

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2018**

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

<b>Members</b>	The Venerable Janet Mackenzie (appointed 10 October 2017) Mr J Dilley Mr G Waghorn Mr P Rose (resigned 4 June 2018) Mr B Briars Mrs H Redding (appointed 3 September 2018)
<b>Trustees</b>	Mr J Dilley, Chair Mr A Dean (resigned 19 October 2018) Mr M Berman Mr D Cooke (resigned 24 May 2018) Ms A Galea (resigned 14 September 2018) Mr S Phillips (resigned 31 August 2018) Mr G Waghorn Miss C Woodhams
<b>Company Registered Number</b>	07928028
<b>Company Name</b>	Life Academies Trust
<b>Registered and Principal Office</b>	School House Kitelands Road Biggleswade Bedfordshire
<b>Company Secretary</b>	Mrs K Doyle
<b>Accounting Officer</b>	Mr M Woods
<b>Senior Leadership Team</b>	Mr M Woods, Interim CEO ( Appointed 1 September 2018) Mrs L Birch, Interim CEO ( Appointed 1 September 2018) Mr S C Phillips, CEO (resigned 31 August 2018) Ms S Flynn, Academy Principal Mr M Steer, Vice Principal Mr A Whiteway, Associate Principal Mrs D Briars, Associate Principal Mrs B Wilson, Associate Principal Mr R Monti, Associate Principal Mrs E Wyatt, Head of Early Years
<b>Independent Auditors</b>	Price Bailey LLP Chartered Accountants Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT
<b>Bankers</b>	Lloyds Bank plc PO Box 1000 Andover BX1 1LT
<b>Solicitors</b>	Stone King LLP 16 St John's Lane London EC1M 4BS

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

The Trustees present their Annual Report together with the financial statements and Auditor's Report of LIFE Academies Trust (the Trust, or the Charitable Company) for the period 1 September 2017 to 31 August 2018. The Annual Report serves the purposes of both a Trustees' Report and a Director's Report under company law.

For the purposes of this Report the terms Trustees and Directors are used interchangeably.

During the year ended 31 August 2018, LIFE Academies Trust operated 1 Academy and a Children's Centre in Bedfordshire, England with a pupil roll of approximately 1,200 in the Summer Term 2017 school census.

The Trust operates Biggleswade Academy for (the School or the Academy) children and young people aged 2 to 13 serving a catchment area in Biggleswade, which is a rapidly growing market town located in Central Bedfordshire.

### **Structure, Governance and Management Constitution**

The Trust is a Company limited by guarantee and an exempt charity. The Trust's Memorandum and Articles of Association are its primary governing documents.

The Directors act as the Trustees for the charitable activities of the Trust and are also the Directors of the Charitable Company for the purposes of company law.

Details of the Trustees who served throughout the year are included in the reference and administration details on page 1. The details specify the structure and those responsible for Governance during both 2017-18 Academic year and from 1 September 2018.

### **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 Trustees and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides up to £5,000,000 on any one. The cost of this insurance is included in the total insurance cost.

Directors are covered by LIFE Academies Trust's insurance policy which is held through participation in the DFE 'Risk Pool Arrangement', covering the Trustees Indemnity policy.

### **Method of Recruiting and Appointment or Election of Trustees**

The Trustees are appointed by the Members, of which there are 5. The term of office for any Director is 4 years and thereafter they may be re-appointed. The make-up of the Board includes experienced professionals in areas such as HR, Finance, Law and Education, who have a detailed understanding of the operational and legal requirements of running large public and private sector institutions.

Trust governance recruitment activity will typically take place across three levels:

1. National promotions working with Inspiring Governance/ Governors for Schools (formally School Governors' One Stop Shop (SGOSS).
2. Local promotions including local advertising/contact with parents and staff.
3. Face to face recommendations by individual Trustees to friends and colleagues.

## LIFE ACADEMIES TRUST

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2018

#### Advertising Vacancies

- All Trustee vacancies are usually advertised through external organisations; Inspiring Governance/ Governors for Schools. In addition, vacancies are advertised via 'Parent mail' on School's websites and through other usual School/setting methods of communication (including social media), together with the job description, person specification and governance code of conduct. Where the Board has identified a specific skill/knowledge gap through its audit process that will be included in the advert (with consideration to the next point).
- Whilst specific skills may be required, adverts will seek to avoid being too narrow and therefore having the potential to put people off by being too specific about the skills and experience required from new Trustees. In general, governance publicity will indicate that a wide range of complementary skills is being sought without seeming that "only professionals need apply".
- There are no age restrictions to those being involved in Trust governance (other than being over 18).
- Adverts seek to be realistic about the time commitment required and responsibilities associated with such roles. They will seek to neither understate nor overstate the requirements and responsibilities, but give an accurate picture of life involved with Trust governance. It will also be made clear to all potential applicants that decision making is collective and that no Trustee has to 'go it alone' within such a role.
- Generally a closing date for applications will be set 14 days after the advertisement.

All existing Trustees should also make the effort to take suitable opportunities to encourage friends, colleagues and neighbors to consider becoming Trustees themselves.

#### Policies and Procedures Adopted for the Induction and Training of Trustees

An induction programme is in place for new Trustees which enables them to gain an understanding of the ethos, values and strategic direction of the Trust, as well as the responsibilities of charity trustees. Trustees are given a Mentor for their first year in post and a variety of training opportunities are made available to them.

#### Organisational Structure

The Trust has established a tiered governance structure to enable its efficient running.

The structure consists of 3 levels: the Members, the Board of Trustees and its Committees and 2 Academy Governance Committees at Biggleswade Academy — 1 for Early Years (covering The Academy Pre-School, Lawns Nursery Centre, Blossom Transition Class, Reception aged children and the Biggleswade and District Children's Centre) and a second for the Main Academy (covering Key Stages 1,2 and 3).

The aim of the governance structure is to create a cohesive framework within which all aspects of our work can be led as part of one organisation and to encourage involvement in decision making at all levels.

The Trustees are responsible for making major decisions about the strategic direction of the Trust, ensuring that its aims are met and its ethos is maintained. Specifically, this includes setting general policy, adopting an annual plan and budget, monitoring the Trust's financial performance and educational outcomes, making senior staff appointments and approving major investment programmes.

The Academy Governance Committee operates within the powers given to it by the published 'Scheme of Delegation' and work with the Academy Leadership Team to ensure the efficient day to day operation of the Academy, in particular organising the teaching staff and focusing on the quality of outcomes and experiences for Children and Young People.

The Academy Governance Committees are made up of a mix of local people including staff and parents. They act as a 'critical friend' to the Principal and Academy, a 'sounding board' at a local level whose primary role is to review and assess the overall impact of the Academy amongst the people it exists to serve, as well as ensuring that the ethos of the Trust remains at the heart of the Academy community.

The comprehensive scheme of delegated authority laid down by the Trustees also defines the various limits of financial commitment which can be incurred at each level of authority. It also sets out how detailed financial management should be carried out across the Trust.

**LIFE ACADEMIES TRUST**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

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

None of the Trustees receive any remuneration for their services as a Trustee.

The pay of key management personnel noted on page 1 (Leadership Group) is determined by the Board. The levels of pay are determined based on an externally moderated job evaluation.

The pay of the Principal, Vice Principals and all other Teaching staff is based on the STPCD, and is therefore related to the size of the Academy. The Trust Board authorise any increments in this range, taking into account the appraisal process conducted by the CEO and assisted by the Chair of the Academy Governance Committee and an appropriately skilled external adviser.

There are no bonus arrangements for senior leaders.

**Trades Union Facilities Time**

We do not have any employees who are union representatives working for the Trust at this time, therefore we have agreed to contribute to a pooled arrangement with Central Bedfordshire. Details of this arrangement are on the Central Bedfordshire Council website.

**Fundraising**

The Trust only held small fundraising events during the year including Summer Fayres, Christmas fetes and non uniform days. The Trust does not work with professional fundraisers or companies who carry out fundraising on its behalf. During the year no complaints or issues have arisen as a result of the fundraising events.

**Related Parties and other Connected Charities and Organisations**

Across the town of Biggleswade there are 13 education establishments that form the Biggleswade Community Union of Schools (BCUS). All members of BCUS are committed to working closely together in order to ensure the best provision possible for all pupils within the town and surrounding villages of Biggleswade.

As part of this close working through BCUS the Trust responded positively to an approach for help from the town's maintained nursery school and children's centre in April 2014. Consequently, Biggleswade Academy and The Lawns Nursery School and Children's Centre developed a close partnership with shared Leadership and management until May 2016 when they merged together.

The Trust does not have a formal sponsor.

The Trust is a standalone charitable company, having no subsidiaries and not being a subsidiary of any other entity.

**Objectives and Activities**

**Objects and Aims**

The principal object and activity of the Trust is the operation of its Constitutional Academies.

"... to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Schools ("the Academies") offering a broad and balanced curriculum."

**Objectives, Strategies and Activities**

The principal object and activity of the Trust is to advance, for the public benefit, education in the United Kingdom. Our specific approach for doing this is best described through our Mission, Vision and Values which are as follows:

- **Our Vision: Improving Lives through Inspirational Education.**

We believe in the power of inspiration to empower children, young people and their families to work harder, aim higher and achieve more. This desire to inspire is clearly ingrained in our day to day practice in every setting.

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

- **Our Mission: Every Child, Every Day.**

Children are individuals, each with a different set of diverse needs, some of which may change from day to day. Our focus is on structuring provision that can really respond to these needs, adapting and changing as fast as the needs do.

We know this is a 'big ask' for our staff as it's an extremely high benchmark to set — but we employ great staff who believe this is possible and work tirelessly to achieve it.

- **Our Values: Learn, Innovate, Flourish, Excel.**

**Learn:**

**We are a learning organisation and high quality learning is at the centre of everything that we do; for our children, our families and ourselves.**

We will make a positive difference to the lives of all our children and young people by demonstrating integrity, honesty and respect to all people in all matters at all times, learning from our mistakes and constantly striving to deliver the very best.

Education isn't just about 'doing things right' - it's about 'doing the right thing for each and every one of our children and young people.

This may be through providing quality experiences inside and outside of the classroom, working closely with our families or local community members, focusing on wider educational areas such as mental health or engaging with wider agencies to support specific needs, our focus is always on making things better for our children and young people by acting on what we've learned to make improvements.

We fight for our children's welfare and well-being whatever their age, background or need.

**Innovate:**

**We will embrace innovation, in all areas, in order to help us improve. We will accept challenges that others may not in order to do this well.**

Staff in each of our settings fully embrace innovation and 'forward thinking' and will demonstrate this within their work. Whether dealing with curriculum approaches, innovative IT development, communication with stakeholders, managing financial accounts or offering support and advice across a wide range of areas. We know the world continues to change quickly and do our best to match this pace of change.

**Flourish:**

**We will always value academic and wider achievement for all children and young people at all ages, ensuring genuine breadth in their experiences.**

We know exams are important - but so is experiencing nature, learning to cook, performing on stage, reciting a poem, running a race, learning about mini-beasts and so much more... Our provision within each of our settings will always reflect the diversity needed to educate children holistically as well as academically - whatever their age.

**Excel:**

**We will continue to value ambition and aspiration highly and strive constantly for everyone involved to experience success, creating a desire for improvement and a 'growth mind set'.**

High expectations, a drive for success and a growth mind set underpin our work across the Trust and within each of our settings. This means we employ positive, pro-active staff who believe children can achieve whatever they set their minds to - no glass ceiling - just a desire for each and every child to do as well as they can.

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

**Public Benefit**

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and Public Benefit".

The Trust's public benefit is enshrined in its charitable objectives, which state:

"...to promote for the benefit of the inhabitants of Biggleswade and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants."

**Strategic Report**

**Achievements and Performance**

LIFE Academies Trust was established in 2012 as Biggleswade Academy Trust and rebranded in September 2016 as part of an exercise to create greater capacity to continue to effectively lead our growing organisation.

During this period, the Trust has grown from a single 500 pupil middle school to incorporate 4 previously separate schools, providing education and care for approximately 1,200 children and young people.

Last year, educational performance (detailed below) improved again at Key stage 1 and 2 alongside a number of key business and facilities improvements as follows:

- The successful implementation of PS financials, allowing the successful delegation of greater financial authority to the Academy Principal and Head of Early Years, combined with robust and effective monitoring of this level of delegation.
- The successful implementation of Actus online performance management and appraisal tool, allowing more incisive and robust monitoring of staff performance and progress towards objectives, alongside detailed reporting tools for leaders and managers at all levels.
- The completion of the 'Phase 2' building project, supporting the previously agreed expansion of Biggleswade Academy from 2 to 3 forms of entry from Years R-4.
- The successful completion of 2 x CIF bids related to Safeguarding and Fire Safety, significantly improving our performance across these areas of H&S.
- The successful implementation of a 'Salex' energy efficiency project to reduce our energy use and carbon footprint.
- The successful implementation of a 'Solar for Schools' project, to further reduce our energy use and carbon footprint.

**Educational performance**

The Trustees receive regular information at each committee meeting to enable them to monitor the performance of the Trust compared to aims, strategies and financial budgets.

End of Year Outcomes — Biggleswade Academy Year 1 Phonics analysis

The overall percentage of children who achieved the required standard increased by 7%, compared to the previous year.

<u>Year 1 Phonics</u>	<u>Academy pass rate</u>	<u>National pass rate</u>
2016	90	80
2017	83	81
2018	90	80

**End of Key Stage 2 (Year 6) analysis**

Following an improvement in outcomes in 2017, after a well-understood dip in 2016 (due to new SATs and a particularly low-ability year group), attainment improved again in 2018.

Using the combined score for R, W and M we again increased this attainment measure in 2018, once again mirroring national results and above the Local Authority figure.

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2018

#### Progress through Key Stage One to Key Stage Two

<u>Progress measures</u>	<u>Reading</u>	<u>Writing</u>	<u>Maths</u>
BA cohort 2018	-1.3	1	-1.3
Attainment 2018	78% (Nat 75%)	85% (Nat 78%)	75% (Nat 75%)

Progress and attainment for Reading is good, whilst our Writing results are very good. Our Maths attainment has improved again this year and is now tracking national figures and we are looking in further detail at progress across the key stage, implementing a Mastery approach across all year groups and working closely with other lower schools to ensure progress is as effective as it could be at the transition point and earlier on in the year groups.

It must be noted that three fifths of those pupils sitting KS2 SATs at the Academy have only 18 months at the school prior to sitting the tests. As a result, it is not possible to judge progress in Key Stage 2 for three fifths of Year 6 pupils against the Academy outcomes. This statement is echoed in advice issued to inspectors prior to an Ofsted.

#### Year 8 Exit analysis — attainment and progress

This Year 8 cohort was the year group that achieved took part in the first new SATs in 2016. Although not matching national average in Year 6 for Reading with only a 62% pass rate, pupils made very good progress and finished with an almost 80% pass rate at the end of Year 8. Maths KS2 SATs outcomes for this year group ended up at 52% in 2016, but pupils made outstanding progress by the end of Year 8, reaching 88% working at the Expected level, against national data. Data in all core subjects demonstrates that a higher number of children are achieving the national standard in Year 8, when compared to Year 6.

#### Attendance 2017-18

The overall attendance for the end of the Academic year was 95.9%, very slightly below our minimum expectation of 96% and due to an increased number of parents taking children out for term time holidays in the final half term.

#### Key Performance Indicators

The final financial KPIs for the period were as follows;

Staff Costs to Income - 84%
Government Funding to Total Income — 93%
Cash Balances to Income - 27.1%
Assets vs Liabilities — 684.4%

#### Going Concern

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

#### Financial Review

The principal source of funding for the Trust is the General Annual Grant (GAG) and other grants that it receives from the Education and Skills Funding Agency (ESFA). For the year ended 31 August 2018 the Trust received £4,996,672 of GAG and other funding. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust spent £5,716,025 on general running costs. The carry forward for 17/18 is £9,025,453 restricted funding and £969,786 unrestricted funding.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Trust is recognising a significant pension fund deficit of £1,051,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years.

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

**Reserves Policy**

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget. The Trustees continually monitor projected year end reserve figures via the receipt of monthly management accounts. Regularly medium term financial projections are also prepared and monitored and the use of the future use of reserves considered.

The Trustee's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £969,786. The Trust's 'free' reserves are its funds after excluding restricted funds. 'Reserves' are therefore the resources the Trust has or can make available to spend for any or all of its purposes once it has met its commitments and covered its other planned expenditure. More specifically 'free reserves' represent income to the Trust which is to be spent at the Trustees' discretion in furtherance of any of its objects but which is not yet spent, committed or designated.

The Trust's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2018 was £9,995,239.

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £1,351,972. A significant proportion of this cash is held against specific projects and is not available to meet normal recurring expenditure. The Trustees monitor cash flow by reviewing a rolling 12 month cash flow forecast which is prepared monthly and included in the management accounts. There have been no causes for concern during the year.

**Funds in deficit**

The Trust's non-teaching staff are entitled to membership of the Local Government Pension Scheme. The Trust's share of the Scheme's assets is currently assessed to be less than its liabilities in the Scheme and consequently the Balance Sheet shows a net liability of £1,051,000. However, the deficit does not mean that an immediate liability for this amount crystallises. The contribution rate to reduce the liability is calculated by an independent Actuary.

**Investment Policy**

The Trustees have an investment policy which allows monies surplus to the working requirements to be invested in an account in the name of the Trust with the approved institutions authorised by the Board of Trustees. This may be a higher interest bearing account operated by the same bank that the Trust operates its current account with, or an alternative approved institution.

The Trust does not take out any long term investments until a reliable cash flow pattern has been established and monies are only paid into approved bank deposit accounts allowing access to funds within a term not exceeding 12 months.

As the Trust has maintained a healthy cash balance throughout 2017-18 it has been making appropriate short-term investments to maximise these opportunities.

**Principal Risks and Uncertainties**

The Trust works with a central electronic risk register identifying the major risks, to which the trust is exposed, and identifying actions and procedures to mitigate those risks. This system allows the detailed recording and monitoring of current risks, as well as giving historical information about changes made to the identified risks over time. This register is approved and monitored by the Trust Board who revisit specific risks at each Board meeting.

## LIFE ACADEMIES TRUST

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2018

**For the 2017-18 Academic year the 2 principal risks and uncertainties identified and recorded on this register were as follows:**

1. **Safeguarding:** Avoiding the potential for serious harm occurring to any child within our care is always a top priority for the Trust and is therefore an ongoing focus for our work. Death or serious injury, physical, emotional or sexual abuse, radicalization, grooming, escaping from our premises or other potential forms of harm all have to be effectively mitigated at all levels of the organisation and the Trustees take these responsibilities to be a significant ongoing priority.

In order to effectively mitigate these risks at all levels of operation a number of actions are taken:

- A comprehensive annual safeguarding audit is completed by both the Academy and BA Early Years leaders with their staff and governors. This audit focusses on 12 key safeguarding areas and is then discussed at AGC and Trustee meetings to ensure the very highest standards are maintained within this crucial area. The lead Trustee for Safeguarding responsibility has professional experience of leading safeguarding within an extensive educational establishment and this adds further robustness to the process.
  - All Trust staff are safeguarding trained on an annual basis and comprehensive records are kept of this work.
  - All new staff joining the Trust complete their safeguarding training as part of their induction process.
  - All staff are required to read and understand the latest copy of the DFE published 'Keeping Children Safe in Education' guidance and sign to acknowledge the requirements and responsibilities contained within it. Records are kept of this work
  - HR ensure that a suitable number of staff are always trained in Safer Recruitment practices and that recruitment processes are always led by a senior employee formally certificated in these practices. A comprehensive recruitment process includes a rigorous analysis of employees previous employment, analyses any gaps in work history, requires 2 satisfactory references to be provided and a successful application for BNS clearance.
  - The Trust facilities manager prioritises the Health and safety of all staff, children and visitors and ensures all Trust facilities meet all requirements in areas such as Site Security, Fire Safety, and Asbestos Control.
  - The Board of Trustees and each Academy Governance committee are required to have a nominated member for safeguarding whose responsibility it is to work within their area of responsibility to challenge and quality assure the work taking place within this area. Such nominated people will either have safeguarding experience from their professional lives, or will have access to additional training in order to fulfil this role effectively.
2. **Ensuring complete GDPR compliance by May 25th 2018:** the new GDPR requirements has been a significant focus for the Trust Central Team this year and much work has been undertaken to ensure that we are both compliant now, but also have clear and robust systems in place to ensure ongoing compliance in the future. This work has included:
    - Ensuring all existing processes, policies and procedures were fully compliant for May 2018
    - Bringing in new policies to cover additional requirements
    - Systematizing processes to audit and quality assure ongoing compliance.
    - Undertaking comprehensive data mapping to ensure all areas were appropriately covered.
    - Undertaking comprehensive staff and governance training to ensure all those involved with our organisation were fully appraised for the new expectations.
    - Reviewing staff and governance induction policies to ensure all new staff will be made aware of the new expectations in advance of them taking up employment within the Trust.
    - Sharing revised privacy notices and consenting documentation with all stakeholders to ensure our operations within this area are clear and transparent for all to see.

#### Plans for Future Periods

The Trust has 3 main areas of future focus:

1. To establish the future direction and development of the Trust, by initially ensuring interim arrangements are in place which allow the Board to explore options whilst recognising the change to the educational landscape.
2. Fully utilising all opportunities to network with, learn from and co-develop plans and strategies for educational improvement and development with high quality local and national MAT providers- ensuring our practice reflects the very best available at all times.
3. Continue to focus on school improvement following internal reviews within Biggleswade Academy and the Early Years settings.

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

**Fundraising**

The Trust understands its duty to protect the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches and undue pressure to donate, but does not currently fundraise from the public or use any internal fundraisers or external fundraising agencies for either telephone or face-to-face campaigns and received no fundraising complaints during the year.

**Funds held as Custodian Trustee on behalf of others**

The Trust does not hold such funds.

**Statement of disclosure to auditors**

In so far as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by the Board, and signed on its behalf by:

**Mr J Dilley**  
Chair of Trustees

**13 December 2018**

**LIFE ACADEMIES TRUST**  
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**GOVERNANCE STATEMENT**

**SCOPE OF RESPONSIBILITY**

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

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

**GOVERNANCE**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 14 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr A Dean	9	14
Mr S Phillips	12	12
Mr G Waghorn	13	14
Miss C Woodhams	9	14
Mr M Berman	10	14
Mr D Cooke	5	11
Ms A Galea	6	14
Mr J Dilley, Chair	13	14

The Board meets as a whole and does not have separate committees.

Dan Cooke resigned on 24th May 2018. The Board continue to have a broad and balanced skill set. It should be noted that the board meet as a whole and does not have separate committee meetings.

**Governance Reviews**

The Board has ensured that a detailed review of the monthly management accounts has been a central focus in its meetings. In addition, other key areas were also an ongoing focus:

- Safeguarding.
- Assessing risk.
- Establishing effective guidance and communication with Academy Governance Committees (Local Governing Body) with the first meeting of the newly established Early Years Committee taking place in May 2017.
- Monitoring the quality of outcomes at Early Years, KS1, KS2 and Y8.

During this year the Board have continued to focus on ensuring the effectiveness of current operations in order to provide a firm platform for further growth this has led to the review of our Articles and Funding Agreements.

How the Trust markets itself in regards to recruitment has been a consideration for the Board who have worked with a marketing organisation at both Trust and Academy level. Marketing plans have been developed along and a recruitment brochure introduced helping us to attract quality staff. The Trust has also introduced a staff benefits system 'Life Rewards' which is expected to aid staff retention. Life Rewards allows staff to make significant savings on everyday items.

The Actus system, used by the Trust for Performance Management is now embedded and allows instant observation of the status of appraisals across the Trust, and the recording of 1:1 meetings, allowing quick intervention to take place should there be any issues of concern.

PS Financials system is also embedded and aids the production of individual monthly reporting for the Trusts governing bodies.

The Trust Governor system has improved the efficiency of governance at all levels, allowed the storage of all governance documents in one place, stored on the cloud and easily assessable. All Governance individuals continue to be encouraged to interact through this system and with training opportunities via the National Governances Association and also from Central Bedfordshire Council with who the Trust Board Clerk attends regular 'clerk' briefings.

## LIFE ACADEMIES TRUST

(A Company Limited by Guarantee)

### GOVERNANCE STATEMENT (continued)

#### REVIEW OF VALUE FOR MONEY

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

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

- Throughout each academic year the Accounting Officer considers whether the Trust's use of its resources is providing good value for money including the use of benchmarking data where appropriate and the 2017-18 year has been another successful one for the Trust in terms of achieving value for money.
- The ongoing success of the Trust Central Team has allowed the further embedding of good practice principle and greater rigour across a number of areas related to procurement and securing value for money. During this year contract arrangements for telephones, broadband, premises maintenance, and insurance and staff absence providers have all been reviewed with successful outcomes.
- Specifically within facilities, clear benefits have been seen from ensuring maximum value was obtained from the implementation of the Trust's two successful CIF bids, a new build to facilitate the expansion of Biggleswade Academy and a SALEX Energy Efficiency loan, focusing on replacing high energy lighting with LED units across all elements of the Trust's facilities.
- In addition, following an extensive procurement process, the Trustees also approved the installation of a Solar Energy saving project to further reduce energy costs over the next 25 years.
- Within HR, the effective monitoring, reporting and challenging of staff absence has seen an impact in helping to reduce this, during a time of increasingly competitive recruitment and the embedding of a robust electronic appraisal system has demonstrated more effective general management of staff across the Trust, supporting more effective support and challenge. This work has been supported by the introduction of a staff rewards platform, aiming to increase morale and reduce staff turnover.

#### 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 Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in LIFE Academies Trust for the year 1 September 2017 to 31 August 2018 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 the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks, that has been in place for the year 1 September 2017 to 31 August 2018 and up to the date of approval of the Annual Report and financial statements. This process is regularly reviewed by the Board of Trustees.

## LIFE ACADEMIES TRUST

(A Company Limited by Guarantee)

### GOVERNANCE STATEMENT (continued)

#### THE RISK AND CONTROL FRAMEWORK

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

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

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint SBM Services (UK) Limited as Internal Auditor.

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

- a review of the processes relating to the monitoring of staff payroll;
- a review of the separation of duties within key HR areas;
- a review of the processes for claiming and processing overtime;
- a review of the HR requirements of the Single Central Record;
- a review of statutory HR policies;
- a review of the staff trained in safer recruitment practices;
- a review of personnel files to ensure compliance with the statutory documentation that should be held;
- a review of recruitment and induction processes;
- a review of the processes in place for staff recruitment and well-being.

In addition, a comprehensive GDPR audit, review and action planning process was also commissioned from SBM Services Ltd.

On a quarterly basis, the Internal Auditor reports to the Board of Trustees through the Audit Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

The Internal Auditor has delivered their schedule of work as planned.

#### REVIEW OF EFFECTIVENESS

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

- the work of the Internal Auditor;
- the work of the external Auditors;
- the financial management and governance self-assessment process; and
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by the Board of Trustees on 13 December 2018 and signed on their behalf, by:

**Mr J Dilley**  
Chair of Trustees

**Mr M Woods**  
Accounting Officer

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

As Accounting Officer of LIFE Academies Trust I have considered my responsibility to notify the 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 Trust, under the funding agreement in place between the 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 2017.

I confirm that I and the Board of Trustees are able to identify any material irregular or improper use of funds by the Trust, or material non-compliance with the terms and conditions of funding under the Trust's funding agreement and the Academies Financial Handbook 2017.

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

**Mr M Woods**  
**Accounting Officer**

Date: 13 December 2018

## **LIFE ACADEMIES TRUST**

**(A Company Limited by Guarantee)**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2018**

The Trustees (who are also the Directors of the Charitable Company for the purposes of company law) are responsible for preparing the Strategic Report, the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction issued 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 financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

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

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

Approved by the Board of Trustees on 13 December 2018 and signed on its behalf by:

**Mr J Dilley, Chair  
Chair of Trustees**

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF LIFE ACADEMIES TRUST**

**OPINION**

We have audited the financial statements of LIFE Academies Trust (the 'Trust') for the year ended 31 August 2018 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2018 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education & Skills Funding Agency.

**BASIS FOR OPINION**

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

**CONCLUSIONS RELATING TO GOING CONCERN**

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

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

**OTHER INFORMATION**

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our Report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF LIFE ACADEMIES TRUST**

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

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

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

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

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

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

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

**RESPONSIBILITIES OF TRUSTEES**

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

In preparing the financial statements, the Trustees are responsible for assessing the 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 Trust or to cease operations, or have no realistic alternative but to do so.

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

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

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

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF LIFE  
ACADEMIES TRUST**

**USE OF OUR REPORT**

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

Gary Miller (Senior Statutory Auditor)

for and on behalf of

**Price Bailey LLP**

Chartered Accountants  
Statutory Auditors

Causeway House  
1 Dane Street  
Bishop's Stortford  
Hertfordshire  
CM23 3BT  
18 December 2018

## **LIFE ACADEMIES TRUST**

**(A Company Limited by Guarantee)**

### **INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO LIFE ACADEMIES TRUST (PREVIOUSLY BIGGLESWADE ACADEMY TRUST) AND THE EDUCATION FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 8 November 2018 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2017 to 2018, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by LIFE Academies Trust during the year 1 September 2017 to 31 August 2018 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 LIFE Academies Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to LIFE Academies Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than LIFE Academies Trust and the ESFA, for our work, for this Report, or for the conclusion we have formed.

#### **RESPECTIVE RESPONSIBILITIES OF LIFE ACADEMIES TRUST'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of LIFE Academies Trust's funding agreement with the Secretary of State for Education dated 1 March 2012, and the Academies Financial Handbook extant from 1 September 2017, 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 2017 to 2018. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2017 to 31 August 2018 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 2017 to 2018 issued by the 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 Trust's income and expenditure.

The work undertaken to draw to our conclusion includes:

- Consideration and corroboration of the evidence supporting the Accounting Officers statement on regularity, propriety and compliance.
- Evaluation of the general control environment of the Trust, extending the procedures required for financial statements to include regularity.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, propriety and compliance in particular checking that selected items were appropriately authorised, and appropriate.

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO LIFE  
ACADEMIES TRUST (PREVIOUSLY BIGGLESWADE ACADEMY TRUST) AND THE EDUCATION FUNDING  
AGENCY (continued)**

**CONCLUSION**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2017 to 31 August 2018 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reporting Accountant

**Price Bailey LLP**

Chartered Accountants

18 December 2018

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 AUGUST 2018**

	Note	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £	Total funds 2017 £
<b>INCOME AND ENDOWMENTS FROM:</b>						
Donations and capital grants	2	-	56,176	50,843	107,019	1,441,834
Charitable activities	3	202,745	4,521,212	-	4,723,957	4,762,468
Other trading activities	4	162,703	-	-	162,703	177,823
Investments	5	2,993	-	-	2,993	752
<b>TOTAL INCOME AND ENDOWMENTS</b>		<b>368,441</b>	<b>4,577,388</b>	<b>50,843</b>	<b>4,996,672</b>	<b>6,382,877</b>
<b>EXPENDITURE ON:</b>						
Charitable activities		259,390	4,814,388	642,247	5,716,025	5,108,359
<b>TOTAL EXPENDITURE</b>	6	<b>259,390</b>	<b>4,814,388</b>	<b>642,247</b>	<b>5,716,025</b>	<b>5,108,359</b>
<b>NET INCOME / (EXPENDITURE) BEFORE TRANSFERS</b>						
Transfers between funds	16	109,051 (11,378)	(237,000) -	(591,404) 11,378	(719,353) -	1,274,518 -
<b>NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES</b>						
		97,673	(237,000)	(580,026)	(719,353)	1,274,518
Actuarial gains on defined benefit pension schemes	21	-	404,000	-	404,000	408,000
<b>NET MOVEMENT IN FUNDS</b>		<b>97,673</b>	<b>167,000</b>	<b>(580,026)</b>	<b>(315,353)</b>	<b>1,682,518</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		872,113	(1,218,000)	9,605,479	9,259,592	7,577,074
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>969,786</b>	<b>(1,051,000)</b>	<b>9,025,453</b>	<b>8,944,239</b>	<b>9,259,592</b>

The notes on pages 24 to 41 form part of these financial statements.

**LIFE ACADEMIES TRUST**

**(A Company Limited by Guarantee)  
REGISTERED NUMBER: 07928028**

**BALANCE SHEET  
AS AT 31 AUGUST 2018**

	Note	£	2018 £	£	2017 £
<b>FIXED ASSETS</b>					
Tangible assets	12		8,977,580		8,934,584
<b>CURRENT ASSETS</b>					
Debtors	13	145,177		609,958	
Cash at bank and in hand		1,351,972		1,274,863	
		<u>1,497,149</u>		<u>1,884,821</u>	
<b>CREDITORS: amounts falling due within one year</b>	14	(374,955)		(322,571)	
<b>NET CURRENT ASSETS</b>			<u>1,122,194</u>		<u>1,562,250</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>10,099,774</u>		<u>10,496,834</u>
<b>CREDITORS: amounts falling due after more than one year</b>	15		(104,535)		(19,242)
<b>NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES</b>			<u>9,995,239</u>		<u>10,477,592</u>
Defined benefit pension scheme liability	21		(1,051,000)		(1,218,000)
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</b>			<u>8,944,239</u>		<u>9,259,592</u>
<b>FUNDS OF THE TRUST</b>					
Restricted income funds:					
Restricted fixed asset funds		9,025,453		9,605,479	
Pension reserve		(1,051,000)		(1,218,000)	
Total restricted income funds			<u>7,974,453</u>		<u>8,387,479</u>
Unrestricted income funds	16		969,786		872,113
<b>TOTAL FUNDS</b>			<u>8,944,239</u>		<u>9,259,592</u>

The financial statements on pages 21 to 41 were approved by the Board, and authorised for issue, on 13 December 2018 and are signed on their behalf, by:

**Mr J Dilley**  
Chair of Trustees

The notes on pages 24 to 41 form part of these financial statements.

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

	Note	2018 £	2017 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	18	350,522	1,812,652
<b>Cash flows from investing activities:</b>			
Interest received		2,993	752
Purchase of tangible fixed assets		(276,406)	(1,250,916)
<b>Net cash used in investing activities</b>		<b>(273,413)</b>	<b>(1,250,164)</b>
<b>Change in cash and cash equivalents in the year</b>			
Cash and cash equivalents brought forward		77,109	562,488
		1,274,863	712,375
<b>Cash and cash equivalents carried forward</b>	19	<b>1,351,972</b>	<b>1,274,863</b>

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

**1. ACCOUNTING POLICIES**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the 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 2017 to 2018 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 Company status**

The Trust is a company limited by guarantee, incorporated in England in the United Kingdom. The Members of the Trust are named on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member. The Trust's registered office is shown on the Reference and Administration details page.

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

**1.4 Income**

All income is recognised once the Trust has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities incorporating Income and Expenditure Account 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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

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

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**LIFE ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

**1. ACCOUNTING POLICIES (continued)**

**1.5 Expenditure**

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

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

All expenditure is inclusive of irrecoverable VAT.

**1.6 Tangible fixed assets and depreciation**

All assets costing more than £1,000 are capitalised and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the Government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities incorporating Income and Expenditure Account 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 incorporating Income and Expenditure Account. 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 these assets, less their estimated residual value, over their expected useful lives on the following bases:

Leasehold property	-	2% straight line
Furniture and fixtures	-	20% straight line
Motor vehicles	-	20% straight line
Computer equipment	-	33% straight line
Assets under construction	-	not depreciated until asset brought into use

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 incorporating Income and Expenditure Account.

**1.7 Debtors**

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

**1.8 Cash at Bank and in hand**

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**1. ACCOUNTING POLICIES (continued)**

**1.9 Liabilities and provisions**

Liabilities and provisions 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 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. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

**1.10 Pensions**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the 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. As stated in note 21, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the 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 incorporating Income and Expenditure Account 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 Operating leases**

Rentals under operating leases are charged to the Statement of Financial Activities incorporating Income and Expenditure Account on a straight line basis over the lease term.

**1.12 Taxation**

The 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 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.

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**1. ACCOUNTING POLICIES (continued)**

**1.13 Fund accounting**

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

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

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

**1.14 Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

Cash at bank and in hand - is classified as a basic financial instrument and is measured at fair value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 14 and 15. 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.

**1.15 Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, 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 2018. 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.

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

	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £	Total funds 2017 £
Donations	56,176	-	56,176	88,825
Capital grants	-	50,843	50,843	1,353,009
	<u>56,176</u>	<u>50,843</u>	<u>107,019</u>	<u>1,441,834</u>
Total 2017	<u>88,825</u>	<u>1,353,009</u>	<u>1,441,834</u>	

**3. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	3,237,029	3,237,029	3,075,582
Other DfE / ESFA grants	-	255,075	255,075	332,957
Local Authority grants	-	1,029,108	1,029,108	1,085,068
Catering income	119,974	-	119,974	114,662
DEN and Nursery income	82,771	-	82,771	154,199
	<u>202,745</u>	<u>4,521,212</u>	<u>4,723,957</u>	<u>4,762,468</u>
Total 2017	<u>268,861</u>	<u>4,493,607</u>	<u>4,762,468</u>	

**4. OTHER TRADING ACTIVITIES**

	Unrestricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Hire of facilities	84,999	84,999	50,735
Other income	77,704	77,704	127,258
Staff services consultancy	-	-	(170)
	<u>162,703</u>	<u>162,703</u>	<u>177,823</u>
Total 2017	<u>65,502</u>	<u>177,823</u>	

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

**5. INVESTMENT INCOME**

	Unrestricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Bank interest	2,993	2,993	752
	<u>2,993</u>	<u>2,993</u>	<u>752</u>
Total 2017	<u>752</u>	<u>752</u>	

**6. EXPENDITURE**

	Staff costs 2018 £	Premises 2018 £	Other costs 2018 £	Total 2018 £	Total 2017 £
Provision of Education:					
Direct costs	3,129,657	-	285,166	3,414,823	3,347,376
Support costs	1,067,763	535,433	698,006	2,301,202	1,760,983
	<u>4,197,420</u>	<u>535,433</u>	<u>983,172</u>	<u>5,716,025</u>	<u>5,108,359</u>
Total 2017	<u>4,028,406</u>	<u>277,878</u>	<u>802,075</u>	<u>5,108,359</u>	

Of total expenditure, £259,390 (2017 - £45,146) related to unrestricted funds. £4,814,388 (2017 - £4,661,319) related to restricted funds and £642,247 (2017 - £401,894) related to restricted fixed assets funds.

**7. CHARITABLE ACTIVITIES**

	2018 £	2017 £
Direct costs	3,414,823	3,347,376
Support costs	2,301,202	1,760,983
	<u>5,716,025</u>	<u>5,108,359</u>
Total	<u>5,716,025</u>	<u>5,108,359</u>

Analysis of support costs

	2018 £	2017 £
Support staff costs	1,067,763	856,953
Depreciation	233,410	164,248
Technology costs	45,716	132,671
Premises costs	535,433	277,878
Other support costs	402,086	308,641
Governance costs	16,794	20,592
	<u>2,301,202</u>	<u>1,760,983</u>
Total	<u>2,301,202</u>	<u>1,760,983</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

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

This is stated after charging:

	2018	2017
	£	£
Depreciation of tangible fixed assets:		
- owned or leased by the Trust	233,410	186,823
Auditors' remuneration - audit	7,725	7,500
Auditors' remuneration - other services	4,995	4,850
	4,995	4,850

**9. STAFF COSTS**

**a. Staff costs**

Staff costs were as follows:

	2018	2017
	£	£
Wages and salaries	3,184,504	3,079,421
Social security costs	245,672	241,735
Operating costs of defined benefit pension schemes	762,701	696,186
	4,192,877	4,017,342
Agency supply - teaching	4,543	11,064
	4,197,420	4,028,406

**b. Staff numbers**

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

	2018	2017
	No.	No.
Teachers	44	42
Management	8	6
Administration and support	141	154
	193	202

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

**9. STAFF COSTS (continued)**

**c. Higher paid staff**

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

	2018 No.	2017 No.
In the band £ 60,001 - £ 70,000	1	0
In the band £ 70,001 - £ 80,000	0	1
In the band £ 80,001 - £ 90,000	1	0
In the band £110,001 - £120,000	0	1
In the band £120,001 - £130,000	1	0

The employees above participated in the Teacher's Pension Scheme.

**d. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the Senior Leadership Team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer NI) received by key management personnel for their services to the Trust was £570,074 (2017: £504,904).

**10. TRUSTEES' REMUNERATION AND EXPENSES**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and other staff members under their contracts of employment, and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

		2018 £	2017 £
S Phillips	Remuneration	105,000-110,000	110,000-115,000
	Pension contributions paid	15,000-20,000	15,000-20,000

During the year ended 31 August 2018, no Trustees received any reimbursement of expenses (2017 - £3,668 to 1 Trustees for expenses as part of S Phillips' role as CEO).

**11. TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice the Trust has purchased insurance to protect Trustees and Officers from claims arising from negligent acts, errors or omissions occurring whilst on business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2018 was included in the total insurance cost.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2018**

**12. TANGIBLE FIXED ASSETS**

	L/Term Leasehold Property £	Motor Vehicles £	Fixtures and fittings £	Computer equipment £	Assets under construction £	Total £
<b>Cost</b>						
At 1 September 2017	8,351,212	6,250	136,011	248,337	1,117,164	9,858,974
Additions	-	-	54,893	54,072	167,441	276,406
Disposals	-	(6,250)	-	-	-	(6,250)
Transfer between classes	1,284,605	-	-	-	(1,284,605)	-
At 31 August 2018	9,635,817	-	190,904	302,409	-	10,129,130
<b>Depreciation</b>						
At 1 September 2017	648,214	5,000	94,923	176,253	-	924,390
Charge for the year	164,263	1,250	28,148	39,749	-	233,410
On disposals	-	(6,250)	-	-	-	(6,250)
At 31 August 2018	812,477	-	123,071	216,002	-	1,151,550
<b>Net book value</b>						
At 31 August 2018	8,823,340	-	67,833	86,407	-	8,977,580
At 31 August 2017	7,702,998	1,250	41,088	72,084	1,117,164	8,934,584

**13. DEBTORS**

	2018 £	2017 £
Trade debtors	8,898	8,313
VAT recoverable	29,649	221,739
Other debtors	61,206	352,913
Prepayments and accrued income	45,424	26,993
	<u>145,177</u>	<u>609,958</u>

**14. CREDITORS: Amounts falling due within one year**

	2018 £	2017 £
Salix loan	6,413	6,413
Trade creditors	42,897	25,993
Other taxation and social security	61,473	51,981
Other creditors	-	63,115
Accruals and deferred income	264,172	175,069
	<u>374,955</u>	<u>322,571</u>

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**14. CREDITORS: Amounts falling due within one year (continued)**

	2018	2017
	£	£
<b>Deferred income</b>		
Deferred income at 1 September 2017	92,865	148,888
Resources deferred during the year	101,492	92,865
Amounts released from previous years	(92,865)	(148,888)
	101,492	92,865
Deferred income at 31 August 2018	101,492	92,865

During the year ended 31 August 2018 the majority of deferred income related to the rates funding, UFISM and lettings income.

**15. CREDITORS: Amounts falling due after more than one year**

	2018	2017
	£	£
Salix loan	104,535	19,242
	104,535	19,242

Creditors include amounts not wholly repayable within 5 years as follows:

	2018	2017
	£	£
Repayable by instalments	13,101	-
	13,101	-

The amount provided for in other loans are two Salix loans provided to the Trust by the Department for Education. One loan is repayable within 5 years and the total outstanding is £19,239 (2017 - £25,655). The loan is repayable in instalments every 6 months and bears no interest. The other loan is repayable within 6 years and the total outstanding is £91,709 (2017 - £Nil). The loan is repayable in instalments every 6 months starting in September 2019 and bears no interest.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**16. STATEMENT OF FUNDS**

	Brought forward £	Income £	Resources expended £	Transfers in/out £	Gains/ (losses) £	Balance at 31 August 2018 £
<b>Unrestricted funds</b>						
General funds	872,113	368,441	(259,390)	(11,378)	-	969,786
<b>Restricted funds</b>						
General Annual Grant (GAG)	-	3,237,029	(3,237,029)	-	-	-
Pupil Premium	-	148,282	(148,282)	-	-	-
SEN funding	-	208,676	(208,676)	-	-	-
Other Government grants	-	273,342	(273,342)	-	-	-
Other DfE and ESFA	-	106,793	(106,793)	-	-	-
Trips donations	-	55,084	(55,084)	-	-	-
Early years funding	-	547,090	(547,090)	-	-	-
Other restricted funds	-	1,092	(1,092)	-	-	-
Pension reserve	(1,218,000)	-	(237,000)	-	404,000	(1,051,000)
	<u>(1,218,000)</u>	<u>4,577,388</u>	<u>(4,814,388)</u>	<u>-</u>	<u>404,000</u>	<u>(1,051,000)</u>
<b>Restricted fixed asset funds</b>						
Restricted fixed asset funds	8,934,584	-	(233,410)	276,406	-	8,977,580
DFC	-	15,973	(15,973)	-	-	-
CIF	388,656	34,870	(342,879)	(64,897)	-	15,750
Local Authority	282,239	-	(49,985)	(200,131)	-	32,123
	<u>9,605,479</u>	<u>50,843</u>	<u>(642,247)</u>	<u>11,378</u>	<u>-</u>	<u>9,025,453</u>
Total restricted funds	<u>8,387,479</u>	<u>4,628,231</u>	<u>(5,456,635)</u>	<u>11,378</u>	<u>404,000</u>	<u>7,974,453</u>
Total of funds	<u><u>9,259,592</u></u>	<u><u>4,996,672</u></u>	<u><u>(5,716,025)</u></u>	<u><u>-</u></u>	<u><u>404,000</u></u>	<u><u>8,944,239</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**16. STATEMENT OF FUNDS (continued)**

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

**General Annual Grant (GAG)**

This represents funding from the EFA to cover the costs of recurrent expenditure.

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2018.

**Pupil Premium**

This funding is to be used to raise achievement and improve outcomes for pupils from low income families who are eligible for free school meals.

**Special Educational Needs (SEN)**

This represents allocated funding for special educational needs pupils.

**Other Government grants**

This represents various small grants from local and national government bodies for the provision of specific services to pupils of the Academy.

**Other DfE and EFSA**

This represents funding received from the DfE/EFSA which is restricted in nature.

**Trip donations**

This represents contributions made by parents to the running of educational visits for the pupils of the Academy and the associated costs of running the trips.

**Early years funding**

This represents funding from the EFA to provides funding for all 3 and 4-year-old children to attend early years.

**Pension reserve**

This fund represents the Trust's share of the deficit on the Local Government Pension Scheme (LGPS) transferred to the Trust on conversion from a state controlled school.

**Restricted fixed assets fund**

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

**Devolved formula capital (DFC)**

The Trust is to use the DFC allocation to maintain and improve its buildings and facilities.

**Condition Improvement Fund (CIF)**

This represents grants received or receivable for building improvements.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**16. STATEMENT OF FUNDS (continued)**

**STATEMENT OF FUNDS - PRIOR YEAR**

	Balance at 1 September 2016 £	Income £	Resources expended £	Transfers in/out £	Gains/ (losses) £	Balance at 31 August 2017 £
General funds	582,144	335,115	(45,146)	-	-	872,113
<b>Restricted funds</b>						
General Annual Grant (GAG)	-	3,075,582	(2,864,148)	(211,434)	-	-
Pupil premium	-	172,085	(172,085)	-	-	-
SEN funding	-	221,747	(221,747)	-	-	-
Other Government grants	-	272,035	(272,035)	-	-	-
Other DfE and ESFA	-	172,035	(172,035)	-	-	-
Trips donations	-	82,464	(82,464)	-	-	-
Early years funding	-	580,123	(580,123)	-	-	-
Other restricted funds	-	118,682	(118,682)	-	-	-
Pension reserve	(1,448,000)	-	(178,000)	-	408,000	(1,218,000)
	<u>(1,448,000)</u>	<u>4,694,753</u>	<u>(4,661,319)</u>	<u>(211,434)</u>	<u>408,000</u>	<u>(1,218,000)</u>
<b>Restricted fixed asset funds</b>						
Restricted fixed asset funds	7,870,491	-	(186,823)	1,250,916	-	8,934,584
DFC	-	16,014	-	(16,014)	-	-
CIF	49,840	384,498	(45,682)	-	-	388,656
Local Authority	522,599	952,497	(169,389)	(1,023,468)	-	282,239
	<u>8,442,930</u>	<u>1,353,009</u>	<u>(401,894)</u>	<u>211,434</u>	<u>-</u>	<u>9,605,479</u>
Total restricted funds	<u>6,994,930</u>	<u>6,047,762</u>	<u>(5,063,213)</u>	<u>-</u>	<u>408,000</u>	<u>8,387,479</u>
Total of funds	<u>7,577,074</u>	<u>6,382,877</u>	<u>(5,108,359)</u>	<u>-</u>	<u>408,000</u>	<u>9,259,592</u>

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

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Tangible fixed assets	-	-	8,977,580	8,977,580
Current assets	1,449,276	-	47,873	1,497,149
Creditors due within one year	(374,955)	-	-	(374,955)
Creditors due in more than one year	(104,535)	-	-	(104,535)
Provisions for liabilities and charges	-	(1,051,000)	-	(1,051,000)
	<u>969,786</u>	<u>(1,051,000)</u>	<u>9,025,453</u>	<u>8,944,239</u>

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**17. ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR**

	Unrestricted funds	Restricted funds	Restricted fixed asset funds	Total funds
	2017	2017	2017	2017
	£	£	£	£
Tangible fixed assets	-	-	8,934,584	8,934,584
Current assets	1,213,926	-	670,895	1,884,824
Creditors due within one year	(322,571)	-	-	(322,571)
Creditors due in more than one year	(19,242)	-	-	(19,242)
Provisions for liabilities and charges	-	(1,218,000)	-	(1,218,000)
	<u>872,113</u>	<u>(1,218,000)</u>	<u>9,605,479</u>	<u>9,259,592</u>

**18. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2018 £	2017 £
Net (expenditure)/income for the year (as per Statement of Financial Activities)	(719,353)	1,274,518
<b>Adjustment for:</b>		
Depreciation charges	233,410	186,823
Interest received	(2,993)	(752)
Decrease in debtors	464,781	315,887
Increase/(decrease) in creditors	137,677	(141,824)
Pension adjustments	237,000	178,000
<b>Net cash provided by operating activities</b>	<u>350,522</u>	<u>1,812,652</u>

**19. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2018 £	2017 £
Cash in hand	1,351,972	1,274,863
Total	<u>1,351,972</u>	<u>1,274,863</u>

**20. MEMBERS' LIABILITY**

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

## LIFE ACADEMIES TRUST

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

#### 21. PENSION COMMITMENTS

The Trust's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Bedford Borough Council. Both are Multi-Employer Defined Benefit Pension Schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

There were no outstanding or prepaid contributions at the end of the financial year (Contributions amounting to 63,115 were payable to the schemes at 31 August 2017 and were included within creditors).

#### Teachers' Pension Scheme

##### Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, 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.

##### 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; and
- 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 April 2019.

The employer's pension costs paid to TPS in the period amounted to £241,721 (2017 - £258,001).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website ([www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx](http://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx)).

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

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**21. PENSION COMMITMENTS (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2018 was £372,000 (2017 - £355,000), of which employer's contributions totalled £304,000 (2017 - £289,000) and employees' contributions totalled £68,000 (2017 - £66,000). The agreed contribution rates for future years are 24.6% for employers and between 5.5% - 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.

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2018	2017
Discount rate for scheme liabilities	2.80 %	2.50 %
Rate of increase in salaries	2.70 %	2.70 %
Rate of increase for pensions in payment	2.40 %	2.40 %

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

	2018	2017
Retiring today		
Males	22.4	22.4
Females	24.5	24.5
Retiring in 20 years		
Males	24	24.0
Females	26.2	26.2

As at 31 August 2018 the Trust had a pension liability of £1,051,000 (2017 - £1,218,000). The sensitivity analysis detailed below would increase/ (decrease) the closing defined benefit obligation in the following way;

<b>Sensitivity analysis</b>	At 31 August	At 31 August
	2018	2017
	£	£
Discount rate +0.1%	(92,852)	(86,086)
Discount rate -0.1%	94,852	86,086
Mortality assumption - 1 year increase	35,128	23,478
Mortality assumption - 1 year decrease	(33,128)	(23,478)
CPI rate +0.1%	77,788	54,782
CPI rate -0.1%	(75,788)	(54,782)

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**21. PENSION COMMITMENTS (continued)**

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

	Fair value at 31 August 2018 £	Fair value at 31 August 2017 £
Equities	1,864,000	1,536,000
Debt instruments	450,000	404,000
Cash	-	-
Property	289,000	243,000
Cash and other liquid assets	611,000	511,000
	<u>3,214,000</u>	<u>2,694,000</u>

The actual return on scheme assets was £148,000 (2017 - £466,000).

The amounts recognised in the Statement of Financial Activities incorporating Income and Expenditure Account are as follows:

	2018 £	2017 £
Current service cost	(508,000)	(437,000)
Interest income	72,000	41,000
Interest cost	(105,000)	(71,000)
	<u>(541,000)</u>	<u>(467,000)</u>
Actual return on scheme assets	<u>148,000</u>	<u>466,000</u>

Movements in the present value of the defined benefit obligation were as follows:

	At 31 August 2018 £	At 31 August 2017 £
Opening defined benefit obligation	3,913,000	3,323,000
Current service cost	508,000	437,000
Interest cost	105,000	71,000
Employee contributions	67,000	65,000
Actuarial (gains)/losses	(328,000)	17,000
	<u>4,265,000</u>	<u>3,913,000</u>

Movements in the fair value of the Trust's share of scheme assets:

	2018 £	2017 £
Opening fair value of scheme assets	2,695,000	1,875,000
Interest income	72,000	41,000
Actuarial losses	76,000	425,000
Employer contributions	304,000	289,000
Employee contributions	67,000	65,000
	<u>3,214,000</u>	<u>2,695,000</u>

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**22. OPERATING LEASE COMMITMENTS**

At 31 August 2018 the total of the Trust's future minimum lease payments under non-cancellable operating leases was:

	2018 £	2017 £
<b>Amounts payable:</b>		
Within 1 year	5,689	3,328
Between 1 and 5 years	4,287	3,912
Total	<u>9,976</u>	<u>7,240</u>

**23. RELATED PARTY TRANSACTIONS**

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 10.