

**LEARNING COMMUNITY TRUST**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**



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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Mrs Erica Aston (appointed 1 December 2021) Mr Michael Briscoe Dr Mahadeva Ganesh Mr David James (resigned 1 November 2021) Mr Clive Jones (resigned 1 September 2021) Mrs Patricia Smart Mr Nathan Wallis (appointed 1 September 2021)
<b>Trustees</b>	Mrs Stephanie Bridgwater Mr Michael Briscoe, Chair and Member Mrs Christine Davies Dr Gill Eatough, Chief Executive and Accounting Officer (resigned 31 October 2022) Mr Andrew Harris Mrs Jane Hughes, Chief Executive and Accounting Officer (appointed 1 November 2022) Mr Graham Hutchinson (resigned 4 April 2022) Mr David James, Member Mrs Lisa Jinks (appointed 1 September 2021) Mr Clive Jones Mrs Beverly Tyley Prof David Woods Mr David Wootton
<b>Company registered number</b>	10846393
<b>Company name</b>	Learning Community Trust
<b>Principal and registered office</b>	C/O Hadley Learning Community Waterloo Road Hadley Telford TF1 5NU
<b>Company secretary</b>	Miss Veronica Croft
<b>Chief executive officer</b>	Dr Gill Eatough (resigned 31 October 2022) Mrs Jane Hughes (appointed 1 November 2022)

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Senior management team**

Dr Gill Eatough, Chief Executive Officer (resigned 31/10/22)  
Mrs Jane Hughes, Chief Executive Officer (appointed 1/11/22)  
Mr Paul Jones, Chief Operating Officer  
Mrs Tracey Williams, Head of Finance  
Mr Paul Roberts, Executive Principal  
Mr Dan Roycroft, HLC Head of Secondary  
Mrs Maddie Griffin, HLC Head of Primary  
Mrs Julie Bravo, Queensway Head Teacher  
Mr Richard Gummery, Ercall Wood Head Teacher  
Mr Andrew McNaughton, Charlton School Head Teacher  
Mr Adrian Pembleton, Wrekin View Head Teacher  
Mr Adam Ames, Crudgington Primary Head Teacher  
Mr Brian Thomas, Severndale Specialist Academy Head Teacher (appointed 1/9/21)

**Independent auditors**

WR Partners  
Belmont House  
Shrewsbury Business Park  
Shrewsbury  
SY2 6LG

**Bankers**

Lloyds Bank  
Queens Square  
Wolverhampton  
West Midlands  
WV1 1RF

**Solicitors**

Browne Jacobson  
15th floor  
6 Bevis Marks  
London  
EC3A 7BA

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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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 from 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Trust commenced in operation from 1 March 2018.

The Multi Academy Trust (the Trust) operates 3 primary, 3 secondary and 2 special academies in Shropshire and Telford & Wrekin. Its academies have a combined pupil capacity of 4,825 and had a roll of 5,061 across the academies on 31 August 2022. Our academies are popular and often oversubscribed.

The principal activity of the Trust is the operation of eight academies as follows:

- **Hadley Learning Community**, Secondary Phase - NOR 1,096
- **Hadley Learning Community**, Primary Phase - NOR 648 including nursery provision
- **Ercall Wood Academy** - NOR 924
- **Charlton Secondary School** - NOR 1,263
- **Queensway** - NOR 122 which operates on two sites (Queensway North and Queensway South)
- **Wrekin View Primary School** - NOR 498 including nursery provision
- **Severndale Academy** - NOR 391 which operates on 3 sites (Monkmoor, Mary Webb and Futures)
- **Crudgington Primary School** - NOR 119

## **Structure, governance and management**

### **a. Constitution**

The Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Trust deed is the primary governing document of the Trust.

The Trustees of Learning Community Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as Learning Community Trust.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

Currently, the Trust is updating its Articles of Association to reflect the new DfE model which is required for our new Free School opening in September 2023.

During 2022, the Trust welcomed a robust external review of Governance that found:

- The Board (in its governance role) is effective.
- Governance of the trust is strong.

Trustees know each school well and provide good level of support and challenge to school leaders. They are determined for all pupils to receive a high-quality education.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Structure, governance and management (continued)**

**b. Members' liability**

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

**c. Trustees' indemnities**

There are no disclosures with regard to qualifying third party indemnity provisions.

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

Our inaugural Trustees were all appointed as the Trust was set up and incorporated in 2017. The Trustees were approved as part of the application process with the Department of Education to ensure we had a strong board with a wide range of skills and expertise in education and school improvement but also in finance, HR and the business sector.

We are very fortunate in that all our original Trustees completed their first four years of office and apart from one, who due to work commitments has become a Member, have all committed to a second period of office. This provides superb consistency as the highest level of Trust Governance.

We have recruited three additional Trustees to ensure we have capacity at Trust Board level matched to our growth which further increases the expertise of the Board. The recruitment process of Trustees is managed by the Chair and Members and may include advertisement or a direct approach. We received one Trustee resignation giving a total of 11 Trustees. We have 5 members, one of whom is the Chair of the Board of Trustees. From December 2021 only 1 Member (Chair) was also a Trustee.

The Members may agree unanimously in writing to appoint such additional Members as they think fit and may unanimously (save that the agreement of the Member(s) to be removed shall not be required) in writing agree to remove any such additional Members.

When a vacancy arises, the Members and Trustees will seek to make an appointment that would maximise the relevant skills and experience on the Board as a whole and enable it to comprise appropriately qualified and experienced Trustees.

**e. Policies adopted for the induction and training of Trustees**

Following initial induction into the Trust, training and induction provided for new Trustees and Governors has depended on their existing experience and knowledge. The Trust has provided additional training and briefing for Trustees as part of our meeting structure on areas such as data analysis and school improvement strategies. All Trustees are supported and provided with the information needed (including reports, policies, minutes, budgets, etc.) to effectively undertake their role as Trustees. All papers for meetings are sent out well in advance of meetings so Trustees have time to review the documents and prepare for the meetings, Trustees have access to the Chair and Executive at any time.

We have held several joint visioning sessions with Members and Trustees to develop the vision and strategy for the Trust which is now part of our documentation.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Structure, governance and management (continued)**

As part of our wider commitment to open governance, we hold an annual joint meeting with all Governors from all our academies to maintain good communications at all levels of Governance and ensure Governors are part of the vision and strategy for the Trust. It is an opportunity to update Governors on the key developments and challenges for the Trust, our growth strategy as well as provide training and support on key areas of Governance.

The Chair of the Trust and CEO meets with the Chairs of our Local Governing Bodies termly to provide a forum for discussion and consultation, and the Executive or Trustees are able to attend LGB meetings as appropriate. There is a programme of training for Governors as part of the service the Trust buys from Telford and Wrekin. All Trustees and Governors have received during the academic year a range of training courses on safeguarding e.g. safeguarding for governance, prevent etc. training to ensure they are very clear on their responsibilities and have up to date knowledge on safeguarding. There was also further training for LGBs where academies who were due to be inspected in 2021-22 so they were well prepared for inspection, their role in inspections and were able to clearly articulate the school improvement journey for their academy.

**f. Organisational structure**

The Board of Trustees comprise those persons appointed under the Articles of Association as described earlier herein. Trustees delegate specific responsibilities to the Resources Committee, Audit and Risk and the Standards Committee (established in January 2022 to reflect the growth of the Trust) and Local Governing Bodies, the activities of which are reported to and discussed at the Board of Trustees' meetings.

Day to day management of the company is undertaken by the Chief Executive Officer supported by the Chief Operating Officer. The day to day running of each Academy is undertaken by the Principal or Head Teacher supported by their Senior Leadership Team.

The Chief Executive Officer is the Accounting Officer, and the Chief Operating Officer is the Chief Finance Officer. To support our academies with their budget, manage growth and effectively implement all financial controls. The Trust has a central finance team that is managed by the Head of Finance, who reports directly to the COO. The team comprises of a Senior Finance Officer and 3 Finance Officers that support multiple academies.

In addition to the central finance team the Trust employs a:

- Company Secretary and PA to the CEO – who oversees the company, Trust Governance, Trust Board, Members and Chair of LCT as well as HR and admin support and advice to our academies
- Lead School Improvement Officer – seconded Principal from an LCT academy
- Quality of Education Lead - for one day seconded VP from an LCT academy
- An Attendance and Welfare Team consisting of a Senior Lead, EWOs, mentors and counsellors- these posts are funded from the from the top slice agreed by academy Principals and Heads
- Professional Governance Lead – from 1st September 2022 to support our LGBs and Trust Governance

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Structure, governance and management (continued)**

**g. Pay policy for key management personnel**

The Trustees make determinations of pay in accordance with the Trust's Pay Policy. The Board of Trustees has fully delegated powers and is established in accordance with the appropriate school governance regulations.

The Trust Executive Team and our Academy Principals/Headteachers and their Senior Leadership Teams are the key management personnel of the Trust. Three Trustees are also Directors and therefore play a significant role in supporting the Trust. Trustees receive no pay or other remuneration in respect of their role as Trustees.

The Board of Trustees sets the pay of the Chief Executive Officer annually. The Chief Executive Officer must demonstrate sustained high quality of performance, with regard to leadership, management and school improvement across the Trust's schools. Pay of Trust Principals/Headteachers and Senior Leadership team members are also set by the Board of Trustees again having regard to performance against previously agreed objectives and recommendations made by the Chief Executive Officer.

There are annual performance/appraisal reviews in place for the COO and LCT Executive Team.

**h. Engagement with employees (including disabled persons)**

LCT is committed to high levels of support and engagement with our employees. They have been consulted on issues through our meeting structure and line management systems. Staff are regularly updated through staff meetings, regular correspondence, and emails from the Principals and Headteachers as well as regular updates from the CEO. The Trust carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

The Trust has a number of detailed policies in relation to all aspects of personnel matters including:

- Staff Code of Conduct
- Whistleblowing policy
- Attendance at Work Policy
- Pay policies
- Appraisal policy
- Equal opportunities policy
- Volunteers' policy
- Health & safety policy

In accordance with the Trust's equal opportunities policy, the Trust has long established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Trust's offices.



**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Structure, governance and management (continued)**

**i. Engagement with suppliers, customers and others in a business relationship with the Trust**

The Trust has formed excellent relationships with service providers and customers (pupils and parents).

The Trust has built up over a number of years excellent working relationships with our suppliers which has helped deliver excellent quality and professionalism for services amongst our schools. Some of the key engagements includes:

- Telford & Wrekin Council – Delivery of Human Resources and payroll, ICT Managed services, Health & Safety audits, GDPR audits, Internal Scrutiny, Caretaking and Cleaning
- Mitie Facilities Management – Facilities Management and project management across PFI schools
- Browne Jacobson – Legal advice and support
- WR Partners – Accountancy and audit services
- Barker Associates – Building and project management consultancy

**j. Trade union facility time**

There is an LCT Trade Union Forum termly comprising of Telford & Wrekin and Shropshire representatives from the teaching and support staff Trade Unions. The Chair of the Forum rotates annually between the Trust and the Trade Unions. There are Trade Union representatives on the staff of the majority of our academies and LCT is committed to ensuring all staff are well represented.

**Objectives and activities**

**a. Vision and aims**

We have a single clear vision for our Trust which is **“To provide an outstanding education for all of our children and young people that prepares them to be successful in all they do both now and in the future”**.

We keep our five key aims at the forefront of all we do, they represent our values as well as our intentions:

**To focus, across our schools, on excellence by achieving the best possible educational outcomes for our children and students by engaging and inspiring them, building their resilience and preparing them for work and adult life.**

**To drive a collaborative culture across our schools which drives and supports improvement and develops all our staff as leading professionals.**

**To provide the highest levels of care and support for our children so they can succeed, including those that are the most disadvantaged, vulnerable or with special needs in our community.**

**To ensure our schools are at the heart of the community they serve and are truly inclusive organisations with equality for all across our community.**

**To engage positively with our families and wider community, building partnerships and programmes that develop opportunities beyond the school sector.**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Objectives and activities (continued)**

Our Trust brings schools together into one organisation so that school leaders; teachers, learners and our community can work and thrive together, gaining from and supporting each other. As a local Multi Academy Trust operating from our school based office in North Telford, the Learning Community Trust (LCT) was incorporated in June 2017 following approvals by the DfE, we are delighted to be an Academy sponsor.

Our approach is built around a clear vision of inclusive education and a relentless drive for raising standards we keep our focus on our learners, ensuring they are supported by great teachers, outstanding leaders and excellent facilities.

We believe in strong local management and governance, our Trust is led by our Members, our outstanding Board of Trustees and each Academy has a Local Governing Board.

The Trust Executive Function is designed to be lean and focused, providing unwavering attention on getting the best outcomes for our learners, staff and community.

We focus on research and evidence led school improvements strategies, we develop our leaders and staff and ensure we have excellent and leading practice in our teaching, support and management practices.

Our support and management functions are wholly focused on supporting our schools, with exemplary financial management, excellent human resource support and a continuous drive for value for money, efficiency and effectiveness.

**b. Objectives, strategies and activities**

We have established four strategic objectives, with members and Trustees, for our Trust with linked KPIs:

**1. Engaged Learners so that: -**

- Progress and achievement improve annually to at least national measures and beyond
- Our learners are safe and enjoy school
- Attendance rises well above national measures
- We have low exclusions from our schools
- All our learners experience and enjoy a broad, rich and engaging curriculum
- Learners with SEND have their needs well met and make good progress
- Learners tell us they want to be at our Academies, our Academies are popular and often oversubscribed

**2. High Quality Staff so that: -**

- Teaching in our Academies is consistently good or better and always improving
- All staff have access to high quality professional development
- We create opportunities for staff across the Trust to develop their careers and share their practise
- We recruit and retain the highest calibre teaching and support staff
- We have high staff attendance
- Staff enjoy working in our schools and Trust

**3. Continuous Improvement so that: -**

- We continuously review performance and areas for improvement
- Any of our academies that require improvement are supported and challenged to improve to Good within two years.
- Our Good schools are supported and challenged to have areas of outstanding practice
- We have a Trust wide culture of collaboration focussed on school improvement

TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022

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**Objectives and activities (continued)**

**4. Leadership and Governance so that: -**

- Our Trust is viable, sustainable and highly effective
- We have outstanding Leadership and governance across the Trust
- There is efficient and effective financial management at Trust and academy level
- Growth of the Trust and its academies is well led and managed
- Trust policies and practises are firmly embedded across our Trust

Although it is necessary for us to have arrangements in place to run the Trust effectively, support and challenge schools and engage with our communities, our core purpose is to do the best for our learners. Alongside great teaching and pastoral care we have a commitment to:

**Raising the aspirations of all young people in our Trust to be the very best they can be.**

**Making our schools welcoming, inclusive and enjoyable for our students every day.**

**Providing world class opportunities for our learners that extends their learning and experiences**

**Giving, encouraging and acting upon the voice of our learners, so they play a significant role in Academies and Trust.**

**Promoting student leadership in our Academies and across our Trust so they are part of our vision and values.**

**Engaging learners in their own learning so they know how to succeed.**

**Developing confidence, resilience and determination in our young people, whatever their age**

**Ensuring a safe, supportive and caring environment in our Academies so students are treated with kindness, respect and live safely in our community.**

**Why our Trust exists**

Our Trust exists because we have a commitment and passion for providing great schools for our community. We consider that a locally led and accountable Trust provides the best outcomes for learners and our communities, this includes supporting schools facing challenges and ensuring the best schools become even better.

Our aspirations are solely to support and improve our schools. Alongside those that become part of our Trust, we also consider associate arrangements for schools and other educational organisations that meet our aims and would benefit from such an arrangement and support for other forms of provision where there are clear benefits for all parties.

Across all our schools and community, we provide strategic direction; support; specialist expertise; shared development and services focused on local needs. There is an unrelenting focus on school improvement, and we have built a team that can support and challenge our academies.

We are convinced of the importance of and value for local schools to work closely together and have designed our Trust to do just that.

We have a sound model in place and our schools gain significant benefit from opportunities to have all phases of education Secondary, Primary and Special – working and learning together with the expertise that brings into the Trust.

Our Trust is also a Sponsor and we sponsor schools and have demonstrated how effective leadership from the Trust has helped improve schools through direct challenge and support and by working closely with our other academies.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Objectives and activities (continued)**

We are very proud of our successes in our fourth full year of operation despite the significant challenges that the Covid 19 pandemic, has had on our schools since March 2020 when the first school closures were announced. We have worked tirelessly to do the very best for the young people in our care over this unprecedented period in education.

The Trust during 2021 22 has continued to develop and improve. We were awarded the sponsorship of a new Primary Free School to serve the Allscott Community which is currently under construction and will open in September 2023. In addition, we were approached by Telford and Wrekin and the DfE to consider a failing primary school called Queenswood joining LCT and this work was completed in summer 2022 with the new Lantern Academy officially joining LCT on 1st September 2023.

**The scope of our Trust**

Our involvement ranges from early years through to secondary provision where we deliver, influence and support provision at all stages.

We directly lead and support secondary schools, primary schools and SEND provision (we lead, and support SEND provision through two Special Schools and partnership arrangements for specific alternative PRU provision). We have an interest in post compulsory education and work closely with local providers while also considering the best provision for our learners post 16.

We support schools that are high performing, and those moving from (Ofsted) categories, therefore schools facing challenges and those looking for new arrangements to improve further are welcome to see what we offer and if we can help.

We work closely with a wide range of stakeholders at strategic and operational levels, this includes collaborative and formal partnership arrangements with key partners (e.g. RSC/DfE, other West Midlands MATs, HE, Teaching School Hubs, Telford and Shropshire Councils and Telford College for post 16 provision).

**Our Structure**

We have in place a clear and accountable model for governance at all levels that meets all the legal and best practice expectations and demonstrates robust and transparent arrangements for leading our Trust and schools. Our model:

- Ensures we have strong capability and capacity within our Governance structures and staff appointed to the Trust
- Retains a clear model of accountability and delegated governance, holding the CEO and key operational officers to account so the Trust runs efficiently and effectively
- Maintains knowledge and expertise on system improvement and outcomes for learners of all ages and settings e.g. Special, EYFS, primary, secondary and applying sound Quality Assurance practices
- Demonstrates a clear understanding of Trust Budgets and meeting responsibilities for budget controls and accounting procedures across the Trust with sound risk assessment procedures in place
- Has a commitment to continuous and appropriate self-review and training of our Members and Trustees to ensure they fulfil their key functions
- Ensures LGBs and schools within the Trust are fit for purpose with essential skill sets of Governors, meet clear schemes of delegation and can focus on the core business of education
- Leads and develops the Trust so it grows and becomes sustainable, has due diligence processes that are effective and new schools joining the Trust are well supported and challenged
- Protects the integrity and future of the Trust including regular self-review, succession and business planning

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**TRUSTEES' REPORT (CONTINUED)**  
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**Objectives and activities (continued)**

**c. Public benefit**

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**Strategic report**

**Achievements and performance**

**a. Achievements and performance in 2021-22**

The beginning of the academic year September 2021 saw a welcome return to a level of normality following severe disruption as a consequence of the Covid-19 pandemic, national policies and guidelines for schools and Trusts. We opened our schools without the constraints of the Covid 19 pandemic; pupils, parents and staff were delighted that we could operate fully – it felt a long time since we had been able to do this.

We maintained high levels of cleaning and carefully attention to managing the day to day running of the schools so that we could try and ensure we kept Covid out of our schools. We were still testing secondary students at the start of term and ensuring staff were testing if they had symptoms.

Unfortunately, as the term proceeded, we felt the full impact of Covid as numbers rose quickly in the country. Our schools were all affected by significant numbers of staff off work with Covid and many children unwell. It was another challenging time as staffing levels were often critical, and we could not source supply teachers as there were just not enough locally or they to had Covid. Our major concern was for our Y11 and Y6 students as they were being prepared for GCSEs and SATs and often were missing their teachers or were ill themselves. We got through to Christmas and kept all our young people in school without closing any classes apart from a small number in our Special Schools. This was a huge testimony to our leaders in our academies who went above and beyond to find creative solutions around staffing, often covering many classes themselves as we were determined to keep children in school.

The spring term was equally challenging as we were still struggling with staffing levels as staff contracted Covid. As Easter approached the situation eased and overall staffing was back to good position. The Government changes to isolation periods, close contacts and testing significantly supported our ability to keep children in the building.

By the summer term we were back to operating normally and just dealing with reasonable levels of staff illness.

Our Y6 children were well prepared for SATS in May and our primary schools completed a full programme of KS1 assessments, phonics screening and the new Y4 multiplication test.

Our Y11 students were as well prepared for their GCSEs as possible with quality interventions before and after school as well as holiday periods. We were delighted that only a handful of students across all of our schools did not sit their exams because of high levels of anxiety and medical complications.

Throughout 2021-22 we wanted to ensure we brought back all the activities and extra-curricular programmes that our young people had missed over the last two years. All our academies operated a full programme of trips, activities and visits including residential experiences. In addition, we had shows and dance festivals as well as lots of clubs, sports fixtures, and competitions. All of this was possible because of our amazing staff who really understood what the children had missed out on.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Strategic report (continued)**

**Achievements and performance (continued)**

We want to acknowledge the extraordinary efforts of all our staff over another complex and challenging academic year.

**Achievements and progress of LCT and our Academies**

Despite another year of disruption in the education system the Trust has just celebrated its fourth full year of operation and is now well established in the community with an excellent local and regional reputation.

We have spent this year continuing to develop the Trust at all levels to ensure we have robust systems in place to lead and manage the Trust in all aspects of its work.

**Trust Growth and key projects**

The Trust has grown, in line with our growth strategy and we successfully bid for, and were awarded in December 2021, the sponsorship of a new Primary Free School in Telford to serve the new housing development in Allscott of about 500 new dwellings. The construction of the new school commenced in July 2022, we are involved in all aspects of design working with the developers SJ Roberts and Telford and Wrekin Council. The building is fantastic and will provide a wonderful school for the community. We have held a prospective parent's event which generated lots of interest in the new school and there is on-going work now on admissions and applications as well the staffing structure for opening.

Our other major growth project was Queenswood Primary in Ketley Bank. We were approached by Telford and Wrekin Council, Queenswood Governors and the DfE to consider taking Queenswood into LCT. The school was in very challenging circumstances with no Headteacher or permanent teaching staff, poor standards and falling rolls with a building in significant need of improvement. Following our due diligence and negotiations with the LA we agreed to take Queenswood with some capital funding to improve the building. We appointed a great new Head and teaching team for September and used our Head at Crudgington Primary to provide leadership support in the summer term ready for a brand-new start in September 2022. The school opened very successfully as Lantern Academy with new staff, new uniform, new curriculum, and significant internal improvements. The capital programme begins in Autumn 2022.

Alongside these projects we have also continued to support Kickstart Academy at the request of the DfE and Telford College. We made an appointment of a new Head, in conjunction with the college, to replace the Head who was successfully appointed to a role in one of our other academies. We have worked extensively with the DfE, Telford and Wrekin Council and Telford College to find a solution to the huge challenge of accommodation for Kickstart. This work resulted in a very positive visit by Baroness Barran, Undersecretary of State for Education in the Lords, to LCT in June with colleagues from the DfE Complex Capitals team, EFSA and RSC West Midlands. We are now working on the next stage in this project – final feasibility and proposal to proceed (both Academy transfer and major building programme) for the Trust to determine if Kickstart Academy will transfer to LCT.

We are delighted with the progress of our academies have made in the last 12 months despite the significant challenges they have had over another year. Our focus had been to support and challenge our schools, but the significant achievement has been building collaboration and identifying strong practice across the Trust and disseminating this to drive school improvement.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Strategic report (continued)**

**Achievements and performance (continued)**

We have increased the capacity of the Trust to deliver school improvement and have a clearly articulated School Improvement Strategy. We have a senior leader from one of our academies working in this area with the CEO and other leaders are involved in working across the Trust. We have a specialist Primary Advisor who supports specifically on school improvement in our primary schools, and we are looking to increase the capacity of the LCT team in line with Trust growth.

**Outcomes 2022**

Five of our schools were in Ofsted “windows” during the academic year but inspections were postponed until January 2022. LCT has now had its first Ofsted inspections since schools joined the Trust. We had an inspection at Severndale in March and then at Queensway, HLC Primary and HLC Secondary in the summer term. We also supported an inspection at Kickstart.

In the summer we had our first set of national data for primary, secondary and Queensway since 2019 as our pupils sat external KS2 SATs and GCSEs.

The overview of each of our academies is below: -

**Hadley Learning Community, Primary Phase** (reception – Y6, with a 60-place nursery) joined the Trust as a convertor Academy on the 1st March 2018. The academy received a Section 5 inspection in June 2022 and received a GOOD grading with a glowing report. Our primary phase is very popular and oversubscribed. There has been planned growth for seven years and the school is now at capacity with 90 children in each year group. The KS2 SATs results were exceptional, the best in the school's history well above national, the highest in Telford and Wrekin and in the top 2% of schools in the country. We are delighted with the progress of HLC Primary, it is outstandingly well led.

**Hadley Learning Community, Secondary Phase** (11 - 16) joined the Trust as a convertor Academy on the 1st March 2018. The academy received a Section 5 inspection in May 2022 and received a GOOD grading with HMI stating it should be re-inspected within two years to consider an Outstanding grade - this is relatively unusual, and we were delighted with the conclusion. Our secondary phase is very popular and significantly oversubscribed each year. The demand for places has resulted in an increase in PAN from 180 to 240 from September 2019 and the school will be at 1200 by 2023. GCSE results this summer were very good with progress above national with disadvantaged students achieving well above those nationally.

HLC operates as an all through school in a purpose built £70 million PFI campus which has significant community use. HLC is led by an Executive Principal and a federated Governing Body, there is a Headteacher of the Primary and Secondary Phase who lead their schools with their leadership team.

**Ercall Wood Academy** (11 - 16) joined the Trust as a convertor Academy on the 1st July 2018 and currently is graded “Requires Improvement” by Ofsted prior to conversion. The Academy is housed in a superb new building built under BSF, has a rapidly rising roll student numbers are well over its PAN of 900 due to its popularity locally. The Academy is now improving rapidly and out of deficit under the leadership of an excellent new Head who joined us in June 2020. GCSE outcomes this summer are the best the school has achieved for many years, and we are delighted with the progress the academy is making as it moves from a challenging position. The academy will be inspected in 2022-23.

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Strategic report (continued)**

**Achievements and performance (continued)**

**Queensway School** (Y5 - Y11) joined the Trust as part convertor and part sponsored on the 1st March 2018 as a merger of two existing provisions. It is a special school which operates on two sites with different specialisms, under the leadership of one Headteacher. Queensway North has 60 students aged from Y6 –Y11 with a significant diagnosis of autism and Queensway South has 60 students from Y5 – Y11 with a significant diagnosis of social and emotional behaviour. All students have an EHC Plan and places are commissioned by the local authority. The Trust appointed a new Headteacher from September 2020 and the school is very well led. Queensway had its first Section 5 inspection in June 2022 and received a GOOD grade and a delightful report. GCSE outcomes for these students in the summer were outstanding, considering the starting points of our students, with 90% achieving 5+ GCSEs including English and Maths. We are very proud of the progress Queensway has made over the last two years.

**Charlton Secondary School** (11 - 16) joined the Trust on 1st December 2018 as a sponsored academy following a long and complex conversion linked to land issues. The academy has 1200 students on roll and Charlton has been on a significant school improvement journey. Outcomes in 2022 GCSEs were very positive showing real improvements and we believe this will continue. Charlton is a rapidly improving school and the Principal, senior leaders, staff, and Governors have worked tirelessly to achieve this with the support of LCT. It is now well overdue an inspection, we expect this to happen in the autumn of 2022 or Spring 2023.

**Wrekin View Primary School** (Reception – Y6 with a 60 place nursery) joined the Trust on the 1st December 2019 as a convertor academy following a smooth conversion. It is a large primary school of 420 children located in Wellington; the majority of Y6 transfer to one of our secondary academies. The school was graded “Good” by Ofsted in November 2016 and will be inspected in 2023. The Key Stage 2 outcomes in 2022 were excellent and the school achieved results above national for the first time showing significant improvement from 2019. The school is popular with parents and is well led by the Headteacher who has been in post for over seven years.

**Crudgington Primary School** (Reception - Y6) – joined the Trust on the 1st January 2021. This is a small rural primary school with capacity for 150, currently it has 133 children on roll the majority are taught in mixed classes. This is a convertor academy which was judged “Good” by Ofsted in March 2017 and will be inspected in 2023. Crudgington has brought many strengths to LCT and the three primary Heads and their staff are working well together. Crudgington will grow over the next few years due to a major housing development close by and there will be investment in the buildings and facilities. The KS2 SATs results were at national, Reading is a key focus for the school. The school is led by an experienced Headteacher.

**Severndale Specialist Academy** (3 - 25) – joined LCT on 1st February 2021 as a transfer from a SAT. There are over 400 children on roll with a significant range of SEND including PMLD, SLD and MLD. All the children have an EHC plan and places are commissioned by Shropshire Council. The academy operates over three sites Monkmoor, Mary Webb and Futures. The academy received a Section 5 inspection in March 2022 and was graded “Requires Improvement”. This was as expected because of the challenges the school faced as it joined LCT. The academy is on a rapid improvement journey led by a superb new Principal and leadership team who only joined us in September 2021. The focus for the trust has been to build a very successful partnership with Shropshire Council and this has been achieved over the last 12 months.



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**LEARNING COMMUNITY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Strategic report (continued)**

**Achievements and performance (continued)**

**b. Key performance indicators**

The Trust is committed to supporting and challenging our academies to build on their strengths and to address areas for improvement. We believe in collaboration across our family of schools and identifying great practice which can be shared and developed across the Trust but also to look beyond the Trust for innovation and creativity in the sector.

We have established clear key KPI's for our academies. Supported by the Trust Executive Team, each Academy leader is responsible for the delivery of these KPIs, held accountable locally by the Local Governing Body (LGB). At their scheduled meetings, Trustees and Members consider overall performance and strategic progress of each academy ensuring the Trust provides high levels of challenge and support. Below is a short summary of progress on our KPIs across our academies:

- Progress and attainment to be at a minimum of national averages in key measures or rapidly improving towards national – this is the case with the majority of our academies. Attendance to be at least at national averages but aiming for 95% as a minimum – all our schools take attendance very seriously and attendance is at or above national across our schools. We employ a Trust Attendance and Welfare Team of Education Welfare Officers, mentors and counsellors who works in our schools weekly to ensure the best possible attendance from our children but also to support mental health and well being.
- The impact of Covid has disrupted school attendance since March 2020 but we are absolutely committed to ensuring children come to school every day.
- Low levels of fixed term exclusions, below the national average – the majority of our schools have exclusions figures well below national and we have worked hard to challenge schools where this was not the case.
- Student numbers are high with no significant surplus places demonstrating that our schools are popular, the first choice for parents in our community – all our schools are popular and many are oversubscribed and we have had to increase capacity in two schools in agreement with the LA. We agreed to take additional student in all three secondary schools in September 2021 and 2022 to support the number of students requiring school places in North Telford.
- Staff attendance is high and staff turnover is relatively low because staff enjoy working in our academies – we are very fortunate to have outstanding attendance from our staff and we have good systems in place to support staff attendance. We had very low staff turnover and we have been able to increase staffing in schools where there is significant growth.
- Recruitment and retention ensures that we have a highly skilled workforce and that we do not have vacancies or have teachers teaching outside their specialist areas – recruitment of high quality teachers is paramount, and most of our academies recruited well for the new academic year despite the recruitment issues in the profession – we are experiencing shortages of applicants in Maths and Science which reflects the national picture. We have made some excellent appointment at Headteacher and senior leaders positions bringing new strengths and experience into the Trust.
- Ofsted inspections of our academies demonstrate our academies are all improving toward a minimum Good and in at least one case toward Outstanding. We have had some excellent reports in 2022 and it is important that these validate the work of the Trust and we learn from judgements.
- The Trust operates its budget efficiently ensuring we achieve economies of scale and value for money across all our schools. Our COO has reviewed many of the services linked to supply insurance, catering, utilities, and estates ensuring we find savings and economies of scale where possible. The LCT Finance team is working efficiently and effectively with our schools to monitor and control expenditure and to provide Heads and LGBs with accurate monthly management accounts. The schools that joined us with deficit budgets are now in a positive financial position at year end.
- The capital funding, we receive, is carefully controlled to meet conditions surveys, Health and Safety as well as a focus on providing great environments for children and staff to learn and work in.

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**LEARNING COMMUNITY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Strategic report (continued)**

**Achievements and performance (continued)**

- Each Academy is financially viable and manages its agreed budget within the Trust's scheme of delegation and Financial Regulations we have challenged our schools and set balanced budgets for 2022/23.

**c. Promoting the success of the company**

Our schools and academies are central to the local community, and it is essential that the Trust promotes and develops close relationships with all members of the local community by providing a warm welcome to pupils, parents, local businesses, and members of public that may use the facilities.

The Trust places a very high priority on communication and makes every effort to ensure that all forms of communication are clear, professional, and fair to all stakeholders. Partnerships have been developed and maintained across all aspects of the community.

Our staff are key to the success of the Trust and as such we ensure that all are treated fairly by having clear policies and procedures in place. When making strategic decisions the interest of our employees are always key to the decision making process.

The Trust has grown steadily and in a controlled manner since inception, carefully managed by Trustees and Executive working closely with DFE/RSC and local authorities. We have a growth model in place that will be further reviewed in 2022/23 to enable more schools to join our Trust including the potential for capital funded work to increase our estates. The Trust remains open to talking to any school wishing to consider joining our family of Academies.

**d. Going concern**

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

**Financial review**

**a. Financial Review**

During the financial year COVID 19 still presented the Trust with additional income and expenditure that had not been budgeted for, these included additional staffing supply costs, enhanced cleaning schedules and products, catch up funding and hand sanitiser/cleaning stations. In addition to additional expenditure our academies continued to have reduced income for all third-party lettings which did not start to increase until Spring 2022. Staff absence was particular challenging throughout the academic year not only through Covid but other virus conditions that returned to our academies. The Capital Programmes for all of our academies was very successful and ensured that our buildings were safe, compliant and inviting to our pupils, staff and visitors.

The Academy has achieved an in year normalised revenue surplus of £586,921 (2021: £567,461) (excluding pension reserve and fixed asset movement). Total net movement in funds was a surplus of £17,868,279 (2021: £2,247,813) which includes an actuarial gain on the pension scheme of £20,214,000 (2021: loss £3,060,000).

Total assets amounted to £99,188,516 (2021: £99,009,536) which is an increase from the prior year. Net current assets has increased to £4,066,557 (2021: £3,559,151).

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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Total reserves at 31 August 2022 were £85,262,170 (2021: £67,393,891). The total reserves excluding the restricted fixed asset fund and the pension reserves at 31 August 2022 was £3,150,337 (2021: £2,892,087).

The free reserves are £381,543 (2021: £354,849).

### **b. Financial Objectives**

The Trust has the following financial objectives:

1. To safeguard the overall financial health of the Trust so that its strategic and business objectives can be met.
2. To support maximum delegation to academies and full accountability for managing their own financial affairs, whilst ensuring a clear and fair process is in place for allocating and managing resources across the Trust.
3. To establish transparent arrangements for setting budgets, monitoring financial performance, and managing balances that focus on the needs of learners and maximising their outcomes.
4. To promote compliance with best practice, meeting ESFA requirements and the Articles and terms of the Trust.

The Trust benchmarks academy finances within the organisation and with similar academies and Trusts when comparable data is available.

### **Financial Outturn 2021-2022**

The financial statements for the period ending 31 August 2022 include income and expenditure relating to the full operation of the Trust, Hadley Learning Community, Queensway, Ercall Wood, Charlton, Wrekin View, Crudgington and Severndale. Our academies experienced additional income and expenditure for Catch up funding which was used to support pupils following Covid 19 pandemic. Some of the expenditure has been recovered through the DfE grants. The Trust has supported academies joining the Trust through intervention from the CEO and detailed operational support from the COO.

Income from the School Condition Allocation funding was received for schools in the Trust and capital programmes through the summer delivered building improvements during August 2022 in line with completed building condition surveys and identified Risks. Examples of the projects funded by SCA include New Roof and Windows at Wrekin View Primary School, CCTV and Access Control at Queensway, Full decoration at both Queensway sites and Severndale Academy, Fire door repairs and replacement, external dining canopy at Charlton School, Fixed electrical testing remedial works, additional fencing to support safeguarding, internal modifications at Queensway North to enhance the curriculum, LED lighting and kitchen fabric upgrades.

The external funding environment for the Trust and the sector is extremely challenging especially in our Special Schools and will continue to be so. This will be partly addressed as the number of academies within the Trust expands and as pupil numbers within existing academies increase where there is secured funding and clear demand for additional places. The Trust continues to manage resources prudently and is actively working to reduce costs and improve value for money, particularly in central and support services and through sharing expertise.

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**LEARNING COMMUNITY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Reserves and Balances Policy**

The effective management of operating surpluses is key to the financial health and further development. The Trust will ensure that related decisions are fair and fully transparent and will determine the availability of surplus funds, the timing of release and percentage available to each academy including School Condition Allocation funding. It is possible that major unforeseen events will have a material impact on the financial health and operation of the Trust as a whole. Whilst the Trust aims to minimise such risks and will insure against many of them, it will access and utilise reserves in the interests of the whole organisation and learners where necessary to do so.

Academies will be encouraged to spend available resources for the benefit of learners in the year in which they are received. However, academies are also responsible for their own financial risks, and so will need to budget prudently and establish their own contingencies. Where a planned surplus has been accumulated, the academy will produce a plan for the managed spend and investment of that surplus in the interests of the academy and the Trust as a whole.

The explicit aim is that no academy should be in deficit. In exceptional circumstances where an academy cannot set a balanced budget, or the situation worsens midyear then the Trust may amend financial delegations and will support the Local Governing Body to compile a clear financial recovery plan that will outline how the academy will move back into balance and how it will 'repay' accumulated deficits within two years.

**c. Material investment policy**

The Trust does not hold any long-term investments but has invested relatively small deposits in 30 and 90 day investment accounts with Lloyd's bank. The Trust has an investment policy in place which is reviewed and monitored by the Business and Personnel Committee.

The remaining cash surpluses are held in instant access interest bearing accounts with the Trust's approved bankers.

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**LEARNING COMMUNITY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**d. Principal risks and uncertainties**

The Trustees have assessed the major risks to which the Trust is exposed, in particular those relating to Finance, Strategic, Operations and Compliance. A risk Management policy is in place that clearly details how risk should be categorised and the scored using a 3x3 matrix for the likelihood and impact which rates the risk high medium or low. The audit and risk committee meet termly and scrutinise the risk register and mitigation/movement log which is then reported back to the Board of Trustees.

The risk register identifies the following financial risks:

- Inaccurate income and expenditure reporting resulting in poor decision making
- Loss through fraud, error, theft, or disaster giving rise to waste of public funds
- Financial Regulations and Financial Procedures are not updated or are not adhered to / understood resulting in breaches of regulations and legal compliance
- Non achievement of funding and other income targets, for example, through failure to achieve planned. Pupil retention could result with the funding allocation and success rate targets not met
- Failure to comply to Funding Agreement leading to financial claw back
- Funding cuts in future periods (financial viability) resulting in the school having financial difficulties
- Insurance risk - risk of financial loss/inability to replace items is insufficient
- Trust holding either insufficient or excessive reserves
- Supplier financial viability and ability to deliver product in the required timescales
- Financial systems are not robust to ensure financial services are controlled
- Financial position when schools express an interest in joining the Trust
- Risk that related party transactions are not transacted in accordance with the requirements of the Academies Financial Handbook
- COVID 19 related expenses for the supply of equipment, PPE and staffing and third party income
- Holding in excess of £85k in one bank account not covered by FSCS

**Fundraising**

The Learning Community Trust supports academies to raise funds for their chosen charities. Organised events raise funds which is then collected through the school fund and banked in the private school fund account. A cheque is then raised and submitted to the charity collected for.

**Plans for future periods**

The Trust has an agreed growth strategy with our Trust Board, and we have grown rapidly to eight schools since our first schools joined in March 2018 with Lantern Primary Academy joining on 1st September 2022 and Allscott Meads Primary on 1st September 2023. This is an exciting time for LCT, and we intend to grow steadily over the next few years ensuring we have capacity to match our growth plans.

The Trust is in consultation and dialogue over other projects with the RSC and we expect to see further growth in 2023.

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

The Academy and its Trustees do not act as the custodian Trustees of any other charity.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

**Streamlined energy and carbon reporting**

**Energy Background**

A multi academy trust with several schools, with buildings of varying ages and materials. Heating across the trust sites is predominantly from mains gas with Wood pellets at Crudgington. The academy trust owns minibus transportation and some members of staff claim business mileage. For both the minibus and business travel, the trust has recorded the number of miles travelled during the year.

This methodology follows the [GHG Reporting Protocol](#) and uses the 2022 [Government emission conversion factors for greenhouse gas company reporting](#).

<b>Energy Source</b>	<b>Consumption</b>	<b>Scope</b>	<b>Emissions calculation</b>
<b>Gas</b> – total kWh (kilowatt-hours) used for the year	4,913,064 kWh (gross CV (calorific value))	Scope 1	4,913,064 kWh * 0.18254 (2022 fuels, natural gas conversion factor gross CV to kg CO <sub>2</sub> e) = 896,831 kgCO <sub>2</sub> e <b>= 897 tCO<sub>2</sub>e</b>
<b>Electricity</b> – total kWh used for the year	2,925,448 kWh	Scope 2	2,925,448 kWh * 0.19338 (2022 UK electricity conversion factor to kgCO <sub>2</sub> e) = 565,723 kgCO <sub>2</sub> e <b>= 566 tCO<sub>2</sub>e</b>
<b>Owned Transport</b> Various mini-buses, people carriers and a school car –60,007 miles in the year	60,007 miles * 1.49 (2022 SECR kWh pass & delivery vehs, vans average) = 89,547 kWh	Scope 1	60,007 miles * 0.37268 (2022 freighting goods, vans average – used in lieu of passenger vehicles conversion) = 22,363 kgCO <sub>2</sub> e <b>= 22.36 tCO<sub>2</sub>e</b>
<b>Reimbursed Transport</b> – total mileage reimbursed from staff claims = 3,528 miles	3,528 miles * 1.07648 (2022 SECR kWh pass & delivery vehs, average car conversion factor to kWh, petrol) =3,798 kWh	Scope 3	3,528 miles * 0.27492 (2022 business travel and average car conversion factor to kgCO <sub>2</sub> e, petrol)= 970 kgCO <sub>2</sub> e <b>= 0.97 tCO<sub>2</sub>e</b>
<b>Total</b>	<b>7,931,857 kWh</b>		<b>1,486 tCO<sub>2</sub>e</b>
<b>Intensity ratio</b>	Emissions data (tCO <sub>2</sub> e) compared with an appropriate business activity (pupil numbers as per Autumn census)		1,486 tCO <sub>2</sub> e/5,061 pupils <b>= 0.294 tCO<sub>2</sub>e per pupil</b>

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

**Disclosure of Information**

UK Greenhouse gas emissions and energy use data for the period 1 September 2021 to 31 August 2022	Current reporting year 2021/22	Comparison reporting year 2020/21 (figures are for illustrative purposes)
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Energy consumption used to calculate emissions (kWh)	7,931,857	8,340,028
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**Scope 1** emissions in metric tonnes CO<sub>2</sub>e

Gas consumption	897	987
Owned transport	22.36	4.90
Total Scope 1	919	992

**Scope 2** emissions in metric tonnes CO<sub>2</sub>e

Purchased electricity	566	622
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**Scope 3** emissions in metric tonnes CO<sub>2</sub>e

Business travel in employee-owned vehicles	0.97	0.77
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Total gross emissions in metric tonnes CO <sub>2</sub> e	1,486	1,614
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Intensity ratio Tonnes CO <sub>2</sub> e per pupil	0.294	0.383
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**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 2022 UK Government's Conversion Factors for Company Reporting.

**Intensity measurement**

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO<sub>2</sub>e per pupil, the recommended ratio for the sector.

**Measures taken to improve energy efficiency**

Charlton School	New and more efficient boilers installed in sports hall and LED lighting.
Crudgington Primary School	LED lighting has been installed across the school, efficient electric water heaters and detailed heating control strategy.
ERCALL WOOD ACADEMY	LED replacement lighting projects
QUEENSWAY NORTH & SOUTH	LED lighting has been installed across the school
Severndale Specialist Academy	A large project was undertaken in 2019 to replace lights with LED . PV solar panels were also installed in 2019. Car park defective lamps being replaced with LED. Reduced the time schedules on heating systems Reduction in Air Con temperatures
Wrekin View Primary School Academy	Corridor lighting replaced with LED and new roof with better insulation to British Standards
Hadley Learning Community	LED lighting has been installed across the school, strict BMS control

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**Disclosure of information to auditors**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that 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 auditors are aware of that information.

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

.....  
**Mr Michael Briscoe**  
Chair of Trustees



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**LEARNING COMMUNITY 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 Learning Community 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 Chief Executive Officer, 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 Learning Community 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 and in the Statement of Trustees' Responsibilities. The board of Trustees has formally met 4 times during the period in addition to topic-based meetings and discussions.

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

Trustee	Meetings attended	Out of a possible
Mrs Stephanie Bridgwater	3	4
Mr Michael Briscoe, Chair and Member	4	4
Mrs Christine Davies	4	4
Dr Gill Eatough, Chief Executive and Accounting Officer	4	4
Mr Andrew Harris	4	4
Mr Graham Hutchinson (resigned 4/4/22)	2	2
Mr David James	4	4
Mrs Lisa Jinks	3	4
Mr Clive Jones	4	4
Mrs Beverly Tyley	4	4
Prof David Woods	4	4
Mr David Wootton	2	4

During 2021/22 the Board revised the Scheme of Delegation and now operates with 3 sub committees - Resources, Standards and Audit & Risk. The Trust welcomed a robust external review of Governance through the NGA that found that the Board (in its governance role) is effective and Governance of the trust is strong. During 2022 the Trust also appointed a Governance Professional who commenced on 1st September 2022 and is part of the Trust central team. During the academic year the Trust Board appointed a new CEO to replace Dr Gill Eatough from 1st November 2022. The Board approved the conversion of Queenswood Primary school to the Trust from 1st September 2022 and the appointment of the Sponsor for a new Free School (Alscott Meads Primary) which is in the development stage and is due to open in September 2023.

The Trust has robust arrangements in place to manage conflicts of interest. These arrangements include maintaining an up to date and complete register, with prompts given at every Board meeting to review and consider conflicts. Interests declared at meetings are recorded in the minutes and annual checks are carried out by the Company Secretary against Companies House.

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**LEARNING COMMUNITY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

The Trust welcomed a robust external review of Governance through the NGA that found that the Board (in its governance role) is effective and Governance of the trust is strong.

Although the board has met fewer than six times in the year the trust has maintained effective oversight of funds through the Business and Personnel Committee which met 6 times throughout the year. The Standing Agenda item for Finance was chaired by the Non-Executive Director of Finance.

**The Resources Committee** is a sub-committee of the main board of Trustees. The powers and functions delegated by the Board to the Resources Committee are Funding, Budgeting, Financial Management and Expenditure, Review of monthly management accounts, financial procedures, Health & Safety, Asset Management and Property Management. The Resources Committee also have the powers and functions delegated by the Board in respect of Pay, Personnel and Performance/Appraisal Management across the Trust. Bev Tyley, (Non-Executive Director of Finance) is a qualified accountant, and member of the committee.

Attendance during the period at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr David James	6	6
Mrs Beverly Tyley	5	6
Mr Clive Jones (appointed to committee December 2021)	4	4
Mr Michael Briscoe (resigned from committee December 2021)	2	2

**The Audit & Risk Committee** is also a sub-committee of the main board of Trustees. The powers and functions delegated by the Board to the Audit & Risk Committee are: External Audit, Internal Audit, Financial Management & Policies, Risk Register and management of risk.

Attendance during the period at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr Andrew Harris	4	4
Mr Graham Hutchinson (resigned 4/4/22)	2	3
Mrs Stephanie Bridgwater (appointed to committee December 2021)	2	2

**The Standards Committee** is also a sub-committee of the main Trust Board. The Committee was established to monitor the performance of LCT academies and report back to the Board on: Oversight of LCT Improvement Strategy, Ofsted inspections, Trust Reviews, External Reviews e.g. safeguarding, Data and progress towards targets for each academy, attendance, behaviour, suspensions and safeguarding across all our academies.

Attendance during the period at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Prof David Woods	3	4
Mr David Wootton	4	4
Mrs Christine Davies	4	4
Mrs Lisa Jinks	1	4

**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of value for money**

As accounting officer, the Chief Executive Officer 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 period by:

- **Raising student attainment**

The Trust regularly reviews its staffing structure in order to deploy staff efficiently to support an improved curriculum and target areas of the curriculum in need of development. The Trust uses the model, recommended by the DfE, of ICFP (Integrated Financial and Curriculum Planning) to model the cost of the curriculum in terms of staffing costs, deployment, class size etc. The administration and support staff is also reviewed to ensure appropriate staffing levels to support our academies.

Pupil progress is assessed and tracked rigorously throughout their education with appropriate and timely interventions to raise attainment. Free school meals children are supported through interventions funded from the Pupil Premium Grant aimed at narrowing the attainment gap.

The Trust collaborates with other educational providers and experts to share delivery or good practice including the Severn Teaching Alliance, the Salop Teaching Alliance, the Alliance for Learning, Telford College and other local Trusts.

- **Financial governance and oversight**

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 this includes:

- o Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of Trustees;
- o Regular reviews by the Resource committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- o Setting targets to measure financial and other performance;
- o Clearly defined purchasing guidelines;
- o Delegation of authority and segregation of duties; and
- o Identification and management of risks.

- **Better purchasing/procurement**

Trust contracts have been entered into to ensure reduced cost where it was felt that this would benefit the Trust. Some external services have been terminated as the expertise is now available within the Trust. Contractual costs are benchmarked across the schools in the Trust to compare best value. Economies of scale are achieved by the sharing of human and material resources across the Trust.

- **Better income generation**

The Trust explores every opportunity to generate income through the hire of our Academies' facilities and through the provision of consultancy and services to other educational providers. Bids for external grants are applied for where relevant.

**GOVERNANCE STATEMENT (CONTINUED)**

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

- **Reviewing controls and managing risks**

Monthly budget monitoring reports are produced and reviewed by the Chief Operating Officer and any necessary remedial action taken to address significant variances that may have an impact on the budget out turn discussed with the Accounting Officer and the Business and Personnel Committee.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Learning Community Trust for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks that has been in place for the period 1 September 2021 to 31 August 2022 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 Business and Personnel Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks
- Health and Safety Audits across all schools from Telford and Wrekin Council, including compliance of planned maintenance
- Independent H&S Audits
- GDPR audits across all schools from the Local Authority Data Protection Officer
- Fire Risk Assessments
- Safeguarding audits from the Local Authority

The Board of Trustees has considered the need for a specific internal audit function and has opted for a bought in internal audit service.

The Board of Trustees has decided to employ Telford and Wrekin Council audit team as internal auditor.

The Board considered the output from external audit interim visits, and other compliance visits, in conjunction with the Trust's assessment of risk in confirming the scope of the internal audit work.

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**The risk and control framework (continued)**

The internal auditor's role included performing a range of checks on areas of the Trust's finance systems and controls which included:

- Cash and bank
- Monthly financial closedown
- Data and IT
- BCP/Disaster Recovery

The schedule of work was delivered as planned and the internal scrutiny report has been presented to the A&R committee who reports to the Board on an annual basis. No significant control issues were raised.

In addition to the internal audit, the external auditors reported to the Board the results of the interim visits performed during the year, which comprise part of the statutory year end audit, reporting on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

**Review of effectiveness**

As accounting officer, the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. During the period in question the review has been informed by:

- the work of the internal auditors;
- on discharge of the Board of Trustees financial decisions to help the committee consider actions and assess year on year progress;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework; and
- the work of the external auditors.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the 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  
on their behalf by:

and signed

.....  
**Mr Michael Briscoe**  
Chair of Trustees

.....  
**Mrs Jane Hughes**  
Accounting Officer

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Learning Community Trust I have considered my responsibility to notify the Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Trust, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Trust Handbook 2021.

I confirm that I and the Trust board of Trustees are able to identify any material irregular or improper use of all funds by the Trust, or material non-compliance with the terms and conditions of funding under the Trust's funding agreement and the Academies Trust Handbook 2021.

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

**Mrs Jane Hughes**

Accounting Officer

Date:

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- 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 Michael Briscoe**  
Chair of Trustees  
Date:

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
LEARNING COMMUNITY TRUST**

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**Opinion**

We have audited the financial statements of Learning Community Trust (the 'trust') for the year ended 31 August 2022 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 2021 to 2022 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 2022 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 2021 to 2022 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**

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

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

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



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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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

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**Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. 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. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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

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**Responsibilities of trustees**

As explained more fully in the Statement of trustees' responsibilities, 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We reviewed the susceptibility of the Trust's financial statements to material misstatement and identified the principal risks, implementing a series of testing procedures to provide us with sufficient comfort to issue our opinion.
- We reviewed the Trust's regulatory environment to ensure we could conclude that it had acted in accordance with the framework relevant to the Trust and its environment and identify any instances of non-compliance.
- We also assessed the Trust's internal control procedures to ensure we could appropriately scrutinise these controls and establish whether our understanding of the control environment was sufficient to supplement our additional testing procedures.
- The engagement team consisted of a team that the engagement partner believes is equipped with the relevant level of technical and Trust awareness to carry out our work to the required standard.

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

A further description of our responsibilities 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.

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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

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**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.

**Andrew Malpass BA FCA (senior statutory auditor)**

for and on behalf of

**WR Partners**

Belmont House

Shrewsbury Business Park

Shrewsbury

SY2 6LG

Date:

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO LEARNING  
COMMUNITY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 22 July 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Learning Community Trust during the year 1 September 2021 to 31 August 2022 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 Learning Community Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Learning Community 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 Learning Community Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Learning Community Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Learning Community Trust's funding agreement with the Secretary of State for Education dated 1 March 2018 and the Academy Trust Handbook, extant from 1 September 2021, 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 2021 to 2022. 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 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

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

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

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

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

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO LEARNING  
COMMUNITY 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 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Andrew Malpass BA FCA (Senior Statutory Auditor)  
for and on behalf of  
**WR Partners**

Belmont House  
Shrewsbury Business Park  
Shrewsbury  
SY2 6LG

Date:

**LEARNING COMMUNITY TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2022**

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
<b>Income from:</b>						
Donations and capital grants	3	-	40,518	1,020,094	1,060,612	7,545,396
Other trading activities	5	25,470	850,674	-	876,144	595,381
Investments	6	1,224	-	-	1,224	531
Charitable activities		-	39,213,471	-	39,213,471	33,949,133
<b>Total income</b>		<b>26,694</b>	<b>40,104,663</b>	<b>1,020,094</b>	<b>41,151,451</b>	<b>42,090,441</b>
<b>Expenditure on:</b>						
Charitable activities	7,8	-	41,878,742	1,618,430	43,497,172	36,782,628
<b>Total expenditure</b>		<b>-</b>	<b>41,878,742</b>	<b>1,618,430</b>	<b>43,497,172</b>	<b>36,782,628</b>
<b>Net income/(expenditure)</b>		<b>26,694</b>	<b>(1,774,079)</b>	<b>(598,336)</b>	<b>(2,345,721)</b>	<b>5,307,813</b>
Transfers between funds	18	-	(321,365)	321,365	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>26,694</b>	<b>(2,095,444)</b>	<b>(276,971)</b>	<b>(2,345,721)</b>	<b>5,307,813</b>
<b>Other recognised gains/(losses):</b>						
Actuarial gains/(losses) on defined benefit pension schemes	25	-	20,214,000	-	20,214,000	(3,060,000)
<b>Net movement in funds</b>		<b>26,694</b>	<b>18,118,556</b>	<b>(276,971)</b>	<b>17,868,279</b>	<b>2,247,813</b>

**LEARNING COMMUNITY TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
(CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Note					
<b>Reconciliation of funds:</b>					
Total funds brought forward	18	354,849	(25,836,762)	92,875,804	67,393,891
Net movement in funds		26,694	18,118,556	(276,971)	17,868,279
<b>Total funds carried forward</b>	18	<b>381,543</b>	<b>(7,718,206)</b>	<b>92,598,833</b>	<b>85,262,170</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 41 to 70 form part of these financial statements.

**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 10846393**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2022**

	Note	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	14	<b>91,706,779</b>	92,232,905
		<u>91,706,779</u>	<u>92,232,905</u>
<b>Current assets</b>			
Debtors	15	1,472,002	1,026,165
Cash at bank and in hand	22	6,009,735	5,750,466
		<u>7,481,737</u>	<u>6,776,631</u>
Creditors: amounts falling due within one year	16	<u>(3,415,180)</u>	<u>(3,217,480)</u>
<b>Net current assets</b>		<b>4,066,557</b>	3,559,151
<b>Total assets less current liabilities</b>		<b>95,773,336</b>	95,792,056
Creditors: amounts falling due after more than one year	17	<u>(24,166)</u>	<u>(24,165)</u>
<b>Net assets excluding pension liability</b>		<b>95,749,170</b>	95,767,891
Defined benefit pension scheme liability	25	<u>(10,487,000)</u>	<u>(28,374,000)</u>
<b>Total net assets</b>		<b>85,262,170</b>	67,393,891



**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 10846393**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2022**

	Note	2022 £	2021 £
<b>Funds of the Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	18	<b>92,598,833</b>	92,875,804
Restricted income funds	18	<b>2,768,794</b>	2,537,238
Restricted funds excluding pension asset	18	<b>95,367,627</b>	95,413,042
Pension reserve	18	<b>(10,487,000)</b>	(28,374,000)
<b>Total restricted funds</b>	18	<b>84,880,627</b>	67,039,042
<b>Unrestricted income funds</b>	18	<b>381,543</b>	354,849
<b>Total funds</b>		<b>85,262,170</b>	67,393,891

The financial statements on pages 36 to 70 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by:

**Mrs Stephanie Bridgwater**  
Chair of Trustees

The notes on pages 41 to 70 form part of these financial statements.

**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

	<b>Note</b>	<b>2022</b> £	<i>2021</i> £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	20	<b>832,835</b>	3,679,490
<b>Cash flows from investing activities</b>	21	<b>(573,566)</b>	<i>(163,593)</i>
<b>Change in cash and cash equivalents in the year</b>		<b>259,269</b>	<i>3,515,897</i>
Cash and cash equivalents at the beginning of the year		<b>5,750,466</b>	<i>2,234,569</i>
<b>Cash and cash equivalents at the end of the year</b>	22, 23	<b>6,009,735</b>	<i>5,750,466</i>

The notes on pages 41 to 70 form part of these financial statements

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**LEARNING COMMUNITY TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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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, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**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.

After making enquires, the Trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. The Trust therefore continues to adopt the going concern basis in preparing its financial statements.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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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.

• **Sponsorship income**

Sponsorship income provided to the Trust which amounts to a donation is recognised in the statement of financial activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

• **Donations**

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

• **Other income**

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

**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**

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**1.6 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.

**1.7 Tangible fixed assets**

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

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

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

Depreciation is provided on the following bases:

Freehold property	- 125 years, straight line
Long-term leasehold property	- 125 years, straight line
Furniture and equipment	- 5 years, straight line
Computer equipment	- 3 years, straight line
Motor vehicles	- 5 years, straight line

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.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**1. Accounting policies (continued)**

**1.8 Debtors**

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

**1.9 Cash at bank and in hand**

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

**1.10 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.

**1.11 Provisions**

Provisions are recognised when the Trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

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

**1.12 Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.13 Operating leases**

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**1. Accounting policies (continued)**

**1.14 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.

**1.15 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.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.



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**FOR THE YEAR ENDED 31 AUGUST 2022**

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

	<b>Restricted funds 2022 £</b>	<b>Restricted fixed asset funds 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
<b>Conversion and existing academy transfer balances</b>				
Assets received on conversion	-	-	-	1,125,000
DFC balance on conversion	-	-	-	4,635
Surplus/(Deficit) balance on conversion	-	-	-	83,126
Pension on conversion	-	-	-	(294,000)
Assets received on transfer	-	-	-	14,676,406
Surplus/(Deficit) balance on transfer	-	-	-	1,709,541
Pension on transfer	-	-	-	(10,866,000)
Futures balance on transfer	-	-	-	162,586
School fund balance on transfer	-	-	-	14,155
<b>Subtotal detailed disclosure</b>	-	-	-	6,615,449
Donations	40,518	7,306	<b>47,824</b>	19,456
Capital Grants	-	1,012,788	<b>1,012,788</b>	910,491
<b>Subtotal</b>	40,518	1,020,094	<b>1,060,612</b>	929,947
<b>Total 2022</b>	40,518	1,020,094	<b>1,060,612</b>	7,545,396
<i>Total 2021</i>	<i>(9,171,136)</i>	<i>16,716,532</i>	<i>7,545,396</i>	

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

**4. Funding for the Trust's charitable activities**

	<b>Restricted funds 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
<b>Educational activities</b>			
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	29,788,749	<b>29,788,749</b>	25,852,963
Other DfE/ESFA grants:			
Start Up Grants	6,423	<b>6,423</b>	25,000
Other DfE/ESFA Grant Income	470,003	<b>470,003</b>	70,124
Pupil Premium	1,604,713	<b>1,604,713</b>	1,267,105
Universal Infant Free School Meals (UIFSM)	181,721	<b>181,721</b>	157,015
Rates reclaim	-	-	114,311
PE and Sports Grant	73,490	<b>73,490</b>	70,658
	<hr/>	<hr/>	<hr/>
	32,125,099	<b>32,125,099</b>	27,557,176
<b>Other Government grants</b>			
Local Authority - SEN	5,434,646	<b>5,434,646</b>	3,966,576
Local Authority - Early Years	265,691	<b>265,691</b>	281,441
Government - Other Grants	713,434	<b>713,434</b>	1,196,624
	<hr/>	<hr/>	<hr/>
	6,413,771	<b>6,413,771</b>	5,444,641
<b>Other Income</b>	558,361	<b>558,361</b>	326,326
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up Premium	116,240	<b>116,240</b>	432,960
Other DfE/ESFA COVID-19 funding	-	-	188,030
	<hr/>	<hr/>	<hr/>
	116,240	<b>116,240</b>	620,990
	<hr/>	<hr/>	<hr/>
	39,213,471	<b>39,213,471</b>	33,949,133
	<hr/>	<hr/>	<hr/>
<b>Total 2022</b>	<b>39,213,471</b>	<b>39,213,471</b>	<b>33,949,133</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<i>Total 2021</i>	<i>33,949,133</i>	<i>33,949,133</i>	

**LEARNING COMMUNITY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**5. Income from other trading activities**

	<b>Unrestricted funds 2022 £</b>	<b>Restricted funds 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Lettings	25,470	-	<b>25,470</b>	7,162
Supply teacher insurance	-	270,442	<b>270,442</b>	237,603
School fund income	-	303,009	<b>303,009</b>	185,054
Income from ancillary trading activities	-	277,223	<b>277,223</b>	165,562
<b>Total 2022</b>	<u>25,470</u>	<u>850,674</u>	<u><b>876,144</b></u>	<u>595,381</u>
<i>Total 2021</i>	<u>7,162</u>	<u>588,219</u>	<u>595,381</u>	

**6. Investment income**

	<b>Unrestricted funds 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Short term deposit income	1,224	<b>1,224</b>	531
<b>Total 2022</b>	<u>1,224</u>	<u><b>1,224</b></u>	<u>531</u>
<i>Total 2021</i>	<u>531</u>	<u>531</u>	

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**7. Expenditure**

	<b>Staff Costs 2022 £</b>	<b>Premises 2022 £</b>	<b>Other 2022 £</b>	<b>Total 2022 £</b>	<i>Total 2021 £</i>
Educational activities:					
Direct costs	27,586,722	-	1,993,210	<b>29,579,932</b>	24,875,817
Allocated support costs	4,851,739	1,754,297	7,311,204	<b>13,917,240</b>	11,906,811
<b>Total 2022</b>	<u><u>32,438,461</u></u>	<u><u>1,754,297</u></u>	<u><u>9,304,414</u></u>	<u><u><b>43,497,172</b></u></u>	<u><u>36,782,628</u></u>
<i>Total 2021</i>	<u><u>27,109,813</u></u>	<u><u>2,042,305</u></u>	<u><u>7,630,510</u></u>	<u><u>36,782,628</u></u>	

**8. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2022 £</b>	<b>Support costs 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Educational activities	29,579,932	13,917,240	<b>43,497,172</b>	36,782,628
<b>Total 2022</b>	<u><u>29,579,932</u></u>	<u><u>13,917,240</u></u>	<u><u><b>43,497,172</b></u></u>	<u><u>36,782,628</u></u>
<i>Total 2021</i>	<u><u>24,875,817</u></u>	<u><u>11,906,811</u></u>	<u><u>36,782,628</u></u>	

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**8. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

	<b>Educational activities 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Staff costs	27,586,722	<b>27,586,722</b>	23,271,927
Educational Supplies	1,295,890	<b>1,295,890</b>	1,079,013
Examination Fees	264,852	<b>264,852</b>	219,815
Technology Costs	57,501	<b>57,501</b>	34,743
Other costs	254,908	<b>254,908</b>	168,869
Legal and Professional	120,059	<b>120,059</b>	101,450
<b>Total 2022</b>	<u>29,579,932</u>	<u><b>29,579,932</b></u>	<u>24,875,817</u>
<i>Total 2021</i>	<u>24,875,817</u>	<u>24,875,817</u>	

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Educational activities 2022 £</b>	<b>Total funds 2022 £</b>	<i>Total funds 2021 £</i>
Staff costs	4,851,739	<b>4,851,739</b>	3,837,886
Depreciation	1,100,916	<b>1,100,916</b>	898,959
Other Staff Costs	1,056,025	<b>1,056,025</b>	829,854
PFI costs	2,949,277	<b>2,949,277</b>	2,882,189
Other costs	714,982	<b>714,982</b>	566,525
Rates	64,584	<b>64,584</b>	149,805
Energy	455,936	<b>455,936</b>	335,841
Maintenance of Premises	758,356	<b>758,356</b>	719,875
Cleaning and Caretaking	395,491	<b>395,491</b>	359,317
Operating Leases	84,863	<b>84,863</b>	65,104
Security	10,913	<b>10,913</b>	15,206
Transport	94,944	<b>94,944</b>	46,623
Catering	629,297	<b>629,297</b>	510,954
Other Premises Costs	442,134	<b>442,134</b>	400,878
Legal and Professional	284,883	<b>284,883</b>	265,945
Audit and accountancy	22,900	<b>22,900</b>	21,850
<b>Total 2022</b>	<b>13,917,240</b>	<b>13,917,240</b>	<b>11,906,811</b>
<i>Total 2021</i>	<i>11,906,811</i>	<i>11,906,811</i>	

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**9. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	2022 £	2021 £
Operating lease rentals	84,863	65,104
Depreciation of tangible fixed assets	1,100,916	898,402
Fees paid to auditors for:		
- audit	17,000	16,200
- other services	5,900	5,650
- internal audit	3,341	-
	<u>          </u>	<u>          </u>

**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2022 £	2021 £
Wages and salaries	23,109,128	19,241,117
Social security costs	2,139,322	1,793,098
Pension costs	6,842,796	5,330,725
	<u>          </u>	<u>          </u>
	32,091,246	26,364,940
Agency staff costs	341,624	727,818
Staff restructuring costs	5,591	17,055
	<u>          </u>	<u>          </u>
	32,438,461	27,109,813
	<u>          </u>	<u>          </u>

Staff restructuring costs comprise:

	2022 £	2021 £
Redundancy payments	5,591	15,055
Severance payments	-	2,000
	<u>          </u>	<u>          </u>
	5,591	17,055
	<u>          </u>	<u>          </u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

**10. Staff (continued)**

**b. Staff numbers**

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

	<b>2022</b>	<i>2021</i>
	<b>No.</b>	<i>No.</i>
Teachers	<b>355</b>	324
Administration and Support	<b>522</b>	433
Management	<b>11</b>	10
	<b>888</b>	<i>767</i>

**c. Higher paid staff**

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

	<b>2022</b>	<i>2021</i>
	<b>No.</b>	<i>No.</i>
In the band £60,001 - £70,000	<b>15</b>	16
In the band £70,001 - £80,000	<b>5</b>	4
In the band £80,001 - £90,000	<b>4</b>	3
In the band £90,001 - £100,000	<b>1</b>	1
In the band £100,001 - £110,000	<b>2</b>	1
In the band £110,001 - £120,000	<b>-</b>	1
In the band £130,000 - £140,000	<b>1</b>	1

**d. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £1,385,269 (2021 £1,286,434).



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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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**11. Central services**

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

- Finance
- Facilities Manager
- Education Welfare Officer & Counselling
- GDPR
- HR & Payroll
- Legal Services
- ICT Manager

The Trust charges for these services on the following basis:

A top slice flat percentage of income is applied of:

- HLC Primary and Secondary 4% with a 2% rebate for Trust Accomodation
- Ercall Wood 4%
- Queensway 4%
- Charlton 4%
- Wrekin View 4%
- Crudgington 4%
- Severndale 4%

The actual amounts charged during the year were as follows:

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
HLC Secondary and Primary	<b>210,384</b>	<b>195,820</b>
Queensway	<b>109,496</b>	<b>105,495</b>
Ercall Wood	<b>209,738</b>	<b>188,581</b>
Charlton	<b>254,468</b>	<b>229,882</b>
Wrekin View	<b>71,073</b>	<b>66,415</b>
Crudgington	<b>23,799</b>	<b>15,923</b>
Severndale	<b>166,000</b>	<b>167,445</b>
<b>Total</b>	<b>1,044,958</b>	<b>969,561</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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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 principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		<b>2022</b>	<i>2021</i>
		<b>£</b>	<b>£</b>
Dr Gill Eatough, Chief Executive and Accounting Officer	Remuneration	<b>130,000 -</b>	<i>130,000 -</i>
		<b>135,000</b>	<i>135,000</i>
	Pension contributions paid	<b>30,000 -</b>	<i>30,000 -</i>
		<b>35,000</b>	<i>35,000</i>

During the year ended 31 August 2022, expenses totalling £545 were reimbursed 1 Trustee (2021:£161) for mileage.

**13. Trustees' and Officers' insurance**

The Trust has opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

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**14. Tangible fixed assets**

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>						
At 1 September 2021	34,888,000	58,832,620	241,022	535,059	40,748	94,537,449
Additions	-	-	220,019	333,175	21,745	574,939
Disposals	-	-	-	(2,030)	-	(2,030)
Transfers between classes	1,125,000	(1,125,000)	-	-	-	-
At 31 August 2022	<u>36,013,000</u>	<u>57,707,620</u>	<u>461,041</u>	<u>866,204</u>	<u>62,493</u>	<u>95,110,358</u>
<b>Depreciation</b>						
At 1 September 2021	727,373	1,330,959	73,489	161,031	11,692	2,304,544
Charge for the year	279,104	492,886	94,560	220,194	14,172	1,100,916
On disposals	-	-	-	(1,881)	-	(1,881)
Transfers between classes	15,000	(15,000)	-	-	-	-
At 31 August 2022	<u>1,021,477</u>	<u>1,808,845</u>	<u>168,049</u>	<u>379,344</u>	<u>25,864</u>	<u>3,403,579</u>
<b>Net book value</b>						
At 31 August 2022	<u><u>34,991,523</u></u>	<u><u>55,898,775</u></u>	<u><u>292,992</u></u>	<u><u>486,860</u></u>	<u><u>36,629</u></u>	<u><u>91,706,779</u></u>
At 31 August 2021	<u><u>34,160,627</u></u>	<u><u>57,501,661</u></u>	<u><u>167,533</u></u>	<u><u>374,028</u></u>	<u><u>29,056</u></u>	<u><u>92,232,905</u></u>

**15. Debtors**

	2022 £	2021 £
<b>Due within one year</b>		
Trade debtors	234,207	216,034
Other debtors	449,343	304,481
Prepayments and accrued income	788,452	505,650
	<u><u>1,472,002</u></u>	<u><u>1,026,165</u></u>

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

	<b>2022</b>	<i>2021</i>
	£	£
Trade creditors	<b>1,310,135</b>	1,386,363
Other taxation and social security	<b>529,390</b>	475,634
Other creditors	<b>537,444</b>	554,117
Accruals and deferred income	<b>1,038,211</b>	801,366
	<u><b>3,415,180</b></u>	<u>3,217,480</u>
	<b>2022</b>	<i>2021</i>
	£	£
Deferred income at 1 September 2021	<b>502,342</b>	109,181
Resources deferred during the year	<b>415,520</b>	502,342
Amounts released from previous periods	<b>(502,342)</b>	(109,181)
	<u><b>415,520</b></u>	<u>502,342</u>

Included in deferred income are monies received in the year from the Local Authority and the ESFA that are for the 2021/2022 year.

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

	<b>2022</b>	<i>2021</i>
	£	£
Other creditors	<b>24,166</b>	24,165
	<u><b>24,166</b></u>	<u>24,165</u>

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**18. Statement of funds**

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
<b>Unrestricted funds</b>						
General Funds - all funds	354,849	26,694	-	-	-	381,543
<b>Restricted general funds</b>						
GAG	-	29,788,749	(29,788,749)	-	-	-
Pupil Premium	-	1,604,713	(1,604,713)	-	-	-
School Fund	204,380	303,009	(256,165)	177,473	-	428,697
Other Grants	2,332,858	8,401,769	(7,895,692)	(498,838)	-	2,340,097
Start Up Grants	-	6,423	(6,423)	-	-	-
Pension reserve	(28,374,000)	-	(2,327,000)	-	20,214,000	(10,487,000)
	<u>(25,836,762)</u>	<u>40,104,663</u>	<u>(41,878,742)</u>	<u>(321,365)</u>	<u>20,214,000</u>	<u>(7,718,206)</u>
<b>Restricted fixed asset funds</b>						
Class II Restricted Funds - all funds	92,232,905	-	(526,126)	-	-	91,706,779
DFC Capital Income	144,262	131,531	(474,422)	274,255	-	75,626
Other Capital Grants	498,637	888,563	(604,977)	47,110	-	829,333
Lantern Fund	-	-	(12,905)	-	-	(12,905)
	<u>92,875,804</u>	<u>1,020,094</u>	<u>(1,618,430)</u>	<u>321,365</u>	<u>-</u>	<u>92,598,833</u>
<b>Total Restricted funds</b>	<u>67,039,042</u>	<u>41,124,757</u>	<u>(43,497,172)</u>	<u>-</u>	<u>20,214,000</u>	<u>84,880,627</u>
<b>Total funds</b>	<u><u>67,393,891</u></u>	<u><u>41,151,451</u></u>	<u><u>(43,497,172)</u></u>	<u><u>-</u></u>	<u><u>20,214,000</u></u>	<u><u>85,262,170</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**18. Statement of funds (continued)**

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

**Unrestricted funds**

The balance is being utilised to support the deficit on restricted funds.

**Restricted funds**

This includes the main ESFA and local authority funding and general expenditure of the Trust.

**Restricted fixed asset funds**

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose. Restricted general funds comprise of all other restricted funds received and include grants from the Department of Education.

Lantern Fund - The conversion due diligence report identified that the external building envelope of the school was in a significant state of disrepair. As such LCT appointed Barker Associates to carry out a fully costed feasibility study regarding the risks and repair solutions. Following the submission of the report the LA agreed to contribute £780k of capital funds upon conversion to rectify the building envelope in replacing all external doors and windows and installing insulated external facia panels to comply with British Standards. The amount of funding committed in 21/22 was for the professional fees of Barker Associates who carried out the feasibility study. The amount committed for 21/22 will be debited from the £780k which we expect to receive in October 2022.

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 2022.

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

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

	<i>Balance at 1 September 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2021 £</i>
<b>Unrestricted funds</b>						
General Funds - all funds	347,156	7,693	-	-	-	354,849
<b>Restricted general funds</b>						
GAG	-	25,852,963	(25,852,963)	-	-	-
Pupil Premium	-	1,267,105	(1,267,105)	-	-	-
School Fund	192,666	199,209	(187,495)	-	-	204,380
Other Grants	(133,537)	9,181,939	(6,664,477)	(51,067)	-	2,332,858
Start Up Grants	-	25,000	(25,000)	-	-	-
Pension reserve	(12,731,000)	(11,160,000)	(1,423,000)	-	(3,060,000)	(28,374,000)
	<u>(12,671,871)</u>	<u>25,366,216</u>	<u>(35,420,040)</u>	<u>(51,067)</u>	<u>(3,060,000)</u>	<u>(25,836,762)</u>
<b>Restricted fixed asset funds</b>						
Class II Restricted Funds - all funds	77,165,776	15,801,406	(898,959)	164,682	-	92,232,905
DFC Capital Income	53,473	153,167	(17,420)	(44,958)	-	144,262
School Condition Allocation	251,544	761,959	(446,209)	(68,657)	-	498,637
	<u>77,470,793</u>	<u>16,716,532</u>	<u>(1,362,588)</u>	<u>51,067</u>	<u>-</u>	<u>92,875,804</u>
<b>Total Restricted funds</b>	<u>64,798,922</u>	<u>42,082,748</u>	<u>(36,782,628)</u>	<u>-</u>	<u>(3,060,000)</u>	<u>67,039,042</u>
<b>Total funds</b>	<u><u>65,146,078</u></u>	<u><u>42,090,441</u></u>	<u><u>(36,782,628)</u></u>	<u><u>-</u></u>	<u><u>(3,060,000)</u></u>	<u><u>67,393,891</u></u>

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

**Total funds analysis by academy**

Fund balances at 31 August 2022 were allocated as follows:

	2022 £	2021 £
Hadley Learning Community	598,547	314,011
Queensway	229,538	234,308
Ercall Wood	374,252	86,112
Charlton	448,018	298,095
Trust	459,886	509,578
Wrekin View	54,218	(23,479)
Crudgington	54,853	62,042
Severndale	931,025	1,411,420
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	3,150,337	2,892,087
Restricted fixed asset fund	92,598,833	92,875,804
Pension reserve	(10,487,000)	(28,374,000)
	<hr/>	<hr/>
<b>Total</b>	<b>85,262,170</b>	<b>67,393,891</b>
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**NOTES TO THE FINANCIAL STATEMENTS  
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**18. 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 2022 £	Total 2021 £
Hadley Learning Community	6,716,881	985,734	397,137	3,514,980	<b>11,614,732</b>	<i>10,993,891</i>
Queensway	1,986,210	87,932	85,538	657,208	<b>2,816,888</b>	<i>2,706,701</i>
Ercall Wood	3,780,393	723,913	251,642	686,653	<b>5,442,601</b>	<i>5,212,166</i>
Charlton	4,636,932	821,317	343,881	1,050,740	<b>6,852,870</b>	<i>6,202,915</i>
Trust	2,599,207	586,324	52,239	746,782	<b>3,984,552</b>	<i>2,888,840</i>
Wrekin View	1,696,910	153,965	79,124	420,950	<b>2,350,949</b>	<i>2,201,071</i>
Crudgington	474,067	44,453	28,764	171,608	<b>718,892</b>	<i>476,129</i>
Severndale	5,696,122	1,448,101	322,417	1,148,132	<b>8,614,772</b>	<i>5,201,956</i>
<b>Trust</b>	<b>27,586,722</b>	<b>4,851,739</b>	<b>1,560,742</b>	<b>8,397,053</b>	<b>42,396,256</b>	<b>35,883,669</b>

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

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

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	91,706,779	<b>91,706,779</b>
Current assets	381,543	6,208,140	892,054	<b>7,481,737</b>
Creditors due within one year	54,374	(3,469,554)	-	<b>(3,415,180)</b>
Creditors due in more than one year	(54,374)	30,208	-	<b>(24,166)</b>
Provisions for liabilities and charges	-	(10,487,000)	-	<b>(10,487,000)</b>
<b>Total</b>	<b>381,543</b>	<b>(7,718,206)</b>	<b>92,598,833</b>	<b>85,262,170</b>

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

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

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Restricted fixed asset funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	-	-	92,232,905	92,232,905
Current assets	354,849	5,778,883	642,899	6,776,631
Creditors due within one year	-	(3,217,480)	-	(3,217,480)
Creditors due in more than one year	-	(24,165)	-	(24,165)
Provisions for liabilities and charges	-	(28,374,000)	-	(28,374,000)
<b>Total</b>	<b>354,849</b>	<b>(25,836,762)</b>	<b>92,875,804</b>	<b>67,393,891</b>

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

	<b>2022 £</b>	<b>2021 £</b>
Net (expenditure)/income for the year (as per statement of financial activities)	<b>(2,345,721)</b>	5,307,813
<b>Adjustments for:</b>		
Depreciation	<b>1,100,916</b>	898,402
Defined benefit pension scheme obligation inherited	-	11,160,000
Increase in debtors	<b>(445,837)</b>	(1,210,861)
Increase in creditors	<b>197,701</b>	1,903,073
Dividends, interest and rents from investments	<b>(1,224)</b>	(531)
Assets received on conversion	-	(15,801,406)
FRS102 Pension Cost	<b>2,327,000</b>	1,423,000
<b>Net cash provided by operating activities</b>	<b>832,835</b>	3,679,490

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**21. Cash flows from investing activities**

	2022 £	2021 £
Dividends, interest and rents from investments	1,224	531
Purchase of tangible fixed assets	(574,939)	(164,682)
Loss on disposal of tangible fixed assets	149	558
<b>Net cash used in investing activities</b>	<b>(573,566)</b>	<b>(163,593)</b>

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

	2022 £	2021 £
Cash in hand and at bank	6,009,735	5,750,466
<b>Total cash and cash equivalents</b>	<b>6,009,735</b>	<b>5,750,466</b>

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

	At 1 September 2021 £	Cash flows £	At 31 August 2022 £
Cash at bank and in hand	5,750,466	259,269	6,009,735
	<b>5,750,466</b>	<b>259,269</b>	<b>6,009,735</b>

**24. Capital commitments**

	2022 £	2021 £
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	179,630	-
	<b>179,630</b>	<b>-</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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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 Mercer. 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 2019.

Contributions amounting to £526,188 were payable to the schemes at 31 August 2022 (2021 - £500,599) 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.

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**25. Pension commitments (continued)**

The employer's pension costs paid to TPS in the year amounted to £4,622,008 (2021 - £4,112,797).

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.

**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 2022 was £1,695,200 (2021 - £1,685,000), of which employer's contributions totalled £1,651,000 (2021 - £1,329,000) and employees' contributions totalled £ 442,000 (2021 - £356,000). The agreed contribution rates for future years are 16.2 per cent for employers and 6.8 per cent for employees.

As described 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**

	<b>2022</b>	<i>2021</i>
	<b>%</b>	<i>%</i>
Rate of increase in salaries	<b>4.05</b>	<i>4.05</i>
Rate of increase for pensions in payment/inflation	<b>2.90</b>	<i>2.90</i>
Discount rate for scheme liabilities	<b>4.30</b>	<i>1.70</i>
Inflation assumption (CPI)	<b>2.80</b>	<i>2.80</i>

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

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**25. Pension commitments (continued)**

	<b>2022</b>	<i>2021</i>
	<b>Years</b>	<i>Years</i>
<i>Retiring today</i>		
Males	<b>22.9</b>	<i>23.0</i>
Females	<b>25.1</b>	<i>25.1</i>
<i>Retiring in 20 years</i>		
Males	<b>24.1</b>	<i>24.3</i>
Females	<b>26.7</b>	<i>26.7</i>

**Sensitivity analysis**

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Discount rate +0.1%	<b>9,860</b>	<i>27,397</i>
Mortality assumption - 1 year increase	<b>11,047</b>	<i>29,789</i>
CPI rate +0.1%	<b>11,128</b>	<i>29,373</i>
Pay growth + 0.1%	<b>10,603</b>	<i>28,540</i>

**Share of scheme assets**

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

	<b>At 31</b>	<i>At 31</i>
	<b>August</b>	<i>August</i>
	<b>2022</b>	<i>2021</i>
	<b>£</b>	<i>£</i>
Equities	<b>8,324,000</b>	<i>8,104,000</i>
Corporate bonds	<b>3,403,000</b>	<i>3,136,000</i>
Property	<b>758,000</b>	<i>557,000</i>
Cash and other liquid assets	<b>353,000</b>	<i>271,000</i>
Other	<b>4,796,000</b>	<i>3,853,000</i>
<b>Total market value of assets</b>	<b>17,634,000</b>	<i>15,921,000</i>

The actual return on scheme assets was £-67,000 (2021 - £1,626,000).

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**25. Pension commitments (continued)**

The amounts recognised in the Statement of financial activities are as follows:

	2022 £	2021 £
Current service cost	(3,465,000)	(2,387,000)
Interest cost	(468,000)	(329,000)
Administrative expenses	(45,000)	(36,000)
<b>Total amount recognised in the Statement of financial activities</b>	<b>(3,978,000)</b>	<b>(2,752,000)</b>

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

	2022 £	2021 £
<b>At 1 September</b>	<b>44,295,000</b>	17,655,000
Conversion of academy trusts	-	401,000
Transferred in on existing academies joining the trust	-	18,504,000
Interest cost	754,000	508,000
Employee contributions	442,000	356,000
Actuarial (gains)/losses	(20,567,000)	4,507,000
Benefits paid	(268,000)	(23,000)
Current service cost	3,465,000	2,387,000
<b>At 31 August</b>	<b>28,121,000</b>	44,295,000

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

	2022 £	2021 £
<b>At 1 September</b>	<b>15,921,000</b>	4,924,000
Conversion of academy trusts	-	107,000
Transferred in on existing academies joining the trust	-	7,638,000
Interest income	286,000	179,000
Actuarial (losses)/gains	(353,000)	1,447,000
Employer contributions	1,651,000	1,329,000
Employee contributions	442,000	356,000
Benefits paid	(268,000)	(23,000)
Administration expenses	(45,000)	(36,000)
<b>At 31 August</b>	<b>17,634,000</b>	15,921,000

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**26. Operating lease commitments**

At 31 August 2022 the Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	55,453	53,134
Later than 1 year and not later than 5 years	39,119	88,021
	<u>94,572</u>	<u>141,155</u>

**27. Other financial commitments**

HLC and Queensway schools both have commitments under the PFI scheme until 31 March 2033. The current annual commitment for HLC is £2,676,744. The current annual commitment for Queensway is £272,533.

**28. 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.

**29. 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 Academy Trust 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.