

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**CONTENTS**

	Page
<b>Reference and Administrative Details</b>	1
<b>Trustees' Report</b>	2 - 11
<b>Governance Statement</b>	12 - 16
<b>Statement on Regularity, Propriety and Compliance</b>	17
<b>Statement of Trustees' Responsibilities</b>	18
<b>Independent Auditors' Report on the Financial Statements</b>	19 - 21
<b>Independent Reporting Accountant's Report on Regularity</b>	22 - 23
<b>Statement of Financial Activities Incorporating Income and Expenditure Account</b>	24
<b>Balance Sheet</b>	25
<b>Statement of Cash Flows</b>	26
<b>Notes to the Financial Statements</b>	27 - 52

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Members</b>	The Chelmsford Diocese Educational Trust Chair (ex officio position) - A Taylor Rev David Tomlinson (resigned 30 November 2019) Rev Alex Jeewan (appointed 4 May 2020)
<b>Trustees</b>	Mr L Tobin (appointed 4 September 2019) Mr A Armour Mr D Boatman (resigned 12 June 2020) Mr G Benn Mrs M Challinor Mr J Luke Mrs S Mitchell Mr A Taylor, Chair
<b>Company registered number</b>	07769026
<b>Registered and principal office</b>	School Street Great Chesterford Saffron Walden Essex CB10 1NN
<b>Company Secretary</b>	Mrs Barbara Benn
<b>Chief Executive Officer</b>	Mrs Sarah Mitchell
<b>Senior Management Team</b>	Sarah Mitchell, Executive Headteacher Amy Sargeant, Deputy Headteacher Barbara Benn, Business Manager Sharon Dyster, MAT Office Manager Matthew Hawley, Headteacher
<b>Independent Auditors</b>	Price Bailey LLP Chartered Accountants Statutory Auditors Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT
<b>Bankers</b>	Lloyds Banking Group 3 King Street Saffron Walden Essex CB10 1HF

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

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The Trustees present their Annual Report together with the financial statements and Auditor's Report of Great Oak Multi Academy Trust (The Trust or the Charitable Company) for the year ended 31 August 2020. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates 2 primary academies (the Academies or the Schools) serving a catchment area in Uttlesford. The Academies have a combined capacity of 371 and had a roll of 206 in the October 2020 school census.

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

The Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are its primary governing documents. The Trustees of The Charitable Company are also the Directors for the purposes of company law. The terms Trustee and Director are interchangeable. The Charitable Company includes the following Academies:

- Great Chesterford C. of E. Primary Academy (GCPA) converted 9 September 2011.
- Debden C. of E. Primary Academy (DPA) converted and joined the Trust on 1 January 2017.

The operation of the Academies and employment of staff are the responsibility of the Trustees. The Trust retains control of Academy budgets and finances, and monitors these through regular Board meetings. Throughout this report the Board of Trustees is referred to as the Main Governing Body (MGB). Each Academy has appointed Local Governing Bodies (LGB) who have delegated authority to administer their Academy within agreed budgets.

Details of the Trustees who served throughout the period are included in the Reference and Administrative Details section. Within this report, the term Trustee refers to a member of the MGB and the term Governor to a member of an LGB. Details of the Trustees who served during the year are included in the Reference and Administrative Details section.

### **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 and Officers' Indemnities**

In accordance with normal commercial practice the Trust has purchased insurance to protect Members, Trustees, Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. Details are included in note 12 of the financial statements.

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

The arrangements for the appointment of Trustees are as set out in the Articles of Association and Funding Agreement. Trustees are appointed for a fixed term. The Executive Headteacher is an ex officio member of the MGB. Other Trustees are elected to office or appointed if there are insufficient candidates offering themselves for election. The Articles of Association make provision for 9 Trustees plus the CEO.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**Policies and Procedures Adopted for the Induction and Training of Trustees and Governors**

The Trust is committed to providing adequate opportunities for Trustees and Governors to undertake and receive suitable training so as to enable them to perform their role effectively. To this end The Trust encourages continued professional development to maintain and improve skills by providing in-house training in addition to sign posting external provision (both on-line and face to face). The induction programme would involve a tour of the relevant Academy, meetings with the Chair, Headteacher and staff and provision of policy and procedures documents that are appropriate to the role they undertake with particular emphasis on the committee work that they will undertake.

**Organisational Structure**

The governance of the Trust is defined in the Memorandum and Articles of Association together with the Funding Agreement with the Department of Education.

The MGB, meets on at least 4 occasions per year. The MGB is responsible for the strategic direction of the Trust. The Trustees are responsible for setting strategic policy, adopting an annual plan and budget, monitoring The Trust by the use of those budgets and making major decisions about the direction of The Trust, capital expenditure and senior staff appointments. The Governors within their LGB's are responsible for implementing strategic policy, ensuring the appropriateness of annual budgets and capital expenditure projects for their Academy and monitoring performance against that budget and authorised capital limits.

The Senior Leadership Teams (SLT's) control the Academies at an executive level implementing policies and reporting to their LGB. Each SLT is responsible for the day to day operation of their Academy, in conjunction with the CEO, in particular organising staff, resources and students. They are responsible for the authorisation of spending within agreed budgets and for the appointment of staff following vetting and safeguarding recruitment processes.

The Trust's CEO is the Accounting Officer.

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

Key management personnel include those staff to whom the Trustees have delegated significant authority and responsibility in the day-to-day running of the Trust.

Pay and remuneration of key management personnel is decided by a variety of contributory factors, such as the Academy group size, ISR, the pay scales for each role and the level of experience of each staff member. In addition, pay levels may be affected by nationally agreed pay awards, the ability to recruit and retain in post, all of which are in accordance with the Trust's appointment and pay policies.

All amendments to key management's pay and remuneration is approved by the appropriate sub-committee and ratified by the MGB.

**Trade union facility time**

There is no trade union facility time to report.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

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

Owing to the nature of the Trust's operations and the composition of the Board of Trustees being drawn from the local area, it is inevitable that from time to time transactions will take place with organisations in which Trustees may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any transaction, where the Trustee may have a pecuniary interest, is only undertaken in accordance with the 'at cost' principle described in the Academies Financial Handbook.

The Trust cooperated with the following organisations during the academic year in pursuit of its charitable activities:

- All Saints' Church, Great Chesterford
- Akhter Early Learning Centre, Harlow
- Ashchurch Playgroup, Gloucestershire
- Ashdon Nursery, Ashdon
- Bentfield Primary School, Stansted
- Busy Bees Pre-School, Carver Barracks, Wimbish
- Carver Barracks, Wimbish
- Chelmsford Diocese
- 1st Chesterford Scouts
- Chesterfords' Pre-School, Great Chesterford
- Debden Parish Council
- Debden Pre-school, Debden
- Great Chesterford Parish Council
- Joyce Frankland Academy, Newport
- Katherine Semar Schools, Saffron Walden
- Meadows Montessori, Saffron Walden
- RA Butler Academy Infant and Junior Schools, Saffron Walden
- Royal British Legion
- Saffron Schools Network
- Saffron Walden County High School, Saffron Walden
- Saint Mary's The Virgin and All Saints Church, Debden
- Sawston Nursery, Sawston
- Smiles Montessori, Harlow
- St Thomas More Catholic Primary School, Saffron Walden
- St Thomas More Montessori, Saffron Walden
- The Saffron Alliance
- Uttlesford Consortium
- Uttlesford Schools Sports Partnership
- Wendens Ambo Pre-school, Wendens Ambo
- Westwood Montessori, Saffron Walden

The Trust does not have a formal sponsor.

**Objectives and Activities**

**Objectives and Aims**

The Trust's principal activities are the provision of a free primary education to children of the ages 4 to 11 years, in a caring and Christian community, promoting high standards of attainment, extra-curricular activities and personal development. Our vision is to prepare children for their role in the wider world, to promote resilience and develop their skills to allow them to be valued members of society.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

The Trust's object is specifically restricted to the following: to advance the public benefit of education in the United Kingdom, in particular but without prejudice to the work of GCPA and DPA by establishing, maintaining, carrying on and developing Schools with a designated Church of England religious character offering a broad and balanced curriculum. This will be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular to arranging for religious education and daily acts of worship (as required by the Funding Agreement), and in having regard to the advice of the Diocesan Board of Education.

**Objectives, Strategies and Activities**

During the year, the Trust has worked towards these aims by the following specific objectives:

- monitoring of Academy performance (GOMAT)
- induction of new Head of School at DPA (GOMAT)
- further development / expansion of the MAT (GOMAT)
- to continue to improve the strength and consistency of teaching and learning across the School (DPA)
- to further develop the School's curriculum offer, ensuring that it is ambitious, coherent, broad and balanced (DPA)
- to improve students' progress and attainment in both reading and writing across the School (DPA)
- to continue to develop Early Years provision at the School (DPA)
- to further develop the impact of middle leadership across the School (DPA)
- to continue to strengthen the quality of educational provision across the School by ensuring that the curriculum remains broad and balanced with strong subject leadership (GCPA)
- to review and develop the teaching of STEM subjects across the School (GCPA)
- to ensure the School's environment is engaging, safe and inspirational to all learners (GCPA)
- to provide a positive learning / working Christian community for pupils and all stakeholders, underpinned by our core values (GCPA)
- to strengthen the effectiveness of governance (GCPA)

Our success in fulfilling our aims can be measured by:

- Successful induction and performance of the new Head of School at DPA.
- Improved staff morale at DPA with the new Head of School in place.
- Increased number of pupils in Reception Class, 2020-2021 at DPA.
- Appointment of new Early Years Lead at DPA following a strong field of applicants.
- Positive progress made in developing EYFS provision at DPA.
- Positive outcomes and progress at DPA, particularly at KS1.
- Positive outcomes and progress at GCPA .
- Staff morale at GCPA remains high with little staff turnover.
- Numbers of pupils at GCPA - most classes have waiting lists.
- A broad and balanced curriculum was retained at GCPA with events such as Theme Weeks continuing during lockdown; Music Mark awarded.
- The learning environment has been further developed at GCPA with a new STEM Hub.
- STEM subjects have been developed through specific projects and events in: Science, Maths, Computing and DT.
- Parent confidence at both Academies has been reflected by high level of attendance throughout the phased re-opening in June 2020 and the full re-opening in September 2020.
- Staff at both Academies are working with the external education advisor to develop middle leaders and subject leadership.
- Collaboration between both Academies has benefitted the new challenges of Covid-19 risk assessments and ensuring continued educational provision.
- Both Academies are fully staffed despite issues with national teacher recruitment and retention.
- The governing body at each Academy have no vacancies and have both been fully involved in supporting each Academy during Covid-19.
- All staff across the Trust have stepped up to support educational provision during the pandemic with many taking on extra responsibilities at both teaching and leadership levels.



**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

- 90% of children judged to be working at expected standard in Reading at the end of KS2.
- 67% of children judged to be working at greater depth in Reading at the end of KS2.
- 93% of children judged to be working at expected standard in Writing at the end of KS2.
- 20% of children judged to be working at greater depth in Writing at the end of KS2.
- 90% of children judged to be working at expected standard in Maths at the end of KS2.
- 57% of children judged to be working at greater depth in Maths at the end of KS2.
- 90% of children judged to be working at expected standard in Reading, Writing and Maths at the end of KS2.
- 20% of children judged to be working at greater depth in Reading, Writing and Maths at the end of KS2.

Academic achievements at DPA:

Teacher Assessments

- 79% of children judged to be working at expected standard in Reading at the end of KS1.
- 79% of children judged to be working at expected standard in Writing at the end of KS1.
- 79% of children judged to be working at expected standard in Maths at the end of KS1.
- 79% of children judged to be working at expected standard in Reading, Writing and Maths at the end of KS1.
- 60% of children judged to be working at greater depth in Reading at the end of KS1.
- 40% of children judged to be working at greater depth in Maths at the end of KS1.
- 40% of children judged to be working at greater depth in Writing at the end of KS1.
- 40% of children judged to be working at greater depth in Reading, Writing and Maths at the end of KS1.
- 30% of children judged to be working at greater depth in Reading at the end of KS2.
- 20% of children judged to be working at greater depth in Writing at the end of KS2.
- 70% of children judged to be working at expected standard in Maths at the end of KS2.
- 30% of children judged to be working at greater depth in Maths at the end of KS2.
- 20% of children judged to be working at greater depth in Reading, Writing and Maths at the end of KS2.

Attendance at both Academies was high: 96.14% (DPA) and 96.27% (GCPA). Data based on the period between 1.09.2019 and 20.03.2020.

Additional achievements:

DPA:

The outcome of the Ofsted Inspection in October 2019 was 'Requires Improvement' but the following positive observations were made:

- Safeguarding – the arrangements for safeguarding are effective.
- Behaviour and attitudes judged to be Good
- Personal development judged to be Good

Trust:

Both Schools remained open throughout the pandemic to provide educational care for both Key Worker pupils and vulnerable pupils. The care for and support provided for vulnerable families was particularly noteworthy.

Both Schools were able to expand their provision during the last half term and all priority groups were able to attend school. Uptake of places in the last half term was high reflecting a high level of confidence from parents at both Schools. Home school provision was in place for all Year groups.

General feedback from Year 7 pupils has been very positive; pupils at all secondary destinations have made excellent transitions. The pupils coped really well without the usual secondary school visits and each Primary Academy had prepared the children really well for their next steps. (Feedback from pupils, parents and secondary schools).

**GREAT OAK MULTI ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

### **Key Performance Indicators**

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

As funding is based on pupil numbers this is a key performance indicator. Total pupil numbers for 2020 per the October census were 206.

Another key financial performance indicator is staffing costs as a percentage of total income (excluding capital grants). For 2019/20 this was 70.65%. The Trustees are confident that staffing levels are closely monitored to agreed Full Time Equivalents and staffing structures all approved by the MGB.

The Finance and Premises Committees also monitor premises costs to General Annual Grant (GAG) income, capitation spend for curriculum departments to GAG income, total income less grants and cash flow on a regular basis to ensure that the budget is set and managed appropriately. All of the above KPI's were within the parameters set by the MGB.

### **Going Concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that 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.

Following the year end the Academy has been affected to a limited extent by restrictions imposed by the UK Government in response to the COVID-19 pandemic.

The Academy derives the majority of its income from local and national government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Academy can continue operating for a period of at least 12 months following the date of this Report. The financial statements do not contain any adjustments that would be required if the Academy were not able to continue as a going concern.

### **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 2020 the Trust's income (excluding capital and donation in kind) was £1,512,031. 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. The Trust brought forward from 18/19, £76,919 restricted funds (excluding pension and fixed assets) and £272,932 unrestricted funding. There is an in-year surplus of £14,258 on restricted funds and £7,348 deficit on unrestricted funds. The carry forward for 19/20 is £91,177 restricted funding (excluding pension and fixed assets) and £265,584 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 £919,000. 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.

### **Reserves Policy**

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year-end carry forward figures via the monthly reports from the Business Manager. The budget plan identifies how any carry forward will be allocated in the plan for the following academic year, including the identification of any funds earmarked for a specific project or purpose.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £265,584.

The Trust's balance on restricted general funds (excluding pension reserve, donation in kind and fixed assets) plus the balance on unrestricted funds at 31 August 2020 was £356,761.

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £351,625. 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 as part of the committee Business Manager reports.

### **Investment Policy**

An Investment Policy was approved by the MGB on the 22 May 2017; this policy was updated and approved by the MGB on 3 September 2020.

The aim of the policy is to ensure funds that the Trust does not immediately need to cover anticipated expenditure are invested to maximise its income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The Trustees do not consider the investment of surplus funds as a primary activity, rather as good stewardship and as and when circumstances allow.

### **Principal Risks and Uncertainties**

The Trust maintains a central risk register identifying the major risks, to which it is exposed, and identifying actions and procedures to mitigate those risks. This register is approved and monitored by the MGB as a whole. In addition, each individual Academy maintains its own specific Risk Register and reports to the MGB on monitoring and changes. The internal control systems and the exposure to identified risks will be monitored on behalf of the Trustees at each Audit and Risk Committee meeting. The principal risks facing the Trust are outlined below; those facing the Academies at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As a group of academy schools, the level of financial risk is low. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- each Academy within the Trust has considerable reliance on continued Government funding through the ESFA and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms;
- failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks;
- reputational - the continuing success of the individual Academies is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student progress and outcomes are closely monitored and reviewed;
- safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety, discipline and Covid-19 risk assessments;

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

- staffing - the success of the Academies is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning;
- fraud and mismanagement of funds - The Trust has appointed Sarah Smith to carry out independent and external checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep up to date with financial practice requirements and develop their skills in this area;
- financial instruments – the Trust only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low; and
- defined benefit pension liability – as the Government has agreed to meet the defined benefit pension liability of any academy ceasing to exist the main risk to the Trust is an annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan.

The Trust and each Academy have continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. The risk register maintained by the Trust categorises the risks to which it is exposed, and identifies actions and procedures to mitigate those risks. The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA and recognise that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

### **Fundraising**

The Trust only held small fundraising events during the year including (fewer than normal due to the pandemic): non-uniform days, film nights, fetes, cake sales and discos. 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.

### **Plans for Future Periods**

The key objective for the Trust is to strengthen the effectiveness of the MAT with the centralised financial and personnel services; review staffing structure across the MAT to ensure value for money.

Specific objectives for the forthcoming year are as follows:

#### **GOMAT:**

- monitoring of Academy performance – to re-establish the quality of education at each Academy due to school closures and remote learning due to Covid-19 pandemic.;
- continue to improve the quality of the teaching and learning at DPA to move it to Ofsted's grading of 'good'; and
- further development / expansion of the MAT.

#### **DPA:**

- to continue to improve the strength and consistency of teaching and learning across the School;
- to further develop the School's ambitious, broad and balanced curriculum offer;
- to improve students' progress and attainment in both reading and writing across the School;
- to continue to develop Early Years provision at the School; and
- to further develop the impact of middle leadership across the School.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

GCPA:

- to continue to strengthen the quality of educational provision across the School by supporting professional development of leadership skills;
- to develop Computing and ICT across the School;
- to continue to review and develop our broad and balanced curriculum, supporting the children in returning to school and providing a consistent approach for remote learning;
- to provide a positive learning / working Christian community for pupils and all stakeholders, underpinned by our core values; and
- to strengthen the effectiveness of governance.

**Funds Held as Custodian Trustee on Behalf of Others**

No funds held.

**Auditor**

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 3 December 2020 and signed on its behalf by:

**Mr A Taylor**  
Chair of Trustees

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT**

**Scope of responsibility**

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Executive Headteacher, 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 Great Oak Multi Academy 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 4 times during the year.

Attendance during the year at meetings of the board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr L Tobin	4	4
Mr A Armour	4	4
Mr D Boatman	3	4
Mr G Benn	3	4
Mrs M Challinor	3	4
Mr J Luke	3	4
Mrs S Mitchell	4	4
Mr A Taylor, Chair	4	4

The Board's membership has been stable for most of the year; one Trustee stepped down towards the end of the year and the board are in the process of appointing a replacement for Autumn 2020. The outgoing Trustee had a wealth of relevant experience and the Board are looking to fulfil this vacancy with someone with a similar educational background.

There has also been one change to the Members due one Member relocating; this position has been filled.

Key challenges for the Board this year have been managing an Ofsted Inspection at DPA at the beginning of the new academic year with a new Head of School ensuring that performance and reputations remain unaffected.

The greatest challenge has been the continuity of educational provision during the Covid-19 pandemic: maintaining education for key worker children and vulnerable families throughout; re-opening and managing the related risks involved; managing budgets and supporting staff health and well-being across the Trust.

Challenge has also occurred through an oil tank leak at DPA which has required extensive works mostly covered by insurance but the issue has necessitated unplanned spend on replacing the oil tank.

During the pandemic, school lockdowns and restricted access, challenge remains in ensuring that the Board and respective committees fulfil their duties in accordance with the Financial Handbook and the Trust's scheme of delegation. The Audit Committee has become more established and there is a clear understanding of their roles and responsibilities compared to each LGB and each Finance and Personnel Committee.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

Key challenge for the Trust will be maintaining high quality of education for all pupils whilst facing budget challenges linked to rising staff costs in both academies and decreased numbers at DPA whilst operating within the pandemic.

Self-evaluation remains a key element of the Board. When replacing Trustees or Governors, skill sets are reviewed so that active recruitment can take place to ensure maximum effectiveness of the Board and each governing body whilst maintaining open and effective communication between the Board and each governing body. The Board always reviews the skill set of any new governing body appointment. A formal review has been added to the annual business programme.

The Board has formally met four times per year but is supported in its financial monitoring by the Audit Committee; both governing bodies and both Finance and Premises Committees. The Board is satisfied that through the use of sub-committees it maintains effective oversight.

**Committees**

Financial management is dealt with by the full Board of Trustees of Great Oak Multi Academy Trust.

The Audit Committee is a sub-committee of the Board of Trustees. Its purpose is to:

- Monitor the Trust's overall financial condition. It will review high level reporting on budgets and any deviation from the agreed annual budget, the consistency of and any changes to accounting policies and practices, and whether the appropriate accounting standards have been followed.
- Monitor the probity of the financial systems. It will review the audit management letter and the Trust's response to the Auditors' findings and recommendations, and the Trust's risk management systems and reporting.
- Monitor expenditure for probity and value. It will review the delegation and responsibility for budgets and internal controls including expenditure approval, cheque signatory limits.

Attendance during the year at meetings was as follows:

Committee member	Meetings attended	Out of a possible
Mr P Gray	2	3
Mr J Luke	3	3
Mr A Armour	3	3
Mrs M Challinor (stepped down on 30/01/20)	2	2
Mr L Tobin	0	1
Mrs U Lyons	3	3

**Review of value for money**

As Accounting Officer, the Executive Headteacher 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 has delivered improved value for money during the year by:

Ensuring value for money comparisons for purchased items, examples include:

- Reviewing alternative purchasing options to find the best value.
- Monitoring providers and leases across the Trust to ensure value for money and check if further savings can be made when ordering / purchasing for two academies.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Review of value for money (continued)**

- Careful consideration is made as to whether the purchase is absolutely necessary and this ethos is consistent across the Trust.
- Tender processes for major purchases and contracts.
- Collaboration with other schools to secure better value for bulk buying of common products; provision of training and educational service personnel.
- Collaborative purchasing and sharing of resources within the Trust.
- Rigorous evaluation of impact on pupil outcomes including examination results, progress, pupil attendance and transitions.

Other factors when considering value for money include:

- Financial Governance. Our governance arrangements include regular monitoring by the Board of Directors, each Governing Body and their committees. They receive regular CEO Reports, Headteacher reports and SDP updates, and ask relevant questions as recorded in minutes. The work of these committees is further informed by termly Internal Auditor visits and reports.
- Reviewing Controls and Managing Risk. Budget reports are reviewed by the Board of Directors, Finances and Premises Committee, as well as budget holders, in order to ensure that spending is within budget. Actions taken to manage risk include the purchase of an appropriate level of insurance cover. Professional advice (eg. HR and legal) has also been sought as necessary for staffing and personnel challenges.
- We have ensured that resources are directed where they are most needed and most effective in meeting educational requirements:
- Targeting resources in key subjects areas (English and maths); intervention staff; KS2 booster groups and emotional well-being support (art therapy and learning mentors).
- Monitoring the needs of particular pupils and ensuring that the support they receive is relevant to them – one to one support in KS1 and KS2; one to one targeted tuition across Key Stage 2; emotional and well-being support.
- Using resources to ensure pupils are inspired to learn through a broad and balanced curriculum – demonstrated to our stakeholders through Theme Weeks; STEM Days; Open Mornings / Afternoons.
- Using resources to open the Schools throughout the lockdown period, including school holidays, for key worker children and vulnerable pupils.
- Using resources to support all childrens' emotional well-being during lockdown: weekly Zoom calls; weekly telephone calls; face to face sessions outdoors.
- Using resources to safely open the Schools for the priority year groups to ensure that education is resumed in a safe way.
- CPD for curriculum leads working across the Trust to develop subject leadership skills to benefit all learners.

Areas of future focus:

- Exploring further ways to save money across the Trust and by working collaboratively with a wider range of schools.
- Promoting and marketing both the Trust and DPA to the wider community.
- Maximising ways of promoting both Schools to the wider community whilst regular face to face activities cannot go ahead due to stipulated social distancing measures.
- Ensuring standards continue to improve at DPA following the successful first year of the new Head of School at Debden.
- Managing both Schools within budgets given the extra requirements for items such as cleaning and PPE during the on-going pandemic.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Great Oak Multi Academy Trust for the year 1 September 2019 to 31 August 2020 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 2019 to 31 August 2020 and up to the date of approval of the Annual Report and financial statements. This process is regularly reviewed by the Board of Trustees.

**The risk and control framework**

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

- 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 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;
- identification and management of risks.

The Board of Trustees has decided to employ Sarah Smith 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:

- Bank Arrangements: Internal Control, Bank Reconciliations.
- Financial Limits: Borrowing, Write-offs and entering into liabilities, Special Payments.
- Payroll & Expenses: Payroll Processing, Authorisation, Additional Hours, Segregation of Duties, Payroll Sample.
- Purchasing: Authorisation and Approval, Value for Money, Expenditure Sample, Purchase Cards, VAT.
- Audit Arrangements.

On a termly 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 Trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The Internal Auditor has delivered their schedule of work as planned and no material control issues have arisen.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Review of effectiveness**

As Accounting Officer, the Executive Headteacher 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 school resource management self-assessment tool;
- 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 Audit Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 3 December 2020 and signed on their behalf by:

**Mr A Taylor**  
Chair of Trustees

**Mrs S Mitchell**  
Accounting Officer

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

As Accounting Officer of Great Oak Multi Academy Trust I have considered my responsibility to notify the Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding 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 2019.

I confirm that I and the Board of Trustees are able to identify any material irregular or improper use of all 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 2019.

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

**Mrs S Mitchell**  
Accounting Officer

Date: 11 December 2020

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

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

Company law requires the Trustees to prepare financial statements for each financial 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 2019 and the Academies Accounts Direction 2019 to 2020;
- 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 order of the members of the Board of Trustees on 3 December 2020 and signed on its behalf by:

**Mr A Taylor**  
Chair of Trustees

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GREAT OAK MULTI ACADEMY TRUST**

**Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our Report. We are independent of the 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.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GREAT OAK MULTI ACADEMY TRUST (CONTINUED)**

**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. Other information includes the Trustees' Report including the Strategic Report, the Governance Statement and the Accounting Officer's Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our Report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

- the information given in the 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 Trustees' Report including the Strategic Report.

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

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

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GREAT OAK MULTI ACADEMY TRUST (CONTINUED)**

**Responsibilities of Trustees**

As explained more fully in the Statement of Trustees' Responsibilities, 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.

**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 Trust's Members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trust and its 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

11 December 2020

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GREAT OAK  
MULTI ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 5 September 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Great Oak Multi Academy Trust during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Great Oak Multi Academy Trust's Accounting Officer and the Reporting Accountant**

The Accounting Officer is responsible, under the requirements of Great Oak Multi Academy Trust's funding agreement with the Secretary of State for Education and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GREAT OAK  
MULTI ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance.
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Trust, extending the procedures required for financial statements to include regularity, propriety and compliance.
- 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, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

**Conclusion**

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

Reporting Accountant  
**Price Bailey LLP**

Date: 11 December 2020

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>Income from:</b>						
Donations and capital grants	2	5,316	131,578	144,529	281,423	229,479
Charitable activities	3	28,439	1,445,191	-	1,473,630	1,449,502
Other trading activities	4	15,532	-	-	15,532	18,806
Investments	5	1,975	-	-	1,975	1,863
<b>Total income</b>		<b>51,262</b>	<b>1,576,769</b>	<b>144,529</b>	<b>1,772,560</b>	<b>1,699,650</b>
<b>Expenditure on:</b>						
Charitable activities	6	58,610	1,632,490	193,072	1,884,172	1,747,368
<b>Total expenditure</b>		<b>58,610</b>	<b>1,632,490</b>	<b>193,072</b>	<b>1,884,172</b>	<b>1,747,368</b>
<b>Net income /(expenditure)</b>		<b>(7,348)</b>	<b>(55,721)</b>	<b>(48,543)</b>	<b>(111,612)</b>	<b>(47,718)</b>
Transfers between funds	17	-	(2,021)	2,021	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(7,348)</b>	<b>(57,742)</b>	<b>(46,522)</b>	<b>(111,612)</b>	<b>(47,718)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	24	-	(182,000)	-	(182,000)	(112,000)
<b>Net movement in funds</b>		<b>(7,348)</b>	<b>(239,742)</b>	<b>(46,522)</b>	<b>(293,612)</b>	<b>(159,718)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		272,932	(588,081)	72,754	(242,395)	(82,677)
Net movement in funds		(7,348)	(239,742)	(46,522)	(293,612)	(159,718)
<b>Total funds carried forward</b>		<b>265,584</b>	<b>(827,823)</b>	<b>26,232</b>	<b>(536,007)</b>	<b>(242,395)</b>

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

The notes on pages 27 to 52 form part of these financial statements.

**GREAT OAK MULTI ACADEMY TRUST**

(A Company Limited by Guarantee)

REGISTERED NUMBER: 07769026

**BALANCE SHEET  
AS AT 31 AUGUST 2020**

	Note		2020 £		2019 £
<b>Fixed assets</b>					
Tangible assets	13		63,760		68,962
<b>Current assets</b>					
Debtors	14	450,169		420,703	
Cash at bank and in hand	22	351,625		436,320	
		801,794		857,023	
Creditors: amounts falling due within one year	15	(242,140)		(261,756)	
<b>Net current assets</b>			559,654		595,267
<b>Total assets less current liabilities</b>			623,414		664,229
Creditors: amounts falling due after more than one year	16		(240,421)		(241,624)
<b>Net assets excluding pension liability</b>			382,993		422,605
Defined benefit pension scheme liability	24		(919,000)		(665,000)
<b>Total net liabilities</b>			(536,007)		(242,395)
<b>Funds of the Trust</b>					
<b>Restricted funds:</b>					
Fixed asset funds	17	26,232		72,754	
Restricted income funds	17	91,177		76,919	
		117,409		149,673	
Restricted funds excluding pension liability	17	117,409		149,673	
Pension reserve	17	(919,000)		(665,000)	
<b>Total restricted funds</b>	17		(801,591)		(515,327)
<b>Unrestricted income funds</b>	17		265,584		272,932
<b>Total funds</b>			(536,007)		(242,395)

The financial statements on pages 24 to 52 were approved by the Trustees, and authorised for issue on 03 December 2020 and are signed on their behalf, by:

**Mr A Taylor**  
Chair of Trustees

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

	Note	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	19	(215,658)	(132,038)
<b>Cash flows from investing activities</b>	21	132,166	52,020
<b>Cash flows from financing activities</b>	20	(1,203)	-
<b>Change in cash and cash equivalents in the year</b>		(84,695)	(80,018)
Cash and cash equivalents at the beginning of the year		436,320	516,338
<b>Cash and cash equivalents at the end of the year</b>	22, 23	<u>351,625</u>	<u>436,320</u>

The notes on pages 27 to 52 from part of these financial statements

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

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

Great Oak Multi Academy Trust meets the definition of a public benefit entity under FRS 102.

The Trust's functional and presentational currency is Pounds Sterling.

**1.2 Company status**

The Trust is a Company limited by guarantee. The Members are noted 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 Registered Office is School Street, Great Chesterford, Saffron Walden, Essex, CB10 1NN.

**1.3 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 the funders where the asset acquired or created is held for a specific purpose.

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

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

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.4 Income**

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

• **Grants**

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

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

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

• **Donations**

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

• **Other income**

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

**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.

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.6 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.

In reaching their conclusions on the continued adoption of the going concern basis the Trustees have taken account of the fact that the financial Statements show net liabilities of £536,007. These liabilities are caused by the LGPS pension deficit of £919,000. As noted in the Trustees' Report this deficit does not mean that an immediate liability for the amount crystallises but does result in a cash flow effect in the form of increased employer contributions over a number of years, all of which are included within the Trust's normal operating budget.

Following the year end the Academy has been affected to a limited extent by restrictions imposed by the UK Government in response to the COVID-19 pandemic.

The Academy derives the majority of its income from local and national government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Academy can continue operating for a period of at least 12 months following the date of this report. The financial statements do not contain any adjustments that would be required if the Academy were not able to continue as a going concern.

**1.7 Tangible fixed assets**

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

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

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

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.7 Tangible fixed assets (continued)**

Depreciation is provided on the following basis:

Furniture and equipment	-	10%
Computer equipment	-	20%

The Trust occupies land and buildings provided to it by the Diocesan Trustees under a license (also referred to as a Church Supplemental Agreement) which contains a two year notice period. Having considered the fact that the Trust occupies land and buildings by a license that transfers to the Trust no right or control over the site save that of occupying it at the will of the Diocesan Trustees under the agreement, the Trustees have concluded that the value of the land and buildings occupied by the Trust will not be recognised or valued within fixed assets.

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

**1.8 Operating leases**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

**1.9 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.

**1.10 Cash at bank and in hand**

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

**1.11 Liabilities**

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

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.12 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 bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15 and 16. 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.

**1.13 Pensions**

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

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

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

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

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**1. Accounting policies (continued)**

**1.14 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.

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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the Actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**1.15 Agency arrangements**

The Trust acts as an agent in providing music services on behalf of Essex County Council. Income received and subsequent disbursements are excluded from the Statement of Financial Activities incorporating Income and Expenditure Account as the Trust does not have control over the funds. The funds received and paid are disclosed in note 28.

**2. Income from donations and capital grants**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	5,316	15,578	-	20,894	31,464
Notional rent	-	116,000	-	116,000	116,000
Capital grants	-	-	144,529	144,529	82,015
<b>Total 2020</b>	<u>5,316</u>	<u>131,578</u>	<u>144,529</u>	<u>281,423</u>	<u>229,479</u>
Total 2019	<u>348</u>	<u>147,116</u>	<u>82,015</u>	<u>229,479</u>	

In 2019, income from donations was £31,464 of which £348 was unrestricted and £31,116 restricted.

In 2019, income from notional rent was £116,000 of which all was restricted.

In 2019, income from capital grants was £82,015 of which all was in relation to restricted fixed assets.

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**3. Funding for the Trust's Educational Operations**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>DfE/ESFA grants</b>				
General Annual Grant	-	1,208,077	1,208,077	1,242,653
Other DfE/ESFA grants	-	187,045	187,045	142,553
	-	1,395,122	1,395,122	1,385,206
<b>Other government grants</b>				
Local Authority grants	-	50,069	50,069	16,819
	-	50,069	50,069	16,819
<b>Other funding</b>				
Catering income	28,439	-	28,439	47,477
<b>Total 2020</b>	<b>28,439</b>	<b>1,445,191</b>	<b>1,473,630</b>	<b>1,449,502</b>
Total 2019	47,477	1,402,025	1,449,502	

In 2019, income from DfE/ESFA grants was £1,385,206 of which all was restricted.

In 2019, income from other Government grants was £16,819 of which all was restricted.

In 2019, income from catering was £47,477 of which all was unrestricted.

**4. Income from other trading activities**

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Swimming income	4,993	4,993	6,816
Other activities	10,539	10,539	11,990
<b>Total 2020</b>	<b>15,532</b>	<b>15,532</b>	<b>18,806</b>
Total 2019	18,806	18,806	

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**4. Income from other trading activities (continued)**

In 2019, swimming income was £6,816 of which all was unrestricted.

In 2019, other income was £11,990 of which all was unrestricted.

**5. Investment income**

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Bank interest	1,975	1,975	1,863
	<u>1,975</u>	<u>1,975</u>	<u>1,863</u>
Total 2019	<u>1,863</u>	<u>1,863</u>	

In 2019, all investment income was in relation to unrestricted funds.

**6. Expenditure**

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £	Total 2019 £
Provision for Education:					
Direct costs	1,012,653	-	38,503	1,051,156	1,065,237
Support costs	197,584	468,462	166,970	833,016	682,131
<b>Total 2020</b>	<u>1,210,237</u>	<u>468,462</u>	<u>205,473</u>	<u>1,884,172</u>	<u>1,747,368</u>
Total 2019	<u>1,204,719</u>	<u>296,884</u>	<u>245,765</u>	<u>1,747,368</u>	

In 2019, of total expenditure £60,463 was to unrestricted funds, £1,634,290 was to restricted funds and £52,615 was to restricted fixed asset funds.

In 2019, direct expenditure consisted of £1,001,124 staff costs and £64,113 other costs.

In 2019, support expenditure consisted of £203,595 staff costs, £296,884 premises costs and £181,652 other costs.

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**7. Charitable activities**

	2020 £	2019 £
Direct costs	1,051,156	1,065,237
Support costs	833,016	682,131
	1,884,172	1,747,368
	1,884,172	1,747,368

	2020 £	2019 £
<b>Analysis of support costs</b>		
Support staff costs	197,584	203,595
Premises costs (excluding depreciation)	448,923	275,862
Governance costs	17,163	23,282
Other support costs	130,520	130,410
Depreciation	19,539	21,022
Technology costs	18,494	27,113
Legal costs	793	847
	833,016	682,131
	833,016	682,131

Included within premises costs is capital grant expenditure of £182,634 which has been applied to the improvement of diocesan property occupied by the Academy Trust.

**8. Net expenditure**

Net expenditure for the year includes:

	2020 £	2019 £
Operating lease rentals	1,653	2,385
Depreciation of tangible fixed assets	19,539	21,022
Fees paid to Auditors for:		
- audit	6,000	5,835
- other services	6,000	5,995
	12,600	11,825
	12,600	11,825

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**9. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	897,289	913,609
Social security costs	60,379	63,019
Pension costs	252,569	228,091
	<u>1,210,237</u>	<u>1,204,719</u>

**b. Staff numbers**

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

	2020 No.	2019 No.
Teachers	19	25
Administration and support	36	39
Management	4	4
	<u>59</u>	<u>68</u>

The average headcount expressed as full-time equivalents was:

	2020 No.	2019 No.
Teachers	10	10
Administration and support	13	16
Management	3	3
	<u>26</u>	<u>29</u>

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**9. Staff (continued)**

**c. Higher paid staff**

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

	2020 No.	2019 No.
In the band £60,001 - £70,000	-	1
	-	1

**d. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £244,731 (2019 £190,087). The Senior Management Team includes 5 (2019 - 4) members of staff as listed on page 1.

Employer national insurance contributions included within key management personnel remuneration were £20,378 (2019 - £15,662).

Employer pension contributions included within key management personnel remuneration were £33,074 (2019 - £26,907).

**10. Central services**

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

- Financial services including audit
- Legal services
- Clerking services
- Central staffing

The Trust charges for these services on the following basis:

The central services are recharged and split by pupil headcount between the member schools.

The actual amounts charged during the year were as follows:

	2020 £	2019 £
Great Chesterford Church of England Primary Academy	43,136	49,938
Debden Church of England Primary Academy	32,954	43,576
<b>Total</b>	<b>76,090</b>	<b>93,514</b>

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**11. 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 staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2020	2019
		£	£
Mrs S Mitchell	Remuneration	45,000 - 50,000	65,000 - 70,000
	Pension contributions paid	10,000 - 15,000	10,000 - 15,000

During the year ended 31 August 2020, expenses totalling £207 were reimbursed or paid directly to 1 Trustee (2019 - £573 to 1 Trustee). These expenses related to travel and subsistence costs.

**12. 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 Academy business. The insurance provides cover up to £5,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**13. Tangible fixed assets**

	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>			
At 1 September 2019	93,043	87,201	180,244
Additions	9,086	5,252	14,338
Disposals	-	3,195	3,195
At 31 August 2020	<u>102,129</u>	<u>95,648</u>	<u>197,777</u>
<b>Depreciation</b>			
At 1 September 2019	48,430	62,852	111,282
Charge for the year	10,210	9,330	19,540
On disposals	-	3,195	3,195
At 31 August 2020	<u>58,640</u>	<u>75,377</u>	<u>134,017</u>
<b>Net book value</b>			
At 31 August 2020	<u>43,489</u>	<u>20,271</u>	<u>63,760</u>
At 31 August 2019	<u>44,613</u>	<u>24,349</u>	<u>68,962</u>

**14. Debtors**

	2020 £	2019 £
<b>Due after more than one year</b>		
Other debtors	232,000	232,000
	<u>232,000</u>	<u>232,000</u>
<b>Due within one year</b>		
Other debtors	116,000	118,296
Prepayments and accrued income	86,220	56,710
VAT repayable	15,949	13,697
	<u>450,169</u>	<u>420,703</u>

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**15. Creditors: Amounts falling due within one year**

	2020 £	2019 £
Trade creditors	13,234	43,871
Other taxation and social security	15,744	15,671
Other creditors	142,887	135,651
Accruals and deferred income	70,275	66,563
	242,140	261,756
	242,140	261,756

Included within other creditors is an interest free Salix Loan granted by the ESFA. The amount due within one year is £1,203 (2019 - £NIL)

	2020 £	2019 £
Deferred income at 1 September 2019	47,370	53,507
Resources deferred during the year	58,092	47,370
Amounts released from previous periods	(47,370)	(53,507)
	58,092	47,370
	58,092	47,370

Resources deferred in the year relate mainly to ESFA funding received in advance for the 20/21 academic year.

**16. Creditors: Amounts falling due after more than one year**

	2020 £	2019 £
Other creditors	240,421	241,624
	240,421	241,624

Included within other creditors is an interest free Salix Loan granted by the ESFA. The amount due greater than one year is £8,421 (2019 - £9,624)

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**17. Statement of funds**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
Unrestricted funds	272,932	51,262	(58,610)	-	-	265,584
<b>Restricted general funds</b>						
General Annual Grant (GAG)	44,432	1,208,077	(1,191,657)	(2,021)	-	58,831
Other DfE/ESFA grants	-	140,049	(127,487)	-	-	12,562
Pupil Premium	-	46,996	(46,289)	-	-	707
Other Government	-	50,069	(50,069)	-	-	-
Right to occupy	-	116,000	(116,000)	-	-	-
School improvement grant	32,487	-	(13,981)	-	-	18,506
Restricted donations	-	15,578	(15,007)	-	-	571
Pension reserve	(665,000)	-	(72,000)	-	(182,000)	(919,000)
	<u>(588,081)</u>	<u>1,576,769</u>	<u>(1,632,490)</u>	<u>(2,021)</u>	<u>(182,000)</u>	<u>(827,823)</u>
<b>Restricted fixed asset funds</b>						
Restricted fixed asset fund	22,332	-	(10,438)	14,338	-	26,232
Devolved Formula Capital	-	11,454	(1,069)	(10,385)	-	-
Other capital grants	50,422	133,075	(181,565)	(1,932)	-	-
	<u>72,754</u>	<u>144,529</u>	<u>(193,072)</u>	<u>2,021</u>	<u>-</u>	<u>26,232</u>
<b>Total Restricted funds</b>	<u>(515,327)</u>	<u>1,721,298</u>	<u>(1,825,562)</u>	<u>-</u>	<u>(182,000)</u>	<u>(801,591)</u>
<b>Total funds</b>	<u><u>(242,395)</u></u>	<u><u>1,772,560</u></u>	<u><u>(1,884,172)</u></u>	<u><u>-</u></u>	<u><u>(182,000)</u></u>	<u><u>(536,007)</u></u>

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**17. 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 ESFA to be used for the normal running costs of the Trust, including education and support costs.

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

**Other DfE/ESFA grants**

This represents various grants from the DfE and ESFA for the provision of specific services to pupils of the Schools.

**Pupil Premium**

This represents funding to help raise achievement and improve outcomes for high needs pupils.

**Other Government grants**

This represents various grants from local and national Government bodies for the provision of specific services to pupils of the Schools.

**Right to Occupy**

This fund represents the rent free occupation of the land and buildings from the Diocese of Chelmsford.

**School Improvement Grant**

This represents funding received to improve the outcome of pupils at Debden Church of England Primary Academy.

**Restricted donations**

This represents funding received to be used to achieve a charitable objective of the Academy.

**Pension reserve**

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

**Restricted fixed asset fund**

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. The transfer between funds represents additions purchased through capital funding.

**Devolved Formula Capital (DFC)**

This represents annual formula capital funding received during the year.

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**17. Statement of funds (continued)**

**Other Capital Grants**

This fund represents section 106 income from the Local Authority for the construction of a multi use teaching room during the year.

**Unrestricted funds**

This represents income received that does not have restrictions.

**Total funds analysis by Academy**

Fund balances at 31 August 2020 were allocated as follows:

	2020 £	2019 £
Great Chesterford Church of England Primary Academy	253,733	269,123
Debden Church of England Primary Academy	84,385	48,241
Central services	18,643	32,487
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	356,761	349,851
Restricted fixed asset fund	26,232	72,754
Pension reserve	(919,000)	(665,000)
	<hr/>	<hr/>
<b>Total</b>	<b>(536,007)</b>	<b>(242,395)</b>
	<hr/> <hr/>	<hr/> <hr/>

**Total cost analysis by Academy**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £	Total 2019 £
Great Chesterford	636,124	88,264	22,104	444,452	1,190,944	1,041,963
Debden	353,588	58,936	6,070	241,114	659,708	680,370
Central services	-	-	-	13,981	13,981	4,013
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Trust</b>	<b>989,712</b>	<b>147,200</b>	<b>28,174</b>	<b>699,547</b>	<b>1,864,633</b>	<b>1,726,346</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**17. Statement of funds (continued)**

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Unrestricted funds</b>						
Unrestricted funds	264,901	68,494	(60,463)	-	-	272,932
<b>Restricted general funds</b>						
General Annual Grant (GAG)	70,469	1,242,653	(1,247,789)	(20,901)	-	44,432
Other DfE/ESFA grants	-	51,876	(51,876)	-	-	-
Pupil Premium	-	41,485	(41,485)	-	-	-
Other Government	-	66,011	(66,011)	-	-	-
Right to occupy	-	116,000	(116,000)	-	-	-
Restricted donations	-	31,116	(31,116)	-	-	-
School Improvement Grant	36,500	-	(4,013)	-	-	32,487
Pension reserve	(477,000)	-	(76,000)	-	(112,000)	(665,000)
	<u>(370,031)</u>	<u>1,549,141</u>	<u>(1,634,290)</u>	<u>(20,901)</u>	<u>(112,000)</u>	<u>(588,081)</u>

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**17. Statement of funds (continued)**

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Restricted fixed asset funds</b>						
Restricted fixed asset fund	22,453	-	(21,022)	20,901	-	22,332
Devolved Formula Capital	-	27,593	(27,593)	-	-	-
Other capital grants	-	54,422	(4,000)	-	-	50,422
	<u>22,453</u>	<u>82,015</u>	<u>(52,615)</u>	<u>20,901</u>	<u>-</u>	<u>72,754</u>
<b>Total Restricted funds</b>	<u>(347,578)</u>	<u>1,631,156</u>	<u>(1,686,905)</u>	<u>-</u>	<u>(112,000)</u>	<u>(515,327)</u>
<b>Total funds</b>	<u><u>(82,677)</u></u>	<u><u>1,699,650</u></u>	<u><u>(1,747,368)</u></u>	<u><u>-</u></u>	<u><u>(112,000)</u></u>	<u><u>(242,395)</u></u>

**18. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	37,528	-	26,232	63,760
Debtors due after more than one year	-	232,000	-	232,000
Current assets	228,056	341,738	-	569,794
Creditors due within one year	-	(242,140)	-	(242,140)
Creditors due in more than one year	-	(240,421)	-	(240,421)
Provisions for liabilities and charges	-	(919,000)	-	(919,000)
<b>Total</b>	<u><u>265,584</u></u>	<u><u>(827,823)</u></u>	<u><u>26,232</u></u>	<u><u>(536,007)</u></u>

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**18. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior period**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	46,630	-	22,332	68,962
Debtors due after more than one year	-	232,000	-	232,000
Current assets	222,302	348,299	54,422	625,023
Creditors due within one year	4,000	(261,756)	(4,000)	(261,756)
Creditors due in more than one year	-	(241,624)	-	(241,624)
Provisions for liabilities and charges	-	(665,000)	-	(665,000)
<b>Total</b>	<u>272,932</u>	<u>(588,081)</u>	<u>72,754</u>	<u>(242,395)</u>

**19. Reconciliation of net expenditure to net cash flow from operating activities**

	2020 £	2019 £
Net expenditure for the period (as per Statement of Financial Activities)	(111,612)	(47,718)
<b>Adjustments for:</b>		
Depreciation	19,540	21,022
Capital grants from DfE and other capital income	(144,529)	(82,015)
Interest received	(1,975)	(1,863)
Increase in debtors	(29,466)	(95,843)
Decrease in creditors	(19,616)	(1,621)
Pension adjustments	72,000	76,000
<b>Net cash used in operating activities</b>	<u>(215,658)</u>	<u>(132,038)</u>

**20. Cash flows from financing activities**

	2020 £	2019 £
Repayments of salix loan	(1,203)	-
<b>Net cash (used in)/provided by financing activities</b>	<u>(1,203)</u>	<u>-</u>

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**21. Cash flows from investing activities**

	2020 £	2019 £
Interest received	1,975	1,863
Purchase of tangible fixed assets	(14,338)	(31,858)
Capital grants from DfE Group	570	-
Capital funding received from local authority	143,959	82,015
<b>Net cash provided by investing activities</b>	<u>132,166</u>	<u>52,020</u>

**22. Analysis of cash and cash equivalents**

	2020 £	2019 £
Cash in hand	351,625	436,320
<b>Total cash and cash equivalents</b>	<u>351,625</u>	<u>436,320</u>

**23. Analysis of changes in net debt**

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	436,320	(84,695)	351,625
	<u>436,320</u>	<u>(84,695)</u>	<u>351,625</u>

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**24. Pension commitments**

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

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

Contributions amounting to £22,126 were payable to the schemes at 31 August 2020 (2019 - £19,052) and are included within creditors.

**Teachers' Pension Scheme**

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

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

**Valuation of the Teachers' Pension Scheme**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £120,394 (2019 - £95,088).

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

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

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**24. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £84,000 (2019 - £81,000), of which employer's contributions totalled £68,000 (2019 - £66,000) and employees' contributions totalled £ 16,000 (2019 - £15,000). The agreed contribution rates for future years are 24 per cent for employers and 5.5-12.5 per cent for employees.

As described in note 1.13 the LGPS obligation relates to the employees of the Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

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

**Principal actuarial assumptions**

	2020	2019
	%	%
Rate of increase in salaries	3.25	3.70
Rate of increase for pensions in payment/inflation	2.25	2.20
Discount rate for scheme liabilities	1.60	1.90
Inflation assumption (CPI)	2.25	2.20
Inflation assumption (RPI)	3.00	3.20

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

	2020	2019
	Years	Years
Retiring today		
Males	21.8	21.3
Females	23.8	23.6
Retiring in 20 years		
Males	23.2	23.0
Females	25.2	25.4

As at the 31st August 2020 the Trust had a pension liability of £919,000 (2019 - £665,000). The sensitivity analysis detailed below would increase/(decrease) the closing defined benefit obligation in the following way;

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**24. Pension commitments (continued)**

**Sensitivity analysis**

	2020 £000	2019 £000
Discount rate +0.1%	(38)	(35)
Discount rate -0.1%	39	35
Mortality assumption - 1 year increase	56	52
Mortality assumption - 1 year decrease	(54)	(49)
CPI rate +0.1%	37	31
CPI rate -0.1%	(36)	(31)
	<u><u>          </u></u>	<u><u>          </u></u>

**Share of scheme assets**

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

	2020 £	2019 £
Equities	395,000	434,000
Bonds	36,000	39,000
Gilts	28,000	38,000
Property	50,000	55,000
Cash and other liquid assets	18,000	21,000
Alternative assets	74,000	68,000
Other managed funds	38,000	35,000
	<u><u>639,000</u></u>	<u><u>690,000</u></u>

The actual return on scheme assets was £19,000 (2019 - £51,000).

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

	2020 £	2019 £
Current service cost	(128,000)	(113,000)
Past service cost	(12,000)	(17,000)
Interest income	13,000	16,000
Interest cost	(25,000)	(28,000)
	<u><u>(152,000)</u></u>	<u><u>(142,000)</u></u>

**GREAT OAK MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

**24. Pension commitments (continued)**

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

	2020 £	2019 £
<b>At 1 September</b>	1,355,000	1,032,000
Current service cost	128,000	113,000
Past service cost	-	17,000
Interest cost	25,000	28,000
Employee contributions	16,000	15,000
Actuarial losses	88,000	147,000
Benefits paid	(54,000)	3,000
<b>At 31 August</b>	<u>1,558,000</u>	<u>1,355,000</u>

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

	2020 £	2019 £
<b>At 1 September</b>	690,000	555,000
Interest income	13,000	16,000
Actuarial (losses)/gains	(94,000)	35,000
Employer contributions	68,000	66,000
Employee contributions	16,000	15,000
Benefits paid	(54,000)	3,000
<b>At 31 August</b>	<u>639,000</u>	<u>690,000</u>

**25. Operating lease commitments**

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

	2020 £	2019 £
Not later than 1 year	1,758	1,527
Later than 1 year and not later than 5 years	50	858
	<u>1,808</u>	<u>2,385</u>

**GREAT OAK MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**26. 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.

**27. Related party transactions**

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

During the year the Trust paid £912 (2019 as restated: £889) to the Diocese of Chelmsford. This related to the levy charge. The Trust also incurred £nil (2019: £180) relating to training costs with the Diocese of Chelmsford. Both transactions were in accordance with the requirements of the AFH.

The Trust operates from land and buildings provided rent free by the Diocese of Chelmsford. Under an agreement between the Diocese, the Academy and the Secretary of State, the Diocese would be required to give 24 months notice from year end if it wished to terminate this agreement. No such notice had been given at the year end and the Diocese is therefore committed to providing the land and buildings rent free for a further 36 months from the year end. The Trustees estimate that the cost of renting equivalent buildings would be £116,000 per annum, on this basis a donation from the Diocese of £116,000 is shown in the accounts together with a notional expense of the same amount. In addition, included in both debtors and creditors is a donation in kind receivable of £348,000 which represents the commitment by the Diocese to provide the land and buildings rent free for a further 36 months, and the requirement to pay the future rental expenses.

There were no other related party transactions during the year (2019: £nil).

**28. Agency arrangements**

The Trust acts as an agent in providing music services on behalf of Essex County Council. In the accounting period ending 31 August 2020 the trust received £12,865 (2019 - £22,065) and disbursed £12,865 (2019 - £22,065) from the fund.