

Manor Multi Academy Trust

Trustees' Report and Financial Statements

For the Year Ended 31 August 2024



Manor Multi Academy Trust
(A Company Limited by Guarantee)

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Manor Multi Academy Trust
(A Company Limited by Guarantee)

Reference and Administrative Details

Members	D Coles T Westwood (Diocese of Lichfield Education Trust (formerly CECET) representative) D Gwinnett E Stanford D C Knipe
Trustees	D Coles, Chair M Sharif, Vice Chair A Cliff (resigned 31 December 2023) R Fisher M I Morris A J Pritchard (resigned 4 November 2024) J Rudge (resigned 20 September 2024) I C D Rumble H Smith Dr T Thompson (resigned 8 October 2024) M Wilkes G K Nijjar
Company registered number	09323792
Company name	Manor Multi Academy Trust
Principal and registered office	Ettingshall Road Bilston Wolverhampton West Midlands WV14 9UQ
Company secretary	H Guest
Trust based senior leadership team	A Cliff - Chief Executive Officer and Accounting Officer (to 31/12/2023) and Chief Executive Advisor (from 01/01/2024) H Guest - Deputy Chief Executive Officer (to 31/12/2023) and Chief Executive Officer and Accounting Officer (from 01/01/2024) J Mills - Associate Headteacher M Wynne - Associate Headteacher A Smith - Chief Financial Officer N Beards - Head of ICT & Data J Rowden - Head of Estates

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Reference and Administrative Details (continued)
For the Year Ended 31 August 2024

Independent auditors	Dains Audit Limited 2 Chamberlain Square Paradise Circus Birmingham B3 3AX
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Manor Multi Academy Trust
(A Company Limited by Guarantee)

Trustees' Report
For the Year Ended 31 August 2024

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a Trustees' report and a directors' report and strategic report under company law.

The Trust operates nine academies in Wolverhampton, Dudley, Sandwell and South Staffordshire for pupils between the ages of 3 and 11. There were over 3,477 children on roll during the academic year.

Structure, governance and management

a. Constitution

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

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

The Trustees of Manor Multi Academy Trust are also the directors of the charitable company for the purposes of company law.

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

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.

Structure, governance and management (continued)

c. Method of recruitment and appointment or election of Trustees

The management of the Trust is the responsibility of the Trustees who are elected and coopted under the terms of the Articles of Association. On 24 August 2018, the Trust adopted new Articles of Association, incorporating the model articles for inclusion of Church of England Schools within the Multi Academy Trust.

The number of Trustees shall be not less than three but shall not be subject to any maximum.

The appointment of Trustees in the latest Articles of Association allows the Trust board to be comprised of the following:

- The Members shall appoint up to 7 Trustees
- DLET (formerly CECET) shall appoint up to 3 Trustees provided that the total number of Trustees appointed under this Article would not thereby exceed 25% of the total number of Trustees
- The Chief Executive Officer ("CEO")
- Trustees appointed under Article 50 and 50AA acting jointly and with the consent of DLET may appoint up to 2 Co-opted Trustees

The term of office for any Trustee shall be four years, save that this time limit shall not apply to the Chief Executive Officer. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be re-appointed or re-elected.

Future Trustees shall be appointed or elected, as the case may be, under the new Articles of Association. The Board will give consideration to the skills and experience of the existing Trustees when considering future appointments.

d. Policies adopted for the induction and training of Trustees

The training and induction of all new Members/Trustees will depend upon their existing experience. Where necessary, induction will provide training on charity, educational, legal and financial matters. All new Trustees will be given a tour of the Trust's key sites with a chance to meet stakeholders. All Trustees are provided with an induction folder containing documents allowing them to undertake their role.

e. Organisational structure

The Trustees are responsible for exercising oversight of the governance and management of the Trust. In exercising their responsibilities, Trustees consider the advice given by the Chief Executive Officer, other executive leaders and the Chairs of the Local Governing Bodies (LGBs) as appropriate.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the Trust by the use of results and budget and making major decisions about the direction of the Trust and capital expenditure. The Local Governing Bodies are responsible for implementing the policies laid down by the Trustees and reporting back to them. They scrutinise the performance of the school and oversee the quality of Education in their individual schools.

The CEO is the school's Accounting Officer. The Scheme of Delegation gives full details of all delegated responsibilities.

Structure, governance and management (continued)

f. Arrangements for setting pay and remuneration of key management personnel

Arrangements for setting the pay and remuneration of the Trust's key management personnel are reviewed annually by the Pay Committee and approved by the Trustees. The Trust follows the pay arrangements for maintained schools in England and Wales for teachers. The Trust's pay policy is based on the national agreed pay scales as outlined in the School Teachers Pay and Conditions Document.

g. Trade union facility time

The Trust had no employees who were relevant union officials during the year.

h. Engagement with employees (including disabled persons)

During the course of the period to August 2024, regular communications have been sent to all employees. This took the form of weekly in person, staff briefings at all schools, and regular bulletins on our online 'virtual school' environments. Face to face communication is supported by regular email updates from school and trust leaders, as well as some video-conference meetings.

Staff briefings are intended for all school staff, and employees are briefed on both matters pertinent to their role, and of general interest regarding the Trust's operations, including the Trust's performance in terms of its educational goals.

In addition to regular weekly briefings, we have various professional development days during the year, for all staff in all areas of the school. At these events there are briefings given to staff from various senior staff members, updating them on a variety of issues and areas.

The Trust holds an annual conference, where all Trust staff take part in CPD and networking activities.

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.

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

The Trust engages with suppliers on a fair and transparent basis and follows a process of quotes and tenders in line with those detailed in the Financial Scheme of Delegation. The Trust aims for all suppliers to be provided with an official purchase order from the Trust and for invoices to be paid timely and within the credit terms stated on the supplier's invoice. Business relationships have been built with a number of key suppliers that enables the Trust to demonstrate best value, especially when purchasing supplies on behalf of the whole Trust.

The Trust always works with our suppliers and aims to pay all invoices within 30 days of receipt. Many of our suppliers are local and so in supporting their business, this also supports the local community.

The Trust also works with the local communities for each academy. The Local Governing Body for each school include members of the community.

Structure, governance and management (continued)

j. Related parties and other connected charities and organisations

Manor Multi Academy Trust has minimal connected party transactions. All Trustees complete a 'Register of Interest' form when they become a Trustee (and then annually), to enable the Trust to identify where any related parties may arise. All senior Leaders in all schools and all LGB members also complete an annual 'Register of Interest' form.

In the event that a related party is identified, all decisions are still to be based on the tender process, but with awareness and clarification of any interests, and any identified related parties would not participate in the decision-making process.

Objectives and activities

a. Objects and aims

The principal object and activity of the charitable company is the operation of academies to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum and which shall include:

- Academies other than those designated Church of England, whether with or without a designated religious character; and
- Church of England academies designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and in having regard to any advice and following any directives issued by the Diocesan Board of Education, but in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England.

Founded in 2015 Manor Multi Academy Trust originated from the highly successful school improvement and partnership work led by Manor Primary School in Wolverhampton, a National Teaching School with a proven track record of achieving the highest of standards and a reputation for supporting the development of many schools locally improve.

Our Trust's aspiration is that every child who attends a school within our MAT attends a "Great School." That all pupils are nurtured, inspired and receive a world class education. Our goal is to ensure that every member of staff receives the highest quality professional development and tailored support so they can be the best they can be.

We are passionate about system-led change - our Trust is built upon the principle of schools supporting schools. We are very open in our approach and readily share our resources and thinking, both within the family and with our neighbouring schools.

Our mission is to inspire belief in everyone. Creating individual and collective futures, with an unswerving commitment to our communities and beyond. We pledge to champion each other, together.

Our vision is to bring inspiration and innovation, with a courageous enthusiasm for excellence, in order to create amazing futures, together.

Our Trust is committed to leading by example and lives by its unswerving commitment to our core values of integrity, ambition, collaboration and inclusion.

Objectives and activities (continued)

b. Objectives, strategies and activities

Our Trust Board has agreed five key strategic objectives which will support the growth and development of Manor Multi Academy Trust over the next five years.

- Objective 1: Ensuring every child in our Trust attends a Great School! All children receive the highest quality Teaching and Learning and provision
- Objective 2: Provide all our staff the highest quality CPD so they can be the very best they can be
- Objective 3: Continually review the Trust Team to enable Manor Multi Academy Trust to provide schools with the highest quality school improvement
- Objective 4: To ensure growth by sponsoring and improving schools in need and creating new school provision where opportunities arise in our region
- Objective 5: Ensuring a financially sustainable Multi Academy Trust

c. School Improvement of Our Academies

We have worked across all nine academies in our trust continuing to drive improvements towards all academies having improved judgements in all OFSTED areas compared to their previous inspection and our Outstanding academies sustaining their judgements. Our Executive Leaders, CEO and CEA have targeted academies working in partnership with them to continue to improve the quality of education and outcomes for all pupils.

Key achievements:

- All Heads and SLTs across our schools take part in our schools partnership programme that is enabling them to collaboratively address areas for improvement and evaluate the impact of this, using the rigor of objective peer review and accountability.
- Continuing to grow our pure coaching culture across all MAT schools enabling people in our schools to be partnered in their on going learning with leaders who provide a confidential thinking space for them to be truly listened to, where their strengths are developed, and people are supported to create their own solutions to challenges.
- All academies have embedded blended approach to Teaching and Learning that enriches and supports education & assessment across all areas of the curriculum and enhances engagement between teachers, pupils and parents both in and out of school using virtual classroom technology
- Standardised teacher assessment across all academies implementing whole MAT approach to monitoring attainment and progress using our Trust developed assessment framework
- All academies have reviewed their curriculum ensuring it exceeds the requirements of the national curriculum, provides creative pathways to achievement and develops pupils social and cultural capital

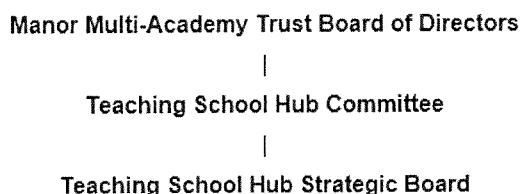
Objectives and activities (continued)

d. Teaching School Hub

Manor Primary (founding school of MAT) was privileged to be awarded Teaching School Hub status in September 2021, following 10 years as being a national teaching school. The Teaching School Hub has proudly served South Staffordshire, Walsall and Wolverhampton Schools since then and was awarded the redesignation in 2024 for the next 4 years, enabling us to continue serving these areas until Sept 2028.

We are striving to bring inspiration and innovation to all schools in our learning community to transform the life chances of children and young people through our relentless pursuit of excellence in every classroom, through every leader, in every school. We provide cutting edge, evidence informed CPD, developed to meet the needs of the education community we serve, through the golden thread, from Initial Teacher Training, the Early Career Framework, Appropriate Body services to a full suite of National Professional Qualifications for Leadership. Our delivery partner is Ambition Institute, who work alongside us to deliver Early Career Framework and the evolving range of National Professional Qualifications. We have partnerships with regional Curriculum Hubs, research schools, Local Authorities and MATs in our area as well as working as part of a highly collaborative group of West Midlands Teaching School Hubs to minimise duplication and maximise consistent communication to schools in our area.

We have implemented the following governance structure for our HUB:



The role of the Teaching School Hub Committee is to contribute local knowledge to the strategic direction of the Hub, to track performance, monitor budget and hold leaders to account including reporting to the Trust Board of Directors. The Teaching School Hub Strategic Board meets every half term and is made up of representatives from the Teaching School Hub's strategic partners, Manor Primary School, Ryders Hayes Academy, Matrix Academy and St Barts Academy. The aims of the strategic board are to:

- Offer local expertise to challenge the strategic direction of MTSH.
- Contribute to operational capacity to deliver the golden thread through the extensive capabilities within their organisations
- Utilise Strategic Partner's to support existing relationships in locality
- Determine the Hub's wider offer beyond the golden thread
- Track performance against KPIs
- Hold each other to account – peer challenge and support
- Robust Q and A of the Teaching School Hub offer.
- Report to the Teaching School Hub Committee

Objectives and activities (continued)

e. Public benefit

The Trustees confirm that they have complied with the requirement in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Trust's aims and objectives and in planning its future activities.

Many activities and programmes enable the objectives of the Trust to be realised. In addition to the quality of teaching and learning, to ensure the outcomes and achievements for all students are recognised, a number of advanced activities take place in the public benefit e.g.:

- Extensive range of extracurricular learning opportunities to all students
- Breakfast clubs and after school clubs
- Nursery education
- Parental engagement sessions

Achievements and performance

a. Key performance indicators

The key performance indicators of the Trust include pupil outcomes and academy Ofsted ratings, maximizing the actual pupil numbers in line with the current PANs and the pupil attendance levels. Staff wellbeing is an important indicator and this is measured via staff attendance and staff retention levels.

The key financial performance indicators are:

- Maintain sufficient cash reserves to fund projected expenditure
- Unrestricted reserves levels carried forward at year-end
- To continually review all resources expended or planned

b. 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.

Achievements and performance (continued)

c. Promoting the success of the company

The directors of the company, as those of all UK companies, must act in accordance with a set of general duties.

These duties are detailed in section 172 of the UK Companies Act 2006 which is summarised as follows:

A director of a company must act in the way they consider, in good faith, would be most likely to promote the success of the company for the benefit of its members as a whole and in doing so, have regard to the likely consequences of any decisions in the long term; the interests of the company's employees; the need to foster the company's business relationships with suppliers, customers and others; the impact of the company's operations on the community and environment; the desirability of the company maintaining a reputation for high standards of conduct; and the need to act fairly as between members of the company.

Details of how our Trustees have fulfilled these duties when dealing with strategic decisions are covered elsewhere in the Trustees' Report.

Achievements and performance (continued)

d. Review of activities

Assessment

The Outcomes for academic year 2023/2024 were as follows:

	Brindley Heath Junior School Academy	East Park Academy	Foley Infant School Academy	Foxyards Primary School	Hateley Heath Primary School	Hill Avenue Academy	Manor Primary School	St Alban's Church of England Primary Academy	St Thomas' Church of England Primary Academy
EYFS GLD	N/A	70%	71%	53%	56%	70%	83%	70%	73%
KS1 Reading	N/A	69%	80%	62%	59%	70%	78%	45%	70%
KS1 Reading Greater Depth	N/A	20%	20%	4%	2%	26%	27%	0%	7%
KS1 Writing	N/A	65%	57%	58%	55%	63%	73%	28%	50%
KS1 Writing Greater Depth	N/A	10%	9%	4%	4%	14%	155	0%	7%
KS1 Maths	N/A	71%	61%	62%	59%	70%	80%	38%	60%
KS1 Maths Greater Depth	N/A	16%	13%	7%	0%	16%	25%	0%	3%
KS1 Science	N/A	79%	80%	84%	70%	73%	94%	No data	97%
KS1 Reading/Writing/Maths	N/A	54%	48%	51%	48%	60%	70%	24%	50%
KS1 Reading/Writing/Maths Combined Greater Depth	N/A	6%	7%	2%	0%	12%	12%	0%	0%

Achievements and performance (continued)

Assessment (continued)

	Brindley Heath Junior School Academy	East Park Academy	Foley Infant School Academy	Foxyards Primary School	Hateley Heath Primary School	Hill Avenue Primary School	Manor Primary School	St Alban's Church of England Primary Academy	St Thomas' Church of England Primary Academy
KS2 Reading	79%	74%	N/A	73%	63%	82%	90%	68%	67%
KS2 Reading Greater Depth	36%	29%	N/A	18%	16%	39%	26%	18%	20%
KS2 Writing	85%	73%	N/A	64%	73%	77%	94%	79%	73%
KS2 Writing Greater Depth	26%	11%	N/A	11%	5%	9%	31%	7%	3%
KS2 Science	83%	82%	N/A	84%	80%	73%	97%	75%	80%
KS2 Science Greater Depth	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
KS2 Maths	92%	67%	N/A	52%	50%	77%	86%	75%	60%
KS2 Maths Greater Depth	34%	25%	N/A	11%	8%	25%	25%	25%	10%
KS2 GPS	91%	72%	N/A	61%	52%	73%	93%	68%	63%
KS2 GPS Greater Depth	49%	34%	N/A	25%	18%	25%	59%	25%	30%
KS2 Reading/Writing/Maths Combined Greater Depth	75%	56%	N/A	48%	39%	77%	80%	61%	53%
KS2 Reading/Writing/Maths Combined Greater Depth	17%	10%	N/A	5%	0%	9%	15%	0%	0%

Achievements and performance (continued)

Attendance

The overall percentage of attendance during 2023/24 academic year for the Trust's academies were:

- Brindley 95.7%
- Foley 95.2%
- Hill Avenue 93.1%
- East Park 93.6%
- Manor 94.5%
- St Albans 93.5%
- St Thomas 94.4%
- Hateley Heath 93.5%
- Foxyards 92.5%

Site and equipment

In the 2021/22 year the Trust became eligible for School Condition Allocation (SCA) funding. Several site improvement works have been undertaken over the course of the year utilising these funding streams. Projects completed this year included:

- (SCA) St Thomas: Installation of air conditioning
- (SCA) St Albans: Replacement windows in years 2, 3 and 6
- (SCA) Manor Primary: Replacement of flat roof
- (SCA) Manor Primary: Restoration of retaining wall
- (SCA and GAG) Hateley Heath Primary: Refurbishment of classrooms, including LED lighting
- (SCA) Hateley Heath Primary: Replacement of fire alarm system
- (Energy Grant and GAG) Hateley Heath Primary: Replacement windows and door
- (SCA) Hateley Heath Primary: Replacement of flat roof
- (SCA) Foxyards Primary: Replacement of fire alarm system
- (SCA, DFC and GAG) Foxyards Primary: Refurbishment of classrooms, including LED lighting

e. Fundraising

The majority of the trust's income is funding from the DfE, ESFA and LAs (for EYFS funding) Additional funding is received via grant applications.

The Trust carries out a limited amount of fundraising, mindful of the communities within which it operates. The Trust does not work with professional fundraisers or companies who carry out fundraising on its behalf. In the circumstances when fundraising is undertaken, systems and controls are in place to separate and protect funds. The Trust is mindful of its responsibilities under the Charities (Protection and Social Investment) Act 2016 and legal rules, and ensures all activities are agreed and monitored at Senior Leadership Team level in compliance with relevant legal rules. Recognised standards are applied to ensure that fundraising is open, honest and respectful, protecting the public from undue pressure to donate. Any complaints are handled and monitored through the Trust's complaints procedure. During the year no complaints or issues have arisen as a result of fundraising activities.

Achievements and performance (continued)

f. Factors relevant to achieve objectives

The factors relevant to the Trust to allow it to achieve its objectives are:

- The quality of teaching and learning is maintained at the very highest standards
- Robust monitoring and challenge of the data by the Senior Leadership Team and the Trustees
- That funds are accurately targeted at the key improvement priorities
- That the principal risks and uncertainties identified are mitigated

Financial review

a. Review of financial performance and reserves policy

The Trustees review the reserve levels of the Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The policy of the Trust Board is to maintain a minimum level of free reserves that is equivalent to 5% of annual income, and a maximum of 20% of annual income, to provide a stable base for the continuing operation of the Trust whilst ensuring that excessive funds are not accumulated. An academy holding reserves outside of these parameters must provide a business case for doing so, approved by the board.

Future pupil numbers are considered to be stable and through future Government funding the Trustees are satisfied that current reserves will be sufficient to ensure a healthy financial position in the medium term. The Trust's current level of free reserves (total funds less the amount held in fixed assets, restricted funds and designated funds) is £2,430,081.

b. Investment policy

The Trust approved a revised Investment Policy in September 2023. The Trust aims to manage its cash balances to ensure that adequate funds are available to meet the day-to-day requirements of its operations. In addition, the Trust aims to invest surplus cash funds to optimise returns, but ensuring that the investments are risk free and easily accessible. Funds are currently held in low interest bank accounts with Lloyds. No surplus cash funds were invested during the year.

c. Principal risks and uncertainties

The Trustees continue to review the Risk Register on a regular basis. The key risks of concern to the Trust continue to be as follows:

- Increased costs of goods, services and salaries without sufficient government funding
- Presence of other organisations with similar objects and little scope for differentiation and competing for the same sources of income
- Reserves level risk
- Changes to, or absence of, leadership and management and other key staff
- Risk that employers' pension contribution rates will increase further, and that the significant deficits and annual repayments to the schemes will continue to impact on the funding available for pupils
- Risk that the trust estate is unsafe and does not comply with relevant legislation
- Risk of the impact an uncontrollable event will have on the Trust e.g. recession, war, oil crisis or pandemic.

Through the risk management processes established at Manor Multi Academy Trust, the Trust Board is satisfied that the major risks have been adequately mitigated where necessary. It is recognised that systems and procedures can only provide reasonable but not absolute assurance that major risks have been adequately managed. The main processes and controls used by Manor Multi Academy Trust are:

- Formal agendas for all Trust Board and Local Governing Body meetings
- Written scheme of delegation
- Comprehensive strategic planning, budgeting and management accounting
- Established organisational structure and lines of reporting
- Formal written policies
- Clear authorisation and approval levels
- A rigorous estate management plan
- Estate capital improvements
- Implementation of vetting and clearance procedures as required by law for the safe-guarding of children and young people
- Engagement of external auditors to examine the accounts and financial practices of the school

Streamlined energy and carbon reporting

The Trust's greenhouse gas emissions and energy consumption are as follows:

	2024	2023
Energy consumption breakdown (kWh):		
Gas	2,338,466	2,464,489
Electricity	730,138	763,472
Scope 1 emissions (in tonnes of CO2 equivalent):		
Gas consumption	428	449
Total scope 1	<u>428</u>	<u>449</u>
Scope 2 emissions (in tonnes of CO2 equivalent):		
Purchased electricity	<u>151</u>	<u>158</u>
Scope 3 emissions (in tonnes of CO2 equivalent):		
Business travel in employee-owned or rental vehicles	<u>1</u>	<u>1</u>
Total gross emissions (in tonnes of CO2 equivalent):	<u>580</u>	<u>608</u>

The Trust has followed and used the following quantification and reporting methodologies:

- the 2019 HM Government Environmental Reporting Guidelines;
- the GHG Reporting Protocol - Corporate Standard; and
- the 2023 UK Government's Conversion Factors for Company Reporting.

The chosen intensity ratio is total gross emissions in tonnes of CO2 equivalent per pupil, the recommended ratio for the sector. For 2024 this is 0.18 (2023 - 0.20).

Measures taken to improve energy efficiency:

As noted previously in this report, during the course of 2023/24 the Trust started work on a number of estates improvement projects, the majority of which were for projects that would reduce energy consumption by improving the quality of the heating systems or roofing projects.

Plans for future periods

The Trust is relentlessly focussed on improvement; it values and celebrates success and builds partnerships to develop personalised provision with and for those we serve. The strategy of the Trust is to grow in the future, via a mixture of sponsored and convertor schools.

Employees and disabled persons

Manor Multi Academy Trust values employee voice and encourages the involvement of our employees through regular meetings for example through SLT/ Middle leadership and departmental meetings which enable key issues to be raised and discussed and our vision and values to be continually reinforced. Manor Multi Academy Trust is committed to ensuring equality of opportunity for all. As such as part of our Recruitment and Selection Policy we will make every effort to accommodate any requests for adjustments in order to enable disabled persons are given full and fair considerations when vacancies arise, having regard to their suitability for the post.

Where an existing employee becomes disabled, every effort is made to support them to stay in employment such as through the use of occupational health to consider reasonable adjustments.

During the course of employment within Manor Multi Academy Trust we seek to work with employees, taking account of their personal circumstances, to ensure appropriate CPD and promotion opportunities are available to support them to reach their full potential.

Please refer to our Equalities statement which outlines our guiding principles for fulfilling our statutory duties.

Disclosure of information to auditors

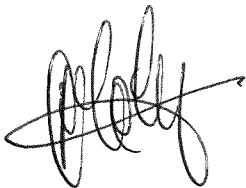
Insofar as the Trustees are aware:

- 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.

Auditors

The auditors, Dains Audit Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

The Trustees' Report was approved by order of the Board of Trustees, as the company directors, on 10 December 2024 and signed on its behalf by:



D Coles
Chair of Trustees

Governance Statement

Scope of responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the 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 Manor Multi Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 6 times during the year. Effective oversight has been maintained between meetings by the Chief Executive Officer holding regular telephone conversations and virtual meetings with key Trustees' including the Chair and Vice chair. They are kept updated, and provide advice on, key decisions made between formal meetings of the Trustees.

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

Trustee	Meetings attended	Out of a possible
D Coles, Chair	6	6
M Sharif, Vice Chair	4	6
A Cliff, Chief Executive Officer and Accounting Officer (to 31/12/23) Chief Executive Advisor (from 01/01/24)	6	6
H Guest, Chief Executive Officer and Accounting Officer (from 01/01/24)	3	3
R Fisher	5	6
M I Morris	5	6
A J Pritchard	6	6
J Rudge	3	6
I C D Rumble	5	6
H Smith	6	6
Dr T Thompson	3	6
M Wilkes	4	6
G K Nijjar	4	6

Governance Statement (continued)

Governance (continued)

The work of the Board during this academic year has primarily focussed on maintaining the exceptionally high standards across our schools and ensuring that learning environments are inspirational and meet the needs of our learners. The board have also ensured that the Trust is financially secure and that school and trust leaders have the capacity required to support their school improvement journey. The Board have supported Pupil, Community Advisory Forums across the Trust and there is Trustee representation on each of the PCAFs.

The skills of the Trustees are continually monitored and new appointments have, and will continue to be, based on a skills audit. All Trustees and Governors had access to a comprehensive training programme purchased from an external provider to accommodate all potential CPD opportunities.

The type of financial data that is used by the board includes a report produced by the Finance Director to each meeting of the Finance Committee which provides them with a detailed analysis of the most recent monthly management accounts, updated budget projections including KPIs (e.g. staffing as a % of income, estimated reserves as a % of income), cash flow position and future forecast information and updates on pupil numbers and pupil number projections and the potential impact on funding and budgets. The board finds this acceptable as, for each meeting of the committee, the most up to date information is made available in advance, the Chief Financial Officer presents the information in detail and committee attendees have the opportunity to interrogate the financial information and ask questions.

All Trustees complete a 'Register of Interest' form when they become a Trustee (and then annually), to enable the Trust to identify where any conflicts of interest may arise. All senior Leaders in all schools and all LGB members also complete an annual 'Register of Interest' form.

In the event that a conflict of interest is identified, all decisions are still to be based on the Trust's tender process, but with awareness and clarification of any interests, and any identified related parties would not participate in the decision-making process.

The Finance & General Purposes Committee is a sub-committee of the main Board of Trustees. Its purpose is to regulate and control the financial affairs of the Trust. The committee is responsible for setting the Trust's annual budget in the light of the School's Development Plan, conducting an annual review of the Trust's financial management arrangements and financial procedures, entering into and monitoring contract performance and reviewing any charges that the Trust makes, ensuring they comply with statutory limitations.

Governance Statement (continued)

Governance (continued)

Attendance during the year at meetings of the Finance & General Purposes Committee was as follows:

Trustee	Meetings attended	Out of a possible
D Coles	3	3
M I Morris	3	3
I C D Rumble	3	3
M Sharif	2	3
Dr T Thompson	3	3
R Fisher	3	3

The Audit & Risk Committee is also a sub-committee of the main Board of Trustees. Its purpose is to report on the operation of the systems of control, discharge of the Trustee's financial responsibilities and review of the risk register.

Attendance during the year at meetings of the Audit & Risk Committee was as follows:

Trustee	Meetings attended	Out of a possible
D Coles	3	3
R Fisher	3	3
M I Morris	3	3
I C D Rumble	3	3
M Sharif	2	3
Dr T Thompson	3	3

The Pay Committee is also a sub-committee of the main Board of Trustees. Its purpose is to determine annual salary progression for eligible members of staff.

Attendance during the year at meetings of the Pay Committee was as follows:

Trustee	Meetings attended	Out of a possible
D Coles	2	3
M I Morris	2	3
M Sharif	1	3
Dr T Thompson	1	3
I C D Rumble	1	3

Governance Statement (continued)

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 or by using a framework where appropriate. The Accounting Officer for the Trust has delivered improved value for money during the year by:

- Negotiated and consolidated school contracts into Trust wide contracts, often leading to financial savings through economies of scale as well as administrative savings.
- Continuing to implement a rigorous estate management plan in place to ensure statutory testing and regular maintenance is carried out. The Trust has also invested significant capital and revenue sums into increasing the school's energy efficiency and extending the estate's useful life through roof and mechanical improvements.
- Improved collaboration within our Executive Leaders and Headteachers. Resulting in significantly reduced reliance on external support for curriculum and non-curriculum services.

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 Manor Multi Academy Trust for the year 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- regular reviews by the Finance and General Purposes 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

Governance Statement (continued)

The risk and control framework (continued)

The Board of Trustees has decided to buy-in an internal audit service from Telford & Wrekin Council who delivered an internal scrutiny report to Trustees.

As agreed by the Board of Trustees, the schedule of testing for this year was to include the following areas:

- The effectiveness of health and safety systems
- The effectiveness of ICT and cyber security controls
- The management of income and resources

The purpose of the scrutiny was to provide the Directors with an on-going independent oversight of the academy's financial affairs and to provide the Trustees with independent assurance that:

- the financial responsibilities of the Directors are being properly discharged resources are managed in an efficient, economical, and effective manner
- sound systems of internal financial control are being maintained
- financial considerations are fully taken into account in reaching decisions

Review of effectiveness

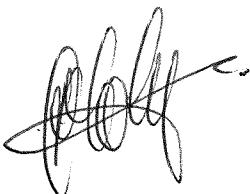
As Accounting Officer, the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the 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.

Conclusion

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance & General Purposes committee and a plan to address weaknesses and ensure continuous improvement of the system is in place. Based on the advice of the audit and risk committee and the accounting officer, the board of trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the members of the Board of Trustees on 10 December 2024 and signed on their behalf by:



D Coles
Chair of Trustees



H Guest
Accounting Officer


Manor Multi Academy Trust
(A Company Limited by Guarantee)

Statement on Regularity, Propriety and Compliance

As accounting officer of Manor Multi Academy Trust, I have considered my responsibility to notify the Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement 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 Academy Trust Handbook 2023, including responsibilities for estates safety and management.

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 Academy Trust Handbook 2023.

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.



H Guest
Accounting Officer
Date: 10 December 2024

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Statement of Trustees' responsibilities
For the Year Ended 31 August 2024

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 2023 to 2024;
- 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 on 10 December 2024 and signed on its behalf by:


D Coles
Chair of Trustees

Independent Auditors' Report on the financial statements to the Members of Manor Multi Academy Trust

Opinion

We have audited the financial statements of Manor Multi Academy Trust (the 'trust') for the year ended 31 August 2024 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 2023 to 2024 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 2024 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 2023 to 2024 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.

Independent Auditors' Report on the financial statements to the Members of Manor Multi Academy Trust
(continued)

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 for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has 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.

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.

Independent Auditors' Report on the financial statements to the Members of Manor Multi Academy Trust
(continued)

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the Academy sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of Manor Multi Academy Trust
(continued)

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

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. This description forms part of our Auditors' Report.

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of Manor Multi Academy Trust
(continued)

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.

Julian Townsend FCA ACCA (Senior Statutory Auditor)

for and on behalf of
Dains Audit Limited

Statutory Auditor
Chartered Accountants

Birmingham

10 December 2024

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Independent Reporting Accountant's Assurance Report on Regularity to Manor Multi Academy Trust and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated [enter date here] and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Manor Multi Academy Trust during the year 1 September 2023 to 31 August 2024 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 Manor Multi Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Manor Multi Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Manor Multi Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Manor Multi Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Manor Multi Academy Trust's funding agreement with the Secretary of State for Education dated 28 January 2016 and the Academy Trust Handbook, extant from 1 September 2023, 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 2023 to 2024. 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 2023 to 31 August 2024 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.

Manor Multi Academy Trust
(A Company Limited by Guarantee)

**Independent Reporting Accountant's Assurance Report on Regularity to Manor Multi Academy Trust and the
Education & Skills Funding Agency (continued)**

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 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Dains Audit Limited

Statutory Auditor
Chartered Accountants

Date: 10 December 2024

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the Year Ended 31 August 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:						
Donations and capital grants	3	88,711	-	848,356	937,067	2,829,958
Other trading activities	5	11,155	-	-	11,155	12,265
Investments	6	31,656	-	-	31,656	317
Charitable activities:	4					
Trust educational operations		391,064	20,362,680	-	20,753,744	19,161,543
Teaching school hub		-	554,953	-	554,953	424,133
Total income		522,586	20,917,633	848,356	22,288,575	22,428,216
Expenditure on:						
Raising funds	7	128,176	-	-	128,176	127,214
Charitable activities:	8					
Trust educational operations		144,940	19,410,571	1,747,147	21,302,658	20,253,617
Teaching school hub		-	506,846	515	507,361	401,504
Total expenditure		273,116	19,917,417	1,747,662	21,938,195	20,782,335
Net income/(expenditure)		249,470	1,000,216	(899,306)	350,380	1,645,881
Transfers between funds	19	(20,552)	(422,790)	443,342	-	-
Net movement in funds before other recognised gains/(losses)		228,918	577,426	(455,964)	350,380	1,645,881
Actuarial gains on defined benefit pension schemes	27	-	393,000	-	393,000	1,838,000
Net movement in funds		228,918	970,426	(455,964)	743,380	3,483,881
Reconciliation of funds:						
Total funds brought forward		2,201,163	(3,022,634)	44,885,855	44,064,384	40,580,503
Net movement in funds		228,918	970,426	(455,964)	743,380	3,483,881
Total funds carried forward		2,430,081	(2,052,208)	44,429,891	44,807,764	44,064,384

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

Manor Multi Academy Trust
(A Company Limited by Guarantee)
Registered number: 09323792

Balance Sheet
As at 31 August 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	14	44,227,614	44,561,564
Current assets			
Stocks	15	15,259	14,202
Debtors	16	1,013,912	2,025,760
Cash at bank and in hand		3,497,360	2,732,874
		<u>4,526,531</u>	<u>4,772,836</u>
Creditors: amounts falling due within one year	17	(1,534,551)	(2,118,863)
Net current assets		<u>2,991,980</u>	<u>2,653,973</u>
Total assets less current liabilities		<u>47,219,594</u>	<u>47,215,537</u>
Creditors: amounts falling due after more than one year	18	(159,830)	(175,153)
Net assets excluding pension liability		<u>47,059,764</u>	<u>47,040,384</u>
Defined benefit pension scheme liability	27	(2,252,000)	(2,976,000)
Total net assets		<u><u>44,807,764</u></u>	<u><u>44,064,384</u></u>
Funds of the Trust			
Restricted funds:			
Fixed asset funds	19	44,429,891	44,885,855
Restricted income funds	19	199,792	(46,634)
Pension reserve	19	(2,252,000)	(2,976,000)
Total restricted funds	19	<u>42,377,683</u>	<u>41,863,221</u>
Unrestricted income funds	19	<u>2,430,081</u>	<u>2,201,163</u>
Total funds		<u><u>44,807,764</u></u>	<u><u>44,064,384</u></u>

Manor Multi Academy Trust
(A Company Limited by Guarantee)
Registered number: 09323792

Balance Sheet (continued)
As at 31 August 2024

The financial statements on pages 33 to 78 were approved by the Trustees, and authorised for issue on 10 December 2024 and are signed on their behalf, by:



D Coles
Chair of Trustees

The notes on pages 37 to 78 form part of these financial statements.

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Statement of Cash Flows
For the Year Ended 31 August 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by operating activities	21	1,089,860	545,732
Cash flows used in investing activities	23	(290,834)	(378,043)
Cash flows (used in)/from financing activities	22	(34,540)	(61,317)
Change in cash and cash equivalents in the year		764,486	106,372
Cash and cash equivalents at the beginning of the year		2,732,874	2,626,502
Cash and cash equivalents at the end of the year	24, 25	<u>3,497,360</u>	<u>2,732,874</u>

The notes on pages 37 to 78 form part of these financial statements

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 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

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

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 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.

1. Accounting policies (continued)

1.3 Income (continued)

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

- **Donations**

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

- **Other income**

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

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

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

1.4 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

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. Accounting policies (continued)

1.6 Tangible fixed assets

Assets costing £2,500 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.

Two schools in the multi academy trust occupy land and buildings provided to it by site trustees under a mere licence (also referred to as a Church Supplemental Agreement) which contains a two year notice period.

Having considered the fact that the schools occupy the land and such buildings as may be or may come to be erected on it by a mere licence that transfers to the multi academy trust no rights or control over the site save that of occupying it at the will of the site trustees under the terms of the relevant site trust, the Trustees have concluded that the value of the land and buildings occupied by the schools will not be recognised on the balance sheet of the multi academy trust.

Expenditure on improvements to diocesan property occupied by the Trust is capitalised as site improvements as these are under the control of the Trust.

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:

1. Accounting policies (continued)

1.6 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Long-term leasehold buildings	- 2% straight line
Long-term leasehold land	- 0.8% straight line
Leasehold and site improvements	- 10% straight line
Furniture and fixtures	- 20% straight line
Computer equipment	- 25% straight line

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

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

1.7 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

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. Accounting policies (continued)

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 16. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. 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.

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.

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.

1. Accounting policies (continued)

1.16 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.

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 27, 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 2024. 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.

3. Income from donations and capital grants

	Unrestricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Other donations	88,711	-	88,711
Capital Grants	-	848,356	848,356
Total 2024	88,711	848,356	937,067

	Unrestricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Other donations	96,989	-	96,989
Capital Grants	-	2,732,969	2,732,969
Total 2023	96,989	2,732,969	2,829,958

Notes to the Financial Statements
For the Year Ended 31 August 2024

4. Funding for the Trust's charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Educational Operations			
DfE/ESFA grants			
General Annual Grant (GAG)	-	14,800,606	14,800,606
Other DfE/ESFA grants			
Other DfE/ESFA grants	-	212,531	212,531
Pupil Premium	-	1,657,704	1,657,704
Universal Infant Free School Meals grant	-	386,008	386,008
Teachers' pay grant	-	278,003	278,003
Teachers' pension grant	-	174,285	174,285
Mainstream schools additional grant	-	516,481	516,481
Other DfE Group grants	-	50,943	50,943
	-	18,076,561	18,076,561
Other Government grants			
Local authority grants	-	1,925,588	1,925,588
Expansion programme LAG funding	-	19,150	19,150
	-	1,944,738	1,944,738
Other income from the Trust's educational operations	391,064	179,323	570,387
COVID-19 additional funding (DfE/ESFA)			
Recovery premium grant	-	162,058	162,058
	391,064	20,362,680	20,753,744
Teaching school hub			
DfE/ESFA grants	-	259,994	259,994
Other income	-	294,959	294,959
	-	554,953	554,953
Total 2024	391,064	20,917,633	21,308,697

4. Funding for the Trust's charitable activities (continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Educational Operations			
DfE/ESFA grants			
General Annual Grant (GAG)	-	14,016,724	14,016,724
Other DfE/ESFA grants			
Other DfE/ESFA grants	-	227,915	227,915
Pupil Premium	-	1,576,706	1,576,706
Universal Infant Free School Meals grant	-	778,067	778,067
Teachers' pay grant	-	6,885	6,885
Teachers' pension grant	-	19,454	19,454
Insurance income	-	216,697	216,697
Other DfE Group grants	-	13,282	13,282
	-	16,855,730	16,855,730
Other Government grants			
Local authority grants	-	1,548,077	1,548,077
Expansion programme LAG funding	-	35,852	35,852
	-	1,583,929	1,583,929
Other income from the Trust's educational operations	371,271	191,275	562,546
COVID-19 additional funding (DfE/ESFA)			
Recovery premium grant	-	159,338	159,338
	371,271	18,790,272	19,161,543
Teaching school hub			
DfE/ESFA grants	-	199,084	199,084
Other income	-	225,049	225,049
	-	424,133	424,133
Total 2023	371,271	19,214,405	19,585,676

Notes to the Financial Statements
For the Year Ended 31 August 2024

5. Income from other trading activities

	Unrestricted funds 2024 £	Total funds 2024 £
Hire of premises	11,155	11,155

	Unrestricted funds 2023 £	Total funds 2023 £
Hire of premises	12,265	12,265

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Short term deposits	31,656	31,656

	Unrestricted funds 2023 £	Total funds 2023 £
Short term deposits	317	317

Notes to the Financial Statements
For the Year Ended 31 August 2024

7. Expenditure

	Staff Costs 2024 £	Premises 2024 £	Other 2024 £	Total 2024 £
Expenditure on raising funds:				
Direct costs	-	-	128,176	128,176
Trust's Educational Operations:				
Direct costs	11,618,976	1,376,749	2,098,751	15,094,476
Support costs	3,579,787	1,283,050	1,345,345	6,208,182
Teaching school hub:				
Direct costs	145,189	-	134,347	279,536
Support costs	115,404	-	112,421	227,825
Total 2024	15,459,356	2,659,799	3,819,040	21,938,195
	Staff Costs 2023 £	Premises 2023 £	Other 2023 £	Total 2023 £
Expenditure on raising funds:				
Direct costs	-	-	127,214	127,214
Trust's Educational Operations:				
Direct costs	12,280,542	1,025,778	1,204,775	14,511,095
Support costs	2,464,021	1,089,362	2,189,139	5,742,522
Teaching school hub:				
Direct costs	99,035	-	121,255	220,290
Support costs	102,726	-	78,488	181,214
Total 2023	14,946,324	2,115,140	3,720,871	20,782,335

Notes to the Financial Statements
For the Year Ended 31 August 2024

8. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Educational Operations	15,094,476	6,208,182	21,302,658
Teaching school hub	279,536	227,825	507,361
Total 2024	15,374,012	6,436,007	21,810,019

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Educational Operations	14,511,095	5,742,522	20,253,617
Teaching school hub	220,290	181,214	401,504
Total 2023	14,731,385	5,923,736	20,655,121

Notes to the Financial Statements
For the Year Ended 31 August 2024

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Educational Operations 2024 £	Teaching school hub 2024 £	Total funds 2024 £
LGPS finance costs	142,000	-	142,000
Staff costs	12,417,976	145,189	12,563,165
Depreciation	1,376,749	-	1,376,749
Educational supplies	352,235	-	352,235
Staff development and training	68,415	134,347	202,762
Technology costs	150,620	-	150,620
Educational consultancy	481,588	-	481,588
Other costs	72,901	-	72,901
Recruitment and other staff expenses	31,992	-	31,992
Total 2024	15,094,476	279,536	15,374,012
	Educational Operations 2023 £	Teaching school hub 2023 £	Total funds 2023 £
LGPS finance costs	195,000	-	195,000
Staff costs	12,280,542	99,035	12,379,577
Depreciation	1,025,778	-	1,025,778
Educational supplies	385,585	-	385,585
Staff development and training	64,427	121,255	185,682
Technology costs	110,160	-	110,160
Educational consultancy	378,857	-	378,857
Other costs	37,018	-	37,018
Recruitment and other staff expenses	33,728	-	33,728
Total 2023	14,511,095	220,290	14,731,385

Notes to the Financial Statements
For the Year Ended 31 August 2024

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational Operations 2024 £	Teaching school hub 2024 £	Total funds 2024 £
Staff costs	2,780,787	115,404	2,896,191
Depreciation	260,816	515	261,331
Catering	1,029,570	-	1,029,570
Staff development and other staff costs	15,691	-	15,691
Technology costs	5,131	-	5,131
Professional services	170,707	101,505	272,212
Other costs	507,460	9,262	516,722
Staff related insurance	9,998	-	9,998
Maintenance of premises	354,395	-	354,395
Cleaning and caretaking	47,782	-	47,782
Operating lease rentals	28,808	-	28,808
Rates	42,314	-	42,314
Security	4,199	-	4,199
Energy	487,719	-	487,719
Legal and professional	145,661	1,139	146,800
Other premises costs	317,144	-	317,144
Total 2024	6,208,182	227,825	6,436,007

Notes to the Financial Statements
For the Year Ended 31 August 2024

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Educational Operations 2023 £	Teaching school hub 2023 £	Total funds 2023 £
Staff costs	2,464,021	102,726	2,566,747
Depreciation	268,721	515	269,236
Catering	999,752	-	999,752
Staff development and other staff costs	7,047	-	7,047
Technology costs	36,736	454	37,190
Professional services	157,010	67,423	224,433
Other costs	492,624	8,282	500,906
Staff related insurance	24,071	-	24,071
Maintenance of premises	300,077	-	300,077
Cleaning and caretaking	57,388	-	57,388
Operating lease rentals	13,746	-	13,746
Rates	40,764	-	40,764
Security	5,648	-	5,648
Energy	391,733	-	391,733
Legal and professional	147,363	1,814	149,177
Other premises costs	335,821	-	335,821
	<hr/>	<hr/>	<hr/>
Total 2023	5,742,522	181,214	5,923,736
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Notes to the Financial Statements
For the Year Ended 31 August 2024

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2024	2023
	£	£
Operating lease rentals	28,808	13,746
Depreciation of tangible fixed assets	1,638,080	1,295,014
Fees paid to auditors for:		
- audit	28,750	26,750
- other services	2,200	2,080
	<u>28,958</u>	<u>30,910</u>

10. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2024	2023
	£	£
Wages and salaries	11,681,187	11,096,326
Social security costs	1,130,155	1,062,836
Pension costs	2,462,095	2,688,741
	<u>15,273,437</u>	<u>14,847,903</u>
Supply teachers	185,919	98,421
Supply teachers	913	6,339
Restructuring costs	13,937	-
	<u>15,474,206</u>	<u>14,952,663</u>

Staff restructuring costs comprise:

	2024	2023
	£	£
Redundancy payments	6,923	-
Severance payments	7,014	-
	<u>13,937</u>	<u>-</u>

Notes to the Financial Statements
For the Year Ended 31 August 2024

10. Staff (continued)

b. Severance payments

The Trust paid 1 severance payments in the year (2023 - -), disclosed in the following bands:

	2024 No.	2023 No.
£0 - £25,000	1	-
	<u>1</u>	<u>-</u>

c. Staff numbers

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

	2024 No.	2023 No.
Management	18	16
Teachers	144	146
Administration and support	346	349
	<u>508</u>	<u>511</u>

d. Higher paid staff

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

	2024 No.	2023 No.
In the band £60,001 - £70,000	11	9
In the band £70,001 - £80,000	4	6
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	3	-
In the band £110,001 - £120,000	-	1
In the band £120,001 - £130,000	1	1
In the band £130,001 - £140,000	1	-
In the band £150,001 - £160,000	-	1
In the band £160,001 - £170,000	1	-
	<u>1</u>	<u>-</u>

Notes to the Financial Statements
For the Year Ended 31 August 2024

10. Staff (continued)

e. 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 key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £998,007 (2023 - £906,047).

11. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2024	2023
		£	£
A Cliff, Chief Executive Officer and Accounting Officer	Remuneration	160,000 -	150,000 -
		165,000	155,000
	Pension contributions paid	40,000 -	35,000 -
		45,000	40,000

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 - £NIL).

12. Trustees' and Officers' insurance

The Trust has opted into the Department for 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 trust 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.

Notes to the Financial Statements
For the Year Ended 31 August 2024

13. Central services

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

- financial services
- educational support services
- estates management
- ICT services and data support
- services provided by the CEO and Deputy CEO
- school admin management
- PA support to the CEO/Executive Leaders in schools
- capital project management
- SEND support
- HR & payroll services
- DPA/GDPR support
- school improvement

The Trust charges for these services on the following basis:

A flat percentage of 6% (2023 - 6%) of General Annual Grant income, or 8% (2023 - 8%) for schools in additional measures.

The actual amounts charged during the year were as follows:

	2024	2023
	£	£
Manor Primary School	168,036	158,914
East Park Academy	252,013	177,257
Hill Avenue Academy	128,296	122,804
St Thomas' Church of England Primary Academy	59,103	58,449
St Alban's Church of England Primary Academy	58,324	71,748
Foley Infant School Academy	43,568	42,063
Brindley Heath Junior School Academy	60,947	61,160
Foxyards Primary School	93,163	93,354
Hateley Heath Academy	159,549	149,270
Total	1,022,999	935,019

Notes to the Financial Statements
For the Year Ended 31 August 2024

14. Tangible fixed assets

	Long-term leasehold land and buildings £	Leasehold and site improvements £	Furniture and fixtures £	Computer equipment £	Total £
Cost or valuation					
At 1 September 2023	41,837,758	6,099,232	783,771	986,859	49,707,620
Additions	-	1,004,942	126,134	173,054	1,304,130
Transfers between classes	-	36,258	(36,258)	-	-
At 31 August 2024	<u>41,837,758</u>	<u>7,140,432</u>	<u>873,647</u>	<u>1,159,913</u>	<u>51,011,750</u>
Depreciation					
At 1 September 2023	3,292,095	615,016	490,590	748,355	5,146,056
Charge for the year	725,479	651,270	112,587	148,744	1,638,080
Transfers between classes	-	2,412	(2,412)	-	-
At 31 August 2024	<u>4,017,574</u>	<u>1,268,698</u>	<u>600,765</u>	<u>897,099</u>	<u>6,784,136</u>
Net book value					
At 31 August 2024	<u><u>37,820,184</u></u>	<u><u>5,871,734</u></u>	<u><u>272,882</u></u>	<u><u>262,814</u></u>	<u><u>44,227,614</u></u>
At 31 August 2023	<u><u>38,545,663</u></u>	<u><u>5,484,216</u></u>	<u><u>293,181</u></u>	<u><u>238,504</u></u>	<u><u>44,561,564</u></u>

15. Stocks

	2024 £	2023 £
Clothing	<u><u>15,259</u></u>	<u><u>14,202</u></u>

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

16. Debtors

	2024	2023
	£	£
Due within one year		
Trade debtors	94,359	946,173
VAT repayable	215,762	303,387
Other debtors	8,181	4,184
Prepayments and accrued income	695,610	772,016
	<u>1,013,912</u>	<u>2,025,760</u>

17. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Loans	36,642	55,860
Trade creditors	426,860	967,749
Accruals and deferred income	1,071,049	1,095,254
	<u>1,534,551</u>	<u>2,118,863</u>
	2024	2023
	£	£
Deferred income at 1 September 2023	460,148	284,755
Resources deferred during the year	259,649	460,148
Amounts released from previous periods	(460,148)	(284,755)
	<u>259,649</u>	<u>460,148</u>

At the balance sheet date the Trust was holding funds received in advance for Universal Infant Free School Meals, and unspent ESFA School-led Tutoring grant monies.

Notes to the Financial Statements
For the Year Ended 31 August 2024

18. Creditors: Amounts falling due after more than one year

	2024	2023
	£	£
Other loans	159,830	175,153

Included within the above are amounts falling due as follows:

	2024	2023
	£	£
Between one and two years		
Loans	36,029	36,642
Between two and five years		
Loans	31,251	40,196
Over five years		
Loans	92,550	98,315

Loan balances include loans from the ESFA under the Condition Improvement Fund and loans from Salix, repayable in annual instalments over a period of between 2 and 8 years, being interest free, and loans inherited from Local Authority predecessor schools on conversion, repayable in annual instalments over a period of between 3 and 25 years, with interest payable at 2% per annum.

Notes to the Financial Statements
For the Year Ended 31 August 2024

19. Statement of funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
General Funds	2,201,163	522,586	(273,116)	(20,552)	-	2,430,081
Restricted general funds						
General Annual Grant (GAG)	-	14,800,606	(14,173,851)	(429,476)	-	197,279
Pupil Premium	-	1,657,704	(1,657,704)	-	-	-
Universal Infant Free School Meals Grant	-	386,008	(386,008)	-	-	-
Teachers pay grant	-	278,003	(278,003)	-	-	-
Teachers pension grant	-	174,285	(174,285)	-	-	-
Early years funding	-	881,919	(881,919)	-	-	-
SEN Higher Needs	-	750,375	(750,375)	-	-	-
Other government grants	-	1,041,456	(1,041,456)	-	-	-
Other income	-	230,266	(230,266)	-	-	-
Other COVID-19 grants	-	162,058	(162,058)	-	-	-
Loan inherited on conversion	(120,196)	-	(5,646)	6,686	-	(119,156)
Teaching school hub	73,562	554,953	(506,846)	-	-	121,669
Pension reserve	(2,976,000)	-	331,000	-	393,000	(2,252,000)
	(3,022,634)	20,917,633	(19,917,417)	(422,790)	393,000	(2,052,208)

Notes to the Financial Statements
For the Year Ended 31 August 2024

19. Statement of funds (continued)

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Restricted fixed asset funds						
Capital surplus transferred on conversion	71,822	-	-	-	-	71,822
Assets transferred on conversion and donated fixed assets	37,037,714	-	(700,540)	-	-	36,337,174
Donated assets	65,019	-	(32,020)	-	-	32,999
DfE Group capital grants	4,230,722	824,794	(386,877)	20,552	-	4,689,191
Capital expenditure from GAG	1,011,691	-	(391,155)	422,790	-	1,043,326
Capital expenditure from other funding	2,468,887	23,562	(237,070)	-	-	2,255,379
	<u>44,885,855</u>	<u>848,356</u>	<u>(1,747,662)</u>	<u>443,342</u>	<u>-</u>	<u>44,429,891</u>
Total Restricted funds	<u>41,863,221</u>	<u>21,765,989</u>	<u>(21,665,079)</u>	<u>20,552</u>	<u>393,000</u>	<u>42,377,683</u>
Total funds	<u><u>44,064,384</u></u>	<u><u>22,288,575</u></u>	<u><u>(21,938,195)</u></u>	<u><u>-</u></u>	<u><u>393,000</u></u>	<u><u>44,807,764</u></u>

19. Statement of funds (continued)

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

Unrestricted funds

Unrestricted funds represent those resources which may be used towards meeting any of the charitable objects of the Trust at the discretion of the Trustees. These funds are likely to be used towards improving the Trust estate.

Restricted funds

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.

Pension reserve

The pension reserve included within restricted funds represents the Trust's share of the pension liability arising on the LGPS pension fund.

Restricted fixed asset funds

This fund represents grants received from the DfE and ESFA to carry out works of a capital nature.

Transfers

Transfers between funds relate to fixed assets purchased from GAG and unrestricted funds.

Notes to the Financial Statements
For the Year Ended 31 August 2024

19. Statement of funds (continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Unrestricted funds						
Designated funds						
Funding ringfenced for future capital projects	109,000	-	-	(109,000)	-	-
General funds						
General Funds	2,015,860	480,842	(268,510)	(27,029)	-	2,201,163
Total Unrestricted funds	2,124,860	480,842	(268,510)	(136,029)	-	2,201,163

Notes to the Financial Statements
For the Year Ended 31 August 2024

19. Statement of funds (continued)

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Restricted general funds						
General Annual Grant (GAG)	-	14,016,724	(13,710,724)	(306,000)	-	-
Pupil Premium	-	1,576,706	(1,576,706)	-	-	-
Universal Infant Free School Meals Grant	-	778,067	(778,067)	-	-	-
Teachers pay grant	-	6,885	(6,885)	-	-	-
Teachers pension grant	-	19,454	(19,454)	-	-	-
Other DfE Group grants	-	444,612	(444,612)	-	-	-
Early years funding	-	857,113	(857,113)	-	-	-
SEN Higher Needs	-	578,610	(578,610)	-	-	-
Other government grants	-	148,206	(148,206)	-	-	-
Other income	-	204,557	(204,557)	-	-	-
Other COVID-19 grants	-	159,338	(159,338)	-	-	-
Loan inherited on conversion	(134,350)	-	(4,147)	18,301	-	(120,196)
Teaching school hub	52,769	424,133	(403,340)	-	-	73,562
Pension reserve	(4,551,000)	-	(263,000)	-	1,838,000	(2,976,000)
	<u>(4,632,581)</u>	<u>19,214,405</u>	<u>(19,154,759)</u>	<u>(287,699)</u>	<u>1,838,000</u>	<u>(3,022,634)</u>

Notes to the Financial Statements
For the Year Ended 31 August 2024

19. Statement of funds (continued)

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Restricted fixed asset funds						
Capital surplus transferred on conversion	71,822	-	-	-	-	71,822
Assets transferred on conversion and donated fixed assets	37,756,222	-	(718,508)	-	-	37,037,714
Donated assets	89,818	-	(24,799)	-	-	65,019
DfE Group capital grants	3,424,017	909,454	(262,202)	159,453	-	4,230,722
Capital expenditure from GAG	1,113,674	-	(350,258)	248,275	-	1,011,691
Capital expenditure from other funding	632,671	1,823,515	(3,299)	16,000	-	2,468,887
	<u>43,088,224</u>	<u>2,732,969</u>	<u>(1,359,066)</u>	<u>423,728</u>	<u>-</u>	<u>44,885,855</u>
Total Restricted funds	<u>38,455,643</u>	<u>21,947,374</u>	<u>(20,513,825)</u>	<u>136,029</u>	<u>1,838,000</u>	<u>41,863,221</u>
Total funds	<u><u>40,580,503</u></u>	<u><u>22,428,216</u></u>	<u><u>(20,782,335)</u></u>	<u><u>-</u></u>	<u><u>1,838,000</u></u>	<u><u>44,064,384</u></u>

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

19. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2024 were allocated as follows:

	2024	2023
	£	£
Manor Primary School	385,172	400,556
East Park Academy	813,668	735,259
Hill Avenue Academy	445,975	463,215
St Thomas' Church of England Primary Academy	172,604	114,553
St Alban's Church of England Primary Academy	(18,612)	(25,351)
Brindley Heath Junior School Academy	281,099	226,524
Foley Infant School Academy	(143,979)	(203,372)
Central services	423,236	231,582
Foxyards Primary School	(74,461)	(117,711)
Hateley Heath Academy	223,502	255,712
Teaching School Hub	121,669	73,562
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	2,629,873	2,154,529
Restricted fixed asset fund	44,429,891	44,885,855
Pension reserve	(2,252,000)	(2,976,000)
	<hr/>	<hr/>
Total	44,807,764	44,064,384
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19. Statement of funds (continued)

The following academies are carrying a net deficit on their portion of the funds as follows:

	Deficit £
Foley Infant School Academy	(143,979)
Foxyards Primary School	(74,461)
St Alban's Church of England Primary Academy	(18,612)
	<u><u> </u></u>

The Trust is taking the following action to return the academies to surplus:

Foxyards – the Trust has invested heavily in teaching and learning at the school to ensure that teaching is at least good. The Trust will work with the school to ensure that teaching remains good but that financial savings are made to return the school to a surplus position.

St Albans – the school has allocated significant resources to teaching and learning to ensure that it is a good school. Directors of the Trust were pleased that St Albans C of E Academy received its first ever good judgement and, in addition, received three outstanding features. The trust continues to work with school leaders to reduce deficit balances and return the school to surplus.

Foley – Directors of the Trust have taken the decision to view Foley Infant Academy and Brindley Heath Junior Academy as one primary school. This allows resources to be allocated where they are most needed, ensure that teaching and learning remains at least good, regardless of cost. When viewed together the two schools hold a small surplus balance. The Trust is working with the headteacher of the schools to reduce the risk of the schools moving into a deficit position.

Manor Multi Academy Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

19. 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 2024 £
Manor Primary School	2,679,706	368,879	247,168	520,915	3,816,668
East Park Academy	2,743,702	460,967	300,066	573,208	4,077,943
Hill Avenue Academy	1,336,222	249,143	184,399	300,928	2,070,692
St Thomas' Church of England Primary Academy	788,325	167,100	97,828	205,505	1,258,758
St Alban's Church of England Primary Academy	815,297	185,090	97,064	179,877	1,277,328
Brindley Heath Junior School Academy	858,065	134,275	86,907	191,711	1,270,958
Foley Infant School Academy	476,368	169,321	69,697	163,564	878,950
Foxyards Primary School	1,235,241	246,959	141,650	363,377	1,987,227
Hateley Heath Academy	1,632,768	275,582	157,026	354,103	2,419,479
Teaching School Hub	145,189	115,404	-	246,253	506,846
Central services	-	517,753	-	217,513	735,266
Trust	12,710,883	2,890,473	1,381,805	3,316,954	20,300,115

Manor Multi Academy Trust
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Notes to the Financial Statements
For the Year Ended 31 August 2024

19. Statement of funds (continued)

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2023 £
Manor Primary School	2,378,333	371,967	245,612	479,903	3,475,815
East Park Academy	2,528,077	419,635	268,299	526,270	3,742,281
Hill Avenue Academy	1,267,505	220,909	175,273	270,378	1,934,065
St Thomas' Church of England Primary Academy	760,481	143,772	106,262	179,009	1,189,524
St Alban's Church of England Primary Academy	851,151	132,341	114,600	202,810	1,300,902
Brindley Heath Junior School Academy	820,969	131,204	95,250	232,622	1,280,045
Foley Infant School Academy	540,885	160,491	77,961	155,206	934,543
Central services	1,220,281	229,330	148,245	308,691	1,906,547
Foxyards Primary School	1,591,957	263,446	156,140	281,032	2,292,575
Hateley Heath Academy	96,685	102,726	123,605	77,973	400,989
Teaching School Hub	515,903	390,926	184	123,022	1,030,035
Trust	12,572,227	2,566,747	1,511,431	2,836,916	19,487,321

20. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	44,227,614	44,227,614
Current assets	2,318,081	1,903,896	304,554	4,526,531
Creditors due within one year	112,000	(1,590,640)	(55,911)	(1,534,551)
Creditors due in more than one year	-	(113,464)	(46,366)	(159,830)
Provisions for liabilities and charges	-	(2,252,000)	-	(2,252,000)
Total	2,430,081	(2,052,208)	44,429,891	44,807,764

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	44,561,564	44,561,564
Current assets	2,201,163	2,095,605	476,068	4,772,836
Creditors due within one year	2,083	(2,037,485)	(83,461)	(2,118,863)
Creditors due in more than one year	(2,083)	(104,754)	(68,316)	(175,153)
Provisions for liabilities and charges	-	(2,976,000)	-	(2,976,000)
Total	2,201,163	(3,022,634)	44,885,855	44,064,384

21. Reconciliation of net income to net cash flow from operating activities

	2024	2023
	£	£
Net income for the period (as per Statement of Financial Activities)	350,380	1,645,881
Adjustments for:		
Depreciation	1,638,080	1,295,014
Capital grants from DfE and other capital income	(848,356)	(2,732,969)
Interest receivable	(31,656)	(317)
Defined benefit pension scheme cost less contributions payable	(331,000)	263,000
(Increase)/decrease in stocks	(1,057)	2,651
Decrease/(increase) in debtors	1,059,908	(645,017)
(Decrease)/increase in creditors	(746,439)	714,073
Loss on disposal of fixed assets	-	3,416
Net cash provided by operating activities	1,089,860	545,732

22. Cash flows from financing activities

	2024	2023
	£	£
Repayments of borrowing	(34,540)	(61,317)
Net cash used in financing activities	(34,540)	(61,317)

23. Cash flows from investing activities

	2024	2023
	£	£
Interest receivable	31,656	317
Purchase of tangible fixed assets	(1,170,846)	(3,111,329)
Capital grants from DfE Group	824,794	909,454
Capital funding received from others	23,562	1,823,515
Net cash used in investing activities	(290,834)	(378,043)

24. Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash in hand and at bank	3,497,360	2,732,874
Total cash and cash equivalents	3,497,360	2,732,874

25. Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	2,732,874	764,486	3,497,360
Debt due within 1 year	(55,860)	19,218	(36,642)
Debt due after 1 year	(175,153)	15,323	(159,830)
	2,501,861	799,027	3,300,888

26. Capital commitments

	2024	2023
	£	£
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	460,620	451,864

27. 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 West Midlands Pension Fund and Staffordshire Pension Fund. 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.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

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 ensure scheme costs are recognised and managed appropriately and the review specifies 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 2020. The valuation report was published by the Department for Education on 27 October 2023 with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- employer contribution rates set at 28.68% 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 £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The next valuation result is due to be implemented from 1 April 2024.

Notes to the Financial Statements
For the Year Ended 31 August 2024

27. Pension commitments (continued)

The employer's pension costs paid to TPS in the year amounted to £1,661,000 (2023 - £1,446,000).

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 2024 was £1,539,000 (2023 - £1,373,000), of which employer's contributions totalled £1,272,000 (2023 - £1,117,000) and employees' contributions totalled £267,000 (2023 - £256,000). The agreed contribution rates for future years are 23.2 per cent for employers and 5.5 to 12.5 per cent for employees.

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

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

Principal actuarial assumptions

	2024	2023
	%	%
Rate of increase in salaries	2.7	3.9
Rate of increase for pensions in payment/inflation	3.4	3.0
Discount rate for scheme liabilities	5	5.2

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

27. Pension commitments (continued)

	2024 Years	2023 Years
Retiring today		
Males	19.6	19.0
Females	23.3	22.9
Retiring in 20 years		
Males	21.6	20.9
Females	25.3	24.8

Sensitivity analysis

	2024 £000	2023 £000
Discount rate +0.1%	(331,000)	(302,000)
Discount rate -0.1%	331,000	302,000
Mortality assumption - 1 year increase	531,000	470,000
Mortality assumption - 1 year decrease	(531,000)	(470,000)
CPI rate +0.1%	323,000	274,000
CPI rate -0.1%	(323,000)	(274,000)

Notes to the Financial Statements
For the Year Ended 31 August 2024

27. Pension commitments (continued)

Share of scheme assets

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

	At 31 August 2024	At 31 August 2023
	£	£
Equities	5,976,000	5,956,000
Bonds	3,698,000	1,877,000
Property	682,000	631,000
Cash and other liquid assets	671,000	318,000
Total market value of assets	11,027,000	8,782,000

The actual return on scheme assets was £885,000 (2023 - £(59,000)).

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

	2024	2023
	£	£
Current service cost	(799,000)	(1,185,000)
Interest income	492,000	369,000
Interest cost	(634,000)	(564,000)
Total amount recognised in the Statement of Financial Activities	(941,000)	(1,380,000)

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

	2024	2023
	£	£
At 1 September	11,758,000	12,614,000
Current service cost	799,000	1,185,000
Interest cost	634,000	564,000
Employee contributions	267,000	256,000
Actuarial gains	-	(2,718,000)
Benefits paid	(179,000)	(143,000)
At 31 August	13,279,000	11,758,000

27. Pension commitments (continued)

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

	2024 £	2023 £
At 1 September	8,782,000	8,063,000
Interest income	492,000	369,000
Actuarial gains/(losses)	393,000	(880,000)
Employer contributions	1,272,000	1,117,000
Employee contributions	267,000	256,000
Benefits paid	(179,000)	(143,000)
	<hr/>	<hr/>
At 31 August	11,027,000	8,782,000
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28. Operating lease commitments

At 31 August 2024 the Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Other		
Not later than 1 year	22,276	27,721
Later than 1 year and not later than 5 years	49,181	56,611
	<hr/>	<hr/>
	71,457	84,332
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29. 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.

30. Related party transactions

A Coles, wife of D Coles, the Chair of Trustees is employed by the Trust as a Deputy Headteacher. A Coles' appointment was made in open competition and D Coles was not involved in the decision making process regarding appointment. A Coles is paid within the normal pay scale for her role and received no special treatment as a result of her relationship to a Trustee.

The Diocese of Lichfield Education Trust (DLET) is a Member of Manor Multi Academy Trust. DLET is the corporate body representing the Diocese of Lichfield. Purchases made from the DLET in the year totalled £1,811 (2023 - £1,170).

Purchases made from Trustees in the year totalled £1,213 (2023 - £600).

No other related party transactions took place in the period of account, other than certain trustees' remuneration already disclosed in note 11.