

Company Registration No. 08307881 (England and Wales)

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2019

Haines Watts
Chartered Accountants & Registered Auditors
Bridge House
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THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

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THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Bishop M Davies Very Reverend Canon D Roberts Mr D Cunningham Mrs C Lawrence
Trustees	Mr J Kalnins (Chair) Mrs R Stuart-Buttle (Vice Chair) Mr D Caldwell (appointed 1 September 2019) Mr P Collins Mrs N Hutchings (appointed 17 September 2019) Mr M Wilbraham (appointed 1 September 2019) Mrs N Armstrong-Boyle Mr T Beesley (appointed 1 September 2018) Mr S Blain (appointed 25 November 2019) Mrs A M Connor (appointed 7 May 2019) Mrs T M Cooke Mr B Hennessy (appointed 7 May 2019) Mrs C M Ingram Mr P Weston (resigned 3 October 2018) Mr S Robinson Mrs C Watson (appointed 1 October 2019) Mrs J Feely (resigned 1 October 2019) Mr S Gachuhi (resigned 25 February 2019) Mrs L Thomas (resigned 1 September 2019)
Senior leadership team	
Principal of All Hallows Catholic College	Mr T Beesley
Head of St Alban's Catholic Primary School	Mrs T M Cooke
Acting Head of Saint Mary's Catholic Primary School	Mrs L Thomas (appointed 1 September 2018 and resigned 1 September 2019)
Head of Saint Mary's Catholic Primary School	Mr S Blain (appointed 25 November 2019)
Head of St Paul's Catholic Primary School	Mrs N Armstrong-Boyle
Chief Financial Officer	Mrs S Atherton
Accounting officer	Mrs S Humphries (resigned 31 December 2018) Mr T Beesley (appointed 1 January 2019, resigned 5 May 2019) Mrs A M Connor (appointed 6 May 2019)
Company secretary	Mrs D Milne (resigned 17 January 2019) Mrs P Metheringham (appointed 18 January 2019)
Registered address	Brooklands Avenue, Macclesfield, Cheshire, SK11 8LB
Company registration number	08307881
Independent auditor	Haines Watts, Bridge House, Ashley Road, Hale, Altrincham Cheshire, WA14 2UT
Bankers	Lloyds Bank PLC, 60/62 Merseyway Shopping Centre, Great Underbank, Stockport, SK1 1PL
Solicitors	Thompsons Solicitors, Grove House, 55 Lowlands Road, Harrow Middlesex, HA1 3AP

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2019

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of The Holy Family of Nazareth Catholic Academy Trust (the academy trust - HFNCAT) for the year ended 31 August 2019. The Trustees confirm that the Annual Report and Financial Statements of the Academy comply with the current statutory requirements, the requirements of the Academy's governing document and the provisions of the Statement of Recommended Practice 2015 (SORP 2015) "Accounting and Reporting by Charities". The annual report serves the purpose of both a trustees' report and a directors' report under company law.

The Trust operates one secondary and three primary academies in Cheshire East. Its academies have a pupil capacity of 2,006 and a current roll of 1,906.

Structure, governance and management

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees for the charitable activities of HFNCAT are also the directors of the Charitable Company for the purposes of company law and the Governors of the academies.

The academies within the Trust are as follows:

- All Hallows Catholic College, Macclesfield;
- St Alban's Catholic Primary School, Macclesfield;
- Saint Mary's Catholic Primary School, Congleton; and
- St Paul's Catholic Primary School, Poynton.

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

The Trust has the following organisational structure:

- Level 1: Board of the Multi Academy Trust (Directors)
- Level 2: Local Governing Bodies (LGBs)
- Level 3: Principal/Head
- Level 4: CEO

The Charitable Company's Memorandum and Articles of Association (in conjunction with The Schemes of Delegation) are the primary governing documents of the Multi-Academy Trust.

The Board of Directors is responsible for and oversees the management and administration of the Company and Academies run by the Company. The Board of Directors is the ultimate decision-making authority and has overall responsibility for setting strategy and setting the Company's policy.

In order to discharge its responsibilities and to ensure the good governance of each Academy within the Trust, the Board of Directors currently delegates functions, other than those defined as 'reserved functions', to each Local Governing Body (LGB). The LGBs have devolved responsibility for the day to day management of the Academies to the Principal, in the case of AHCC, or the Heads of the primary schools, supported by their Senior Leadership Teams (SLT).

The Principal/the Heads have a key leadership role overseeing educational, pastoral and administrative functions in consultation with senior staff. The day to day administration is undertaken within the policies and procedures laid down by the LGBs and the SLTs report back to the LGBs on performance. The Heads and SLTs are also responsible for the authorisation of spending within agreed budgets with some spending control being devolved to Faculty and Departmental Leaders or other key personnel. In turn, the LGBs report to the Academy Trust on the exercise of its responsibilities.

The Principal of All Hallows Catholic College was the Accounting Officer until the appointment of the Chief Executive Officer on 6 May 2019. The principal activity of the Academy Trust is the provision of education.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

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

In accordance with normal commercial practice the Trust has purchased insurance to protect Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £5,000,000 on any one claim.

Method of recruitment and appointment or election of Trustees

All members of the Academy Trust are appointed and/or elected in accordance with the Articles of Association of HFNCAT.

In summary:-

Up to 1 Director appointed by the Members save that no more than one third of the total number of Individuals appointed as Directors shall be employees of the Academy Trust (including the Principals).

A minimum of 5 Foundation Directors appointed by the Diocesan Bishop provided that the number of Foundation Directors and Academy Directors together shall always be 2 more than the total number of other Directors (Excluding Foundation Directors and Academy Directors).

The chairman of each Local Governing Body shall be an Academy Director for as long as he remains in office and appointed by the Directors of the Company but they shall appoint as the chairman of a Local Governing Body someone other than the Principal.

The Principal of the Academy for as long as he or she remains in office.

The Chief Executive Officer for as long as he or she remains in office.

A minimum of 2 Parent Directors.

A Staff Director.

3 co-opted Directors provided that if any such Directors are appointed the number of Foundation Directors permitted shall increase proportionately to ensure that a majority of Directors are Foundation Directors.

The Secretary of State may appoint Additional Directors as he thinks fit.

The term of office for all Directors, with the exception of the Chief Executive Officer and Principals is 4 years.

Any Director may be re-appointed or re-elected. During the year under review the Multi Academy Trust held 6 meetings and the LGBs had a total of 24 meetings.

Policies and procedures adopted for the induction and training of trustees

Training is provided for new Governors according to their existing skills and experience and tailored specifically to the individual. Where necessary training is provided on charity, educational, legal and financial matters. The Chair of Governors and Senior Leadership Team will undertake training and induction of new Governors and access specialist and/or independent trainers where deemed necessary. Governors are provided with copies, or electronic access to, policies, procedures, minutes, accounts, budgets, plans and other documents considered relevant for them to undertake their role effectively.

The academies within the Trust draw on the services of One Education for governance support and they also provide a Clerk to the Governors with knowledge and experience to guide and assist Governors to meet their statutory obligations. In addition, this service consists of a range of tools (training courses, governor bulletins, discussion forums and Governor briefings) for both newly appointed and longer serving Governors.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Organisational structure

The Governing Bodies are collectively responsible for the overall direction of the individual academies and their strategic management. This involves determining the guiding principles within which the Academy operates, setting general policy, adopting a College / School Improvement Plan and Budget, monitoring the Academy activities and making major decisions about capital expenditure and senior staff appointments. The Governing Body is also responsible for ensuring that the Academy meets all its statutory obligations and through the CEO, CFO, Principal / Head and Business Manager that it complies with financial regulations. The Accounting Officer role was undertaken by the Principal of AHCC up until the appointment of the CEO on 6 May 2019.

The Governing Body recognises that it would be impractical to undertake all day-to-day activities itself in discharging its responsibilities and that it is necessary to delegate some of its functions through committees and to the CEO, CFO, Principal / Heads and the Senior Management of each Academy.

The Senior Leadership Team (SLT) of each, which manages the Academy at an executive level implementing the policies laid down by Governors and reporting back to them, is as follows:-

All Hallows Catholic College

Tim Beesley – Principal (also acting Chief Executive Officer up to 05.05.2019)
Michelle Garvey – Acting Deputy Principal
Martin Blades – Assistant Principal, Pastoral and Progress Years 7-11
Sarah Marshall – Assistant Principal, Inclusion, Alternative Provision and Attendance
Steve Lawson – Acting Assistant Principal, Attendance from 01.01.2019
Jo Pridding – Assistant Principal, CPD and Director of Teaching School
Gemma Roberts – Acting Assistant Principal, Raising Standards and Curriculum
Debbie Milne – HR Director (up to 30.04.2019)

St Alban's Catholic Primary School

Teresa Cooke – Head
Jackie Summers – Deputy Head
Laura Eddowes – SENCO
Julie Agar – School Business Manager

Saint Mary's Catholic Primary School

Linda Thomas – Acting Head
Hannah Bloor – Acting Assistant Head (SENCO)
Natalie Small – Senior Leader (Assessment & Monitoring)
Abi Leyland – School Business Manager

St. Paul's Catholic Primary School

Nora Armstrong-Boyle – Head
Rachel Price-Uden – Deputy Headteacher
Catherine Smith – Deputy Headteacher
Sue Polrrette – SENCO
Debbie Wood – School Business Manager

Arrangement for setting pay and remuneration of key management personnel

The Board has approved a Pay Policy which gives each LGB discretion to determine the remuneration levels for senior posts in its school. This reflects the individual circumstances and challenges facing each school. All teaching posts are graded and paid in accordance with the national School Teachers' Pay and Conditions Document. Support staff are subject to a pay-scale approved by the Finance and Resources Committee which is uniform across the Trust. Except where the Trustee is an employee of the Trust, Trustees receive no remuneration for their role.

Trade Union facility time

There are no employees who were union officials during the relevant period.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Related parties and other connected charities and organisations

The first relationship of HFNCAT is with the Catholic Diocese of Shrewsbury. The Trust has been established to include schools in All Hallows Learning Community (AHLC) which choose to become academies. Currently there are four AHLC schools which have converted to academies within HFNCAT: All Hallows Catholic College, St Alban's (Macclesfield), St Mary's (Congleton) and St Paul's (Poynton).

Responsibility for the strategic direction of the AHLC lies with the AHLC Forum which includes Heads and Chairs of Governors from each of the schools. The AHLC Headteachers' Group meets on a regular basis to draw together and monitor the learning community development plan.

All Hallows Catholic College has a number of connected organisations and relationships which mean the College is working with an extended range of schools on school to school support and staff training.

All Hallows was designated by the National College for Teaching and Learning as a National Support School in July 2013, the College became a Teaching School in March 2016 and established the Romero Teaching School Alliance. As such the College provides support and guidance to other educational establishments, training for teachers, support staff and leaders.

St Alban's, Saint Mary's and St Paul's are strategic partners of the Romero Teaching School Alliance. In addition, St Alban's is a strategic partner in the Aspirer Teaching School Alliance and has Leading Partnership status with Manchester Metropolitan University. St Paul's is a partner with Manchester Metropolitan University for Initial Teacher Training and works in partnership with the PDA (Poynton, Disley, Adlington) partnership of schools.

Objectives and activities

Mission statement:

To provide an inspirational, outstanding Catholic education for all the children and young people in our schools. Our ethos is driven by Gospel values, which are lived each day, as we strive for excellence in all areas of our work and cherish every person in our care.

We are committed to the principle of working together for the Common Good for the future of our Catholic Schools. We provide an education for the whole person where our children are nurtured in character, wisdom and values, so that they 'can aspire not to have more but to be more' (Saint Oscar Romero) and so make a positive difference in their communities and in God's world.

Vision

We have a vision for Catholic education that goes beyond our individual schools and changes our perceptions from 'my' school, to 'our' schools. The Trust allows us to strengthen the work we all do together in providing a world class Catholic education for all the families within our localities and parishes. We work together to provide the best for our young people in all our schools throughout their education. The bonds formed between our schools enable a seamless faith learning journey of excellence in Christian education from the early years, through the key stages right the way through to the age of 18. The challenge for us all is how we can share our gifts and talents to ensure that education for all our children is outstandingly holistic as we seek to nurture and challenge our young people to become the best persons that God has created them to be.

Objects and aims

The principle objective and activity of the Charitable Company is the operation of diocesan schools to advance, for the public benefit, Christian education for students within the Catholic tradition. This includes students of all abilities between the ages of 4 -19 with an emphasis on the Christian formation and education of the whole child. All Hallows uses its original specialisms of Business and Enterprise and Languages to further these aims through a clear ethical stance based in the social teaching of the Church.

Objectives, strategies and activities

All Hallows became an Academy within a Multi-academy trust framework in order to strengthen the effectiveness of the Catholic Church in education and to respond to the DfE invitation to support other schools in academy conversion. The Multi-academy trust currently has four member schools. All Hallows will also work with the Diocese and consider sponsoring other Catholic schools to becoming academies if the need arises.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Public benefit

The trustees have confirmed their compliance with their duty to have regard to the guidance on public benefit issued by the Charity Commission and recognise the seven principles of public life extend to them.

Equal opportunities policy

Trustees recognise that equal opportunities should be an integral part of good practice in the workplace. The Trust aims to establish equal opportunity in all areas of its activities including maintaining a working environment in which the contribution and needs of all people are fully valued. This includes there are appropriate adjustments for people with a physical disability.

Strategic report

Achievements and performance

The HFNCAT, in its sixth academic year of operation, has four schools: All Hallows Catholic College, which became an academy on 1 January 2013, and three primary schools (St Alban's Catholic Primary School, Saint Mary's Catholic Primary School and St Paul's Catholic Primary School), all of which converted to academy status in 2014/15.

All four schools within HFNCAT were graded as "Outstanding" in their last Ofsted inspections. Provisional results for 2019 are as follows:

KS2

	St Alban's Catholic Primary	Saint Mary's Catholic Primary	St Paul's Catholic Primary	National Average
Reading Progress	-1.21 (average)	0 (average)	4.27 (well above average)	0
Writing Progress	-8.12 (well below average)	-0.7 (average)	1.77 (average)	0
Maths Progress	-2.2 (below average)	-0.5 (average)	-1.65 (average)	0
% RWM combined (expected standard)	52	78	65	65
% RWM combined (higher standard)	2	17	18	11
Average Score Reading	106	107	109.2	104.4
Average Score Maths	105	105	104.6	105.0

KS4

	All Hallows Catholic College	Local Authority Average	National Average
Progress 8	-0.06 (average)	-	-0.03
Attainment 8	49.5	49.2	46.5
Grade 5 or above in Maths and English	49.8%	49.7%	43.0%
Entering EBacc	82.8%	35.7%	40.0%
EBacc average point score	4.46	4.25	4.06
Staying in education or entering employment	97%	96%	94%

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

KS5

	All Hallows Catholic College	Local Authority Average	National Average
% of students attaining A*	5.6	Not yet available	Not yet available
% of students attaining A* A	25.5	Not yet available	Not yet available
% of students attaining A* B	49.9	Not yet available	Not yet available

Key performance indicators

Staff Costs as a percentage of total DfE income:

	2019		2018	
	Budget	Actual	Budget	Actual
Teaching	64%	62%	65%	64%
Educational Support	7%	7%	11%	12%
Other Support	14%	13%	12%	11%

Expenditure on Direct Educational Supplies & Services per student: £299 (2018 £299)

Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the academies have 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 Accounting Policies.

Financial review

During the year ended 31 August 2019, total expenditure of £10,144,000 (2018: £10,046,000) was covered by recurrent grant funding from the ESFA and LA together with other incoming resources. The excess of expenditure over income for the year totalled £334,000 (2018: £90,000 surplus).

The Academies' core funding has been in the form of General Annual Grant (GAG) from the ESFA. This includes the mainstreamed grants. Income relating to SEN funding has been received from the Local Authority.

All the grants receivable from the ESFA and the LA during the year to 31 August 2019 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities (SOFA).

At 31 August 2019 the net book value of fixed assets was £1,241,000 and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the academies within the Trust.

The company shows the deficit in relation to its staff in the Local Government Pension Scheme (LGPS) in its balance sheet. This deficit totalled £3,068,000 at 31st August 2019 (2018: £2,022,000).

The Academy held fund balances at 31 August 2019 of £1,211,000 deficit comprising £1,241,000 restricted fixed asset funds, £164,000 of restricted funds (excluding £3,068,000 pension reserve deficit) and £452,000 of unrestricted funds.

All Hallows was awarded the following grants:

- £22,600 through University of Central Lancashire for The Mandarin Excellence Programme. In addition, the college was awarded £40,000 as a NCTL grant through the DfE.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Reserves policy

The Trust's policy is to maintain a prudent level of resources designed to meet the long-term plan and any unforeseen contingencies. The Governors consider the reserves policy periodically. This review will consider the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves and future threats to revenue such as implementation of the National Fairer Funding Formula. The Board has decided to take a cautious and low risk approach in its forecasting of income and expenditure.

Investment policy

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

Principal risks and uncertainties

The Trust has established a Risk Register to ensure it identifies and manages risks appropriately. LGBs and individual school's senior management team are responsible for identifying and mitigating, as far as possible, the day-to-day operational risks encountered by each school. The Board wishes to maintain a fairly low risk appetite and uses the Risk Register to evaluate and monitor the probability and impact of each risk. The Risk Register is reviewed by the Headteachers at their monthly meeting and reported on at the Finance & Resources Committee.

The principal risks and uncertainties facing the Trust are: (a) pupil numbers; (b) reductions in grant income from principal funders (ESFA, LA); (c) increasing cost pressures; (d) recruitment and retention of suitably qualified staff; (e) appointment of key personnel to lead the MAT going forwards and (f) sickness and absence of key personnel and (g) not maintaining high academic standards. In order to mitigate these key risks, the Board has established an Executive Finance Committee, which meets monthly to review the Management Accounts of the Trust and approve any changes to staffing. A CEO and CFO took up post on 6 May 2019 and 1 March 2019 respectively.

Fundraising

The emphasis that the Trust and the individual schools place on education in values and through social enterprise has resulted in some notable achievements. These include:

All Hallows Catholic College

The support of a Clinic and Community Building project in Varusanadu, a mountain village in Tamil Nadu, South India. £7,000 was raised in the year to 31 August 2019 through the College's fundraising activities, a measure of an outward and socially conscious school where staff and students appreciate their relationship to others in a global community. The College has an ongoing commitment to support the clinic in India and this is the major focus of its fundraising activity. Staff and students visit the clinic every two years and will be visiting in February 2020 to see the works that have been carried out, to strengthen relationships and to offer practical support.

As well as the India project the College also supports other local, national and international social enterprise programmes, including Silk-Life Foodbank, The Booth Centre for the Homeless in Manchester, CARITAS, CAFOD, East Cheshire Hospice, Visyon, AIDS Awareness and The British Legion.

St Alban's Catholic Primary School

All pupils are encouraged to take responsibility and be fully involved in the school community – Head Girl and Head Boy, Deputy Head Girl and Deputy Head Boy, Year 6 Prefects, School Council, House Captains and Vice Captains, E-Safety Officers, Eco-Council, Recycling Officers, Year 6 Buddies and GIFT team (Growing in Faith Together).

Our children have much involvement in St Alban's Parish and the wider community. Some examples are the Christmas Carol Service at local nursing homes and Macclesfield Hospital, Sacramental Programme preparations, CAFOD, Mission Together, Good Shepherd Fund, Operation Christmas Child, NSPCC, Poppy Appeal, Age UK, East Cheshire Hospice, Macclesfield Care and Concern Homeless Project, Salvation Army, Cheshire East Recycling, Fair Trade Fortnight, Down Syndrome Association, Cancer Research UK and Children in Need.

Saint Mary's Catholic Primary School

Pupils have the opportunity to be fully involved in the school community. A wide range of enrichment activities take place, such as Mini Vinnies, the GIFT team, the Eco and Fairtrade activities and pupil led fundraising, which ensure that pupils are actively involved in living out the mission of the school. We regularly support charities including CAFOD, Mission Together, RNLI, NSPCC, Poppy Appeal, Age UK, East Cheshire Hospice, Salvation Army, Cheshire East Recycling, Fair Trade Fortnight, Cancer Research UK, Children in Need and Mary's Meals.

Children from the school are also regular volunteers at Congleton in Bloom events to ensure the town is a cleaner and greener place to live, work and visit.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

St Paul's Catholic Primary School

St Paul's has very strong, personal links with three main settings: St James' Orphanage School in Uganda which we have raised money to build a water pump, exam rooms, tables, a medical centre and latrines and continue to raise money to provide mosquito nets; Starehe Boys and Starehe Girls Schools in Kenya (supported by the Martin Donaldson Trust) who visit us bi-annually. We also regularly support charities linked with causes which have touched children's lives in our school; Batten Disease Family Association, Click Sargent, Ollie's Army, Jeans for Genes, Down Syndrome Association, Corner Stone, Macmillan Cancer Support, Mary's Meals and the British Red Cross. Mni-Vinnies, Mission Together, British Legion and CAFOD fundraising run throughout the year.

Plans for future periods

The Trust has developed a strategic plan which reflects the Board's aims and the activities that flow from them to ensure that excellent standards are maintained, and attainment continues to rise across the Trust. The key strategic aims are as follows:

Strategic Aim 1: Catholic Ethos

To further strengthen our schools as beacons of faith that engage with other HFNCAT schools, their local parishes and the wider Catholic communion disseminating Christ's teachings.

- a. Further strengthen the Catholic distinctiveness of our schools and continue to promote and develop our Catholic ethos.
- b. Ensure all staff, children and young people have opportunities to grow in their faith.
- c. Provide training opportunities for staff that supports the Catholic life of our schools.
- d. Ensure all schools within the Trust are fully prepared for their Denominational Inspection.
- e. Enhance the image and work of the Trust through communication, media and marketing.

Strategic Aim 2: Quality of Education

To ensure our schools are centres of excellence in teaching and learning where every child and young person makes outstanding progress and is ready for the next stage in their education and lives.

- a. Improve standards in Reading, Writing and Mathematics so that year-on-year more pupils achieve and exceed age-related expectations, and progress exceeds that made by pupils with similar starting points.
- b. Ensure Progress 8 and Attainment 8 scores at KS4 show year on year improvement from current position with gaps in disadvantaged groups closing when compared to others.
- c. Continue to improve academic outcomes at KS5, maintaining the breadth of curriculum and ensuring all subjects achieve + VA with ALPS 3.
- d. Maintain and build on the improvement in whole school progress at KS3 to build strong foundations to allow outstanding progress at KS4 which returns a P8 score well above national.
- e. Further raise the achievement of disadvantaged students and SEND learners to close the gap in progress between disadvantaged and others.
- f. Identify effective practice in supporting the needs of pupils in receipt of pupil premium so that groups at risk of underachieving make good or better progress as required.
- g. Secure high-quality teaching and learning of a dynamic and broad curriculum which supports academic progress, emotional well-being and the development of independence for all and prepares children and young people well for their next stage.
- h. Improve pupil attendance levels and reduce the number of persistent absentees.
- i. Ensure that all our children and young people have highly positive attitudes and a commitment to learning, are highly motivated and persistent in the face of difficulties and make a positive, tangible contribution to the life of the school and the wider community.
- j. Encourage a secure understanding of how to keep healthy, emotionally, mentally and physically
- k. Ensure the highest quality of provision for our children and young people, through quality on-going professional development of staff.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Strategic Aim 3: Leadership

To ensure high quality leadership and governance at Trust Board / Local Governing Board and individual school level.

- a. Develop a fully-functioning, high-level Trust Board that represents the full range of skills required.
- b. Embed high quality governance at Local Governing Board level, focused clearly on raising standards.
- c. Empower leaders, including senior and middle leaders, to lead the improvement journey within and beyond their academies, holding others to account for outcomes.
- d. Secure retention of good staff and recruitment of high-quality staff
- e. Ensure effective succession planning to secure high quality leaders across the Trust.
- f. Promote and support staff well-being.

The Trust is focused on implementing the Strategic Plan as detailed above. Longer term, the Trust remains committed to working with the Diocese to grow a larger, more sustainable Trust.

Funds held as custodian trustee on behalf of others

During the period from 1 September 2018 to 31 August 2019, The Holy Family Of Nazareth Catholic Academy Trust did not hold any funds as a custodian trustee on behalf of any other charitable organisation.

Auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the Charitable Company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the Charitable Company's auditors are aware of that information.

This report, incorporating a strategic report, was approved by order of the Board of Trustees, as the Company Directors, on 16/12/19 and signed on the Board's behalf by:



Mr John Kainins
Chair of Trustees

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2019

Scope of Responsibility

As Trustees we acknowledge we have overall responsibility for ensuring that HFNCAT 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.

During 2018/19, The Trustees delegated the day-to-day responsibility to one of the Principal/Headteachers (up to 5 May 2019), as Accounting Officer, and then to the Chief Executive Officer (from 6 May 2019) for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between HFNCAT and the Secretary of State for Education. They are also responsible for reporting to the Board 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 has formally met 6 times during the year.

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

Trustee	Meetings attended	Out of a possible (depending on date of appointment/ resignation)
Mrs N Armstrong-Boyle	4	6
Mr T Beesley	5	6
Mr P Collins	2	6
Mrs A M Connor	5	6
Mrs T M Cooke	6	6
Mrs J M Feely	5	6
Mr B Hennessy	2	2
Mrs C M Ingram	5	6
Mr J Kalnins	6	6
Mr S Robinson	2	6
Mrs R Stuart-Buttle	2	6
Mrs L Thomas	2	6
Mr S Wanjau Gachuhi	0	4
Mr P Weston	1	1

During the year, the Chair of the Board, Mr P Weston resigned on 3 October 2018, with Mr J Kalnins being appointed as Chair at the meeting of 12 October 2018. Mrs R Stuart-Buttle succeeded Mr J Kalnins as Vice Chair with effect from 12 October 2018.

The Finance and Resources Committee is a sub-committee of the main Board. Its duties include those undertaken by an Audit Committee: to review and challenge the Trust's financial reporting, internal controls and risk management systems, to monitor compliance, whistleblowing, fraud, and to appoint and liaise with the external auditor. The Committee met 3 times during the year ended 31 August 2019.

During the academic year 2018/19 the Trust Board had a small number of vacancies due to terms of office nearing completion and a resignation. Through a process of self-evaluation, one of the areas identified was the need to further strengthen the key skills, knowledge and experience necessary for effective governance. Appointing new Directors was seen as a good opportunity to achieve this. Three new Directors were recruited and appointed, two Foundation (appointed by the Bishop) and one Co-opted member (appointed by the Board) to take up their roles in September 2019. An external review of governance will now take place in Spring 2020.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Review of Value for Money

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

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

The Accounting Officer for the Trust has delivered improved value for money during the year by:

- Restructuring Trust finance to accommodate Chief Executive Officer and Chief Finance Officer positions in 2018/19.
- Refining the Combined Schools Standards and Key Performance Indicators Report, which includes sections on Finance & Human Resource KPI to allow academies to benchmark against each other, as well against national norms.
- Embedding the work of the Executive Finance Committee to monitor finance across the Trust on a monthly basis, including scrutiny of staffing decisions, monitoring expenditure vs budget, debtors/creditors and cashflow;
- Developing a rigorous budget setting process, allowing a balanced budget to be set for 2019/2020.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in HFNCAT for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which its academies are exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academies' significant risk that has been in place for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board.

The Risk and Control Framework

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

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

Dalns LLP have been the internal auditor throughout the financial year. They continue to support the Trust in relation to VAT claims and have also undertaken an internal audit in Summer Term 2019, during which the focus was on the testing of cash and bank systems. The findings of the report were presented to the Trust Board in December 2019. There were several recommendations and changes which are in the process of being implemented and are part of an ongoing review to ensure that the Academy Trust adopts a consistent approach across all the schools in the Trust. The Trust supports and is adopting the auditors' recommendations.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

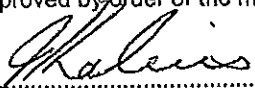
Review of Effectiveness

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

- the work of the internal auditor;
- the work of the external auditors;
- advice provided by the finance consultant from Services 4 Schools working with the Trust and the CFO; and
- the work of the staff within the academies who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the Board of Trustees on 16/12/2019 and signed on its behalf, by:


.....
Mr J Kalnins
Chair of Trustees


.....
Mrs A M Connor
Accounting Officer

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST


STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2019

As accounting officer of The Holy Family of Nazareth Catholic Academy Trust I have considered my responsibility to notify the academy trust board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the academy trust's board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2018.

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.


.....

Mrs A M Connor
Accounting Officer

Date: 16/12/2019
.....

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2019

The trustees (who are also the directors of The Holy Family of Nazareth Catholic Academy Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2018 to 2019 published by the Education & 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 accounts for each financial year. Under company law, the trustees must not approve the accounts 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 accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts 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 accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

Approved by order of the members of the board of trustees on 16/12/2019 and signed on its behalf by:



.....
Mr J Kalnins
Chair of Trustees

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

FOR THE YEAR ENDED 31 AUGUST 2019

Opinion

We have audited the accounts of The Holy Family of Nazareth Catholic Academy Trust for the year ended 31 August 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019.

Basis for opinion

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

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

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

Other information

The trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts 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.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

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

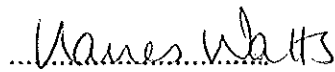
THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Use of our report

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



John Whittick BSc FCA (Senior Statutory Auditor)

for and on behalf of

Chartered Accountants

Statutory Auditor

Bridge House

Ashley Road

Hale

Altrincham

WA14 2UT

Date: 16/12/2019

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2019

In accordance with the terms of our engagement letter dated 11 July 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Holy Family of Nazareth Catholic Academy Trust during the period 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of The Holy Family of Nazareth Catholic Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Holy Family of Nazareth Catholic Academy Trust's funding agreement with the Secretary of State for Education dated 31 December 2012 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 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 HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

The work undertaken to draw to our conclusion includes:

- We have confirmed that the activities conform to the academy trust's framework of authorities. As identified by review of minutes, management accounts, discussion with the accounting officer and other key management personnel.
- We have carried out an analytical review as part of the consideration of whether general activities of the academy trust are within the academy trust's framework of authorities.
- We have considered the evidence supporting the accounting officer's statement on regularity, propriety and compliance and have evaluated the general control environment of the academy trust and extended the procedures required for financial statements to include regularity.
- We have assessed and tested a sample of the specific control activities over regularity of a particular activity. In performing sample testing of expenditure, we have considered whether the activity is permissible within the academy trust's framework of authorities. We confirm that each item tested has been appropriately authorised in accordance with the academy trust's delegated authorities and that the internal delegations have been approved by the governing body, and conform to the limits set by the Department for Education.
- Formal representations have been obtained from the governing body and the accounting officer acknowledging their responsibilities including disclosing all non-compliance with laws and regulations specific to the authorising framework, access to accounting records, provision of information and explanations, and other matters where direct evidence is not available.
- In performing sample testing of expenditure, we have reviewed against specific terms of grant funding within the funding agreement. We have reviewed the list of suppliers and have considered whether supplies are from related parties and have reviewed minutes for evidence of declaration of interest, and whether or not there was involvement in the decision to order from this supplier.
- We have performed sample testing of other income and tested whether activities are permitted within the academy trust's charitable objects.

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 period 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

...Haines Watts

Haines Watts
Reporting Accountant

Date: ...16/12/2019

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT AND STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES

FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2019 £'000	Total 2018 £'000
Income and endowments from:						
Donations and capital grants	3	-	15	137	152	599
Charitable activities:						
- Funding for educational operations	4	-	9,200	-	9,200	9,047
- Teaching school	25	29	40	-	69	124
Other trading activities	5	385	3	-	388	364
Investments	6	1	-	-	1	2
Total		415	9,258	137	9,810	10,136
Expenditure on:						
Raising funds	7	14	-	-	14	21
Charitable activities:						
- Educational operations	9	456	9,478	125	10,059	9,794
- Teaching school	25	4	58	-	62	89
Exceptional expenditure		-	9	-	9	143
Total	7	474	9,545	125	10,144	10,046
Net Income/(expenditure)		(59)	(287)	12	(334)	90
Transfers between funds	17	-	(138)	138	-	-
Other recognised gains/(losses)						
Actuarial (losses)/gains on defined benefit pension schemes	19	-	(855)	-	(855)	464
Net movement in funds		(59)	(1,280)	150	(1,189)	554
Reconciliation of funds						
Total funds brought forward		511	(1,624)	1,091	(22)	(576)
Total funds carried forward		452	(2,904)	1,241	(1,211)	(22)

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT AND STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Comparative year information Year ended 31 August 2018	Notes	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2018 £'000
Income and endowments from:					
Donations and capital grants	3	1	543	55	599
Charitable activities:					
- Funding for educational operations	4	37	9,010	-	9,047
- Teaching school	25	60	64	-	124
Other trading activities	5	286	78	-	364
Investments	6	2	-	-	2
Total		386	9,695	55	10,136
Expenditure on:					
Raising funds	7	18	2	-	20
Charitable activities:					
- Educational operations	9	-	9,664	130	9,794
- Teaching school	25	33	56	-	89
Exceptional expenditure		-	143	-	143
Total	7	51	9,865	130	10,046
Net income/(expenditure)		335	(170)	(75)	90
Transfers between funds	17	(361)	347	14	-
Net income/(expenditure) before other recognised gains and losses		(26)	177	(61)	90
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	19	-	464	-	464
Net movement in funds		(26)	641	(61)	554
Reconciliation of funds					
Total funds brought forward		537	(2,265)	1,152	(576)
Total funds carried forward		511	(1,624)	1,091	(22)


THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

BALANCE SHEET

AS AT 31 AUGUST 2019

		2019		2018	
	Notes	£'000	£'000	£'000	£'000
Fixed assets					
Tangible assets	13		1,241		1,091
Current assets					
Debtors	14	372		364	
Cash at bank and in hand		1,134		1,167	
		1,506		1,531	
Current liabilities					
Creditors: amounts falling due within one year	15	(890)		(622)	
Net current assets			616		909
Net assets excluding pension liability			1,857		2,000
Defined benefit pension scheme liability	19		(3,068)		(2,022)
Total net liabilities			(1,211)		(22)
Funds of the academy trust:					
Restricted funds	17				
- Fixed asset funds			1,241		1,091
- Restricted income funds			164		398
- Pension reserve			(3,068)		(2,022)
Total restricted funds			(1,663)		(533)
Unrestricted income funds	17		452		511
Total funds			(1,211)		(22)

The accounts were approved by the trustees and authorised for issue on 16/12/2019 and are signed on their behalf by:



Mr John Kalnins
Chair of trustees

Company Number 08307881

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	2019 £'000	2018 £'000
Cash flows from operating activities			
Net cash provided by operating activities	20	104	141
Cash flows from investing activities			
Dividends, interest and rents from investments	1	2	
Capital grants from DfE Group	137	55	
Purchase of tangible fixed assets	(275)	(69)	
Net cash used in investing activities		(137)	(12)
Net (decrease)/increase in cash and cash equivalents in the reporting period		(33)	129
Cash and cash equivalents at beginning of the year		1,167	1,038
Cash and cash equivalents at end of the year		1,134	1,167

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

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

1.1 Basis of preparation

The accounts 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 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Holy Family of Nazareth Catholic Academy Trust meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts 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 accounts.

1.3 Income

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

Grants

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

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

Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Capital grants are recognised in full when there is an unconditional entitlement to the grant. Capital grant income in connection with expenditure on property held under supplemental agreements is included in restricted general funds. Capital grant income in connection with expenditure on fixed assets is included in the restricted fixed asset fund. Unspent amounts of capital grants are reflected in the balance sheet in the restricted general funds and the restricted fixed asset funds as appropriate.

Donations

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

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

Other income

Other income, including school to school support and 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.

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the accounts until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

Donated fixed assets are 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.

1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

Other expenditure

Other expenditure includes donations to the Shrewsbury Roman Catholic Diocesan Trustees by way of improvements to property held under supplemental agreements.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

1.5 Tangible fixed assets and depreciation

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. 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, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Land and buildings	50 to 125 years (land), 10 to 50 years (leasehold improvements)
Computer equipment	3 years
Fixtures, fittings & equipment	4 years

The Trust also occupies property held under church supplemental arrangements which permit occupancy of these premises with a notice period of two years. The Trust is not able to exercise control over this property and therefore no such applicable property has been recognised in these financial statements.

The Trust holds football pitch facilities within one of its academies which are included within land and buildings. The trustees have changed the depreciation rate applied to the football pitch and this is now depreciated at 2% straight line per annum (previously 0.8% straight line per annum).

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

1.6 Liabilities

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

1.7 Leased assets

Rentals payable under operating leases are charged on a straight line basis over the period of the lease.

1.8 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.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

Financial assets

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

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

Financial liabilities

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

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

1.9 Taxation

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

1.10 Pensions benefits

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

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 are recognised in the period to which they relate.

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

1.11 Fund accounting

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

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

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

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

1.12 Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the 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 funds received and paid and any balances held are disclosed in note 24.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The trustees have considered the apportionment of depreciation between direct and support costs. The majority of fixed assets are almost entirely used for the provision of education and only a small part for support services. Therefore a 95% direct cost and 5% support cost apportionment is considered appropriate.

The trustees have considered the accounting treatment of land and buildings utilised by the Trust and, in particular, the occupied property that is held under church supplemental agreements. The freehold titles to the properties occupied under supplemental agreements are held by Shrewsbury Roman Catholic Diocesan Trustees. Under church supplemental agreements the academy trust is permitted occupancy of the properties with a notice period of two years, and no rental is payable under these arrangements. The trustees do not consider that the academy trust is able to exercise control over the properties and therefore the properties do not meet the definition of an asset of the Trust and have not been recognised as fixed assets in these financial statements. The market value of such donated facilities has not been recognised in the financial statements as the trustees consider that no reliable measure is available. Any expenditure on such properties is included as other expenditure in the statement of financial activities.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2019 £'000	Total 2018 £'000
Capital grants	-	137	137	55
Other donations	-	15	15	544
	<u>-</u>	<u>152</u>	<u>152</u>	<u>599</u>

4 Funding for the academy trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2019 £'000	Total 2018 £'000
DfE / ESFA grants				
General annual grant (GAG)	-	7,993	7,993	8,047
Other DfE group grants	-	559	559	486
NCTL grants	-	83	83	-
	<u>-</u>	<u>8,635</u>	<u>8,635</u>	<u>8,533</u>
Other government grants				
Local authority grants	-	355	355	210
Other government grants	-	-	-	24
	<u>-</u>	<u>355</u>	<u>355</u>	<u>234</u>
Other funding				
Other funding from academy trust's educational operations	-	210	210	280
	<u>-</u>	<u>210</u>	<u>210</u>	<u>280</u>
Total funding	<u>-</u>	<u>9,200</u>	<u>9,200</u>	<u>9,047</u>

Local authority grants comprise special educational needs funding of £275,000, growth funding of £2,000, early years funding of £71,000 and pupil premium funding of £8,000.

There were no unfulfilled conditions or other contingencies in respect of government grant funding.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2019 £'000	Total 2018 £'000
Lettings income	85	-	85	65
Other income	300	3	303	299
	<u>385</u>	<u>3</u>	<u>388</u>	<u>364</u>

6 Investment income

	Unrestricted funds £'000	Restricted funds £'000	Total 2019 £'000	Total 2018 £'000
Short term deposits	<u>1</u>	<u>-</u>	<u>1</u>	<u>2</u>

7 Expenditure

	Staff costs £'000	Non Pay Expenditure Premises £'000	Other £'000	Total 2019 £'000	Total 2018 £'000
Expenditure on raising funds					
- Direct costs	-	-	14	14	21
Academy's educational operations					
- Direct costs	6,177	119	976	7,272	7,490
- Allocated support costs	1,333	831	685	2,849	2,392
Other expenditure	<u>-</u>	<u>-</u>	<u>9</u>	<u>9</u>	<u>143</u>
	<u>7,510</u>	<u>950</u>	<u>1,684</u>	<u>10,144</u>	<u>10,046</u>

Net income/(expenditure) for the year includes:

	2019 £'000	2018 £'000
Fees payable to auditor for:		
- Audit	17	10
- Other services	5	10
Operating lease rentals	46	31
Depreciation of tangible fixed assets	125	129
Net interest on defined benefit pension liability	<u>58</u>	<u>58</u>

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

8 Central services

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

- human resources;
- financial services and technical support;
- legal services;
- clerking services;
- financial software; and
- audit services

The academy trust charges each school 2.5% of its General Annual Grant Income to cover the central services received.

The amounts charged during the year were as follows:

	2019 £'000	2018 £'000
All Hallows Catholic College	138	169
St Alban's Catholic Primary school	30	35
St Mary's Catholic Primary School	19	22
St Paul's Catholic Primary	12	15
	<u>199</u>	<u>241</u>

9 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2019 £'000	Total 2018 £'000
Direct costs				
Educational operations	285	6,987	7,272	7,490
Support costs				
Educational operations	175	2,674	2,849	2,392
	<u>460</u>	<u>9,661</u>	<u>10,121</u>	<u>9,882</u>
			2019 £'000	2018 £'000
Analysis of support costs				
Support staff costs			1,336	1,040
Depreciation			6	-
Technology costs			111	139
Premises costs			825	523
Other support costs			460	598
Governance costs			111	92
			<u>2,849</u>	<u>2,392</u>

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

10 Staff

Staff costs

Staff costs during the year were:

	2019 £'000	2018 £'000
Wages and salaries	5,610	5,668
Social security costs	537	536
Pension costs	1,164	1,160
Amounts paid to employees	7,311	7,364
Agency staff costs	192	192
Staff restructuring costs	7	-
Amounts paid to staff	7,510	7,556
Staff development and other staff costs	34	49
Total staff expenditure	7,544	7,605

Staff restructuring costs comprise:

Severance payments	7	-
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Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-contractual redundancy payments totalling £7,091 (2018: £nil). Individually, there was 1 payment of £7,091.

Staff numbers

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

	2019 Number	2018 Number
Teachers	114	112
Administration and support	109	114
Management	14	11
	237	237

Higher paid staff

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

	2019 Number	2018 Number
£60,001 - £70,000	1	1
£70,001 - £80,000	-	2
£80,001 - £90,000	1	-

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

10 Staff

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 employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £363,000 (2018: £445,000).

11 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The 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 services as trustees.

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

Mr A S Billings (resigned 31/03/2018)

Remuneration: £nil (2018: £75,001 - £80,000)

Employers pension contributions: £nil (2018: £10,001 - £15,000)

Mrs A M Connor

Remuneration: £5,001 - £10,000 (2018: £20,001 - £25,000)

Employers pension contributions: £nil (2018: £0 - £5,000)

Mrs N Armstrong-Boyle (staff trustee)

Remuneration: £55,001 - £60,000 (2018: £55,001 - £60,000)

Employers pension contributions: £5,001 - £10,000 (2018: £5,001 - £10,000)

Mrs T M Cooke (staff trustee)

Remuneration: £60,001 - £65,000 (2018: £60,001 - £65,000)

Employers pension contributions: £10,001 - £15,000 (2018: £10,001 - £15,000)

Mrs S Humphries (resigned 31/08/2018)

Remuneration: £nil (2018: £55,001 - £60,000)

Employers pension contributions: £nil (2018: £10,001 - £15,000)

Mr P Nickson (resigned 31/08/2018)

Remuneration: £nil (2018: £35,001 - £40,000)

Employers pension contributions: £nil (2018: £5,001 - £10,000)

Mrs L Thomas (appointed 01/09/2018)

Remuneration: £55,001 - £60,000 (2018: £nil)

Employers pension contributions: £5,001 - £10,000 (2018: £nil)

Mr T Beesley (appointed 01/09/2018)

Remuneration: £85,001 - £90,000 (2018: £nil)

Employers pension contributions: £10,001 - £15,000 (2018: £nil)

During the year, travel and subsistence payments totalling £nil (2018: £827) were reimbursed to trustees (2018: 2 trustees).

12 Trustees and officers insurance

In accordance with normal commercial practice, the academy trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £5,000,000 on any one claim and the cost of this insurance is included in the total insurance cost.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

13 Tangible fixed assets

	Land and buildings	Computer equipment	Fixtures, fittings & equipment	Total
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2018	1,035	689	329	2,053
Additions	147	117	11	275
	<u>1,182</u>	<u>806</u>	<u>340</u>	<u>2,328</u>
At 31 August 2019				
Depreciation				
At 1 September 2018	82	582	298	962
Charge for the year	27	83	15	125
	<u>109</u>	<u>665</u>	<u>313</u>	<u>1,087</u>
At 31 August 2019				
Net book value				
At 31 August 2019	<u>1,073</u>	<u>141</u>	<u>27</u>	<u>1,241</u>
At 31 August 2018	<u>953</u>	<u>107</u>	<u>31</u>	<u>1,091</u>

The academy trust occupies property held under church supplemental arrangements which permit occupancy of these premises with a notice period of two years. The academy trust is not able to exercise control over this property and therefore no such applicable property has been recognised in these financial statements.

14 Debtors

	2019 £'000	2018 £'000
Trade debtors	22	56
VAT recoverable	140	87
Other debtors	-	11
Prepayments and accrued income	210	210
	<u>372</u>	<u>364</u>

15 Creditors: amounts falling due within one year

	2019 £'000	2018 £'000
Trade creditors	347	161
Other taxation and social security	260	126
Other creditors	50	159
Accruals and deferred income	233	176
	<u>890</u>	<u>622</u>

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

16	Deferred Income	2019 £'000	2018 £'000
	Deferred Income is included within:		
	Creditors due within one year	97	111
		<u>97</u>	<u>111</u>
	Deferred income at 1 September 2018	111	244
	Released from previous years	(111)	(244)
	Resources deferred in the year	97	111
		<u>97</u>	<u>111</u>
	Deferred income at 31 August 2019	97	111

At the balance sheet date the academy trust was holding funds received in advance for Universal Infant Free School Meals, SEN, Early Years funding, rates relief and other fundraising.

17	Funds	Balance at 1 September 2018 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2019 £'000
	Restricted general funds					
	General Annual Grant (GAG)	-	7,993	(7,767)	(138)	98
	Other DfE / ESFA grants	398	682	(1,014)	-	66
	Other government grants	-	355	(355)	-	-
	Other restricted funds	-	228	(228)	-	-
	Pension reserve	(2,022)	-	(191)	(855)	(3,068)
		<u>(1,624)</u>	<u>9,258</u>	<u>(9,545)</u>	<u>(993)</u>	<u>(2,904)</u>
	Restricted fixed asset funds					
	Inherited on conversion	922	-	(15)	-	907
	DfE group capital grants	169	137	(65)	-	241
	Capital expenditure from GAG	-	-	(45)	138	93
		<u>1,091</u>	<u>137</u>	<u>(125)</u>	<u>138</u>	<u>1,241</u>
	Total restricted funds	<u>(533)</u>	<u>9,395</u>	<u>(9,670)</u>	<u>(855)</u>	<u>(1,663)</u>
	Unrestricted funds					
	General funds	471	415	(474)	-	412
	Designated fund	40	-	-	-	40
		<u>511</u>	<u>415</u>	<u>(474)</u>	<u>-</u>	<u>452</u>
	Total funds	<u>(22)</u>	<u>9,810</u>	<u>(10,144)</u>	<u>(855)</u>	<u>(1,211)</u>

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

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

Restricted general funds are those resources that have been designated restricted by the grant provider in meeting the objects of the academy and are restricted to both the day to day running of the academy and capital expenditure.

Restricted fixed asset funds are those funds relating to the long term assets of the academy used in delivering the objects of the academy.

Unrestricted funds are those which the board of trustees may use in the pursuance of the academy's objectives and are expendable at the discretion of the trustees.

Designated funds are those which the board of trustees have reserved towards resurfacing costs of the football pitch.

The transfer from General Annual Grant restricted general funds to restricted fixed asset funds is to meet the cost of fixed asset additions for which there was no specific capital funding in the year.

Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2019.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

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

	Balance at 1 September 2017 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2018 £'000
Restricted general funds					
General Annual Grant (GAG)	-	8,047	(8,047)	-	-
Other DfE / ESFA grants	4	542	(148)	-	398
Other government grants	-	234	(234)	-	-
Other restricted funds	-	871	(1,220)	349	-
Pension reserve	(2,269)	-	(217)	464	(2,022)
	<u>(2,265)</u>	<u>9,694</u>	<u>(9,866)</u>	<u>813</u>	<u>(1,624)</u>
Restricted fixed asset funds					
Transfer on conversion	930	-	(8)	-	922
DfE group capital grants	222	55	(121)	13	169
	<u>1,152</u>	<u>55</u>	<u>(129)</u>	<u>13</u>	<u>1,091</u>
Total restricted funds	<u>(1,113)</u>	<u>9,847</u>	<u>(9,995)</u>	<u>826</u>	<u>(533)</u>
Unrestricted funds					
General funds	497	386	(51)	(362)	470
Designated fund	40	-	-	-	40
Total funds	<u>(576)</u>	<u>10,135</u>	<u>(10,046)</u>	<u>464</u>	<u>(23)</u>

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

Total funds analysis by academy

	2019 £'000	2018 £'000
Fund balances at 31 August 2019 were allocated as follows:		
All Hallows Catholic College	(232)	112
St Alban's Catholic Primary school	439	343
St Mary's Catholic Primary School	241	303
St Paul's Catholic Primary	168	151
Total before fixed assets fund and pension reserve	616	909
Restricted fixed asset fund	1,241	1,091
Pension reserve	(3,068)	(2,022)
Total funds	(1,211)	(22)

All Hallows Catholic College successfully completed a major staff cost saving exercise in 2018-19, and also increased its focus on cost controls. Part of these savings came from a review curriculum delivery, including class size, lesson length and implementation of a 2 week timetable. Further work is planned in spring 2020 term to develop core metrics and benchmarking with assistance from the Schools Resources Management Adviser. It is anticipated that the school will return to a surplus position by the end of 2020-21. The academy is rated as Ofsted 'Outstanding' and continues to be over subscribed.

Total cost analysis by academy

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

	Teaching educational support staff £'000	Other staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2019 £'000	Total 2018 £'000
All Hallows Catholic College	4,423	723	669	1,052	6,867	6,856
St Alban's Catholic Primary school	883	175	93	191	1,342	1,295
St Mary's Catholic Primary School	623	127	80	156	986	946
St Paul's Catholic Primary	396	109	36	92	633	604
	6,325	1,134	878	1,491	9,828	9,701

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

18 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2019 are represented by:				
Tangible fixed assets	-	-	1,241	1,241
Current assets	1,342	164	-	1,506
Creditors falling due within one year	(890)	-	-	(890)
Defined benefit pension liability	-	(3,068)	-	(3,068)
Total net assets	452	(2,904)	1,241	(1,211)
Fund balances at 31 August 2018 are represented by:				
Tangible fixed assets	-	-	1,091	1,091
Current assets	511	1,020	-	1,531
Creditors falling due within one year	-	(622)	-	(622)
Defined benefit pension liability	-	(2,022)	-	(2,022)
Total net assets	511	(1,624)	1,091	(22)

19 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 Cheshire West and Chester Council. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012, and that of the LGPS related to the period ended 31 March 2016.

Contributions amounting to £118,635 (2018: £125,255) were payable to the schemes at 31 August 2019 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 full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

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. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014.

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 September 2019.

The employer's pension costs paid to the TPS in the period amounted to £688,000 (2018: £672,000).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 23.8% for employers and 5.5 to 12.5% for employees.

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

Total contributions made	2019 £'000	2018 £'000
Employer's contributions	347	329
Employees' contributions	73	69
Total contributions	420	398

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

Principal actuarial assumptions	2019 %	2018 %
Rate of increase in salaries	2.6	2.7
Rate of increase for pensions in payment/inflation	2.3	2.4
Discount rate for scheme liabilities	1.8	2.8

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

	2019 Years	2018 Years
Retiring today		
- Males	21.2	22.3
- Females	23.5	24.5
Retiring in 20 years		
- Males	22.2	23.9
- Females	25.0	26.5

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are as set out below:

Sensitivity analysis

Changes in assumptions at 31 August 2019	Approximate % increase to employer liability	Approximate monetary amount (£000)
0.5% decrease in Real Discount Rate	11-13%	891
0.5% increase in the Pension Increase Rate	9-10%	724
0.5% increase in the Salary Increase Rate	2%	146

The academy trust's share of the assets in the scheme	2019 Fair value £'000	2018 Fair value £'000
Equities	2,221	2,018
Corporate bonds	1,414	1,061
Property	364	308
Other assets	40	34
Total market value of assets	4,039	3,421

The actual return on scheme assets was £278,000 (2018: £150,000).

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

Amount recognised in the Statement of Financial Activities	2019 £'000	2018 £'000
Current service cost	458	488
Past service cost	22	-
Interest income	(101)	(78)
Interest cost	159	136
Total operating charge	<u>538</u>	<u>546</u>
Changes in the present value of defined benefit obligations	2019 £'000	2018 £'000
At 1 September 2018	5,443	5,232
Current service cost	458	488
Interest cost	159	136
Employee contributions	73	69
Actuarial loss/(gain)	1,032	(392)
Benefits paid	(80)	(90)
Past service cost	22	-
At 31 August 2019	<u>7,107</u>	<u>5,443</u>
Changes in the fair value of the academy trust's share of scheme assets	2019 £'000	2018 £'000
At 1 September 2018	3,421	2,963
Interest income	101	78
Actuarial gain	177	72
Employer contributions	347	329
Employee contributions	73	69
Benefits paid	(80)	(90)
At 31 August 2019	<u>4,039</u>	<u>3,421</u>

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

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

	2019 £'000	2018 £'000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(334)	90
Adjusted for:		
Capital grants from DfE and other capital income	(137)	(55)
Investment income receivable	(1)	(2)
Defined benefit pension costs less contributions payable	133	159
Defined benefit pension scheme finance cost	58	58
Depreciation of tangible fixed assets	125	129
(Increase)/decrease in debtors	(8)	65
Increase/(decrease) in creditors	268	(303)
Net cash provided by operating activities	104	141

21 Commitments under operating leases

At 31 August 2019 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2019 £'000	2018 £'000
Amounts due within one year	16	4
Amounts due in two and five years	21	6
	37	10

22 Related party transactions

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

During the year ended 31 August 2019, the Trust paid employee benefits (including employer pension contributions) to close family members of key management personnel and trustees for their services to the Trust. The appointment of these employees was made in open competition and the related trustees were not involved in the decision-making process regarding appointment. The employees are paid within the normal pay scale for their role and receive no special treatment as a result of their relationship to a trustee.

During the year S Humphries (accounting officer for the period to 31 December 2018) was paid for services relating to the position of accounting officer through Kirkdale Consultancy Limited. The total value of services invoiced during this period was £8,625, of which none was outstanding at year end.

THE HOLY FAMILY OF NAZARETH CATHOLIC ACADEMY TRUST
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

22 Related party transactions

During the year the company entered into transactions with Christ The King Primary School, of which A M Connor (trustee and CEO of the trust) was on the board. The total value of invoices raised to Christ The King Primary School during the year was £1,965 and the amount paid to Christ The King Primary School in relation to SSIF funding in the year was £11,690. There were no balances at the year end.

In entering into these transactions, the academy trust has complied with the requirements of the Academies Financial Handbook 2018.

23 Members' liability

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

24 Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds for the ESFA. In the accounting period ending 31 August 2019 the trust received £13,629 (2018: £13,628) and disbursed £8,041 (2018: £6,513) from the fund. An amount of £12,703 (2018: £7,115) is included in other creditors at the balance sheet date.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

25 Teaching Schools

	2018/19 £'000	2018/19 £'000	2018/19 £'000	2017/18 £'000	2017/18 £'000	2017/18 £'000
Income						
Direct Income						
- NCTL grants		40			56	
Other income						
- Other trading activities		29			68	
Total Income			69			124
Expenditure						
Direct Costs						
- Direct staff costs	57			38		
- Staff development	1			22		
- Other direct costs	-			5		
Total direct costs		58			65	
Other costs						
- Support staff costs	-			17		
- Legal and professional	1			5		
- Other support costs	3			2		
Total other costs		4			24	
Total expenditure			62			89
Surplus/(Deficit) from all sources			7			35
Teaching school balances at 1 September 2018			63			28
Teaching school balances at 31 August 2019			70			63