes those relating to fraud and mismanagement of funds.

#### Safeguarding and child protection

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

#### Staffing

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

CPD remains available and accessible virtually by all staff as well as continued face to face development opportunities internally and externally.

## **Inspire Connected Communities Trust**

### **Trustees' report for the Year Ended 31 August 2024 (continued)**

#### Fraud and mismanagement of funds

The Board of Directors has appointed a specific internal auditor this financial year, Red Rambler. Red Rambler has performed an annual audit for the purposes of internal assurance. The programme of works is driven by the Trust's risk register and alongside the areas identified by the board of directors e.g., finance processes, HR & Payroll procedures and accounting systems following trust expansion in 2023/24 year. Red Rambler will perform additional checks to continue to ensure compliance with the Academy Trust Handbook. This is in addition to Forrester Boyd, the external auditor, who perform additional checks and review the financial systems and records as required by the Academy Trust Handbook. All finance staff receive training to keep them up to date with financial practice requirements and to develop their skills in this area.

The Directors examine the financial health of the Academy Trust formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Directors and Finance and Audit Committee meetings.

At the balance sheet date, the Academy Trust had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on the Academy Trust's liquidity.

The Directors recognise that the Local Government Pension Scheme deficit represents a significant potential liability to the Academy Trust. However, as the Directors consider the Academy Trust is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

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

Information, as it applies to the academy trust, is included below to satisfy requirements of the Trade Union (Facility Time Publication Requirements) Regulations 2017 for the period from 1 April 2023 to 31 March 2024 (the relevant period).

There was no time or pay spent on facility time during the year.

#### **Plans for future periods**

The Academy Trust strives to continually improve levels of attainment for all pupils, equipping them with the skills and character to follow their chosen pathway, whether it be into further education, training or employment, as well as promoting the continued professional development of its staff.

The Academy Trust's plans for future periods are:

- Having established itself as a multi academy trust, INSPIRE plans to:
- Continue to ensure excellent provision at its current academies
- Continue to share its expertise with local, regional and national fields.
- Develop staff training opportunities across the trust by attracting good and outstanding schools as well as supporting other struggling schools and academies in the East Midlands.
- Monitor building works and continue to work towards redrafting the educational provision for students across the academies.
- Continue to review and refine structures of leadership throughout trust, in order to continue to develop excellence.

#### **Funds held as custodian director on behalf of others**

The Academy Trust and its Directors do not act as Custodian Directors of any other charity.

The Academy does however hold Post 16 Bursary Funds on behalf of the Education and Skills Funding Agency, which are distributed to students as required and in line with the terms and conditions of the funds.

#### **Conflicts of Interest**

INSPIRE has a clear and defined process for managing conflicts of interest within the trust. The register of interests is maintained and updated regularly by the Clerk to Governors, within each meeting there is a standard agenda item to highlight a clear opportunity for any board member to declare any further interests.

#### **Employment of disabled persons**

INSPIRE communicates information to all employees where necessary, both electronically and hard copy. The trust consults with its employees on matters that effect them e.g. change of term dates, and actively encourages staff to voice any concerns or areas for celebration. All applications for roles within the trust are treated fairly and consistently, with opportunities for potential employee of the trust to indicate any disabilities. INSPIRE actively reviews any recruitment processes to ensure any inconsistencies are addressed. The HR & Premises lead reviews and maintains guidance on fair recruitment.

Inspire Connected Communities Trust

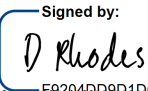
Trustees' report for the Year Ended 31 August 2024 (continued)

Auditor

In so far as the Trustees are aware:

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

The trustees' report, incorporating a Strategic Report, was approved by order of the members of the Board of Trustees on 10 December 2024 and signed on its behalf by:

Signed by:  
  
.....F8204DD9D1D645C.....  
D Rhodes  
Chair of Trustees

## Inspire Connected Communities Trust

### Governance statement

#### Scope of responsibility

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

The Board of Directors has delegated the day-to-day responsibility to the CEO, as Accounting Officer, for ensuring financial controls conform to 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 INSPIRE Connected Communities Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Directors, including all Committees, any material weaknesses or breakdowns in internal control.

#### Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 5 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
D Rhodes (Chair)	5	5
S Clark	3	5
L Thornes	5	5
J Hargrave	1	5
L Mason	5	5
K Payne (appointed 1st May 2024)	3	3
S Dodsworth (appointed 1st December 2023)	4	5
S Argall (appointed 1st May 2024)	2	3
J Downes (resigned 4th June 2024)	2	2

INSPIRE continues to undertake an internal review of governance annually through conducting a skills audit to establish appropriate skill levels across the board of Directors and at local governing body level.

The internal assurance works have focused on finance processes, HR & payroll procedures and accounting systems following trust expansion and INSPIRE have had a full review. The report indicated risks to the trust as low.

Directors meetings are fully face to fact meetings with the option for board members to attend virtually. All meetings have happened as per the organised schedule for the year.

The Finance and Audit Committee is a sub-committee of the main board of trustees. Its purpose is to provide oversight, guidance and assistance to the Board of Directors on all matters related to finance, resources, premises and Health & Safety of the Academy Trust. This committee also acts as the Audit Committee. Its purpose is to maintain an oversight of the Trust's governance, risk management, internal control and value for money framework. It will report its findings annually to the Board of Directors and the Accounting Officer as a critical element of the Trust's annual reporting requirements. Attendance at meetings during the year was as follows:



## Inspire Connected Communities Trust

### Governance statement (continued)

Trustee	Meetings attended	Out of a possible
S Clark	2	4
D Rhodes (Chair)	4	4
L Thornes	4	4
S Dodsworth (appointed 1st December 2023)	3	4
K Payne (appointed 1st May 2024)	2	2
J Downes (resigned 4th June 2024)	1	1
S Argall (appointed 1st May 2024)	1	2
L Mason	4	4

The key issues dealt with by the Finance & Audit committee during the year was the review of the Academy Trust's 5 year financial forecasts and the actions required to address the reduced funding expected over this period. They also have had oversight on the impact of Trust growth and discussed the potential impact of the local authority banding reviews being undertaken.

#### Review of value for money

As Accounting Officer, the CEO has responsibility for ensuring that INSPIRE 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 INSPIRE's use of its resources has provided good value for money during each academic period, and reports to the Board of Directors where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer has delivered value for money during the year by:

Best Value through the principals of:

- Challenge - do we require the service, can it be delivered differently?
- Compare - how does this compare to similar schools and schools nationally?
- Consult - gain views of stakeholders
- Compete - are the services of the appropriate quality? Are the services efficient and effective?

Improving Educational Results:

- To target resources in line with development planning.
- Implement initiatives and interventions to ensure the learning is individualised, purposeful and challenging.
- Initiatives to accelerate the progress of all students.
- Maintain impact of pupil premium, Looked after children and other vulnerable groups, including sports premium.

Financial Oversight:

- Ensure delegation of authority and segregation of duties to ensure robust financial procedures.
- Comprehensive budgeting and regular monitoring by the Board of Directors, which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes. Regular financial reports and monthly management accounts are produced and presented to the Executive Head and The Board.
- Decisions are challenged within the trust to ensure costs effectiveness.

## **Inspire Connected Communities Trust**

### **Governance statement (continued)**

#### **Purchasing:**

- Clearly defined purchasing guidelines, communicated for all members of the Trust.
- Exploration of alternative purchasing options both online and through suppliers to find best value.

#### **Income Generation:**

Income generation is maximised by -

- Lettings of the facilities to community use wherever possible.

#### **Reviewing Controls and Managing risk:**

- Clear identification and management of risks.
- Appropriate level of authorisation for all financial transactions at every required stage.
- Independent professional inspection through internal audit functions to develop internal controls.
- Health and Safety reviews and inspections are carried out annually with an external professional and recommendations forming an action plan that is implemented swiftly.
- The Academies have comprehensive insurance cover for all students, staff, advocates, governors, property, assets, in order to ensure the continuation of education provision in any unforeseen circumstances.

#### **The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Academy Trust's 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 at INSPIRE for the period from 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

#### **Capacity to handle risk**

The Board of Directors has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Directors is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period from 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Directors.

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

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

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

Inspire Connected Communities Trust

Governance statement (continued)

The board of Trustees have decided to employ Red Rambler as internal auditor.

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

- Finance processes
- HR & payroll procedures
- Accounting systems following trust expansion.

The audit provided INSPIRE with an in-depth report of any areas to address, actions required and timescales. The report was discussed with the AO, Director of Finance and Finance committee and actions agreed with set timescales.

On an annual basis, the Red Rambler provide a written report to the Board of Directors through the Finance and Audit Committee on the operation of the systems of control and on the discharge of the Board of Directors' financial responsibilities.

Red Rambler has delivered the schedule of works as planned and no significant issues were raised.

Review of effectiveness

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

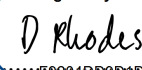

- the work of the internal auditor;
- the work of the external auditor;
- the financial management and governance self-assessment process; and
- the work of the Director of Finance for INSPIRE who has responsibility for the development and maintenance of the internal control framework.

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

Conclusion

Based on the advice of the audit and risk committee and the accounting officer, the board of trustees is of the opinion that the Academy has adequate and effective framework for governance, risk management and control.

Approved by order of the Board of Directors on 10th December, 2024 and signed on its behalf by:

Signed by:  
  
.....F9204DD9D1D045C.....  
D Rhodes  
Chairman of Trustees  
  
.....E15605331F124A4.....  
L Mason  
Accounting Officer

Inspire Connected Communities Trust

Statement of regularity, propriety and compliance

As accounting officer of Inspire Connected Communities Trust I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibilities for estates safety and management.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academy Trust Handbook 2023.

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.

Signed by:  
  
.....E156Q5331F124A4.....  
L Mason, Trustee  
Accounting Officer

10 December 2024

Inspire Connected Communities Trust

Statement of Trustees' Responsibilities

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

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


- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls which conform to the requirements both of propriety and good financial management. They are also responsible for ensuring that grants received from the ESFA and the 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 10 December 2024 and signed on its behalf by:

  
D Rhodes  
F9204DD9D1D645C...  
Chair of Trustees

## **Inspire Connected Communities Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of Inspire Connected Communities Trust**

#### **Opinion**

We have audited the financial statements of Inspire Connected Communities Trust (the 'Academy Trust') for the year ended 31 August 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows for the year ended 31 August 2024 and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issues 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 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year 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 2023 to 2024 issued by the Education and Skills Funding Agency.

#### **Basis for opinion**

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

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

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

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

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

#### **Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Other information includes trustees' annual report (incorporating the strategic report and the directors' report), the governance statement, and the Accounting Officer's statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

## **Inspire Connected Communities Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of Inspire Connected Communities Trust (continued)**

#### **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' Annual Report (which includes the Strategic Report and the Directors' Report prepared for the purposes of company law) for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Directors' Report included within the trustees' report have been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

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

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

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

#### **Responsibilities of Trustees**

As explained more fully in the Statement of Trustees' Responsibilities set out on page 27, the Trustees (who are also the Directors of the Academy Trust for the purpose 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.

#### **Auditor Responsibilities for the audit of the financial statements**

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

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

## Inspire Connected Communities Trust

### Independent Auditor's Report on the Financial Statements to the Members of Inspire Connected Communities Trust (continued)

- Discussions with management, including consideration of known or suspected instances of non-compliance held.
- Challenging assumptions and judgements made within significant accounting estimates and judgements such as depreciation. and the local government pension scheme liability.
- Testing of income, bank, purchases and payroll, systems and controls and providing conclusions on the regularity of samples. chosen.
- Identification of key laws and regulations central to the academies operations and review of compliance with such laws including a review of the Academy Trust Handbook 2023 and correspondence with solicitors to identify any on-going litigation.
- Testing of journal entries and potential override of systems.

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

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

#### Use of our report

This report is made solely to the 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy Trust and the Academy Trust's members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

*Carrie Jensen*

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Carrie Anne Jensen ACA (Senior Statutory Auditor)

For and on behalf of Forrester Boyd Chartered Accountants, Statutory Auditor

26 South Saint Marys Gate  
Grimsby  
DN31 1LW

10 December 2024



## **Inspire Connected Communities Trust**

### **Independent Reporting Accountant's Assurance Report on Regularity to Inspire Connected Communities Trust and the Education and Skills Funding Agency**

In accordance with the terms of our engagement letter dated 9 October 2024 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Inspire Connected Communities Trust during the period 1 September 2023 to 31 August 2024 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 Inspire Connected Communities Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we may state to Inspire Connected Communities Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Inspire Connected Communities Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of Inspire Connected Communities Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of the Inspire Connected Communities Trust's funding agreement with the Secretary of State for Education dated 3 July 2015 and the Academy Trust Handbook, extant from 1 September 2023, 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 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year from 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

#### **Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:


- Evaluating the systems and control environment
- Assessing the risk and irregularity, impropriety and non-compliance
- Ensuring that the activities of the Academy Trust are in keeping with the Academy's framework and the charitable objectives; and
- Obtaining representations from the Accounting Officer and Key Management Personnel

## Inspire Connected Communities Trust

### Independent Reporting Accountant's Assurance Report on Regularity to Inspire Connected Communities Trust and the Education and Skills Funding Agency (continued)

#### Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year from 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

DocuSigned by:  
  
.....BDAEC37F17274BE.....

Carrie Anne Jensen ACA, Reporting Accountant  
For and on behalf of Forrester Boyd Chartered Accountants

26 South Saint Marys Gate  
Grimsby  
DN31 1LW

10 December 2024

## Inspire Connected Communities Trust

### Statement of Financial Activities for the Year Ended 31 August 2024 (including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2023/24 Total £	2022/23 Total £
<b>Income and endowments from:</b>						
Donations and capital grants	2	9,202	463,356	36,403,286	36,875,844	(20,294)
Other trading activities	4	104,080	74,984	-	179,064	195,956
Investments	5	181	-	-	181	204
<i>Charitable activities:</i>						
Funding for the Academy trust's educational operations	3	20,070	7,308,579	-	7,328,649	5,420,488
Teaching school hub		-	195	-	195	1,900
Total income		<u>133,533</u>	<u>7,847,114</u>	<u>36,403,286</u>	<u>44,383,933</u>	<u>5,598,254</u>
<b>Expenditure on:</b>						
<i>Charitable activities:</i>						
Academy trust educational operations	7	<u>136,208</u>	<u>7,477,019</u>	<u>3,307,097</u>	<u>10,920,324</u>	<u>6,318,896</u>
Total expenditure		<u>136,208</u>	<u>7,477,019</u>	<u>3,307,097</u>	<u>10,920,324</u>	<u>6,318,896</u>
Net (expenditure)/income		(2,675)	370,095	33,096,189	33,463,609	(720,642)
<b>Other recognised gains and losses</b>						
Actuarial gains on defined benefit pension schemes	22	<u>-</u>	<u>198,000</u>	<u>-</u>	<u>198,000</u>	<u>1,045,000</u>
Net movement in (deficit)/funds		(2,675)	568,095	33,096,189	33,661,609	324,358
<b>Reconciliation of funds</b>						
Total funds brought forward at 1 September 2023		<u>825,336</u>	<u>200,125</u>	<u>10,316,986</u>	<u>11,342,447</u>	<u>11,018,089</u>
Total funds carried forward at 31 August 2024		<u>822,661</u>	<u>768,220</u>	<u>43,413,175</u>	<u>45,004,056</u>	<u>11,342,447</u>

## Inspire Connected Communities Trust

### Statement of Financial Activities for the Year Ended 31 August 2023 (including Income and Expenditure Account)

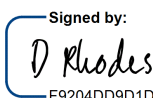
	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2022/23 Total £
<b>Income and endowments from:</b>					
Donations and capital grants	2	20,935	-	(41,229)	(20,294)
Other trading activities	4	81,885	114,071	-	195,956
Investments	5	204	-	-	204
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	23,765	5,396,723	-	5,420,488
Teaching school hub		-	1,900	-	1,900
Total income		<u>126,789</u>	<u>5,512,694</u>	<u>(41,229)</u>	<u>5,598,254</u>
<b>Expenditure on:</b>					
<i>Charitable activities:</i>					
Academy trust educational operations	7	<u>110,684</u>	<u>5,922,518</u>	<u>285,694</u>	<u>6,318,896</u>
Total expenditure		<u>110,684</u>	<u>5,922,518</u>	<u>285,694</u>	<u>6,318,896</u>
Net income/(expenditure)		16,105	(409,824)	(326,923)	(720,642)
Transfers between funds		-	(86,739)	86,739	-
<b>Other recognised gains and losses</b>					
Actuarial gains/(loss) on defined benefit pension schemes	22	-	1,045,000	-	1,045,000
Net movement in funds/(deficit)		16,105	548,437	(240,184)	324,358
<b>Reconciliation of funds</b>					
Total funds/(deficit) brought forward at 1 September 2022		<u>809,231</u>	<u>(348,312)</u>	<u>10,557,170</u>	<u>11,018,089</u>
Total funds carried forward at 31 August 2023		<u>825,336</u>	<u>200,125</u>	<u>10,316,986</u>	<u>11,342,447</u>

# Inspire Connected Communities Trust

(Registration number: 09691946)  
Balance Sheet as at 31 August 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	12	43,413,175	10,316,713
<b>Current assets</b>			
Debtors	13	235,806	105,882
Cash at bank and in hand		<u>1,776,558</u>	<u>1,763,892</u>
		2,012,364	1,869,774
<b>Liabilities</b>			
Creditors: Amounts falling due within one year	14	<u>(421,483)</u>	<u>(386,040)</u>
Net current assets		<u>1,590,881</u>	<u>1,483,734</u>
Total assets less current liabilities		<u>45,004,056</u>	<u>11,800,447</u>
Net assets excluding pension asset		45,004,056	11,800,447
Defined benefit pension scheme liability	22	<u>-</u>	<u>(458,000)</u>
<b>Total net assets</b>		<u><b>45,004,056</b></u>	<u><b>11,342,447</b></u>
<b>Funds of the Academy:</b>			
<b>Restricted funds</b>			
Restricted general fund	15	768,220	658,125
Restricted fixed asset fund	15	43,413,175	10,316,986
Pension reserve	15	<u>-</u>	<u>(458,000)</u>
		44,181,395	10,517,111
<b>Unrestricted funds</b>			
Unrestricted general fund	15	<u>822,661</u>	<u>825,336</u>
<b>Total funds</b>		<u><b>45,004,056</b></u>	<u><b>11,342,447</b></u>

The financial statements on pages 33 to 58 were approved by the Trustees, and authorised for issue on 10 December 2024 and signed on their behalf by:

Signed by:  
  
 .....F9204DD9D1D645C.....  
 D Rhodes (Chair)  
 Trustee

Inspire Connected Communities Trust

Statement of Cash Flows for the year ended 31 August 2024

	Note	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	18	36,296,949	(238,429)
Cash flows from investing activities	19	<u>(36,284,283)</u>	<u>(116,311)</u>
Change in cash and cash equivalents in the year		12,666	(354,740)
Cash and cash equivalents at 1 September		<u>1,763,892</u>	<u>2,118,632</u>
Cash and cash equivalents at 31 August	20	<u>1,776,558</u>	<u>1,763,892</u>

## **Inspire Connected Communities Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2024**

#### **1 Accounting policies**

The Trust is a company limited by guarantee and is an exempt charity incorporated in England & Wales. The charitable company's memorandum and articles of association are the primary governing documents of the Trust. The company registration number is 09691946.

The address of its registered and principal office is:  
St Bernard's School Louth,  
Wood Lane,  
Louth,  
Lincolnshire,  
United Kingdom.  
LN11 8RS

These financial statements cover the individual entity Inspire Connected Communities Academy Trust.

#### **Statement of accounting policies**

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

#### **Basis of preparation**

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

These financial statements have been prepared in sterling, the functional currency, and have been rounded to the nearest pound.

Inspire Connected Communities Trust meets the definition of a public benefit entity under FRS102

#### **Going concern**

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

#### **Income**

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

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 1 Accounting policies (continued)

##### *Grants*

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

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

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

##### *Sponsorship income*

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

##### *Donations*

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

##### *Other income*

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

##### *Transfer of existing academies into the trust*

Where assets and liabilities are received on the transfer of an existing academy into the academy trust, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised for the transfer of an existing academy into the academy trust within donations and capital grant income to the net assets acquired.

##### *Donated fixed assets*

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

##### **Expenditure**

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.

All resources expended are inclusive of irrecoverable VAT.



Inspire Connected Communities Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

1 Accounting policies (continued)

Expenditure on raising funds

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

Charitable activities

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

Tangible fixed assets

Assets costing £500 or more are capitalised as tangible fixed assets and are carried at cost or revaluation, net of depreciation and any provision for impairment.

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

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

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

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

Asset class	Depreciation method and rate
Long-term leasehold land	Straight line basis over the 125 year lease
Leasehold buildings	2% per annum straight line
Furniture and equipment	10% per annum straight line
Computer equipment	25% per annum straight line

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.

Leased assets

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

Financial Instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at transaction price less any provision for impairment. Prepayments are not financial instruments.

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

## **Inspire Connected Communities Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)**

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at transaction price. 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.

#### **Taxation**

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2021 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3, Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **Pension benefits**

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

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. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

#### **Fund accounting**

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

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

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

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

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

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 1 Accounting policies (continued)

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact on the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. 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.

The Trustees do not believe the asset value of the LGPS provided by the actuary can be recovered, either through reduced contributions in the future, or through refunds in the scheme, and the asset has therefore been restricted to £nil.

##### **Agency accounting**

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 0% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 24.

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 2 Donations and capital grants

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2023/24 Total £	2022/23 Total £
Capital grants	-	-	98,422	98,422	(41,229)
Transfer of existing academies into the academy trust	-	463,356	21,913,864	22,377,220	-
Other donations	9,202	-	-	9,202	20,935
Donated fixed assets	-	-	14,391,000	14,391,000	-
	<u>9,202</u>	<u>463,356</u>	<u>36,403,286</u>	<u>36,875,844</u>	<u>(20,294)</u>

#### 3 Funding for the academy trust's charitable activities

	Unrestricted Funds £	Restricted General Funds £	2023/24 Total £	2022/23 Total £
<b>Educational operations</b>				
<b>DfE/ESFA revenue grants</b>				
General Annual Grant (GAG)	-	3,296,667	3,296,667	2,430,000
16-19 funding allocation	-	326,667	326,667	240,000
ESFA additional funding	-	186,754	186,754	59,270
Pupil Premium	-	260,893	260,893	189,453
Other DfE/ESFA Revenue Grants	-	254,363	254,363	298,824
	<u>-</u>	<u>4,325,344</u>	<u>4,325,344</u>	<u>3,217,547</u>
<b>Other government grants</b>				
Local Authority Revenue Grants	-	2,252,001	2,252,001	1,509,137
Maples	-	527,368	527,368	537,668
	<u>-</u>	<u>2,779,369</u>	<u>2,779,369</u>	<u>2,046,805</u>
<b>Non-government grants and other income</b>				
Other income	20,070	59,302	79,372	40,575
<b>Covid-19 additional funding (DfE/ESFA)</b>				
Recovery premium	-	144,564	144,564	115,561
Total grants	<u>20,070</u>	<u>7,308,579</u>	<u>7,328,649</u>	<u>5,420,488</u>

The Trust received £144,564 of COVID catch-up premium funding this year (2023: £115,561). The costs incurred in respect of this funding totalled £144,564 (2023: £115,561).

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 4 Other trading activities

	Unrestricted Funds £	Restricted General Funds £	2023/24 Total £	2022/23 Total £
Catering income	24,374	-	24,374	11,095
Other sales	79,706	-	79,706	59,265
Other activities for generating funds	-	74,984	74,984	125,596
	<u>104,080</u>	<u>74,984</u>	<u>179,064</u>	<u>195,956</u>

#### 5 Investment income

	Unrestricted Funds £	2023/24 Total £	2022/23 Total £
Short term deposits	<u>181</u>	<u>181</u>	<u>204</u>

#### 6 Expenditure

	Non Pay Expenditure			2023/24 Total £	2022/23 Total £
	Staff costs £	Premises £	Other costs £		
<b>Academy's educational operations</b>					
Direct costs	5,087,951	660,454	420,096	6,168,501	4,153,568
Allocated support costs	<u>1,215,111</u>	<u>542,163</u>	<u>2,994,549</u>	<u>4,751,823</u>	<u>2,165,328</u>
	<u>6,303,062</u>	<u>1,202,617</u>	<u>3,414,645</u>	<u>10,920,324</u>	<u>6,318,896</u>

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 6 Expenditure (continued)

Net income/(expenditure) for the year includes:

	2024 £	2023 £
Operating lease rentals	16,806	21,335
Depreciation	739,407	268,107
Fees payable to auditor - audit	15,850	9,250
Fees payable to auditor - other audit services	5,650	2,100
(Gain)/loss on disposal of fixed assets	<u>(2,547,017)</u>	<u>-</u>

#### 7 Charitable activities

	Total 2024 £	Total 2023 £
<b>Direct costs - educational operations</b>		
Teaching and educational support staff costs	5,087,951	3,612,751
Depreciation	660,454	202,408
Technology costs	29,978	19,082
Educational supplies	60,453	70,715
Examination fees	9,158	4,028
Staff development	50,634	42,455
Educational consultancy	106,396	88,881
Other direct costs	<u>163,477</u>	<u>113,248</u>
	<u>6,168,501</u>	<u>4,153,568</u>
<b>Support costs - educational operations</b>		
Support staff costs	1,540,111	1,369,583
LGPS Service cost adjustment	(325,000)	(8,000)
Depreciation	78,953	65,699
Technology costs	82,322	77,013
Maintenance of premises and equipment	220,053	135,573
Cleaning	89,579	103,049
Rent, rates and utilities	137,584	140,597
Insurance	15,994	12,089
Security and transport	42,274	37,694
Catering	107,169	71,188
Bank interest and charges	581	711
Interest on defined benefit pension scheme	7,000	55,000
Professional fees	108,495	53,385
Other support costs	2,623,843	37,602
Governance costs	<u>22,865</u>	<u>14,145</u>
	<u>4,751,823</u>	<u>2,165,328</u>
Total direct and support costs	<u><u>10,920,324</u></u>	<u><u>6,318,896</u></u>

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 8 Staff

##### Staff costs

	2023/24 £	2022/23 £
<b>Staff costs during the year were:</b>		
Wages and salaries	4,724,640	3,698,574
Social security costs	438,440	319,034
Operating costs of defined benefit pension schemes	941,297	806,821
	<u>6,104,377</u>	<u>4,824,429</u>
Supply staff costs	198,156	129,905
Staff restructuring costs	529	20,000
	<u>6,303,062</u>	<u>4,974,334</u>
	<b>2023/24 £</b>	<b>2022/23 £</b>

##### Staff restructuring costs comprise:

Severance payments	<u>529</u>	<u>20,000</u>
--------------------	------------	---------------

##### Severance payments

The Academy Trust paid 1 severance payments in the year disclosed in the following bands:

	2023/24 £	2022/23 £
0 - £25,000	<u>1</u>	<u>1</u>

##### Staff numbers

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

	2023/24 No	2022/23 No
Teachers	49	27
Administration and support	209	106
Management	17	4
	<u>275</u>	<u>137</u>

##### Higher paid staff

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

	2023/24 No	2022/23 No
£60,001 - £70,000	1	1
£70,001 - £80,000	2	-
£140,001 - £150,000	-	1
£150,001 - £160,000	<u>1</u>	<u>-</u>

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 8 Staff (continued)

##### Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £746,091 (2023: £499,730).

#### 9 Central services

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

- a set monetary amount based on the cost of the services provided split between the four schools in the Trust.

The actual amounts charged during the year were as follows:

	2023/24 £	2022/23 £
St Lawrence School	60,000	60,000
St Bernards School	60,000	60,000
Aegir School	50,000	-
Warren Wood School	50,000	-
	<u>220,000</u>	<u>120,000</u>

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

One or more trustees has been paid remuneration or has received other benefits from 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, and not in respect of their role as trustees. The value of trustees' remuneration and other benefits was as follows:

L Mason Chief Executive Officer:

Remuneration: £155,000 - £160,000 (2023 - £145,000 - £150,000)

Employer's pension contributions: £35,000 - £40,000 (2023 - £30,000 - £35,000)

During the year ended 31st August 2024, no travel and subsistence expenses were reimbursed or paid directly to trustees (2023 - £Nil).

Other related party transactions involving the trustees are set out in note 23.

#### 11 Trustees' and officers' insurance

In accordance with normal commercial practice, the Academy trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2024 was included in the total insurance cost.



## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 12 Tangible fixed assets

	Leasehold land and buildings £	Furniture and equipment £	Computer equipment £	2023/24 Total £
<b>Cost</b>				
At 1 September 2023	10,736,000	473,533	203,039	11,412,572
Additions	14,391,000	55,486	22,536	14,469,022
Disposals	(2,547,017)	-	-	(2,547,017)
Transfers from transferring academy trust	21,900,000	12,932	932	21,913,864
At 31 August 2024	<u>44,479,983</u>	<u>541,951</u>	<u>226,507</u>	<u>45,248,441</u>
<b>Depreciation</b>				
At 1 September 2023	636,103	351,062	108,694	1,095,859
Charge for the year	660,454	43,731	35,222	739,407
At 31 August 2024	<u>1,296,557</u>	<u>394,793</u>	<u>143,916</u>	<u>1,835,266</u>
<b>Net book value</b>				
At 31 August 2024	<u>43,183,426</u>	<u>147,158</u>	<u>82,591</u>	<u>43,413,175</u>
At 31 August 2023	<u>10,099,897</u>	<u>122,471</u>	<u>94,345</u>	<u>10,316,713</u>

#### 13 Debtors

	2024 £	2023 £
Trade debtors	87,071	19,144
VAT recoverable	74,094	54,428
Other debtors	(2,057)	(2,057)
Prepayments	8,333	27
Accrued grant and other income	68,365	34,340
	<u>235,806</u>	<u>105,882</u>

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

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

	2024 £	2023 £
Trade creditors	218,849	117,791
Other taxation and social security	(2,013)	72,997
Other creditors	3,880	35,593
Accruals	201,395	125,531
Pension scheme creditor	(628)	34,128
	<u>421,483</u>	<u>386,040</u>

#### 15 Funds

	Balance at 1 September 2023 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2024 £
<b>Restricted general funds</b>					
General annual grant (GAG)	623,785	3,296,667	(3,152,232)	-	768,220
Pupil premium	34,340	260,893	(295,233)	-	-
Covid catch-up premium	-	144,564	(144,564)	-	-
Other DfE/ESFA grants	-	767,784	(767,784)	-	-
Local authority funding	-	2,252,001	(2,252,001)	-	-
Other income	-	655,642	(655,642)	-	-
Teaching school	-	195	(195)	-	-
Maples	-	527,368	(527,368)	-	-
	<u>658,125</u>	<u>7,905,114</u>	<u>(7,795,019)</u>	<u>-</u>	<u>768,220</u>
<b>Restricted fixed asset funds</b>					
Restricted fixed asset funds	10,316,986	36,403,286	(3,307,097)	-	43,413,175
<b>Restricted pension fund</b>					
Pension reserve	<u>(458,000)</u>	<u>(58,000)</u>	<u>318,000</u>	<u>198,000</u>	<u>-</u>
Total restricted funds	10,517,111	44,250,400	(10,784,116)	198,000	44,181,395
<b>Unrestricted funds</b>					
Unrestricted general funds	<u>825,336</u>	<u>133,533</u>	<u>(136,208)</u>	<u>-</u>	<u>822,661</u>
Total funds	<u>11,342,447</u>	<u>44,383,933</u>	<u>(10,920,324)</u>	<u>198,000</u>	<u>45,004,056</u>

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 15 Funds (continued)

	Balance at 1 September 2022 £	Incoming resources £	Resources Expended £	Gains, losses and transfers £	Balance at 31 August 2023 £
<b>Restricted general funds</b>					
General annual grant (GAG)	1,066,346	3,927,355	(4,283,177)	(86,739)	623,785
Pupil premium	29,599	189,453	(184,712)	-	34,340
Covid catch-up premium	-	115,561	(115,561)	-	-
Other DfE/ESFA grants	-	298,824	(298,824)	-	-
Local authority funding	-	192,722	(192,722)	-	-
Other income	-	249,211	(249,211)	-	-
Teaching school	11,743	1,900	(13,643)	-	-
Maples	-	537,668	(537,668)	-	-
	1,107,688	5,512,694	(5,875,518)	(86,739)	658,125
<b>Restricted fixed asset funds</b>					
Restricted fixed asset funds	10,557,170	(41,229)	(285,694)	86,739	10,316,986
<b>Restricted pension fund</b>					
Pension reserve	(1,456,000)	-	(47,000)	1,045,000	(458,000)
Total restricted funds	10,208,858	5,471,465	(6,208,212)	1,045,000	10,517,111
<b>Unrestricted funds</b>					
Unrestricted general funds	809,231	126,789	(110,684)	-	825,336
Total funds	11,018,089	5,598,254	(6,318,896)	1,045,000	11,342,447

The academy trust is not subject to GAG carried forward limits.

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

General Annual Grant (GAG) must be used for the normal running costs of the Trust. The academy trust is not subject to GAG carried forward limits.

Other DfE / ESFA grants is made up of income for Pupil Premium, rates relief, teachers' pay, teachers' pensions and Free School Meal supplementary grant (FSM).

Pupil Premium may be spent for the educational benefit of pupils registered at that Academy, or for the benefit of pupils registered at other Academies; and on community facilities i.e. services whose provision furthers any charitable purpose for the benefit of pupils at the Academy or their families, or people who live or work in the locality in which the Academy is situated. The grant does not have to be completely spent by Academies in the period.

Universal Infant Free School meals income must be used to provide all pupils in reception, year 1 and year 2 with a free school lunch.

Devolved Formula Capital (DFC) either allocated direct by the DfE or transferred on conversion from the Local Authority must be spent on capital purposes.

Unrestricted funds represents other incoming resources to the Trust applied for the general purposes of the Trust at the discretion of the Trustees.

Inspire Connected Communities Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

15 Funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2024 were allocated as follows:

	2024	2023
	£	£
St Bernards School	2,834	212,387
St Lawrence School	803,470	1,125,453
Aegir School	167,440	-
Warren Wood School	219,597	-
Central services	397,540	145,621
Total before fixed assets and pension reserve	1,590,881	1,483,461
Restricted fixed asset fund	43,413,175	10,316,986
Pension reserve	-	(458,000)
Total	45,004,056	11,342,447

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 15 Funds (continued)

##### Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs (excluding depreciation) £	Total 2024 £
St Bernards School	1,492,188	885,169	46,546	415,196	2,839,099
St Lawrence School	2,440,283	420,442	73,116	389,913	3,323,754
Aegir School	665,164	95,034	20,176	27,692	808,066
Warren Wood School	483,746	99,805	7,040	72,599	663,190
Central services	43,527	2,703	59,107	212,453	317,790
Academy Trust	<u>5,124,908</u>	<u>1,503,153</u>	<u>205,985</u>	<u>1,117,853</u>	<u>7,951,899</u>

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs (excluding depreciation) £	Total 2023 £
St Bernards School	1,277,656	920,858	58,048	390,645	2,647,207
St Lawrence School	2,275,059	424,100	66,878	320,771	3,086,808
Central services	60,036	24,625	57,780	127,333	269,774
Academy Trust	<u>3,612,751</u>	<u>1,369,583</u>	<u>182,706</u>	<u>838,749</u>	<u>6,003,789</u>

#### 16 Analysis of net assets between funds

Fund balances at 31 August 2024 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	43,413,175	43,413,175
Current assets	822,661	1,189,703	-	2,012,364
Current liabilities	-	(421,483)	-	(421,483)
Total net assets	<u>822,661</u>	<u>768,220</u>	<u>43,413,175</u>	<u>45,004,056</u>

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

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 16 Analysis of net assets between funds (continued)

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	10,316,713	10,316,713
Current assets	825,336	1,044,165	273	1,869,774
Current liabilities	-	(386,040)	-	(386,040)
Pension scheme liability	-	(458,000)	-	(458,000)
Total net assets	<u>825,336</u>	<u>200,125</u>	<u>10,316,986</u>	<u>11,342,447</u>

#### 17 Long-term commitments, including operating leases

##### *Operating leases*

At 31 August 2024 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2024 £	2023 £
Amounts due within one year	7,836	13,541
Amounts due between one and five years	<u>29,385</u>	<u>-</u>
	<u>37,221</u>	<u>13,541</u>

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

	2024 £	2023 £
Net income/(expenditure)	33,463,609	(720,642)
Depreciation	739,407	268,107
Capital grants from DfE and other capital income	(98,422)	(9,362)
Repayments of capital grants from DfE	-	91,820
Interest receivable	(181)	(204)
Defined benefit pension scheme service cost	(325,000)	(8,000)
Defined benefit pension scheme finance cost	7,000	55,000
(Increase)/decrease in debtors	(129,924)	71,420
Increase in creditors	35,443	54,661
Loss on disposal of tangible fixed assets	2,547,017	-
Pension transferred on conversion to an academy trust	<u>58,000</u>	<u>-</u>
Net cash provided by/(used in) Operating Activities	<u>36,296,949</u>	<u>(197,200)</u>

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 19 Cash flows from investing activities

	2024	2023
	£	£
Interest received	181	204
Purchase of tangible fixed assets	(14,469,022)	(75,286)
Capital funding received from DfE	98,422	(41,229)
Fixed assets transferred on conversion	<u>(21,913,864)</u>	<u>-</u>
Net cash used in investing activities	<u>(36,284,283)</u>	<u>(116,311)</u>

#### 20 Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash in hand and at bank	<u>1,776,558</u>	<u>1,763,892</u>
Total cash and cash equivalents	<u>1,776,558</u>	<u>1,763,892</u>

#### 21 Member 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.

#### 22 Pension and similar obligations

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS to the period ended 31 March 2022.

Contributions amounting to £Nil (2023 - £34,128) were payable to the schemes at 31 August and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers in 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 the 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.

Inspire Connected Communities Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

22 Pension and similar obligations (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies 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 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI.

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million giving a notional past service deficit of £39,800 million

The next valuation result is due to be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the period amounted to £470,937 (2023: £293,496).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website. (<https://www.teacherspensions.co.uk/news/employers/2023/10/valuation-result.aspx>)

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

Local government pension schemes  
Lincolnshire Pension Fund

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £922,000 (2023 - £627,000), of which employer's contributions totalled £765,000 (2023 - £508,000) and employees' contributions totalled £157,000 (2023 - £119,000). The agreed contribution rates for future years are 22.8% - 25.3% per cent for employers and 5.5% - 10.5% per cent for employees. The scheme is managed by Lincolnshire Pension Fund.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Principal actuarial assumptions

	2024	2023
	%	%
Rate of increase in salaries	3.80	3.90
Rate of increase for pensions in payment/inflation	2.80	2.90
Discount rate for scheme liabilities	5.10	5.30

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



## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

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

	2024	2023
<b>Retiring today</b>		
Males retiring today	19.50	19.50
Females retiring today	22.70	22.60
<b>Retiring in 20 years</b>		
Males retiring in 20 years	20.70	20.80
Females retiring in 20 years	<u>24.10</u>	<u>24.00</u>
<b>Sensitivity analysis</b>		
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Discount rate +0.1%	(233,000)	(117,000)
Discount rate -0.1%	240,000	121,000
Mortality assumption – 1 year increase	280,000	142,000
Mortality assumption – 1 year decrease	(271,000)	(138,000)
CPI rate +0.1%	232,000	118,000
CPI rate -0.1%	(224,000)	(114,000)
Long term salary increase +0.1%	14,000	6,000
Long term salary increase -0.1%	<u>(14,000)</u>	<u>(6,000)</u>

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

	2024	2023
	£	£
Equities	6,025,000	2,915,000
Government bonds	1,526,000	621,000
Property	780,000	350,000
Cash and other liquid assets	366,000	161,000
Other	<u>2,292,000</u>	<u>674,000</u>
Total market value of assets	<u>10,989,000</u>	<u>4,721,000</u>

The actual return on scheme assets was £423,000 (2023 - £64,000).

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

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

##### Amounts recognised in the statement of financial activities

	2023/24 £	2022/23 £
Current service cost	(440,000)	(500,000)
Interest income	355,000	215,000
Interest cost	(350,000)	(198,000)
Admin expenses	(2,000)	(4,000)
Total amount recognized in the SOFA	<u>(437,000)</u>	<u>(487,000)</u>

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

	2023/24 £	2022/23 £
At start of period	5,179,000	5,433,000
Conversion of academy trusts	4,489,000	-
Current service cost	609,000	500,000
Interest cost	510,000	232,000
Employee contributions	212,000	119,000
Actuarial (gain)/loss	165,000	(1,077,000)
Benefits paid	(243,000)	(28,000)
At 31 August	<u>10,921,000</u>	<u>5,179,000</u>

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

	2023/24 £	2022/23 £
At start of period	4,721,000	3,977,000
Conversion of academy trusts	4,253,000	-
Interest income	501,000	181,000
Actuarial gain/(loss)	501,000	(32,000)
Employer contributions	1,048,000	508,000
Employee contributions	212,000	119,000
Benefits paid	(243,000)	(28,000)
Admin expense	(4,000)	(4,000)
Asset ceiling adjustment	(68,000)	-
At 31 August	<u>10,921,000</u>	<u>4,721,000</u>

## **Inspire Connected Communities Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)**

#### **23 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. The following related party transactions took place in the financial period.

##### **Income related party transactions**

During the year the academy made the following related party transactions:

##### **Mayflower Specialist School Academy Trust**

(Inspire Education Leadership Support, Secondment of CEO and CFO (prior to trust merge 01/05/2024))

During the year the Academy Trust received income from Mayflower Specialist School Academy Trust for recharges of staff resources totalling £64,221 (2023: £49,639).

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

#### **24 Agency arrangements**

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2024 the Academy Trust received £9,467 and disbursed £9,467 from the fund. An amount of £Nil is included in other creditors relating to undistributed funds that is repayable to ESFA.

Comparatives for the accounting period ending 31 August 2023 are £10,253 received, £10,253 disbursed and £Nil included in other creditors.

## Inspire Connected Communities Trust

### Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

#### 25 Transfer of existing academies into the academy trust

##### Mayflower Specialist Academy Trust (1 May 2024)

	Value reported by transferring academy trust £	Fair value adjustments £	Transfer in recognised £
<b>Tangible fixed assets</b>			
Leasehold land and buildings	11,039,252	10,860,748	21,900,000
Furniture and equipment	12,928	-	12,928
Computer equipment	932	-	932
	<u>11,053,112</u>	<u>10,860,748</u>	<u>21,913,860</u>
<b>Other assets</b>			
Stock	1,999	-	1,999
Debtors due in less than one year	68,761	-	68,761
Cash in bank and in hand	621,029	-	621,029
	<u>691,789</u>	<u>-</u>	<u>691,789</u>
<b>Liabilities</b>			
Creditors due in less than one year	(170,429)	-	(170,429)
<b>Pensions</b>			
Pensions – pension scheme assets	4,597,000	-	4,597,000
Pensions – pension scheme liabilities	(4,655,000)	-	(4,655,000)
	<u>(58,000)</u>	<u>-</u>	<u>(58,000)</u>
Net assets	<u>11,516,472</u>	<u>10,860,748</u>	<u>22,377,220</u>