

**Company Registration Number: 06516626** (England and Wales)

**CATHEDRAL SCHOOLS TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2020**

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**CATHEDRAL SCHOOLS TRUST**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Dr D Hoyle MA PhD, Dean of Bristol (resigned 31 October 2019) Mr S R Parsons LIB MBE DL Mr C Martin Prof W J Browne Mr M Johnson, Acting Dean of Bristol (appointed 1 January 2020, Resigned 3 October 2020) The Very Rev'd A K Ford, Dean of Bristol (appointed 3 October 2020) Ms A Lythgoe (appointed 15 October 2020) Mr R Bacon (appointed 15 October 2020) Mr A Hafeez (appointed 15 October 2020)
<b>Trustees</b>	Mr S P Atkinson Mr N Blundell, Executive Principal <sup>1,2,3</sup> Ms N Boyce <sup>2</sup> Dr D M Hoyle MA PhD, Dean of Bristol (resigned 31 October 2019) <sup>1</sup> Mrs M Ipinson-Fleming <sup>2</sup> Mr M D Lea FCA <sup>3</sup> Mr S R Parsons LIB MBE DL, Chair <sup>1,2,3</sup> The Very Rev'd A K Ford (appointed 3 October 2020) Ms C A Galliers <sup>1</sup> Mr C M A Johnson (appointed 1 January 2020, resigned 3 October 2020) Ms F E Purcell (appointed 1 January 2020)  <sup>1</sup> Educational Standards and Performance Committee <sup>2</sup> Human Resources Committee <sup>3</sup> Finance, Risk and Audit Committee
<b>Company registered number</b>	06516626
<b>Company name</b>	Cathedral Schools Trust
<b>Principal and registered office</b>	College Square Bristol BS1 5TS
<b>Accounting Officer</b>	Mr N Blundell
<b>Senior Leadership Team</b>	Mr P Atkins, Headteacher of Bristol Cathedral Choir School Mr N Bailey, Headteacher of Victoria Park Primary School Ms M Fredrickson, Headteacher of Headley Park Primary School Mr J Humphreys, Headteacher of St Katherine's School Ms A Lambert, Headteacher of Stoke Park Primary School Mrs S Yarnold, Headteacher of Cathedral Primary School Mr S Eakins, Trust Finance Director Mrs A R Williams, Trust Operations Manager Mr E Bailey, Headteacher of Trinity Academy Mr J Lacey, Primary Lead

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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<b>Independent auditors</b>	Bishop Fleming LLP Chartered Accountants Statutory Auditors 10 Temple Back Bristol BS1 6FL
<b>Bankers</b>	Lloyds Bank Plc Sedgemoor House Deane Gate Avenue Taunton TA1 2UF
<b>Solicitors</b>	Veale Wasborough Vizards Narrow Quay House Narrow Quay Bristol BS1 4QA

**CATHEDRAL SCHOOLS TRUST  
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**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 auditors' report of the Charitable Company for the year ended 31 August 2020. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operates 4 primary and 3 secondary academies in Bristol. Its academies have a combined pupil capacity of 3,760 and had a roll of 3,549 in the autumn 2020 school census.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The Trustees of Cathedral Schools Trust are also the directors of the Charitable Company for the purposes of company law. The Charitable Company operates as Cathedral Schools Trust.

Details of the Trustees who served throughout the year, and to the date the accounts are approved are included in the Reference and Administration Details on page 1.

**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 they cease to be a member.

**Trustees' Indemnities**

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy Trust. The limit of this indemnity is £10,000,000.

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

The Articles of Association adopted on 29 February 2016 state that the number of Trustees shall be at least 3 but is not subject to a maximum. Other than the Dean of Bristol Cathedral and the Executive Principal who are Trustees acting ex officio, all other Trustees are either appointed by Members or co-opted by Trustees who were not themselves co-opted. Trustees are subject to retirement by rotation. Trustees are eligible for re-election at the meeting at which they retire. The Trustees to retire are those who have served the longest in office since their appointment or re-election. The term of office for any Trustee is 4 years, although this time limit does not apply to the Executive Principal or to the Dean of Bristol Cathedral.

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

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

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**Policies and Procedures adopted for the Induction and Training of Trustees**

The training and induction provided for new Trustees will depend on their existing experience. Where necessary induction will provide training on charity and educational, legal and financial matters. All new Trustees will be given a tour of the schools where practical and the chance to meet with staff and students. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there will normally only be two or three new Trustees a year, induction will be done informally and will be tailored specifically to the individual. Mentoring of new Trustees will also be offered, as appropriate, during the first year following appointment.

**Organisational Structure**

The management structure consists of three levels: the Trustees, the Local Governing Bodies (LGBs) and the Senior Management Team. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Academy Trust's elected and nominated Trustees are appointed at a meeting of the Trustees. The composition of the Trustees is specified in the Articles of Association of the Trust. Whilst there are a number of provisions to appoint Trustees in varying circumstances the normal membership will be:-

- Up to seven Trustees appointed by the Members;
- The Dean of the Cathedral Church of the Holy and Undivided Trinity in Bristol
- The Executive Principal (ex-officio) (subject to appointment as a Trustee by the Members);
- At least two parent Trustees elected or appointed under Articles 53-56, unless there is a minimum of one Parent Local Governor serving on each LGB (and in all other cases, such number of parent Trustees as may be confirmed by the Members);
- Co-opted Trustees (appointed by those Trustees who are not themselves co-opted Trustees).

The Articles include the provision that there will be a minimum of 3 Trustees and that the proportion of Trustees who are Academy Trust employees must not exceed one third. The number of Trustees is not subject to a maximum.

The Trustees are responsible for setting the Academy Trust's policies, adopting the Academy Improvement Plans and budget, monitoring academic and financial performance against these plans and making major decisions about the direction of the Academy Trust including the Academies' curriculums, the achievement and welfare of students and staffing.

The Board of Trustees normally meets once each term. The Board establishes an overall framework for the governance of the Trust and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

There are 3 committees as follows;

- Finance, Risk and Audit - this meets at least three times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting, receiving reports from internal audit and drafting the annual budget including setting staffing levels. It also incorporates the role of an audit committee.
- Educational Standards and Performance - this meets once a term to monitor, evaluate and review Trust policy, practice and performance in relation to curriculum planning and delivery, target setting and assessment, examinations and all pastoral issues.
- Human Resources - this meets once a term to consider, determine and review any strategies and policies for human resources and organisational development. It also reviews the framework or policy for remuneration of staff including senior executives.

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FOR THE YEAR ENDED 31 AUGUST 2020**

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The Local Governing Bodies (LGBs) for the Academies within the Trust are also committees of the Trustees. The LGBs operate at the Academy level and have been operational since the new Articles were adopted. The LGBs have delegated responsibilities for setting policies applicable to individual Academies and for monitoring performance at the individual Academy level. Their principal focus is Teaching and Learning. The LGB of each Academy within the Academy Trust is permitted a maximum of 12 members to include:

- Headteacher
- At least 1 elected Parent
- Up to 2 elected Staff (one Teaching/one non-Teaching)
- Local governors

Day to day management is delegated to the senior management team of each individual Academy - including the Headteacher and their senior leadership team assisted by Academy Trust staff including the Trust Operations Manager and the Trust Finance Director.

The Executive Principal is the Accounting Officer.

**Arrangements for setting pay and remuneration of Key Management Personnel**

The setting of pay and remuneration for all Key Management Personnel excluding the Executive Principal and Heads of School is delegated by the Trustees to the Senior Leadership Team (SLT). Previously all job roles at the Trust had been assigned a pay scale spanning, typically, 5 pay scale points. In setting the pay and remuneration for Key Management Personnel in the period, the SLT took into account the assumed pay scale for the role, the advertised salary for similar roles in the market place and the pay policy. All staff, including Key Management Personnel, engage annually in a process of Performance Management overseen by the SLT, to determine whether it is appropriate, where applicable, for progression to the next scale point. The Executive Principal's salary for the year ended 31 August 2020 was consistent with the historically set pay grade banding for the role of Executive Principal and was approved directly by the Trustees who Performance Manage the Executive Principal.

**Trade Union Facility Time**

There were no relevant union officials for the year ended 31 August 2020.

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

The Academy Trust leased land and buildings at a peppercorn rent from Bristol Cathedral School (BCS) and also provided administrative assistance to BCS. Two Trustees acted for both the Trust and BCS during the period (S Parsons and M Lea).

Bristol Cathedral is a related party. The Academy Trust leases buildings from Bristol Cathedral at an agreed rent of £246,710 in 2019/20, which is subject to an annual increase in line with CPI. There are also smaller transactions between the two parties during the year including for provision of gas by the Cathedral and a recharge of musician costs. Three of the Trustees are also related parties of Bristol Cathedral; the Dean is the Dean of Bristol Cathedral, Mr S Parsons is a member of the Chapter of Bristol Cathedral and Mr S Parsons and Mr M Lea are Directors of Bristol Cathedral Trust.

**Engagement with Employees (including disabled persons)**

The Trust engages with their employees through many means and methods, including:

- Consulting with employees on key matters, including engaging the relevant union officials
- Have staff representatives on a People Strategy Group who act as a link between the staff and the senior management team and an advisory group; and
- Regular updates to all staff members, via termly updates and newsletters.

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

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**Engagement with Suppliers, Customers and others in a Business Relationship with the Trust**

The Trust works constructively with all suppliers and customers as they recognise that relationships are ongoing and need to be fostered. This was very much in evidence during the “lockdown” period from March 2020 through to June 2020. During this period we worked hard with suppliers and customers, in line with the government’s guidance, as set out in the Procurement Policy Note 02/20, to continually work with suppliers, especially those at risk, to ensure that our ongoing relationship was preserved and we assisted key suppliers where applicable.

**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

The Academy Trust’s objects as set out in the Company’s Articles of Association are: “to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining and carrying on, managing and developing a school offering a broad and balanced curriculum with a strong emphasis on, but not limited to, music and choral singing (including the provision of choristers for Bristol Cathedral) and which will provide religious instruction to its pupils in accordance with the tenets of the Church of England.”

**Objectives, Strategies and Activities**

Trustees have set a clear vision for the growth of the Cathedral Schools Trust in line with the following guidelines:

- Made up of a broad and diverse range of schools to include primary and secondary and culturally and socio-economically diverse schools, to become a mixed MAT.
- Working towards a critical mass of approximately 5-10,000 children within a local catchment area of greater Bristol.
- Ensuring that in the first instance, we grow through strong partnerships, generating high aspirations for all pupils, especially the disadvantaged, and building on the existing success of the founding schools and the Teaching School Alliance.
- Allowing each school appropriate earned autonomy and individuality, with high levels of trust and collaboration between schools. Understanding the drivers which led us to develop the Trust and ensuring that other schools retain their identity but are committed to meaningful collaboration and using the trust to create new opportunities for both children and staff.
- Ensuring staff and children fulfil their potential and all are valued and nurtured.
- We are committed to creative, aspirant, innovative thought and action, rooted in evidence and action research.

Within the Trust, our expectation is for all schools to be committed to:

- The spirit of co-creation.
- Sharing best practice and contributing to school improvement in all schools across the Trust and within the teaching school alliance.
- Appreciation of the importance of music and the co-curricular entitlement for all children.
- Sharing strengths to raise aspirations and deepen the learning experience for all children within the trust.

Our expectation is for every pupil to have:

- An outstanding, inspiring classroom experience.
- An education tolerant of other world views and interpretations.
- Access to enrichment opportunities in particular around music.

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In turn our expectation is for staff to be:

- Recognised and valued.
- Constantly seeking to improve and give their best.
- Provided with opportunities for learning, career development and opportunities for progression across the trust and the wider education system.
- Listened to with good communication across all levels of the organisation
- Encouraged to try new ideas and to innovate

During the 2019/20 academic year we set clear targets around the following priority areas:

- People Development
- Collaboration across our schools
- Diversity across our Trust
- Develop the music specialism
- School improvement and pupil outcomes

**Public Benefit**

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

**STRATEGIC REPORT**

**ACHIEVEMENTS AND PERFORMANCE**

**Covid-19**

As elsewhere, COVID-19 had a significant impact on our schools and communities over the second half of this year. All schools remained open to key worker children during the lockdown period and then welcomed back priority year groups in early June. We underwent a thorough risk assessment process in advance of full opening in September 2020 and as a Trust we have worked hard to support staff for example, with occupational health, where required. The long term effects remain to be seen, but we envisage that there will be a significant financial impact on all schools due to additional staffing and resources costs throughout 2020/21.

**Secondaries**

This year has seen the opening of our new secondary school, Trinity Academy, which opened in September 2019 with a full cohort of 120 Year 7 students. The school is currently located in temporary accommodation on the Stoke Park Primary School site and will move into a permanent building later in 2021. The addition of Trinity Academy, along with St Katherine's School which joined CST in 2019, has enabled us to start to develop partnerships across the 3 secondary schools which we will continue to deepen going forward.

**Primaries**

The four primary schools have continued to work closely together over the past year to drive improvement across our schools. They have worked on a number of collaborative initiatives to align our curricula where it is meaningful to do so. Lead practitioners have worked closely with staff in our schools to improve the quality of teaching and leadership. We were frustrated not to be able to take part in end of year assessments as we were anticipating significant improvements in outcomes. A wide range of pupil enrichment opportunities have taken place to enrich children's experiences in school.

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**Key Performance Indicators**

The main financial performance indicator is the level of reserves held at the Balance Sheet date. In particular, the management of spending against General Annual Grant (GAG) requires special attention. In the period under review, £1,018,986 was carried forward representing 6% of GAG.

As funding is based on pupil numbers this is also a key performance indicator. Pupil numbers for 2020 were 3,411, an increase of 172 over 2019. It is anticipated that this number will continue to rise.

Another key financial performance indicator is staffing costs as a percentage of total income. For 2020 this was 76.3%, compared to 74.3% in 2019.

The Trust has made a number of significant achievements in the year under review. Key achievements include:

- Successfully opening Trinity Academy on 1st September 2019 with all 120 places filled and a resulting waiting list;
- Strong links and collaboration between Trust schools seeing the implementation of key "drive groups" across the Trust enabling best practice across the schools;
- Allocated £405,676 of School Condition Allocation for 2020/21 and implementing a mechanism to distribute this funding across the schools within the Trust;
- Investing circa £0.5m of reserves in two key capital projects at Cathedral Primary School to create more classroom space and a much needed new play area;
- Appointed key individuals across the Trust as "Lead Practitioners" to work across the schools in various school improvement roles.

**Going Concern**

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

**FINANCIAL REVIEW**

Most of the Trust's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2020 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Trust also receives grants for fixed assets from the DfE which are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Trust's accounting policies.

During the year ended 31 August 2020, the Academy received total income of £22,437,025 and incurred total expenditure of £21,991,405. The Trust's restricted funds and unrestricted funds (excluding fixed assets, pension reserve and donated assets) generated a combined surplus for the year of £91,183 (2019: £555,319).

At 31 August 2020 the net book value of fixed assets was £40,462,213 and movements in tangible fixed assets are shown in note 14 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Trust.

On 31st August 2020 the freehold of part of the BCCS site was donated to the Trust. This was professionally valued at £12,000,000 and has been reflected in the fixed assets and fixed asset reserve respectively.

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**TRUSTEES REPORT (CONTINUED)  
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Key financial policies adopted or reviewed during the year include the Financial Regulations Policy and the Delegated Authority Matrix which lay out the framework for financial management, including financial responsibilities of the Board, Executive Principal, managers, budget holders and other staff, as well as delegated authority for spending.

**Reserves Policy**

The Trustees review annually the reserves policy and the level of reserves of the Trust. This review encompassed the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees have determined that the appropriate level of reserves which are not invested in tangible fixed assets or held back to meet the LGPS liability should be equivalent to one month's gross salary cost, being estimated as between £1.8m and £1.9m. The reason for this reserve is to provide sufficient working capital and to provide a cushion to deal with unexpected emergencies.

At 31 August 2020, such reserves totalled £1,670,670 (2019: £1,389,302).

The defined benefit pension scheme reserve has a negative balance of £8,267,000 (2019: £7,455,000). The effect of the deficit position of the pension scheme is that the Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Trust's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the Trust.

**Investment Policy**

All funds surplus to immediate requirements are invested to optimal effect. Where cash flow allows, sums may be invested on deposit for extended periods.

Due to the nature and timing of receipt of funding, the Trust may at times hold cash balances surplus to its short term requirements. The Trustees have authorised the opening of additional short term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

Trustees are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any cash not required for operating expenses is placed on deposit at the most favourable rate available from providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Executive Principal and Finance Director within strict guidelines approved by the Board of Trustees.

**PRINCIPAL RISKS AND UNCERTAINTIES**

The Board of Trustees has reviewed the major risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

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

Financial - the Trust has considerable reliance on continued Government funding through the ESFA. In the last year 86.4% of the Trust's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

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.

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**TRUSTEES REPORT (CONTINUED)  
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Reputational - the continuing success of the Trust is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student success and achievement 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 & safety and discipline.

Staffing - the success of the Trust is reliant upon the quality of its staff and so the Trustees monitor and review policies and procedures 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 an internal auditor to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained and reviewed and updated on a regular basis.

The Trust has agreed a Risk Register. This has been discussed by Trustees and include the financial risks to the Trust. The register and plan are regularly reviewed in light of any new information and formally reviewed annually.

The Trustees have assessed the major risks to which the Trust is exposed, in particular those relating to its finances, teaching, facilities and other operational areas. The Trustees have implemented a number of systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains they have ensured they have adequate insurance cover.

Whilst the majority of the schools within the Trust are over-subscribed, risks to revenue funding from a falling roll are small. However, the increased costs, specifically around staff pay rises, mean that budgets will be increasingly tight in coming years.

The Trustees examine the financial health formally every term. They review performance against budgets and overall expenditure by means of regular update reports at all Board and Finance, Risk and Audit Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

At the year end, the Trust had no significant liabilities arising from trade creditors or debtors that would have a significant effect on liquidity.

The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in Note 25 to the financial statements, represents a significant potential liability. However as the Trustees consider that the Trust is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

## **FUNDRAISING**

The Trust undertakes limited amounts of fund-raising activities. The majority of the fundraising activities are undertaken by the school's parents' bodies who run a number of events to raise money for their schools. The schools work closely with these organisations to ensure that the activities are consistent with the schools aims and objectives and comply with all appropriate guidelines.

The Trust has launched an ambitious campaign to raise significant funds for Trinity Academy. This is to supplement the budget we have been allocated by the DfE to ensure we have world class facilities at the new building especially in the area of the performance areas.

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

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STREAMLINED ENERGY AND CARBON REPORTING

UK Greenhouse gas emissions and energy use data for the year 1 September 2019 to 31 August 2020	
Energy consumption used to calculate emissions (kWh)	3,756,652
<u>Scope 1 emissions in metric tonnes CO2e</u>	
Gas consumption	432.4
Owned transport – mini-buses	5.4
<u>Total scope 1</u>	437.8
<u>Scope 2 emissions in metric tonnes CO2e</u>	
Purchased electricity	327.6
<u>Scope 3 emissions in metric tonnes CO2e</u>	
Business travel in employee owned vehicles	2.6
Total gross emissions in metric tonnes CO2e	768.0
<u>Intensity ratio</u>	
Tonnes CO2e per pupil	0.22

**Quantification and Reporting Methodology**

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting.

**Intensity measurement**

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

**Measures taken to improve energy efficiency**

We have undertaken a number of steps to reduce our gross emissions which includes the following:

- Introduced more online meetings to reduce the travel between school sites;
- Replacing old inefficient lights with energy saving LED's. This will continue to happen as finances allow over the coming years;
- We have installed smart meters across some of our sites to improve our understanding of our energy consumption.

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**PLANS FOR FUTURE PERIODS**

The Trust's key aims are:

- to grow the multi-academy trust to circa 5,000-10,000 students to include a mixture of primary and secondary academies;
- to ensure that the new building for Trinity Academy is delivered by late 2021;
- to develop our capacity for improving teaching, learning and outcomes across all schools and through the development of lead practitioners.
- to build on the Trust's reputation in music to establish BCCS and the wider Trust as a centre of musical excellence for the people of Bristol and the surrounding area;
- to continue to improve the Trust's infrastructure and building on the benefits of the new system for HR and payroll;
- to make available to pupils from a wide variety of backgrounds and abilities the opportunities the Trust has to offer; and
- to maintain and improve the Trust's academic achievement as measured by external public examinations and related data.

**FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS**

The Trust and its Trustees do not act as the Custodian Trustees of any other Charity.

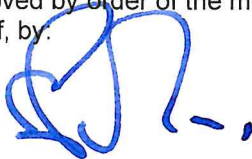
**AUDITOR**

In so far as the Trustees are aware:

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

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Approved by order of the members of the Board of Trustees on *10 December 2020* and signed on their behalf, by:



**Mr S R Parsons LIB MBE DL**  
Chair of Trustees

**CATHEDRAL SCHOOLS TRUST  
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**GOVERNANCE STATEMENT**

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**SCOPE OF RESPONSIBILITY**

As Trustees, we acknowledge we have overall responsibility for ensuring that Cathedral Schools 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 Principal, 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 Cathedral Schools 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 12 times during the year. The unusually large number of meetings was due to the unprecedented response required due to Covid-19

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

Trustee	Meetings attended	Out of a possible
Mr S R Parsons LIB MBE DL, Chair	12	12
Mr M D Lea FCA	9	12
Mrs M Ipinson-Fleming	9	12
Dr D M Hoyle MA PhD, Dean of Bristol	1	3
Mr S P Atkinson	12	12
Ms N Boyce	10	12
Ms C A Galliers	9	12
Ms F E Purcell	11	11
Mr C M A Johnson	7	9
Mr N Blundell, Executive Principal	12	12

F Purcell was appointed on 1 January 2020 as part of the Board's review of skills required. In addition to this, Canon M Johnson was appointed on 1 January 2020 in his capacity as acting Dean of Bristol Cathedral. The composition of the Board continues to be reviewed on an ongoing basis to ensure that the Board covers a broad set of skills.

The Finance, Risk and Audit Committee is a sub-committee of the main Board of Trustees. Its purpose is to act with specific financial oversight of the Trust including the review of financial information and oversee the budget and forecast planning as well as to consider the annual report and meet with the auditors as well as review the Trust's risk register.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr M D Lea FCA	4	4
Mr S R Parsons LIB MBE DL	3	4
Mr A Wright	4	4
Mr W Harding	3	4
Mr N Blundell	4	4

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)**

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**REVIEW OF VALUE FOR MONEY**

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

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

- Robust financial governance and budget management;
- Further imbedding of the Integrated Curriculum Financial Planning methods into the budgeting cycle including benchmarking across our schools against other schools to ensure efficient use of resources; and
- Value for money purchasing including the tender for catering and cleaning provisions across the Trust.

**THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks the achievement of Academy 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 Cathedral Schools Trust for the period from 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 Academy 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 Academy Trust's significant risks that have been in place for the period from 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 Finance, Risk and Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- Setting targets to measure financial and other performance;
- Clearly defined purchasing (asset purchase or capital investment) guidelines;
- Delegation of authority and segregation of duties; and
- Identification and management of risks.

The board of Trustees has considered the need for a specific internal audit function and has decided to appoint Audit West as internal auditor.

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)**

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**THE RISK AND CONTROL FRAMEWORK (CONTINUED)**

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:

- Testing of HR/payroll systems;
- Testing of purchase and income systems; and
- Review of Governance arrangements.

Three times a year, the internal auditor reports to the Board of Trustees through the Finance, Risk and Audit Committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

In addition to the reports submitted the auditor has produced an annual report giving details of the work performed during the year and giving an overall opinion of the scrutiny programmes for the Trust. A number of recommendations were made throughout the year and reported to Trustees.

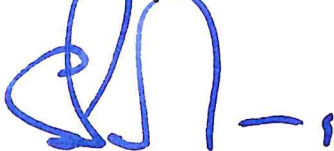
**REVIEW OF EFFECTIVENESS**

As Accounting Officer, the Executive Principal 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;
- 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 Finance, Risk and Audit Committee 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 *10 December 2020* and signed on their behalf by:



**Stephen Parsons**  
Chair of Trustees



**Neil Blundell**  
Accounting Officer

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Cathedral Schools Trust I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

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



**Neil Blundell**

Accounting Officer

Date: *10 December 2020*

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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

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

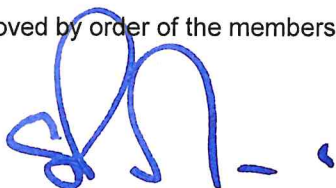
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 and signed on its behalf by:



**Mr S R Parsons LIB MBE DL**

Chair of Trustees

Date: 10 December 2020

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
CATHEDRAL SCHOOLS TRUST**

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**OPINION**

We have audited the financial statements of Cathedral Schools 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.

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**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 Reference and administrative details, the Trustees' report including the Strategic report, and the Governance 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.

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**RESPONSIBILITIES OF TRUSTEES**

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

In preparing the financial statements, the Trustees are responsible for assessing the 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.

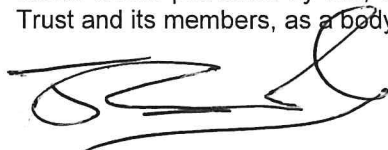
**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

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 charitable 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 charitable 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 charitable Trust and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Joseph Scaife FCA DChA (Senior statutory auditor)**

for and on behalf of  
**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
10 Temple Back  
Bristol  
BS1 6FL

Date: 15/12/20

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO CATHEDRAL SCHOOLS TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 22 June 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 Cathedral Schools 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 Cathedral Schools Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Cathedral Schools 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 Cathedral Schools Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF CATHEDRAL SCHOOLS TRUST'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Cathedral Schools Trust's funding agreement with the Secretary of State for Education dated 28 January 2016 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.

Our work on regularity included a review of the internal controls, policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the academy complied with the framework of authorities. We also reviewed the reports commissioned by the Trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

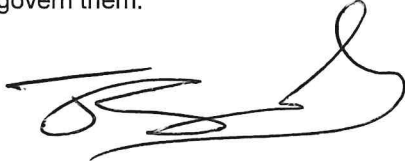
**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**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.



Joseph Scaife FCA DChA (Reporting Accountant)  
**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors  
10 Temple Back  
Bristol  
BS1 6FL

Date: 15/12/20

**CATHEDRAL SCHOOLS 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>						
	3					
Transfer from local authority on conversion		-	-	-	-	1,493,935
Transfer from another academy trust		-	-	-	-	9,368,007
Donated assets		-	-	1,170,646	1,170,646	-
Other donations and capital grants		49,888	171,103	1,229,534	1,450,525	5,885,423
Charitable activities		236,075	19,370,251	-	19,606,326	15,283,066
Teaching schools	30	-	46,450	-	46,450	46,000
Other trading activities		154,237	-	-	154,237	280,815
Investments	6	8,841	-	-	8,841	2,754
<b>TOTAL INCOME</b>		<b>449,041</b>	<b>19,587,804</b>	<b>2,400,180</b>	<b>22,437,025</b>	<b>32,360,000</b>
<b>EXPENDITURE ON:</b>						
Charitable activities		460,395	20,193,967	1,290,377	21,944,739	17,234,504
Teaching schools		-	46,666	-	46,666	94,789
<b>TOTAL EXPENDITURE</b>		<b>460,395</b>	<b>20,240,633</b>	<b>1,290,377</b>	<b>21,991,405</b>	<b>17,329,293</b>
<b>NET (EXPENDITURE)/INCOME</b>						
		<b>(11,354)</b>	<b>(652,829)</b>	<b>1,109,803</b>	<b>445,620</b>	<b>15,030,707</b>
Transfers between funds	17	-	372,551	(372,551)	-	-
<b>Net movement in funds</b>		<b>(11,354)</b>	<b>(280,278)</b>	<b>737,252</b>	<b>445,620</b>	<b>15,030,707</b>

**CATHEDRAL SCHOOLS TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

		Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED (LOSSES)/GAINS BROUGHT FORWARD</b>		<b>(11,354)</b>	<b>(280,278)</b>	<b>737,252</b>	<b>445,620</b>	<b>15,030,707</b>
<b>OTHER RECOGNISED GAINS/(LOSSES):</b>						
Actuarial losses on pension schemes	25	-	(239,000)	-	(239,000)	(1,270,000)
<b>NET MOVEMENT IN FUNDS</b>		<b>(11,354)</b>	<b>(519,278)</b>	<b>737,252</b>	<b>206,620</b>	<b>13,760,707</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		663,038	(6,728,736)	40,366,354	34,300,656	20,539,949
Net movement in funds		(11,354)	(519,278)	737,252	206,620	13,760,707
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>651,684</b>	<b>(7,248,014)</b>	<b>41,103,606</b>	<b>34,507,276</b>	<b>34,300,656</b>

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

The notes on pages 27 to 57 form part of these financial statements.

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)  
REGISTERED NUMBER:06516626**

**BALANCE SHEET  
AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>FIXED ASSETS</b>			
Tangible assets	14	40,462,213	39,755,136
		<u>40,462,213</u>	<u>39,755,136</u>
<b>CURRENT ASSETS</b>			
Debtors	15	1,545,324	1,746,835
Cash at bank and in hand		2,844,782	2,275,637
		<u>4,390,106</u>	<u>4,022,472</u>
Creditors: amounts falling due within one year	16	(2,078,043)	(2,021,952)
<b>NET CURRENT ASSETS</b>		<u>2,312,063</u>	<u>2,000,520</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>42,774,276</u>	<u>41,755,656</u>
Defined benefit pension scheme liability	25	(8,267,000)	(7,455,000)
<b>TOTAL NET ASSETS</b>		<u><u>34,507,276</u></u>	<u><u>34,300,656</u></u>
<b>FUNDS OF THE TRUST</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	41,103,606	40,366,354
Restricted income funds	17	1,018,986	726,264
		<u>42,122,592</u>	<u>41,092,618</u>
Restricted funds excluding pension asset	17	42,122,592	41,092,618
Pension reserve	17	(8,267,000)	(7,455,000)
<b>Total restricted funds</b>	17	<u>33,855,592</u>	<u>33,637,618</u>
<b>Unrestricted income funds</b>	17	<u>651,684</u>	<u>663,038</u>
<b>TOTAL FUNDS</b>		<u><u>34,507,276</u></u>	<u><u>34,300,656</u></u>

The financial statements on pages 23 to 57 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

Mr S R Parsons LIB MBE DL  
Chair of Trustees  
Date: 10 December 2020

The notes on pages 27 to 57 form part of these financial statements.

**CATHEDRAL SCHOOLS TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

	<b>Note</b>	<b>2020 £</b>	<b>2019 £</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net cash provided by operating activities	19	<b>564,858</b>	293,814
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>	21	<b>4,287</b>	343,161
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>	20	<b>-</b>	331,016
		<hr/>	<hr/>
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>		<b>569,145</b>	967,991
Cash and cash equivalents at the beginning of the year		<b>2,275,637</b>	1,307,646
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>	22, 23	<b>2,844,782</b>	2,275,637
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 27 to 57 form part of these financial statements

**CATHEDRAL SCHOOLS TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**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 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.

Cathedral Schools Trust meets the definition of a public benefit entity under FRS 102.

**1.2 GOING CONCERN**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the 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.

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

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1. ACCOUNTING POLICIES (continued)

1.3 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.

- **Donated fixed assets (excluding transfers on conversion or into the Trust)**

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

1.4 EXPENDITURE

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

- **Charitable activities**

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

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

**1.4 EXPENDITURE (CONTINUED)**

All resources expended are inclusive of irrecoverable VAT.

**1.5 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 these assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	- Over 50 years
Long-term leasehold land and buildings	- Over the period of the lease or 50 years whichever is shorter
Furniture, fixtures and equipment	- Over 5 - 10 years
Motor vehicles	- Over 4 years
ICT equipment	- Over 3 years
Minor building works	- Over 10 years (with the exception of works related to temporarily accommodating CPS which are depreciated over 3 years)

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

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

**1.6 OPERATING LEASES**

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

**1.7 DEBTORS**

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.8 CASH AT BANK AND IN HAND**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account and cash on deposit that has a notice period of less than 30 days.'

**1.9 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.

**1.10 TAXATION**

The Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

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

**1.11 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.

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

**1.12 AGENCY ARRANGEMENTS**

The Academy Trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable applications of the funds. The Academy Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at the period end are disclosed in note 29.

**1.13 FUND ACCOUNTING**

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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.

Transfers are made between restricted funds and restricted fixed asset funds where restricted funds are used to purchase fixed assets.

**2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGMENT**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, 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.

Critical areas of judgment:

The Academy Trust obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy Trust to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>DONATIONS</b>					
Transfer from local authority on conversion	-	-	-	-	1,149,935
Transfer from another academy trust	-	-	-	-	9,712,007
Donated assets	-	-	1,170,646	<b>1,170,646</b>	-
	-	-	1,170,646	<b>1,170,646</b>	10,861,942
Donations	49,888	171,103	28,691	<b>249,682</b>	4,695,388
Capital Grants	-	-	1,200,843	<b>1,200,843</b>	1,190,035
	49,888	171,103	1,229,534	<b>1,450,525</b>	5,885,423
<b>TOTAL 2020</b>	49,888	171,103	2,400,180	<b>2,621,171</b>	16,747,365
<b>TOTAL 2019</b>	93,740	(2,040,813)	18,694,438	16,747,365	

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

**4. FUNDING FOR THE TRUST'S EDUCATIONAL ACTIVITIES**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>DFE/ESFA GRANTS</b>				
General Annual Grant	-	15,876,579	<b>15,876,579</b>	12,469,583
Start up Grants	-	200,000	<b>200,000</b>	27,375
Other DfE Group Grants	-	2,505,971	<b>2,505,971</b>	1,721,276
	-	18,582,550	<b>18,582,550</b>	14,218,234
<b>OTHER GOVERNMENT GRANTS</b>				
High Needs	-	363,939	<b>363,939</b>	206,486
Other government grants non capital	-	423,762	<b>423,762</b>	575,886
	-	787,701	<b>787,701</b>	782,372
<b>OTHER FUNDING</b>				
Sales to students	13,425	-	<b>13,425</b>	70,695
Other	222,650	-	<b>222,650</b>	211,765
<b>TOTAL 2020</b>	<b>236,075</b>	<b>19,370,251</b>	<b>19,606,326</b>	<b>15,283,066</b>
<b>TOTAL 2019</b>	<b>282,460</b>	<b>15,000,606</b>	<b>15,283,066</b>	

**5. INCOME FROM OTHER TRADING ACTIVITIES**

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Lettings	48,440	<b>48,440</b>	81,961
External Catering	34,375	<b>34,375</b>	134,404
Consultancy	-	-	5,000
Fees received	71,422	<b>71,422</b>	59,450
<b>TOTAL 2020</b>	<b>154,237</b>	<b>154,237</b>	<b>280,815</b>
<b>TOTAL 2019</b>	<b>280,815</b>	<b>280,815</b>	

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**6. INVESTMENT INCOME**

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Bank interest	8,841	8,841	2,754

**7. EXPENDITURE**

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £	Total 2019 £
EDUCATION:					
Direct costs	13,767,087	1,290,473	1,340,920	16,398,480	12,776,166
Allocated support costs	2,109,347	2,074,662	1,362,250	5,546,259	4,458,338
Teaching school	43,477	3,144	45	46,666	94,789
	<u>15,919,911</u>	<u>3,368,279</u>	<u>2,703,215</u>	<u>21,991,405</u>	<u>17,329,293</u>
TOTAL 2019	<u>12,123,799</u>	<u>2,544,644</u>	<u>2,660,850</u>	<u>17,329,293</u>	

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £	Total funds 2019 £
Education	16,398,480	5,546,259	21,944,739	17,234,504
TOTAL 2019	<u>12,776,166</u>	<u>4,458,338</u>	<u>17,234,504</u>	

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**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**Analysis of direct costs**

	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Pension finance cost	<b>121,000</b>	87,000
Staff costs	<b>13,538,582</b>	9,969,479
Depreciation	<b>1,118,937</b>	997,426
Educational supplies	<b>446,986</b>	317,891
Examination fees	<b>170,376</b>	188,151
Staff development	<b>75,544</b>	50,126
Other costs	<b>110,428</b>	139,876
Agency staff	<b>228,505</b>	263,044
Trip expenditure	<b>84,205</b>	311,600
Maintenance of premises and equipment	<b>176,157</b>	108,262
Security and transport	<b>47,480</b>	70,451
Technology costs	<b>265,158</b>	247,211
Office overheads	<b>15,122</b>	25,649
<b>TOTAL 2020</b>	<b>16,398,480</b>	12,776,166

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**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**Analysis of support costs**

	Total funds 2020 £	Total funds 2019 £
Pension income	31,000	45,000
Staff costs	2,107,698	1,792,664
Depreciation	171,440	163,551
Staff development	11,288	10,902
Other costs	439	441
Agency staff	1,649	18,470
Recruitment and support	56,822	46,484
Maintenance of premises and equipment	820,687	316,963
Cleaning	334,064	242,576
Rent and rates	457,461	447,695
Energy costs	286,389	254,666
Insurance	100,717	75,349
Security and transport	102,407	64,103
Catering	408,935	394,083
Technology costs	1,571	8,618
Office overheads	124,579	111,092
Legal and professional	244,484	200,147
Bank interest and charges	7,334	7,554
Governance	17,820	26,449
Educational consultancy	259,475	231,531
<b>TOTAL 2020</b>	<b>5,546,259</b>	<b>4,458,338</b>

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

Net (expenditure)/income for the year includes:

	2020 £	2019 £
Operating lease rentals	347,506	349,607
Depreciation of tangible fixed assets	1,290,374	1,160,977
Fees paid to auditors for:		
- audit	16,250	15,000

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**10. STAFF**

**a. STAFF COSTS**

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	11,512,742	8,872,370
Social security costs	1,117,058	849,285
Pension costs	3,016,480	2,040,488
	<u>15,646,280</u>	<u>11,762,143</u>
Agency staff costs	230,154	281,514
Teaching school staff costs	43,477	80,142
	<u>15,919,911</u>	<u>12,123,799</u>

**b. STAFF NUMBERS**

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

	2020 No.	2019 No.
Teachers	190	154
Educational Support	132	102
Administration and Clerical	90	85
Management	39	23
	<u>451</u>	<u>364</u>

The average headcount expressed as full-time equivalents was:

	2020 No.	2019 No.
Teachers	168	135
Educational Support	91	70
Administration and Clerical	53	45
Management	37	23
	<u>349</u>	<u>273</u>

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

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**10. STAFF (CONTINUED)**

**b. STAFF NUMBERS (CONTINUED)**

**c. HIGHER PAID STAFF**

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

	<b>2020 No.</b>	<b>2019 No.</b>
In the band £60,001 - £70,000	<b>7</b>	<b>2</b>
In the band £70,001 - £80,000	<b>2</b>	<b>3</b>
In the band £80,001 - £90,000	<b>3</b>	<b>2</b>
In the band £90,001 - £100,000	<b>1</b>	<b>-</b>
In the band £120,001 - £130,000	<b>1</b>	<b>1</b>
	<b>=====</b>	<b>=====</b>

**d. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Trust comprise the Trustees and those serving the Academy Trust as Principals and Heads of Schools during the year. 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 £1,006,453 (2019 £825,976).

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

**11. CENTRAL SERVICES**

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

- recruitment and human resources
- financial services
- payroll
- HR services
- estates management
- admissions services
- IT services
- governance

The Trust charges for these services on the following basis:

All other services are recharged in aggregate at an annual level agreed by both parties. This annual level is derived by applying the proportion of time each department reports spends on the schools related matters to the total salaries with on-costs for that department.

During the year the Trust charged the Academies the following percentage of their GAG income: Bristol Cathedral Choir School - 10%, Cathedral Primary School - 7%, Trinity Academy - 12%, all other schools were charged 5%. Academies are charged based on the services they require from the Trust. The differing %'s reflect the different reliance on the central team to serve functions within the schools.

The actual amounts charged during the year were as follows:

	2020 £	2019 £
Bristol Cathedral Choir School	561,053	595,051
Cathedral Primary School	127,207	154,160
Headley Park Primary School	98,533	100,234
Victoria Park Primary School	87,321	98,742
St Katherine's School	261,394	158,752
Stoke Park Primary School	52,330	11,470
Trinity Academy	118,794	-
<b>TOTAL</b>	<b>1,306,632</b>	<b>1,118,409</b>

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

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**12. TRUSTEES' REMUNERATION AND EXPENSES**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The Executive Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Executive Principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows: N Blundell £125,000 - £130,000 (2019: £120,000 - £125,000), Employer's pension contributions £25,000 - £30,000 (2019: £20,000 - £25,000).

During the year ended 31 August 2020, expenses totalling £2,732 were reimbursed or paid directly to 2 Trustees (2019 - £NIL to 0 Trustee).

**13. 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 £10,000,000 on any one claim. The cost is part of a larger premium and not identifiable separately.

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

**14. TANGIBLE FIXED ASSETS**

	Long-term leasehold & freehold property £	Minor building works £	Assets under construction £	Furniture, ICT equipment & motor vehicles £	Total £
<b>COST OR VALUATION</b>					
At 1 September 2019	42,014,478	1,475,762	-	3,110,507	46,600,747
Additions	-	78,241	315,240	433,324	826,805
Donated asset	1,170,646	-	-	-	1,170,646
At 31 August 2020	43,185,124	1,554,003	315,240	3,543,831	48,598,198
<b>DEPRECIATION</b>					
At 1 September 2019	3,737,200	470,759	-	2,637,652	6,845,611
Charge for the year	830,167	150,335	-	309,872	1,290,374
At 31 August 2020	4,567,367	621,094	-	2,947,524	8,135,985
<b>NET BOOK VALUE</b>					
At 31 August 2020	38,617,757	932,909	315,240	596,307	40,462,213
At 31 August 2019	38,277,278	1,005,003	-	472,855	39,755,136

Included within the cost of long-term leasehold and freehold property is freehold property which has been professionally valued in the year at £12m.

**15. DEBTORS**

	2020 £	2019 £
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	28,590	25,500
Other debtors	202,838	382,647
Prepayments and accrued income	1,313,896	1,338,688
	1,545,324	1,746,835

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

**16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2020 £	2019 £
Trade creditors	939,049	805,571
Other taxation and social security	256,800	433,216
Other creditors	393,780	319,744
Accruals and deferred income	488,414	463,421
	<u>2,078,043</u>	<u>2,021,952</u>
	<u>2,078,043</u>	<u>2,021,952</u>
	2020 £	2019 £
Deferred income at 1 September 2019	260,291	332,731
Resources deferred during the year	349,024	260,291
Amounts released from previous periods	(260,291)	(332,731)
	<u>349,024</u>	<u>260,291</u>
	<u>349,024</u>	<u>260,291</u>

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**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>						
General funds	663,038	449,041	(460,395)	-	-	651,684
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant (GAG)	707,769	15,876,579	(15,565,146)	(216)	-	1,018,986
Pupil Premium	-	819,284	(819,284)	-	-	-
UIFSM	-	221,998	(221,998)	-	-	-
High Needs funding	-	363,939	(363,939)	-	-	-
Donations	-	80,297	(80,297)	-	-	-
Other local authority	-	423,762	(423,762)	-	-	-
Start up grant	-	200,000	(200,000)	-	-	-
Other DfE/ESFA funding	-	1,168,668	(1,541,219)	372,551	-	-
PE sports grant	-	75,220	(75,220)	-	-	-
Project development grant	18,495	-	(18,495)	-	-	-
Educational visits	-	90,806	(90,806)	-	-	-
Year 7 catch up grant	-	35,540	(35,540)	-	-	-
Teaching school grant	-	46,450	(46,666)	216	-	-
Rates relief	-	87,261	(87,261)	-	-	-
Trust capacity fund	-	98,000	(98,000)	-	-	-
Pension reserve	(7,455,000)	-	(573,000)	-	(239,000)	(8,267,000)
	<u>(6,728,736)</u>	<u>19,587,804</u>	<u>(20,240,633)</u>	<u>372,551</u>	<u>(239,000)</u>	<u>(7,248,014)</u>

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**17. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Private sector capital sponsorship	15,189,050	1,170,646	(367,421)	-	-	15,992,275
Fixed assets transferred on conversion	23,392,098	-	(404,370)	-	-	22,987,728
Fixed assets purchased from GAG and other restricted funds	117,299	-	(70,665)	-	-	46,634
DfE/ESFA Capital grants	1,667,907	1,229,534	(447,921)	(372,551)	-	2,076,969
	<u>40,366,354</u>	<u>2,400,180</u>	<u>(1,290,377)</u>	<u>(372,551)</u>	<u>-</u>	<u>41,103,606</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>33,637,618</u>	<u>21,987,984</u>	<u>(21,531,010)</u>	<u>-</u>	<u>(239,000)</u>	<u>33,855,592</u>
<b>TOTAL FUNDS</b>	<u>34,300,656</u>	<u>22,437,025</u>	<u>(21,991,405)</u>	<u>-</u>	<u>(239,000)</u>	<u>34,507,276</u>

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

**Restricted Funds**

The General Annual Grant (GAG) represents funding received from the Education and Skills Funding Agency (ESFA) during the period in order to fund the continuing activities of the school.

Pupil premium funding represents amounts received from the ESFA for children who qualify for free school meals to enable the Trust to address the general current underlying inequalities between those children and their peers.

Universal Infant Free School Meals (UIFSM) is funding received from the ESFA to contribute to the costs of providing free school meals to children in Reception, Year 1 and Year 2.

High Needs funding is received from the Local Authority to cater for pupils with learning difficulties and other disabilities.

Donations represent amounts received in the year for specific purposes.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**17. STATEMENT OF FUNDS (CONTINUED)**

Other local authority funding is funding received from the local authority for a number of purposes including pupil premium and Early Years Single Funding Formula (EYSFF).

Start up grant funding is paid to certain academies to meet costs arising during the first few years of an Academy Trust which cannot be supported by other elements of the Academy Trust's GAG.

Conditional Improvement Fund represents funding received by the Trust for a kitchen upgrade at Bristol Cathedral Choir School and essential roofing refurbishment at Headley Park Primary School. The difference between the fixed asset register and the restricted fixed asset funds represents unspent CIF money which has been carried forward as the work will be completed in the following academic year.

Other DfE/ESFA grants are grants received from the DfE/ESFA for specific purposes.

PE Sport grant is funding received from the ESFA to make additional and sustainable improvements to the quality of PE and sport on offer in primary academies.

Project development grant is funding received for the pre-opening phase of Trinity Academy which opened in September 2019.

Educational visits funding represents voluntary contributions received from parents towards the cost of school trips.

Year 7 Catch Up grant is funding received from the ESFA to support year 7 pupils who did not achieve the expected standard in reading or maths at the end of key stage 2.

Teaching School funding comprises grants and other monies received for the purpose of running a Teaching School Alliance, which provides training for Teaching staff as well as School improvement work for the Trust and other schools. The funds carried forward will be used in the following academic year.

Pension reserve represents the Trust's share of the assets and liabilities in the Local Government Pension Scheme. As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an academy. The Trust is following the recommendations of the actuary to reduce the deficit by making additional contributions over a number of years.

**Restricted Fixed Asset Funds**

Private sector capital sponsorship represents the land and buildings of Bristol Cathedral Choir School.

Fixed assets transferred on conversion represents the land, building and equipment donated to the Trust when schools join.

DfE / ESFA Capital grants represents Devolved Formula Capital and CIF income received from the ESFA spent on fixed assets.

Fixed assets purchased from GAG and other restricted funds represents fixed assets that have been purchased out of General Annual Grant income as well as some other donations including one from The Wolfson Foundation.

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**17. STATEMENT OF FUNDS (CONTINUED)**

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.

**Total funds analysis by academy**

Fund balances at 31 August 2020 were allocated as follows:

	2020 £	2019 £
Bristol Cathedral Choir School	142,993	-
Cathedral Primary School	421,279	357,701
Headley Park Primary School	61,942	67,714
Victoria Park Primary School	432,451	452,096
St Katherine's School	245,877	261,518
Stoke Park Primary School	156,482	150,180
Trinity Academy	75,807	-
Central Services	133,839	100,093
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	1,670,670	1,389,302
Restricted fixed asset fund	41,103,606	40,366,354
Pension reserve	(8,267,000)	(7,455,000)
	<hr/>	<hr/>
<b>TOTAL</b>	<b>34,507,276</b>	<b>34,300,656</b>
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**17. STATEMENT OF FUNDS (CONTINUED)**

**TOTAL COST ANALYSIS BY ACADEMY**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £	Total 2019 £
Bristol Cathedral Choir School	3,998,758	414,081	148,945	1,265,197	<b>5,826,981</b>	6,090,973
Cathedral Primary School	1,276,950	98,949	44,629	400,270	<b>1,820,798</b>	1,697,978
Headley Park Primary School	1,636,851	190,772	31,546	370,583	<b>2,229,752</b>	2,222,150
Victoria Park Primary School	1,496,483	200,766	74,529	278,408	<b>2,050,186</b>	2,152,768
St Katherine's School	3,635,213	286,740	72,084	871,913	<b>4,865,950</b>	3,212,476
Stoke Park Primary School	914,861	90,444	18,294	484,490	<b>1,508,089</b>	332,738
Trinity Academy	618,396	40,448	49,980	182,363	<b>891,187</b>	-
Central services	532,052	488,148	6,978	480,907	<b>1,508,085</b>	1,682,921
<b>TRUST</b>	<b>14,109,564</b>	<b>1,810,348</b>	<b>446,985</b>	<b>4,334,131</b>	<b>20,701,028</b>	<b>17,392,004</b>

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**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>						
General funds	483,527	659,769	(480,258)	-	-	663,038
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant (GAG)	-	13,022,628	(12,417,599)	102,740	-	707,769
Pupil Premium	-	554,354	(554,354)	-	-	-
UIFSM	-	277,806	(277,806)	-	-	-
High Needs funding	-	206,486	(206,486)	-	-	-
Donations	-	91,022	(91,022)	-	-	-
Other local authority	-	575,886	(575,886)	-	-	-
Start up grant	-	27,375	(27,375)	-	-	-
Other DfE/ESFA funding	-	182,639	(182,639)	-	-	-
PE sports grant	-	56,950	(56,950)	-	-	-
Project development grant	-	210,000	(191,505)	-	-	18,495
Educational visits	-	308,978	(308,978)	-	-	-
Year 7 catch up grant	-	22,366	(22,366)	-	-	-
Teaching school grant	43,162	46,000	(94,789)	5,627	-	-
Rates relief	-	71,303	(71,303)	-	-	-
Pension reserve	(2,928,000)	(2,648,000)	(609,000)	-	(1,270,000)	(7,455,000)
	<u>(2,884,838)</u>	<u>13,005,793</u>	<u>(15,688,058)</u>	<u>108,367</u>	<u>(1,270,000)</u>	<u>(6,728,736)</u>

**CATHEDRAL SCHOOLS TRUST**  
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**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>						
Private sector capital sponsorship	11,661,127	4,017,363	(489,440)	-	-	15,189,050
Fixed assets transferred on conversion	10,403,972	13,202,647	(214,521)	-	-	23,392,098
Fixed assets purchased from GAG and other restricted funds	185,915	-	(68,616)	-	-	117,299
DfE/ESFA Capital grants	690,246	1,474,428	(388,400)	(108,367)	-	1,667,907
	<u>22,941,260</u>	<u>18,694,438</u>	<u>(1,160,977)</u>	<u>(108,367)</u>	<u>-</u>	<u>40,366,354</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>20,056,422</u>	<u>31,700,231</u>	<u>(16,849,035)</u>	<u>-</u>	<u>(1,270,000)</u>	<u>33,637,618</u>
<b>TOTAL FUNDS</b>	<u>20,539,949</u>	<u>32,360,000</u>	<u>(17,329,293)</u>	<u>-</u>	<u>(1,270,000)</u>	<u>34,300,656</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	-	-	40,462,213	<b>40,462,213</b>
Current assets	908,484	2,840,229	641,393	<b>4,390,106</b>
Creditors due within one year	(256,800)	(1,821,243)	-	<b>(2,078,043)</b>
Pension scheme liability	-	(8,267,000)	-	<b>(8,267,000)</b>
<b>TOTAL</b>	<u>651,684</u>	<u>(7,248,014)</u>	<u>41,103,606</u>	<u><b>34,507,276</b></u>

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**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	-	-	39,755,136	39,755,136
Current assets	863,151	2,548,103	611,218	4,022,472
Creditors due within one year	(200,113)	(1,821,839)	-	(2,021,952)
Pension scheme liability	-	(7,455,000)	-	(7,455,000)
<b>TOTAL</b>	<b>663,038</b>	<b>(6,728,736)</b>	<b>40,366,354</b>	<b>34,300,656</b>

**19. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2020 £	2019 £
Net income for the period (as per Statement of financial activities)	<b>445,620</b>	15,030,707
<b>ADJUSTMENTS FOR:</b>		
Depreciation	<b>1,290,374</b>	1,160,978
Interest receivable	<b>(8,841)</b>	(2,754)
Decrease/(increase) in debtors	<b>580,103</b>	(742,622)
Increase in creditors	<b>56,091</b>	307,845
Capital grants from DfE and other capital income	<b>(1,200,843)</b>	(1,190,035)
Defined benefit pension scheme cost less contributions payable	<b>421,000</b>	477,000
Defined benefit pension scheme finance cost	<b>152,000</b>	132,000
Net assets received from transfer of schools into the Trust	-	(10,861,942)
Donated asset	<b>(1,170,646)</b>	(4,017,363)
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>564,858</b>	293,814

**20. CASH FLOWS FROM FINANCING ACTIVITIES**

	2020 £	2019 £
Cash transferred on conversion to the Trust	-	331,016
<b>NET CASH PROVIDED BY FINANCING ACTIVITIES</b>	<b>-</b>	331,016

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**21. CASH FLOWS FROM INVESTING ACTIVITIES**

	2020 £	2019 £
Interest received	8,841	2,754
Purchase of tangible fixed assets	(826,805)	(849,628)
Capital grants from DfE Group	822,251	1,190,035
<b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>	<b>4,287</b>	<b>343,161</b>

**22. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2020 £	2019 £
Cash in hand	2,844,782	2,275,637
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>2,844,782</b>	<b>2,275,637</b>

**23. ANALYSIS OF CHANGES IN NET DEBT**

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	2,275,637	569,145	2,844,782
	<b>2,275,637</b>	<b>569,145</b>	<b>2,844,782</b>

**24. CAPITAL COMMITMENTS**

At 31 August 2020 the Trust had capital commitments as follows:

	2020 £	2019 £
<b>CONTRACTED FOR BUT NOT PROVIDED IN THESE FINANCIAL STATEMENTS</b>		
CIF projects in progress	-	408,619
Acquisition of tangible fixed assets	227,251	-
	<b>227,251</b>	<b>408,619</b>

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

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**25. 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 NextStep. 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 £283,360 were payable to the schemes at 31 August 2020 (2019 - £221,008) 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 £1,402,034 (2019 - £713,700).

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.

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

25. 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 £1,273,000 (2019 - £725,000), of which employer's contributions totalled £1,063,000 (2019 - £561,000) and employees' contributions totalled £ 210,000 (2019 - £164,000). The agreed contribution rates for future years are 20.3 per cent for employers and 5.5 - 12.5 per cent for employees.

As described in note the LGPS obligation relates to the employees of the 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 %
Discount rate for scheme liabilities	1.7	1.9
Rate of increase in salaries	3.15	3.65
Rate of increase for pensions in payment / inflation	2.15	2.15
Inflation assumption (CPI)	2.15	2.15

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

	2020 Years	2019 Years
<i>Retiring today</i>		
Males	22.4	22.4
Females	24.6	24.5
<i>Retiring in 20 years</i>		
Males	23.3	23.2
Females	26.0	25.9

Sensitivity analysis

	2020 £000	2019 £000
Discount rate +0.1%	(437)	(301)
Mortality assumption - 1 year increase	494	335
CPI rate +0.1%	394	253

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**25. PENSION COMMITMENTS (CONTINUED)**

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

	2020 £	2019 £
Equities	3,731,000	2,391,000
Gilts	608,000	641,000
Bonds	228,000	629,000
Property	743,000	526,000
Cash and other liquid assets	253,000	114,000
Other	2,506,000	1,418,000
<b>TOTAL MARKET VALUE OF ASSETS</b>	<b>8,069,000</b>	<b>5,719,000</b>

The actual return on scheme assets was £1,188,000 (2019 - £121,000).

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

	2020 £	2019 £
Current service cost	(1,445,000)	(867,000)
Past service cost	(39,000)	(171,000)
Interest cost	(132,000)	(118,000)
Administrative expenses	(20,000)	(14,000)
<b>Actual return on scheme assets</b>	<b>(1,636,000)</b>	<b>(1,170,000)</b>

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

	2020 £	2019 £
<b>Opening defined benefit obligation</b>	<b>13,174,000</b>	<b>6,495,000</b>
Transferred in on conversion	-	4,054,000
Current service cost	1,445,000	867,000
Interest cost	252,000	248,000
Employee contributions	210,000	164,000
Actuarial (gains) / losses	1,307,000	1,261,000
Benefits paid	(90,000)	(86,000)
Past service cost	38,000	171,000
<b>Closing defined benefit obligation</b>	<b>16,336,000</b>	<b>13,174,000</b>

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**25. PENSION COMMITMENTS (CONTINUED)**

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

	2020 £	2019 £
<b>Opening fair value of scheme assets</b>	<b>5,719,000</b>	3,567,000
Transferred in on conversion	-	1,406,000
Interest income	<b>120,000</b>	130,000
Actuarial losses	<b>1,068,000</b>	(9,000)
Employer contributions	<b>1,063,000</b>	561,000
Employee contributions	<b>210,000</b>	164,000
Benefits paid	<b>(90,000)</b>	(86,000)
Administrative expenses	<b>(21,000)</b>	(14,000)
<b>Closing fair value of scheme assets</b>	<b>8,069,000</b>	5,719,000

**26. OPERATING LEASE COMMITMENTS**

Land and buildings leased from Bristol Cathedral are accounted for as an operating lease with a 75 year lease from 1 September 2008. As at 31 August 2020, there will be 63 years remaining on the lease at an annual cost of £243,820. (reviewed annually in line with CPI).

The library is leased from Bristol City Council and accounted for as an operating lease with a 125 year lease from 13 November 2015. The annual cost of this is £66,000.

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	<b>30,790</b>	39,790
Later than 1 year and not later than 5 years	<b>16,747</b>	41,157
	<b>47,537</b>	80,947

**27. 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.

## 28. 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.

The following related party transactions took place:

### Bristol Cathedral

The Trust leases buildings from Bristol Cathedral and is also charged by the Cathedral for gas supplied to the buildings. Total purchases from Bristol Cathedral during the year amounted to £280,727 (2019: £409,603). The rent is subject to an annual increase in line with CPI. The balance owed at the year end to Bristol Cathedral was £180 (2019: £74,562). The Trust also made sales to Bristol Cathedral during the year of £Nil (2019: £1,468) for the use of facilities owned by the Trust.

### Garage Gospel and UK Churches

During the year, Garage Gospels (UK Churches) invoiced the Trust a net amount of £1,170 (2019: £800) for the provision of rehearsals for the Trust's Gospel Choir. Ms M Ipinson-Fleming, a Trustee, is a co-owner for both Garage Gospel and UK Churches. The transactions were at arm's length.

### Bristol Zoo

During the year, schools within the Trust made purchases from Bristol Zoo for routine school trip visits. Total purchases during the year were £1,105 (2019: £2,549), no balance was due at year end (2019: £Nil). Mr M Lea, a Trustee, is also a director of Bristol Zoo.

### Bristol Old Vic

During the year schools within the Trust made purchases from Bristol Old Vic for routine school trip visits. Total purchases during the year were £1,823 (2019: £3,952), no balance was due at year end (2019: £Nil). Mr M Lea, a Trustee, is also a director of Bristol Old Vic.

## 29. AGENCY ARRANGEMENTS

The Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ended 31 August 2020 the Trust received £31,037 (2019: £19,057) and disbursed £29,907 (2019: £20,513) from the fund. An amount of £6,658 (2019: £5,528) is included in other creditors relating to the undistributed funds that is repayable to the ESFA.

**CATHEDRAL SCHOOLS TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**30. TEACHING SCHOOL TRADING ACCOUNT**

	2020 £	2020 £	2019 £	2019 £
<b>Income</b>				
<b>DIRECT INCOME</b>				
Grants	46,450		46,000	
<b>TOTAL INCOME</b>		46,450		46,000
<b>Expenditure</b>				
<b>DIRECT EXPENDITURE</b>				
Direct staff costs	43,477		80,142	
Other costs	222		905	
<b>TOTAL DIRECT EXPENDITURE</b>	43,699		81,047	
<b>OTHER EXPENDITURE</b>				
Support costs	2,967		13,742	
<b>TOTAL EXPENDITURE</b>		46,666		94,789
Transfers between funds excluding depreciation		216		5,627
<b>Surplus/(deficit) from all sources</b>		-		(43,162)
Teaching school balances at 1 September 2019		-		43,162
<b>TEACHING SCHOOL BALANCES AT 31 AUGUST 2020</b>		-		-