



**Smailes Goldie Group**  
CREATING ADVANTAGE

Registration number: 06545396

# **The Constellation Trust**

**(A Company limited by guarantee)**

## **Annual Report and Financial Statements**

**31 August 2020**



# **The Constellation Trust**

## **Contents**

Reference and Administrative Details	1 to 2
Trustees' Report	3 to 19
Governance Statement	20 to 23
Statement on Regularity, Propriety and Compliance	24
Statement of Trustees' Responsibilities	25
Independent Auditor's Report on the Financial Statements	26 to 28
Independent Reporting Accountant's Report on Regularity	29 to 30
Statement of Financial Activities incorporating Income and Expenditure Account	31 to 32
Balance Sheet	33
Statement of Cash Flows	34
Notes to the Financial Statements	35 to 59

## **The Constellation Trust**

### **Reference and Administrative Details**

#### **Members**

N Porteus  
L Probert  
S Hornby  
P D Duffield

#### **Trustees (Directors)**

N Porteus, (Chairman)  
JC Wright  
D Swaby  
NL Rhodes  
R Koyuncu  
L Brattan  
K Burden  
M Swithenbank (resigned 1 January 2020)  
E Wharton

#### **Company Secretary**

R Kennington

#### **Senior Leadership Team**

Dr C Taylor, Head of Trust  
E Vickerman, Head of School (Resigned 31/12/2019)  
I Ravenscroft, Head of School  
S Rogers, Executive Director of Finance (Resigned 31/12/2019)  
G Ransom, Vice Principal  
R Moulding, Vice Principal  
A Dulson, Vice Principal  
T Taylor, Director of Operations  
C Fletcher, Head of Teaching School  
T Attwater, Executive Primary Lead  
R Kennington, Executive Director of Finance and Business (Appointed 7/02/2020)

## **The Constellation Trust**

### **Reference and Administrative Details (continued)**

#### **Principal and Registered Office**

Sirius Academy  
296 Anlaby Park Road South  
Hull  
HU4 7JB

#### **Registration Number**

06545396

#### **Auditors**

Smailes Goldie Chartered Accountants  
Regent's Court  
Princess Street  
Hull  
East Yorkshire  
HU2 8BA

#### **Bankers**

Lloyds Bank Plc  
1 Lovell Park Road  
Leeds  
LS1 1NS

#### **Solicitors**

Womble Bond Dickinson  
St Ann's Wharf  
112 Quayside  
Newcastle Upon Tyne  
NE1 3DX

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020**

The trustees who are also directors of the Multi Academy Trust for the purposes of the Companies Act 2006, present their annual report together with the financial statements and auditor's report of the charitable company for the period from 1st September 2019 to 31st August 2020. The trustees have adopted the provisions of 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) (Effective 1st January 2015) and the Academies Accounts Direction issued by the Education and Skills Funding Agency.

The capacity of student places within the Multi Academy Trust is 5,438 (2019 5,438). This includes 200 sixth form places. The student numbers on roll as at October 2019 were 4,921 (October 2018: 5,148). The reason for the fall this year was a small fall in pupil numbers within the primaries as well a large fall in nursery pupils this year, in line with a number of Trusts in the city.

#### **Structure, governance and management**

##### **Governing document**

The Multi Academy Trust is a company limited by guarantee and is registered as an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Multi Academy Trust. The trustees of The Constellation Trust also act as directors of the charitable company for the purposes of company law. The trustees hold office for a term of 4 years. At the end of their term, trustees are eligible for reappointment to serve a further term. Details of the trustees who served throughout the year are included in the Reference and Administrative Details on page 1.

##### **Members' liability**

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

##### **Trustees' indemnities**

The Multi Academy Trust through its Articles has indemnified its Trustees to the fullest extent permissible by law. During the period the Academy also purchased and maintained liability insurance for its Trustees.

##### **Principal Activities**

The Multi Academy Trust's objective as detailed in the Memorandum of Association is to advance for the public benefit education in the United Kingdom, by establishing, maintaining, managing and developing schools offering a broad and balanced curriculum that is enriched with a diverse range of opportunities which extend beyond timetabled lessons.

All schools in the Trust have adapted their provision to meet the needs of the pupils during the pandemic. In the first term of the academic year the curriculum was implemented across Key Stage 1 to Key Stage 4 was further developed and refined to reflect the 'curriculum intent'. All primary schools introduced the Ruth Miskin phonics scheme 'Read, Write, Inc' to improve standards in reading and writing. In KS4, pupils were given wider opportunities to study vocational subjects in the 'open bucket', that led to improved outcomes and progress.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Principal Activities (continued)**

The National 'lockdown' in March 2020 saw all schools in the Trust swiftly adapt to providing remote learning for the majority of the pupils. Schools remained open to support vulnerable pupils and those whose parents were classed as key workers. RM, the Trust's managed service provider, made virtual learning possible through TEAMS. A blended curriculum of on-line, real time lessons, together with resources and activities accessed through websites provided pupils with continuation of their education. All pupils were provided with resources to be completed to complement the on-line work. Pupils without access to IT were provided with workbooks and sheets to enable them to study at home. The DfE provided free IT devices to children who were supported by a social worker and to pupils in Year 10 who did not have access to IT at home. Despite this being supportive, there were still a large number of children across the Trust that did not have access to suitable IT, many were reliant on parents' mobile phones that had limited access to data.

The skeleton staff who worked on a rota basis during the period of lock down supported the most vulnerable children. Safeguarding systems were implemented to ensure contact was maintained with all families and children. Attendance of the most vulnerable learners was low; however, this was a local and national trend.

Most of the schools in the Trust serve areas of high deprivation. Food vouchers to the value of £15 per week were sent to all families who were eligible for free school meals. Sirius Academy North, that serves the most deprived area in Hull, provided food parcels to the neediest families in their school community. The parcels were funded through donations and delivered by staff. This offered a further safeguard to the most vulnerable children during a national crisis.

The Covid-19 pandemic has necessitated a significant cost to provide pupils and staff with a safe place to work.

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

Those entitled to make appointments to the board of trustees are the members of The Constellation Trust and the Secretary of State for Education. The Chair of the Trust continues to seek to recruit Trustees who would support the vision and value of the organisation and offer an area of expertise to complement the existing members of the Board.

#### **Policies and procedures adopted for the induction and training of Trustees**

After appointment, trustees receive induction training and are supplied with all necessary documents that they need to fulfil their role as trustees. All new trustees will be given a tour of the Academies and the chance to meet with staff and students. All trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees. As there are normally only two or three new trustees a year, an induction tends to be done informally and is tailored specifically to the individual.

#### **Organisational structure**

The organisational structure consists of the Multi Academy Trust board (the trustees) and the senior leadership team. The aims of the organisational structure are to declare responsibility and encourage involvement in decision making at all levels.

The Multi Academy Trust has established a Local Governing Body (LGB) for each Academy within the Trust. The LGB's meet several times during the academic year and their role is to receive reports from the Head Teacher and other members of the senior leadership team on key operational matters affecting each Academy. The chair of each LGB is a member of the Chair of Chairs committee together with the Chair of the Trust Board, Chief Executive of the Trust and the Executive Lead Primary. Matters discussed at this meeting can be referred to the Board of Trustees for further consideration.

## The Constellation Trust

### Trustees' Report for the Year Ended 31 August 2020 (continued)

#### Organisational structure (continued)

The Constellation Trust board is responsible for the overall strategic direction of the Multi Academy Trust and for those statutory duties that cannot be delegated to sub-committees.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the Multi Academy Trust by the use of budgets and making major decisions about the direction, capital expenditure and senior staff appointments.

In addition to the Trust Board there are two sub-committees, the Pay Committee, which ratifies all senior leader pay decisions, and the Audit Committee, which leads on financial matters and governance. Both these sub-committees support and feed into the Trust Board.

The Multi Academy Trust leadership team consists of the Chief Executive, Primary Executive Lead, two Heads of School, Executive Lead for Alternative Provision, Lead for Safeguarding, the Director of Finance & Business, the Director of Operations and Head of Teaching School. Each school has its own extended leadership team who are responsible for its day to day operation and are accountable for the quality of education provided to the students. They are also accountable for the outcomes achieved by students and must ensure they meet the expectations of the Department for Education (DfE) and Ofsted.

The Multi Academy Trust team is responsible for implementing the policies and recommendations agreed by the trustees and is required to provide regular and appropriate feedback to furnish trustees with the knowledge and information to provide strategic leadership. Members of the trust team lead the day to day operation of the charitable company, including the authorisation of spending within agreed budgets, the appointment of staff and the curriculum provision. The behaviour and safety of students is also the responsibility of the Multi Academy Trust team, which includes safeguarding young people and providing an infrastructure to ensure children have the appropriate environment conducive to learning.

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

The Multi Academy Trust considers key personnel to be the staff who are members of the senior leadership team. Remuneration of members of the senior leadership team of the Trust and each school is decided by the Pay Committee, the members of which are Trustees.

New appointments and changes to the remuneration of members of the senior leadership team are considered and approved by the Trust Board.

#### Trade union facility time

Trade unions have the opportunity to hold meetings with their members on the individual school sites, when requests are made. Regular JCC meetings are held between the major unions and the Trust to encourage discussion of emerging staffing matters.

Relevant union officials are allocated time to conduct their business within the school as appropriate to the need of members.

#### Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
8	8



## The Constellation Trust

### Trustees' Report for the Year Ended 31 August 2020 (continued)

#### Percentage of time spent on facility time

Percentage of time	Number of employees
1%-50%	8

#### Percentage of pay bill spent on facility time

2020

Total cost of facility time	741
Total pay bill	27,128,648

#### Paid trade union activities

2020

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	100%
---	------

#### Employee Engagement Statement

Whilst no decisions have been made this year by the Directors which would specifically cause a matter of concern to employees, The Trust has made great strides this year in increasing communication channels between staff, the SLT and ultimately the Board via the creation of a Staff Well Being Committee, which has representatives from SLT, HR and staff. Together with this, a Staff well-being policy has been drafted and will be going to the board for approval shortly.

The Trust takes great pride in looking after and engaging with its employees on all matters that may affect them, with the Trust holding an Investors In People silver award as well as having excellent relationships with all of the major Trade Unions with regular JCC meetings taking place.

During this academic year, the Trust has sought to support its employees and encourage engagement with regards to the impact of COVID 19, lockdown and partial school closures by encouraging staff to work from home, supporting those staff who were vulnerable or shielding, as well as including staff on the risk assessment process to ensure staff were appropriately engaged.

There is now a common awareness of the need to budget appropriately at each Academy given the current financial pressures that all Trusts face, with the Heads of Schools, Budget Holders and Director of Finance and Business communicating effectively and linking the individual Academy Development Plans to the Financial Plans of each Academy and the Trust. Heads of School and Budget Holders share the importance of value for money and managing their budget through appropriate procurement.

#### Employment of disabled persons

The trustees recognise that equal opportunities should be an integral part of good practice within the workplace. The Multi Academy Trust aims to establish equal opportunity in all areas of its activities, including creating a working environment in which the contribution and needs of all people are fully valued.

The policy of the Multi Academy Trust is to support recruitment and retention of students and employees with disabilities. The Multi Academy Trust does this by adapting to the physical environment, by making support resources available and through training and career development.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Statement of engagement with suppliers, customers and others in a business relationship**

The Trust strives to ensure that its engagement with all stakeholders with a business relationship is a positive one that benefits both the Trust and the stakeholder themselves.

Throughout this year and the period of closure where several businesses were impacted upon, the Trust has had clear dialogue explaining the current situation and where possible supporting both suppliers and customers during the period, either through extension of credit terms for customers or the early payment of creditors and or supporting of suppliers during the period for services that were contracted, but not required.

Communication with customers has been key with regards to lettings, with the closure of the Academies meaning that customers could no longer use the facilities and therefore not generate income themselves. The Trust has sought to find a way of reopening parts of the Academy so that these lettings can resume by the start of the new academic year, subject to strict procedures.

Any significant contracts with businesses that are coming to an end or are under review are dealt with professionally and suppliers and stakeholders affected, are notified in good time, with robust procurement procedures followed to protect all. During the year, the Trust signed contracts for new Energy Supply and Telecommunications following a competitive tender process and in the case of the Energy supply, via a broker.

#### **Covid-19**

2019-20 was a period of significant challenge for all of the Academies within our Trust, due to the outbreak of Covid-19 and the ensuing virus control measures placed upon us by the UK government and the associated guidance from the DfE.

A huge amount of work has been carried out and continues to be carried out by the Senior Leadership team of the Trust and the Heads of each individual academy to ensure that the robust risk assessments that have been agreed, are adhered to and implemented correctly, to help control the spread of the virus in schools and protect students, staff and visitors alike.

The period of lockdown placed upon our schools for a significant period of time has impacted on our Trust financially in both positive and negative ways. Whilst the school has made significant savings in areas such as utilities, supply, catering costs and learning resources, significant additional expenditure has been incurred through a need to invest in additional ICT resources for home learning as well as significant investment in protection for staff and pupils in the form of safety screening and cleaning products. In addition to this, the Trust has had to continue to pay catering staff without any access to the furlough scheme and with no income coming from pupils.

The Trust also chose to support staff who were employed on zero hours contracts, paying 80% of their average hours over the last year, despite not being eligible to use the furlough scheme. Clearly this came at a cost financially, as income generated from lettings was significantly hit, however morally, this is something that the Trust felt it should do to help support those most vulnerable due to the outbreak.

Several local suppliers were also assisted through the period in line with the DfE guidance despite their services not being required, payments were made for services that were contracted during the period of the lockdown, regardless of whether they were taken up.

The Trust, so far, has managed to avoid any significant impact across its Academies amongst staff and pupils, thanks largely to the professionalism amongst the workforce and the mature behaviour of its pupils, who during this difficult period have shown great resilience and willingness when attending school.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Covid-19 (continued)**

Going forward, Covid-19 still presents significant challenges to the trust, whilst there are appropriate safeguards in place in terms of risk assessments and associated procedures to protect pupils and staff, any significant outbreak risks a partial closure at any of our Academies. The Trust is well placed to deal with these, through the significant investment in home learning resources that were used during the period of school closure, and the Trust feels confident that it will continue to be able to deliver the curriculum to all of its pupils effectively.

Finances will continue to be assessed and Reserves utilised where appropriate, to ensure that disruption to schools is minimised, with additional budget to be made available, if necessary, to support additional spend in supply, cleaning and ICT resources. These decisions will be taken at the monthly board meetings alongside a review of the Trusts Risk Register.

The Covid-19 outbreak also impacted upon scheduled Responsible Officer Visits and audit committee meetings at the trust. Whilst the Trust managed to ensure at least one visit was made by an external reviewer, another had to be cancelled.

In order to combat this and the associated risks, the Director of Finances and Resources and his Senior Finance Staff, have put together a new Internal Audit Timetable and schedule for the Trust finance team. This has been put in place to ensure assurance can be provided to both the Audit Committee and the Board, as well as to feed into the external auditor's own audit and assurance exercises.

#### **Objectives and activities**

##### **Objectives, strategies and activities**

The principal object and activity of the charitable company is the operation of the Multi Academy Trust, to provide an education for students of a wide range of abilities, between the ages of 3 and 19.

The main objectives of the Multi Academy Trust during the year ended 31 August 2020 are summarised below:

- To ensure that every child enjoys a high quality education to enable them to achieve or exceed their personal potential;
- To provide a quality education enriched with a wide range of learning opportunities for every pupil who attends a school within our Multi Academy Trust;
- To refine organisation structures, protocols and practices to reflect the changing needs of the students and to meet with Government targets;
- To provide value for money for the funds expended;
- To comply with all appropriate statutory and curriculum requirements;
- To conduct the Multi Academy Trust's business in accordance with the highest standards of integrity, probity and openness.

The Multi Academy Trust's mission is to support every individual to achieve or exceed their personal potential within a supportive, learning community which seeks to challenge students in their thinking and understanding. Staff provide the stimulus to promote creativity, inspire excellence and encourage innovation. The Constellation Trust strives to support individual success irrespective of the needs, ability or ambition of the student, to enable all children to become well informed, responsible citizens who are prepared for the changing needs of the workplace of the future. To this end, the activities seek:

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Objectives and activities (continued)**

- To provide engaging and stimulating lessons and learning opportunities for all students to attain nationally recognised, academic qualifications;
- To offer continual professional development and training to all staff;
- To provide an exciting enrichment programme to encourage engagement, participation and independent learning;
- To ensure all students benefit from independent advice, support and guidance from an advisory service to help them obtain employment or move on to higher or further education including our own post 16 provision.
- To support pupils social, moral, spiritual and cultural development

#### **Public benefit**

The trustees have reviewed the current activities of the charitable company and confirm that they are in line with its objectives. All of the activities of the organisation carried out during the 2019-2020 academic year are in pursuance of the Multi Academy Trust's objectives and are considered to be for the public benefit. All services provided are free to all beneficiaries, irrespective of capacity, ethnicity, faith, religious conviction or social economic environment. The trustees also confirm that the organisation's aims and objectives fall within the descriptions of purposes in the Charities Act 2016, are recognised as charitable and are carried out for the public benefit. The Multi Academy Trust provides educational services to all children in the local area. The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the public benefit guidance provided by the Charity Commission.

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit'.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Strategic Report**

##### **Achievements and Performance**

The Constellation Trust has established a strong relationship between the two secondary academies, the six primary academies and the school that provides alternative provision. Work completed in partnership, including the development of the curriculum, PHSE programmes such as Headstart and shared best practice, are supporting improvement. Collaboration has strengthened the provision across all of the schools and provided development opportunities for staff to gain experience of supporting colleagues.

The two secondary academies have adapted the curriculum to meet the needs of the pupils. The impact of a broader and more vocational curriculum offer has had a positive effect on pupil engagement, achievement, outcomes and progress.

The GCSE, AS and A level examinations were cancelled in 2020 due to the pandemic. Centre assessed grades were used by all examination boards to award grades. The results from 2020 will not be published or used by the DfE or Ofsted. The outcomes from 2019 will be used in any external judgement of standards and achievement, which is disappointing since both secondary academies have made progress as a result of curriculum changes.

In 2020, the results for pupils at Sirius West show a significant improvement, with 68% of pupils achieving a grade 4 or above in both English and mathematics, this is largely attributed to better outcomes in mathematics. This result is above the national average outcomes in 2019. A 14% rise in the percentage of pupils gaining grade 4 or above in both subjects is very positive whilst being realistic. Strategies to improve the progress of the more able pupils have had an impact on the percentage of pupils who gained a grade 5 or above in both English and mathematics; an increase of 6% from 2019. 25% of the Year 11 cohort achieved the English Baccalaureate and the overall Progress 8 score was + 0.18.

The key areas to monitor in the forthcoming academic year include the mid ability pupils and those with additional needs.

Results for Sirius Academy North also showed an improvement with 61% of pupils achieving a grade 4 or above in English and mathematics and 33% gaining grades 5 or above. 33% of the Year 11 cohort achieved the English Baccalaureate and the overall Progress 8 score was -0.15.

Further development is needed to support the progress of boys especially those who benefit from Pupil Premium funding.

At Post 16, there was a 99% pass rate. 27% of students achieved grade A\*-A and 78% of candidates awarded grades A\*-C. The estimated value-added score is 0.41. All students progressed to their preferred, first choice destination. Four students gained Oxbridge places, one to study natural science, two to study Law and the other English Literature.

Raw grades submitted by teachers were subjected to an internal standardisation process which minimised the opportunity for additional awarding body standardisation. Prior attainment at subject level did have an impact, but the most influential factor in standardisation was the statistical pool i.e. Class size.

The Trust now includes six primary schools, while a seventh (Victoria Dock) is working closely with the Trust until they are able to convert to become an Academy and a full Trust member. The schools work closely together, supported by a small primary school improvement team.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Strategic Report**

A key focus during 2019-20 has been to improve the quality of provision in phonics and early reading. As a result, all schools have now adopted the Read Write Inc programme and there has been significant investment in training and resources to ensure the programme is delivered consistently and effectively.

This will be particularly valuable from next academic year when schools fully re-open after the lockdown period. It is likely that the education of a large proportion of pupils will have been negatively impacted by this experience, particularly in areas of greater deprivation. Therefore, it is essential that we have a programme in place to provide rapid catch up support to ensure all pupils are able to become fluent readers and access the full broad and balanced curriculum.

Due to coronavirus, there were no test results in 2020. Rigorous tracking took place up to the point of school closures and this information will be compared to baseline data in Autumn 20 to ensure that gaps in learning resulting from lockdown are addressed effectively during 20/21. Internal data showed that positive progress was being made to address the issues from the previous year's data.

A significant amount of Trust support was put into Francis Askew during 19/20 as a result of the school's second consecutive requires improvement judgement by Ofsted in Summer 2019. The Primary Lead for the Trust has supported the school in an Executive Head capacity. All leadership roles and responsibilities have been reorganised to strengthen quality of leadership and accountability. The school vision, learning and teaching policy, curriculum and behaviour policy have been rewritten which is impacting positively on culture, quality of teaching and pupils' work. The school will remain a priority during 20/21.

A significant amount of work has taken place to further strengthen the curriculum across Trust Primary Schools led by the primary improvement team. A set of progressive objectives to support planning and assessment is now well embedded in all subjects across all Trust Primaries. This ensures the curriculum in each subject develops skills and knowledge in a structured and sequenced way as pupils move through the school to ensure they know more and remember more.

Priorities for the next academic year will be to embed the Read Write Inc programme to further strengthen phonics provision and to ensure all pupils who are not yet fluent readers are targeted for extensive intervention and support to address this. This will also support the Recovery Curriculum that has been developed across the primaries to ensure that all pupils who have fallen behind as a result of the coronavirus lockdown will be given the curriculum, intervention and catch up support required to meet their needs.

The Trust has been working in partnership with Victoria Dock Primary School through the year to ensure a smooth transition into the Trust. All schools have adopted a common framework for assessment to ensure school improvement needs can be rapidly identified and targeted and a Primary School Improvement Team has been established. Average attainment scores across all Trust Schools by the end of 2019 were above national averages at KS2 in all core subjects.

The Trust's School Centred Initial Teacher Training (SCITT), Yorkshire and Humber Teacher Training (YHTT) has continued to expand its scope to both offer recruitment solutions to the Trust schools and to generate income for Trust activities. Over 200 teachers have now been trained by the SCITT and new partnerships have resulted in a national programme (National Online Teacher Training) being established in 2018 and successfully training a cohort of teachers across the country. This has resulted in the successful recruitment of 31 trainees. The SCITT is the national partner for Researchers in Schools, training teachers with PhD qualifications, and provides teacher training to a number of local authorities including East Riding of Yorkshire Council, North Yorkshire Council and Wakefield City Council.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Strategic Report**

As a registered Apprenticeship Provider, the SCITT and therefore the Trust can draw down levy funding to pay for training. This is utilised for training Teaching Assistants and Teachers both within and beyond the trust. Additionally, we are registered as an End Point Assessment Organisation and receive contracts to quality assure external apprenticeship providers' provision.

The SCITT holds a number of commercial contracts with the DfE and ESFA which allows generated income to be used by the Trust to support its schools.

The Trust's CPD provision, through Blueprint Alliance, delivers training for partners regionally and nationally on a commercial basis. For example, Blueprint facilitates the National Professional Qualification (NPQ) suite of leadership development courses for Best Practice Network. This results in high quality training being made available for Trust school staff and generates income for supporting those schools.

The expectation of all staff members is high and everyone is challenged to develop their knowledge, skill and understanding. The ambition that every student achieves or exceeds their potential is consistently reflected in the expectations from all of the staff and is embedded within the ethos of the Multi Academy Trust.

The long term vision would be for The Constellation Trust to consist of around 10 Primary Schools, 3 Secondary Schools and the Pupil Referral Unit however it is recognised by Trustees and Senior Leaders that there is need for further consolidation and a need to raise standards in-line with the best schools. Pupil outcomes and the progress they make in the two secondary schools is on an upward trajectory. The impact of the pandemic that resulted in the use of centre assessed grades has affected the Trust's ability to provide examination outcomes as hard evidence of improvement. The quality of learning within both academies is good and is evident when observing lessons. Covid-19 has led to the suspension of section 5, Ofsted visits to schools. The impact of this situation has led to Sirius Academy West remaining in the category of 'requires improvement'.

The Multi Academy Trust's arrangements for safeguarding students meet statutory requirements. The single central record is well-maintained and up-to-date. An e-safety 360 review to ensure all staff and students are aware of the risks of on-line safety has been completed.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Strategic Report**

##### **Key financial performance indicators**

The standard of achievement of pupils attending the Academies is above the National Floor Standards. The performance of students in English and Mathematics together with Science, Humanities and Languages is a priority for improvement over the forthcoming academic year.

All other indicators have been covered within the earlier part of this Strategic Report.

##### **Going concern**

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

##### **Promoting the success of the company**

The Board of Trustees recognises the importance of promoting the success of each of its schools and the Constellation Trust as a whole to ensure that it meets its charitable purpose- in this case the teaching, learning, development and safeguarding of the circa six thousand pupils it supports every year.

All decisions made by the board that will have a direct impact on its pupils and the wider community are subject to rigorous and stringent decision process with the impact on the pupils and the staff being at the heart of the process, to ensure that the decisions made, will have a positive impact on themselves and the Trust itself.

All members of the Board are unpaid and come from a range of backgrounds with different skills and experiences, with the driving force behind their appointment being their commitment to children and young adults and the need to nurture and develop them during their time at the Trust and within its constituent schools.

The Board of Trustees takes great pride in fostering excellent relationships with its staff and with the trade unions that represent numerous members of the workforce.

Staff Wellbeing Committees have been set up, direct lines of communication through SLT are open and regularly used to feedback from the board direct to employees and vice versa to ensure all employees feel well engaged.

Weekly staff briefings are held with a bulletin sent out each week to all staff, all staff are encouraged to contribute to the bulletin, with a clear focus of trying to encourage staff to engage with each other. Any decisions made at Board level have due consideration for the staff who work within each school with a clear focus of trying to ensure adequate support and challenge is provided for all employees when principal decisions are made that may impact them directly.

The Board, in conjunction with the SLT and Director of Finance & Business has sought to achieve a common awareness of the current financial and economic factors currently affecting the Trust by having allocated Budget Holders across the trust.



## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Strategic Report**

##### **Promoting the success of the company (continued)**

Staff are given responsibility for financial management of their areas and are encouraged to seek value for money, as well as encouraging staff to communicate with the Finance Team and vice versa to ensure that all staff are well informed with regards to budget.

As noted in the Trustee Report, The Board of Trustees has sought to ensure excellent relationships between its suppliers, customers and other stakeholders have been fostered.

The Trust seeks to support local businesses and when tendering, procuring or renegotiating contracts is always aware of the impact on the current provider and any potential impacts. This need to have close working and business relationships with local businesses has been key during the difficult and ongoing COVID 19 crisis, with the Trust seeking to support where it can.

As can be seen in the SECR report later in the report, the Trust is keen to ensure that it takes due consideration of the impact of its operations on the community as well as the environment.

The Trust has developed an excellent reputation within the local community with its openness and willingness to meet with members of the community and deal with any concerns quickly and sensitively. Where possible schools within the trust offer the use of their facilities, often at a much lower rate than those who operate commercially, to help support local customers as well as offer opportunities to pupils within the Trust Schools and those from outside of the Trust.

The Trust is seeking to reduce its carbon emissions and its footprint by seeking to spend significant amounts of capital funds over the coming years to upgrade to energy efficient lighting and heating systems as well upgrading and refurbishing older school blocks within the Trust.

The Trust receives significant capital funding through the SCA fund and one of the highest priority criteria within the capital policy is projects which deliver energy efficiency. The Board will also be looking at the new £1bn decarbonisation fund that has just been launched alongside the Salix Finance fund to help support larger capital projects.

In addition to these larger capital projects, the Trust is passionate in sharing a culture of reduced waste, recycling and the importance of respecting the environment. By reflecting this in the curriculum and through several initiatives such as the removal of single use plastics within the catering function, the Bottles to Pens scheme and the use of specialist recycling contractors such as Foodwise and separate recycling bins, the Trust is well on with reducing its carbon footprint and becoming more environmentally friendly.

The Trust Board and the Director of Finance & Business pride themselves on leading a Trust that seeks to maintain the highest level of standards for Business Conduct. Robust and well-established financial procedures as well as an established audit committee and internal audit schedule ensure that decisions made by Trustees and the Director of Finance & Business are appropriately informed, scrutinised and challenged.

The Trust has sought to ensure that a well-balanced, informed and well supported group of Trustees have been appointed to the Board. Each member of the board has equal voting power and open dialogue, challenge and discussion are always encouraged. Significant decisions are always voted on in line with the Articles and schemes of delegation. An independent Clerk to the Board is also in place to ensure objectivity, support, guidance to the Board and that all actions taken are fair and have met the appropriate legislation.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Strategic Report**

##### **Financial Review**

The principal sources of funding and how expenditure has supported the key objectives of the academy trust

Most of the Multi Academy Trust's income is obtained from the Department for Education (DfE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE along with other restricted grants from other sources and their associated expenses are shown as restricted funds in the Statement of Financial Activities.

The Multi Academy Trust generated unrestricted income during the year of £1,775,000 (2019 £1,260,000). This was mainly generated from catering income and hire of facilities. The costs of activities for generating funds were £930,000 (2019 £595,000).

The Multi Academy Trust also receives grants for fixed assets from the DfE. In accordance with the Charity Commission 'Statement of Recommended Practice: Accounting and Reporting by Charities' ('SORP 2015'), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2020, total restricted revenue expenditure of £34,913,000 (2019 £33,728,000) was not covered by recurrent grant funding from the DfE and the deficit was funded from reserves brought forward. The restricted net outgoing resources before transfers for the year (excluding restricted fixed asset funds) were £2,771,000 (2019 £2,309,000).

At 31 August 2020 the net book value of fixed assets was £80,936,000 (2019: £82,467,000) and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and associated support services to the pupils of the Trust and the community.

##### **Reserves policy**

The Trustees review the reserve levels of the Multi Academy 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 educational obligations that the Multi Academy Trust has on a day-to-day basis are funded from its restricted reserves that were provided for this purpose. The trustees need to ensure that the Multi Academy Trust has sufficient working capital to cover delays between receipt of grants and spending; and to be able to deal with unexpected emergencies that may arise such as urgent maintenance, and this is reflected in the level of cash balances held. The Multi Academy Trust's current level of general restricted reserves in note 17 is £Nil (2019 £645,000). The Multi Academy Trust has £2,861,000 (2019 £2,683,000) of free reserves held. Taking into account the nature of the Multi Academy Trusts income streams, the trustees are of the view that reserves at these levels are sufficient to cover its working capital needs and future capital expenditure and a provision for long term maintenance as required through the Building Schools for the Future Programme (BSF). Schools within the Trust are all of differing ages and some may therefore require additional capital investment in order to maintain and enhance the level of facilities for students. Cash balances are used to maintain and enhance resources for the benefit of both current and future students.

##### **Investments Policy**

The Trustees have agreed to invest in short term guaranteed investments to maximise the Multi Academy Trust's return without compromising cash flow.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Strategic Report**

##### **Principal Risks and Uncertainties**

The trustees have assessed the major risks to which the Multi Academy Trust is exposed, in particular those relating to teaching, provision of facilities and other operational areas of the Trust, and its finances.

The Local Government Pension deficit within restricted funds is £13,084,000 (2019 £9,585,000), as the total market value of assets does not cover the present value of liabilities. This does not mean that the liability for this amount will be called in.

##### **Fundraising**

The Multi Academy Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

##### **Streamlined Energy and Carbon Reporting**

###### **UK energy use and associated greenhouse gas emissions**

The Multi Academy Trust is pleased to report its current UK based annual energy usage and associated annual greenhouse gas emissions pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

###### **Organisational boundary**

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those within the UK only for all assets that come under an operational control boundary. This includes all 9 schools controlled during the reporting period and Trust-owned vehicles. Energy use and emissions associated with grey fleet (personal vehicles used for business mileage) is not reported as it is considered immaterial to the Trust's overall energy use and emissions (less than the 2% guidance threshold).

###### **Reporting period**

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

###### **Quantification and reporting methodology**

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2020 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. The report has been reviewed independently by Briar Consulting Engineers Limited.

The electricity and gas consumption was compiled from invoice records. Energy and emissions associated with Trust-owned vehicles (8 minibuses and 1 car) were calculated from mileage records. Gross calorific values were used except for mileage energy calculations as per Government GHG Conversion Factors.

## The Constellation Trust

### Trustees' Report for the Year Ended 31 August 2020 (continued)

#### Strategic Report

##### Streamlined Energy and Carbon Reporting (continued)

##### Quantification and reporting methodology (continued)

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the combustion of fuels and the operation of facilities (scope 1), purchased electricity (scope 2) and in-direct emissions that occur as a consequence of company activities (scope 3).

##### Breakdown of energy consumption used to calculate emissions (kWh):

Energy type	2019/20
<b>Mandatory energy:</b>	
Gas	5,410,043
Purchased electricity from the grid	2,579,030
Transport fuel	63,327
<b>Total mandatory energy</b>	<b>8,052,399</b>

##### Breakdown of emissions associated with the reported energy use (tCO<sub>2</sub>e):

Emission source	2019/20
<b>Mandatory emissions:</b>	
<u>Scope 1</u>	
Natural gas	994.7
Transport - Company owned vehicles (mini-buses)	16.0
<u>Scope 2</u>	
Purchased electricity (location-based)	601.3
<u>Scope 3</u>	
Transport – Business travel in employee owned vehicles	-
<b>Total gross mandatory emissions</b>	<b>1,612.1</b>
<u>Intensity ratios (mandatory emissions only)</u>	
Tonnes of CO <sub>2</sub> e per pupil	0.325
Tonnes of CO <sub>2</sub> e per square meter floor area	0.034

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Strategic Report**

##### **Streamlined Energy and Carbon Reporting (continued)**

###### **Intensity ratio**

The primary intensity ratio is total gross emissions in metric tonnes CO<sub>2</sub>e (mandatory emissions) per pupil, which is the recommended ratio for the sector for consistency and comparability. Pupil numbers are based on the Autumn 2019 Census.

A secondary intensity ratio based on floor area (Gross Internal Area) is also provided to reflect the energy efficiency of the buildings, which are the source of the majority of emissions.

###### **Energy efficiency action during current financial year**

Energy consumption is expected to be below typical this year due to the reduced occupancy across all sites following COVID-19 restrictions from 23rd March 2020. Despite this temporary reduction in energy use, the Trust is committed to reducing longer term emissions and this year has seen the implementation of the following energy efficiency measures:

- All schools within the Trust have completed the transition to more efficient condensing gas boilers.
- Heating has been improved further with Sirius Academy West and Sirius Academy North having updated their Building Management Systems, resulting in improvements to control and management of heating and air conditioning.
- Ongoing projects include replacing old lighting units with LED lighting and the installation of Automatic Meter Readers for electricity or gas, resulting in reduced electrical demand and improved energy management and monitoring.

In general, the Trust uses any new capital projects as an opportunity to improve energy efficiency, with project selection criteria given an increased weighting towards those which improve energy efficiency.

The Trust is also promoting a growing sustainability agenda that engages with the catering team, students and staff, such as sourcing recyclable packaging and the Bottle to Pens initiative which sees plastic water bottles recycled into pens for use in the school.

## **The Constellation Trust**

### **Trustees' Report for the Year Ended 31 August 2020 (continued)**

#### **Strategic Report**

##### **Plans for future periods**

The Multi Academy Trust has a strategic three-year plan which outlines developments for the future.

In summary the plan focuses on seven key areas:

- To ensure that all Academies within the Multi Academy Trust continue to achieve positive measures across all Key Stages;
- To support all schools in the Trust to provide a good or better standard of education as judged by Ofsted
- To support the school communities during the continued pandemic
- To continue to strengthen the post 16 provision to meet the Ofsted 'outstanding' criteria ;
- To build stronger links with parents and carers to enable greater parental engagement to support all students and their engagement in learning opportunities;
- To maximise opportunities for partnership to continue to be a 'good' provider of initial teacher training through the School Centred Initial Teacher Training - SCITT);
- To explore the benefits of working with other schools within the Multi Academy Trust.


##### **Auditor**

Insofar as the Trustees are aware:

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

The auditors, Smailes Goldie, will be proposed for re-appointment at the forthcoming Annual General Meeting.

The Trustees' Report, incorporating a Strategic Report, was approved by order of the Board of Trustees on 14 December 2020 and signed on the Board's behalf by:



**N Porteus**  
**Chair of Trustees**

## The Constellation Trust

### Governance Statement

#### Scope of responsibility

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

The Board of Trustees has delegated the day-to-day responsibility to Dr C Taylor, 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 The Constellation 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. Attendance during the year at meetings of the Board of Trustees was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
N Porteus	6	6
JC Wright	3	6
D Swaby	4	6
NL Rhodes	2	6
R Koyuncu	2	6
L Brattan	5	6
K Burden	6	6
M Swithenbank	0	3
E Wharton	5	6

#### Audit Committee Meeting Attendance

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
L Bratten	1	1
N Porteus	1	1
D Swaby	1	1
Dr C Taylor	1	1
R Kennington	1	1

The role and the purpose of the Trust's Audit Committee is to maintain an oversight of the Academy Trust's governance, risk management, internal control and value for money framework and provide assurance to the Trust Board. The Committee in normal circumstances meets three times a year and is made up of Trustees with significant financial experience and backgrounds as well as the CEO and Director of Finance & Business.

## **The Constellation Trust**

### **Governance Statement (continued)**

#### **Review of value for money**

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

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

- Ensuring the Teaching School Blueprint Alliance has continued to develop with the successful addition of the School Centred Initial Teacher Training (SCITT) function. In its first year, the SCITT has recruited and trained 38 trainee teachers. It continues to develop partnerships with other schools and Local Authority's and through the award of grant funding has generated increased revenue which has been used for the benefit of students throughout the Multi Academy Trust.

As the Multi Academy Trust has increased in size it has been possible to negotiate improved terms and conditions across a number of mutual contracts and agreements with suppliers. As other schools join the Multi Academy Trust we will continue to explore cost savings as a result of increased purchasing power and economies of scale by sharing resources where possible.

#### **The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of [Multi] Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Constellation Trust for the year ended 31 August 2020 and up to the date of approval of the annual report and financial statements.

#### **Capacity to Handle Risk**

The Board of Trustees has reviewed the key risks to which the Multi Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the year ended 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.



## **The Constellation Trust**

### **Governance Statement (continued)**

#### **The risk and control framework**

The Multi Academy 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 Board of Trustees of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. The Trustees have commissioned the role of Responsible Officer (RO) via Claire Purdue, a CFO of another Multi Academy Trust and former Auditor at Forrester Boyd Robson Accountants; offering a peer review service. The RO's role includes giving advice on financial matters and performing a range of checks on the Multi Academy Trust's financial systems. On an annual basis, the RO provides a report to the board on the operation of the systems of control and on the discharge of the board of trustee's financial responsibilities.

The report includes the following areas:

- Payroll
- Purchase Orders
- Invoiced Income
- Bank Reconciliations
- Petty Cash

## **The Constellation Trust**

### **Governance Statement (continued)**

#### **Review of effectiveness**

As Accounting Officer, Dr C Taylor, 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 responsible officer;
- the work of the external auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by the Board of Trustees on 14 December 2020 and signed on its behalf by:



**N Porteus**  
**Chair of Trustees**



**Dr C Taylor**  
**Accounting Officer**

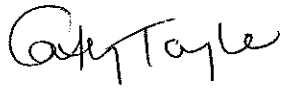
## **The Constellation Trust**

### **Statement on Regularity, Propriety and Compliance**

As Accounting Officer of The Constellation Trust I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2020.

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.



**Dr C Taylor,  
Accounting Officer**

14 December 2020

## **The Constellation Trust**

### **Statement of Trustees' Responsibilities**

The Trustees (who act as governors of The Constellation Trust and 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 Annual Accounts Direction published by the Education & Skills Funding Agency, 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" 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 apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the 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 14 December 2020 and signed on its behalf by:



**N Porteus**  
**Chair of Trustees**

## **The Constellation Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of The Constellation Trust**

#### **Opinion**

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

In our opinion the financial statements:

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

#### **Basis for opinion**

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

#### **Conclusions relating to going concern**

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

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

#### **Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. Other information includes the Trustees' report (incorporating the Strategic Report and the Directors' Report), the Governance statement, and the Accounting Officer's statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

## **The Constellation Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of The Constellation Trust (continued)**

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

We have nothing to report in this regard.

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

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

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

#### **Matters on which we are required to report by exception**

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

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

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

#### **Responsibilities of Trustees**

As explained more fully in the Statement of Trustees' Responsibilities set out on page 25, the Trustees (who are also the Directors of the Academy 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 Multi Academy 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 Multi Academy Trust or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's 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 auditor's 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.

## **The Constellation Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of The Constellation Trust (continued)**

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

#### **Use of our report**

This report is made solely to the Multi Academy Trust's Trustees, 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 Multi Academy Trust's Trustees those matters we are required to state to them in an auditor's 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 Multi Academy Trust and its Trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



Nicola Shipley FCA (Senior Statutory Auditor)  
For and on behalf of Smailes Goldie  
Chartered Accountants  
Statutory Auditor  
Regent's Court  
Princess Street  
Hull  
East Yorkshire  
HU2 8BA

14 December 2020

#### **Note:**

The maintenance and integrity of The Constellation Trust website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

## **The Constellation Trust**

### **Independent Reporting Accountant's Report on Regularity to The Constellation Trust and the Education & Skills Funding Agency**

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

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

#### **Respective responsibilities of the Governing Body's accounting officer and the reporting accountant**

The Accounting Officer is responsible, under the requirements of the The Constellation Trust's funding agreement with the Secretary of State for Education dated 28 October 2016 and the Academies Financial Handbook extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

#### **Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Ensuring value for money is sought for all goods/services procured by the academy, including those procured from related parties of the Multi Academy Trust.
- Ensuring that fixed asset additions are made in line with the terms of the funding received and that fixed asset disposals are properly authorised by the DfE
- Ensuring that expenditure incurred through the Multi Academy Trust's bank accounts and debit card is appropriate for the purposes of the Multi Academy Trust and that there has been no personal expenditure from the Multi Academy Trust's funds.
- Ensuring pension contributions are paid to the respective schemes in a timely manner.



## **The Constellation Trust**

### **Independent Reporting Accountant's Report on Regularity to The Constellation Trust and the Education & Skills Funding Agency (continued)**

- Ensuring returns required by regulatory or funding authorities are completed on a timely basis.

#### **Conclusion**

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



Smailes Goldie  
Chartered Accountants  
Regent's Court  
Princess Street  
Hull  
East Yorkshire  
HU2 8BA

14 December 2020

## The Constellation Trust

### Statement of Financial Activities for the Year Ended 31 August 2020 (including Income and Expenditure Account)

	Note	Unrestricted Funds £ 000	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	2019/20 Total £ 000	2018/19 Total £ 000
<b>Income and endowments from:</b>						
Donations and capital grants	2	-	-	784	784	928
<i>Charitable activities:</i>						
Funding for the Academy trust's educational operations	3	1,618	31,559	-	33,177	31,347
Teaching schools	28	-	583	-	583	1,059
Other trading activities	4	152	-	-	152	264
Investments	5	5	-	-	5	9
<b>Total</b>		<b>1,775</b>	<b>32,142</b>	<b>784</b>	<b>34,701</b>	<b>33,607</b>
<b>Expenditure on:</b>						
Raising funds	6	109	-	-	109	178
<i>Charitable activities:</i>						
Academy trust educational operations	7	821	34,325	2,318	37,464	35,391
Teaching schools	28	-	588	10	598	1,047
<b>Total</b>		<b>930</b>	<b>34,913</b>	<b>2,328</b>	<b>38,171</b>	<b>36,616</b>
<b>Net income/(expenditure)</b>		<b>845</b>	<b>(2,771)</b>	<b>(1,544)</b>	<b>(3,470)</b>	<b>(3,009)</b>
<b>Transfers between funds</b>		<b>(578)</b>	<b>343</b>	<b>235</b>	<b>-</b>	<b>-</b>
<b>Other recognised gains and losses</b>						
Actuarial losses on defined benefit pension schemes	24	-	(1,716)	-	(1,716)	(3,639)
<b>Net movement in funds</b>		<b>267</b>	<b>(4,144)</b>	<b>(1,309)</b>	<b>(5,186)</b>	<b>(6,648)</b>

## The Constellation Trust

### Statement of Financial Activities for the Year Ended 31 August 2020 (including Income and Expenditure Account (continued))

Note	Unrestricted Funds £ 000	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	2019/20 Total £ 000	2018/19 Total £ 000
<b>Reconciliation of funds</b>					
<b>Net movement in funds</b>	267	(4,144)	(1,309)	(5,186)	(6,648)
Total funds/(deficit) brought forward at 1 September 2019	2,683	(8,940)	82,517	76,260	82,908
<b>Total funds/(deficit) carried forward at 31 August 2020</b>	<b>2,950</b>	<b>(13,084)</b>	<b>81,208</b>	<b>71,074</b>	<b>76,260</b>

## The Constellation Trust

(Registration number: 06545396)  
Balance Sheet as at 31 August 2020

	Note	2020 £ 000	2019 £ 000
<b>Fixed assets</b>			
Tangible assets	13	80,936	82,467
<b>Current assets</b>			
Stocks	14	37	44
Debtors	15	1,629	1,252
Cash at bank and in hand		4,110	4,422
		<u>5,776</u>	<u>5,718</u>
<b>Liabilities</b>			
Creditors: Amounts falling due within one year	16	<u>(2,554)</u>	<u>(2,340)</u>
<b>Net current assets</b>		<u>3,222</u>	<u>3,378</u>
<b>Total assets less current liabilities</b>		<u>84,158</u>	<u>85,845</u>
Pension scheme liability	26	<u>(13,084)</u>	<u>(9,585)</u>
<b>Total net assets</b>		<u>71,074</u>	<u>76,260</u>
<b>Funds of the Academy:</b>			
<b>Restricted funds</b>			
Restricted general fund		(13,084)	(8,940)
Restricted fixed asset fund		81,208	82,517
		<u>68,124</u>	<u>73,577</u>
<b>Unrestricted funds</b>			
Unrestricted general fund		<u>2,950</u>	<u>2,683</u>
<b>Total funds</b>		<u>71,074</u>	<u>76,260</u>

The financial statements on pages 31 to 59 were approved by the Board of Trustees, and authorised for issue on 14 December 2020 and signed on their behalf by:



N Porteus  
Trustee

## The Constellation Trust

### Statement of Cash Flows for the Year Ended 31 August 2020

	Note	2020 £ 000	2019 £ 000
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	21	(304)	(1,059)
<b>Cash flows from investing activities</b>	22	<u>(8)</u>	<u>(85)</u>
<b>Change in cash and cash equivalents in the year</b>		(312)	(1,144)
<b>Cash and cash equivalents at 1 September</b>		<u>4,422</u>	<u>5,567</u>
<b>Cash and cash equivalents at 31 August</b>	23	<u>4,110</u>	<u>4,423</u>

## **The Constellation Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2020**

#### **1 Accounting policies**

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

##### **Basis of preparation**

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

##### **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 company to continue as a going concern. The Trustees have taken note of the guidance issued by the Financial Reporting Council on Going Concern Assessments in determining that this is the appropriate basis of preparation of the financial statements and have considered a number of factors. The Trustees considered plausible downside scenarios resulting from the impact of the COVID-19 outbreak and its effect on the general position of the Multi Academy Trust and its longer-term viability. This has specifically included reviewing the levels of surplus cash and reserves and detailed forecasting using sensitivity analysis to ensure that the worst-case scenario situation does not put the going concern concept at risk. 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 academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy 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.

##### **Income**

All incoming resources are recognised when the Multi Academy Trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

##### **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 period is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the balance sheet in the restricted fixed asset fund. Capital grants are spent on capital projects in line with the terms and conditions of the grant. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

## **The Constellation Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)**

#### **1 Accounting policies (continued)**

##### **Sponsorship income**

Sponsorship income provided to the Multi Academy Trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable, where there is certainty of receipt.

##### **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 period it is receivable and to the extent the goods have been provided or on completion of the service.

##### **Donated goods, facilities and services**

The value of donated services and gifts in kind provided to the Multi Academy Trust are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the Multi Academy Trust can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Multi Academy Trust's policies.

##### **Donated fixed assets**

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 a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Multi Academy Trust's accounting policies.

##### **Expenditure**

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

##### **Expenditure on raising funds**

This includes all expenditure incurred by the Multi Academy 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 Multi Academy Trust's educational operations.

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 1 Accounting policies (continued)

##### Tangible fixed assets

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

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.

<b>Asset class</b>	<b>Depreciation method and rate</b>
Leasehold land introduced	Over the period of occupation
Leasehold buildings introduced	50 years, based on the original valuation on occupation
Leasehold buildings improvements	Between 10 and 25 years from the date of first use
Motor vehicles	between 3 and 7 years
Computer equipment and software	between 3 and 6 years
Fixtures and fittings	between 3 and 10 years

##### 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 academy 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.



## **The Constellation Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)**

#### **1 Accounting policies (continued)**

##### **Provisions**

Provisions are recognised when the Multi Academy 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.

##### **Leased assets**

Rentals under operating leases are charged on a straight-line basis over the lease term.

##### **Financial Instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note [X]. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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 [X]. 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. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

##### **Stock**

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.

##### **Taxation**

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

## **The Constellation Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)**

#### **1 Accounting policies (continued)**

##### **Pension benefits**

Retirement benefits to employees of the Academy 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 Multi Academy 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 current 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 Multi Academy 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.

##### **Fund accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Multi Academy 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 Department for Education where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received and include grants from the Department for Education Group.

##### **Critical accounting estimates and areas of judgement**

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

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 1 Accounting policies (continued)

##### Critical accounting estimates and assumptions

The Multi Academy 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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in the pension and similar obligations note, 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 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### 2 Donations and capital grants

	<b>Restricted funds £ 000</b>	<b>2019/20 Total £ 000</b>	<b>2018/19 Total £ 000</b>
Capital grants	784	784	928
	<hr/>	<hr/>	<hr/>
	784	784	928

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 3 Funding for the Academy Trust's educational operations

	Unrestricted funds £ 000	Restricted funds £ 000	2019/20 Total £ 000	2018/19 Total £ 000
<b>DfE/ESFA revenue grants</b>				
General Annual Grant (GAG)	-	25,067	25,067	24,706
Other DfE/ ESFA grants	-	3,550	3,465	2,630
Start Up Grants	-	3	3	-
	-	28,620	28,535	27,336
<b>Other government grants</b>				
Local authority grants	-	2,501	2,501	2,541
<b>Non-government grants and other income</b>				
Other grants and income	1,618	438	2,141	1,470
	1,618	438	2,141	1,470
<b>Total grants</b>	1,618	31,559	33,177	31,347

#### 4 Other trading activities

	Unrestricted funds £ 000	Restricted funds £ 000	2019/20 Total £ 000	2018/19 Total £ 000
Hire of facilities	62	-	62	99
Other income	90	-	90	165
	152	-	152	264

#### 5 Investment income

	Unrestricted funds £ 000	Restricted funds £ 000	2019/20 Total £ 000	2018/19 Total £ 000
Short term deposits	5	-	5	9

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 6 Expenditure

	Non-Pay Expenditure			2019/20	2018/19
	Staff costs £ 000	Premises £ 000	Other costs £ 000	Total £ 000	Total £ 000
<b>Expenditure on raising funds</b>					
Direct costs	90	-	19	109	178
<b>Academy's educational operations</b>					
Direct costs	23,436	1,885	2,918	28,239	27,193
Allocated support costs	5,569	1,560	2,096	9,225	8,198
<b>Teaching School</b>	227	10	361	598	1,047
	<u>29,322</u>	<u>3,455</u>	<u>5,394</u>	<u>38,171</u>	<u>36,616</u>

#### Net income/(expenditure) for the year includes:

	2019/20 £ 000	2018/19 £ 000
Operating lease rentals	126	188
Depreciation	2,328	2,273
Fees payable to auditor - audit	17	15
Fees payable to auditor – non audit	9	7

#### 7 Charitable activities

	2019/20 £ 000	2018/19 £ 000
Direct costs - educational operations	28,239	27,193
Support costs - educational operations	9,225	8,198
	<u>37,464</u>	<u>35,391</u>

**The Constellation Trust**

**Notes to the Financial Statements for the Year Ended 31 August 2020  
(continued)**

**7 Charitable activities (continued)**

	<b>2019/20</b>	<b>2018/19</b>
	<b>Total</b>	<b>Total</b>
	<b>£ 000</b>	<b>£ 000</b>
<b>Analysis of support costs</b>		
Support staff costs	5,569	4,220
Catering	1,097	1,087
CRB Police Checks	49	48
Maintenance of premises and equipment	534	617
Cleaning	37	38
Rent and rates	276	305
Energy Costs	559	566
Insurance	149	157
Security and transport	43	60
Other costs	868	1,011
Governance costs	44	89
<b>Total support costs</b>	<b>9,225</b>	<b>8,198</b>

**8 Staff**

**Staff costs**

	<b>2019/20</b>	<b>2018/19</b>
	<b>£ 000</b>	<b>£ 000</b>
<b>Staff costs during the year were:</b>		
Wages and salaries	20,757	19,850
Social security costs	1,947	1,875
Pension costs	5,837	4,180
	<b>28,541</b>	<b>25,905</b>
Agency staff costs	752	791
Staff restructuring costs	29	136
	<b>29,322</b>	<b>26,832</b>

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 8 Staff (continued)

##### Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £29,470 (2019: £135,856). Individually, the payments were:

Non-contractual payments £23,000

Non-contractual payments £6,470

##### Staff numbers

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

	2019/20 No	2018/19 No
<b>Charitable Activities</b>		
Teachers	316	319
Administration and support	440	401
Management	42	42
	<u>798</u>	<u>762</u>

The increase in staffing is as a result of the Trust taking all catering in house and, via TUPE, taking on board all associated catering staff from the LA provider.

##### Higher paid staff

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

	2020 No	2019 No
£60,001 - £70,000	6	9
£70,001 - £80,000	8	6
£80,001 - £90,000	5	4
£90,001 - £100,000	2	-
£130,001 - £140,000	-	1
£140,001 - £150,000	1	-

One of the above employees was a member of the Local Government Pension Scheme and the remainder were in the Teachers' Pension Scheme. Pension contributions relating to these employees amounted to £268,474 (2019: £189,787).

##### Key management personnel

The key management personnel of the Multi Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Multi Academy Trust was £1,057,336 (2019: £1,225,495).

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 9 Related party transactions - trustees' remuneration and expenses

The value of trustees' remuneration and other benefits was £Nil.

During the year ended 31 August 2020, travel and subsistence expenses totalling £361 (2019 - £183) were reimbursed or paid directly to 2 trustees (2019- 1).

Other related party transactions involving the Trustees are set out in note 27.

#### 10 Trustees' and officers' insurance

The Multi Academy Trust 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 while on Academy business and provides cover up to £10,000,000. It is not possible to quantify the trustees and officers' indemnity element from the overall cost of the RPA scheme.

#### 11 Central services

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

- Personnel
- Finance
- Payroll management
- School improvement
- ICT
- Buildings and resource management

The Multi Academy Trust charges for these services on the following basis:

- Management charges are made based on 5-6% of GAG income

The actual amounts charged during the year were as follows:

	<b>2020</b>
	<b>£ 000</b>
Sirius Academy North	455
Sirius Academy West	509
Appleton Primary School	63
Bricknell Primary School	111
Rise Academy	36
Paisley Primary School	73
Francis Askew Primary School	103
Stoneferry Primary School	38
Rokeyby Primary School	42
	<hr/>
	1,430



## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 12 Statement of financial activities for prior year

	Note	Unrestricted Funds £ 000	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	2018/19 Total £ 000
<b>Income and endowments from:</b>					
Donations and capital grants	2	-	-	928	928
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	987	30,360	-	31,347
Teaching schools	28	-	1,059	-	1,059
Other trading activities	4	264	-	-	264
Investments	5	9	-	-	9
<b>Total</b>		<b>1,260</b>	<b>31,419</b>	<b>928</b>	<b>33,607</b>
<b>Expenditure on:</b>					
Raising funds	6	178	-	-	178
<i>Charitable activities:</i>					
Academy trust educational operations	7	417	32,690	2,284	35,391
Teaching schools	28	-	1,038	9	1,047
<b>Total</b>		<b>595</b>	<b>33,728</b>	<b>2,293</b>	<b>36,616</b>
<b>Net income/(expenditure)</b>		<b>665</b>	<b>(2,309)</b>	<b>(1,365)</b>	<b>(3,009)</b>
<b>Transfers between funds</b>		<b>-</b>	<b>(155)</b>	<b>155</b>	<b>-</b>
<b>Other recognised gains and losses</b>					
Actuarial losses on defined benefit pension schemes	26	-	(3,639)	-	(3,639)
<b>Net movement in funds/(deficit)</b>		<b>665</b>	<b>(6,103)</b>	<b>(1,210)</b>	<b>(6,648)</b>
<b>Reconciliation of funds</b>					
Total funds/(deficit) brought forward at 1 September 2018		2,018	(2,837)	83,727	82,908
<b>Total funds/(deficit) carried forward at 31 August 2019</b>		<b>2,683</b>	<b>(8,940)</b>	<b>82,517</b>	<b>76,260</b>

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 13 Tangible fixed assets

	Leasehold land and buildings £ 000	Furniture and equipment £ 000	Motor vehicles £ 000	Computer equipment £ 000	Total £ 000
<b>Cost</b>					
At 1 September 2019	90,144	2,228	171	1,497	94,040
Additions	419	66	-	312	797
At 31 August 2020	90,563	2,294	171	1,809	94,837
<b>Depreciation</b>					
At 1 September 2019	8,791	1,455	114	1,213	11,573
Charge for the year	1,894	255	16	163	2,328
At 31 August 2020	10,685	1,710	130	1,376	13,901
<b>Net book value</b>					
At 31 August 2020	79,878	584	41	433	80,936
At 31 August 2019	81,353	773	57	284	82,467

#### 14 Stocks

	2020 £ 000	2019 £ 000
Uniforms and catering stocks	37	44

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 15 Debtors

	2020 £ 000	2019 £ 000
VAT recoverable	243	323
Other debtors	920	525
Prepayments and accrued income	466	404
	<u>1,629</u>	<u>1,252</u>

#### 16 Creditors: amounts falling due within one year

	2020 £ 000	2019 £ 000
Trade creditors	846	1,258
Other taxation and social security	470	454
Other creditors	493	109
Accruals and deferred income	745	519
	<u>2,554</u>	<u>2,340</u>

	2020 £ 000	2019 £ 000
<b>Deferred income</b>		
Deferred income at 1 September 2019	239	459
Resources deferred in the period	251	239
Amounts released from previous periods	(239)	(459)
Deferred income at 31 August 2020	<u>251</u>	<u>239</u>

Deferred income relates to monies for the 2019-2020 academic year. Amounts carried forward relate to:

	£'000	£'000
School trips	-	31
Bikeability	13	3
Universal Infant Free School Meals	138	153
Business rates relief	81	10
Unspent capital		17
Other grants and income	19	25
	<u>251</u>	<u>239</u>

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 17 Funds

	Balance at 1 September 2019 £ 000	Incoming resources £ 000	Resources expended £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2020 £ 000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	625	25,067	(26,010)	318	-
Other DfE/ESFA	-	3,550	(3,550)	-	-
Start Up Grant	-	3	(3)	-	-
Pension Reserve	(9,585)	-	(1,783)	(1,716)	(13,084)
LEA and Other Grants	20	3,084	(3,104)	-	-
Other Restricted	-	438	(463)	25	-
	<u>(8,940)</u>	<u>32,142</u>	<u>(34,913)</u>	<u>(1,373)</u>	<u>(13,084)</u>
<b>Restricted fixed asset funds</b>					
DfE/ESFA Capital Grant	1,278	784	(241)	-	1,821
Capital Expenditure from GAG	773	-	(193)	235	815
Donated Fixed Asset Fund	80,466	-	(1,894)	-	78,572
	<u>82,517</u>	<u>784</u>	<u>(2,328)</u>	<u>235</u>	<u>81,208</u>
<b>Total restricted funds</b>	<b>73,577</b>	<b>32,926</b>	<b>(37,241)</b>	<b>(1,138)</b>	<b>68,124</b>
<b>Unrestricted funds</b>					
Unrestricted general funds	<u>2,683</u>	<u>1,775</u>	<u>(930)</u>	<u>(578)</u>	<u>2,950</u>
<b>Total funds</b>	<b>76,260</b>	<b>34,701</b>	<b>(38,171)</b>	<b>(1,716)</b>	<b>71,074</b>

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 17 Funds (continued)

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

	Balance at 1 September 2018 £ 000	Incoming resources £ 000	Resources expended £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2019 £ 000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	2,034	24,706	(25,960)	(155)	625
Other DfE/ESFA	-	2,630	(2,630)	-	-
Pension Reserve	(4,871)	-	(1,075)	(3,639)	(9,585)
LEA and Other Grants	-	3,599	(3,579)	-	20
Other Restricted	-	484	(484)	-	-
	<u>(2,837)</u>	<u>31,419</u>	<u>(33,728)</u>	<u>(3,794)</u>	<u>(8,940)</u>
<b>Restricted fixed asset funds</b>					
DfE/ESFA Capital Grant	502	928	(152)	-	1,278
Capital Expenditure from GAG	725	-	(107)	155	773
Donated Fixed Asset Fund	82,500	-	(2,034)	-	80,466
	<u>83,727</u>	<u>928</u>	<u>(2,293)</u>	<u>155</u>	<u>82,517</u>
<b>Total restricted funds</b>	<b>80,890</b>	<b>32,347</b>	<b>(36,021)</b>	<b>(3,639)</b>	<b>73,577</b>
<b>Unrestricted funds</b>					
Unrestricted general funds	2,018	1,260	(595)	-	2,683
<b>Total funds</b>	<b>82,908</b>	<b>33,607</b>	<b>(36,616)</b>	<b>(3,639)</b>	<b>76,260</b>

## **The Constellation Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)**

#### **17 Funds (continued)**

Transfers between unrestricted general fund, general annual grant fund and the restricted fixed asset funds, relate to capital expenditure incurred during the year over and above capital grants received by the Multi Academy Trust from the DfE/ESFA.

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

#### **DfE/ESFA GAG Funding**

DfE/ESFA General Annual Grant (GAG) includes funding allocated per pupil through the school budget share and post 16 funding, it also includes funding for insurance and business rates.

The General Annual Grant (GAG) must be used to meet normal running costs of the Multi Academy Trust.

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

#### **Other DfE/ESFA Grants**

The other DfE/ESFA grants must be used for the specific purpose for which they are given. These grants are given to fulfil the charitable objects of the Multi Academy Trust.

#### **Pension reserve**

The restricted pension reserve relates to the Trust's share of the deficit on the Local Government Pension Scheme.

#### **LEA and Other Restricted Funds**

These funds comprise grants receivable from sources other than central government, to be expended for specific purposes within the charitable objects of the Multi Academy Trust.

#### **Restricted Fixed Asset Fund**

The Restricted Fixed Asset Fund represents fixed assets donated by Kingston upon Hull City Council together with assets funded by the DfE/ESFA capital grants.

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 17 Funds (continued)

##### Analysis of academies by fund balance

Fund balances at 31 August 2020 were allocated as follows:

	2020 £ 000	2019 £ 000
Sirius Academy West	-	927
Sirius Academy North	-	1,086
Appleton Primary School	-	276
Bricknell Primary School	-	308
Rise Academy	-	44
Paisley Primary School	-	108
Francis Askew Primary School	-	570
Stoneferry Primary School	-	192
Rokeby Primary School	-	193
Central services	2,950	(376)
Total before fixed assets and pension reserve	2,950	3,328
Restricted fixed asset fund	81,208	82,517
Pension reserve	(13,084)	(9,585)
Total	71,074	76,260

During the year the Trust implemented a Gag Pooling and Top Slice policy, which has resulted in the Trust pooling its reserves at the year end. This will allow the trust to build up a central reserve to support school improvement and provide flexibility and security for schools within the trust, should they require additional support.

##### Analysis of academies by cost

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

	Teaching and Educational Support Staff Costs £ 000	Other Support Staff Costs £ 000	Educational Supplies £ 000	Other Costs (excluding Depreciation) £ 000	Total 2020 £ 000	Total 2019 £ 000
Sirius Academy West	7,416	1,384	532	2,217	11,549	11,474
Sirius Academy North	6,143	816	228	981	8,168	8,093
Appleton Primary School	1,182	183	39	213	1,618	1,524
Bricknell Primary School	2,013	461	66	388	2,928	2,771
Rise Academy	1,909	675	27	514	3,124	2,904
Paisley Primary School	1,360	249	43	238	1,890	1,842
Francis Askew Primary School	1,610	389	63	334	2,395	2,265
Stoneferry Primary School	703	123	31	142	999	930
Rokeby Primary School	764	197	27	157	1,145	992
Central services	562	1,183	4	1,042	2,791	1,538
Academy Trust	23,662	5,660	1,060	6,226	36,607	34,333

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 18 Analysis of net assets between funds

Fund balances at 31 August 2020 are represented by:

	Unrestricted funds £ 000	Restricted general funds £ 000	Restricted fixed asset funds £ 000	Total funds £ 000
Tangible fixed assets	-	-	80,936	80,936
Current assets	2,950	2,554	272	5,776
Current liabilities	-	(2,554)	-	(2,554)
Pension scheme liability	-	(13,084)	-	(13,084)
Total net assets	<u>2,950</u>	<u>(13,084)</u>	<u>81,208</u>	<u>71,074</u>

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

	Unrestricted funds £ 000	Restricted general funds £ 000	Restricted fixed asset funds £ 000	Total funds £ 000
Tangible fixed assets	-	-	82,467	82,467
Current assets	2,683	2,969	66	5,718
Current liabilities	-	(2,324)	(16)	(2,340)
Pension scheme liability	-	(9,585)	-	(9,585)
Total net assets	<u>2,683</u>	<u>(8,940)</u>	<u>82,517</u>	<u>76,260</u>

#### 19 Capital commitments

	2020 £ 000	2019 £ 000
Contracted for, but not provided in the financial statements	-	<u>177</u>

#### 20 Commitments under operating leases

##### *Operating leases*

At 31 August 2020 the total of the Multi Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2020 £ 000	2019 £ 000
Amounts due within one year	137	149
Amounts due between one and five years	<u>278</u>	<u>380</u>
	<u>415</u>	<u>529</u>



## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 21 Reconciliation of net expenditure to net cash inflow/(outflow) from operating activities

	2019/20	2018/19
	£ 000	£ 000
Net expenditure	(3,470)	(3,009)
Depreciation	2,328	2,284
Capital grants from DfE and other capital income	(784)	(928)
Interest receivable	(5)	(9)
Defined benefit pension scheme cost less contributions payable	1,593	926
Defined benefit pension scheme finance cost	190	149
Decrease/(increase) in stocks	7	(32)
(Increase)/decrease in debtors	(377)	181
Increase/(decrease) in creditors	214	(620)
Net cash used in Operating Activities	<u>(304)</u>	<u>(1,058)</u>

#### 22 Cash flows from investing activities

	2019/20	2018/19
	£ 000	£ 000
Purchase of tangible fixed assets	(797)	(1,022)
Capital funding received from sponsors and others	784	928
Interest received	5	9
Net cash used in investing activities	<u>(8)</u>	<u>(85)</u>

#### 23 Analysis of cash and cash equivalents

	2020	2019
	£ 000	£ 000
Cash at bank and in hand	<u>4,110</u>	<u>4,422</u>
Total cash and cash equivalents	<u>4,110</u>	<u>4,422</u>

The only change in cash and cash equivalents in the year was in relation to cash flow and as such it has not been deemed necessary to display a 'changes in net debt' note in a table format.

## **The Constellation Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)**

#### **24 Contingent liabilities**

During the period of the funding agreement, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Academy is required either to re-invest the proceeds or to repay to the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State for Education.

Upon termination of the funding agreement, whether as a result of the Secretary of State for Education or the Academy serving notice, the Academy shall repay to the Secretary of State for Education sums determined by reference to:

- a) the value at that time of the Academy's site and premises and other assets held for the purpose of the Academy, and
- b) the extent to which expenditure incurred in providing those assets was met by payments from the Secretary of State for Education under the funding agreement.

#### **25 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.

#### **26 Pension and similar obligations**

The Multi Academy 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 East Riding of Yorkshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS and of the LGPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £484,427 were payable to the schemes at 31 August 2020 (2019: £Nil).

#### **Teachers' Pension Scheme**

The Teachers' Pension Scheme (TPS) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014 (as amended). Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme 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.

## **The Constellation Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)**

#### **26 Pension and similar obligations (continued)**

##### **Valuation of the Teachers' Pension Scheme**

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

Employer contribution rates are set at 23.68% of pensionable pay (including a 0.08% administration levy).

Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.

The SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the period amounted to £2,920,870 (2019: £1,963,997).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in Financial Reporting Standard 102 (FRS 102), the TPS is an unfunded multi-employer pension scheme. The Multi Academy Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Multi Academy 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 2020 was £1,693,000 (2019 - £1,625,000), of which employer's contributions totalled £1,321,000 (2019 - £1,284,000) and employees' contributions totalled £372,000 (2019 - £341,000). The agreed contribution rates for future years are between 19.4% for employers and between 5.5% and 12.5% for employees.

As described in the notes the LGPS obligation relates to the employees of the Multi Academy 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 Multi Academy 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 an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 26 Pension and similar obligations (continued)

##### Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	3.10	2.50
Rate of increase for pensions in payment/inflation	2.20	2.30
Discount rate for scheme liabilities	1.70	1.80

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

	2020	2019
<b>Retiring today</b>		
Males retiring today	20.90	20.80
Females retiring today	23.30	23.30
<b>Retiring in 20 years</b>		
Males retiring in 20 years	21.80	22.00
Females retiring in 20 years	24.80	24.90

##### Sensitivity analysis

	2020	2019
	£000	£000
0.5% decrease in real discount rate	3,869	3,329
0.5% increase in the salary increase rate	353	450
0.5% increase in the pension increase rate	3,450	2,812

The Multi Academy Trust's share of the assets in the scheme were:

	2020	2019
	£ 000	£ 000
Equities	11,321	10,873
Other bonds	2,744	2,297
Property	2,058	1,685
Cash and other liquid assets	1,029	459
Total market value of assets	17,152	15,314

The actual return on scheme assets was £429,000 (2019 - £444,000).

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 26 Pension and similar obligations (continued)

##### Amount recognised in the Statement of Financial Activities

	2019/20 £ 000	2018/19 £ 000
Current service cost	1,593	926
Interest income	(296)	(390)
Interest cost	486	539
Total amount recognised in the SOFA	<u>1,783</u>	<u>1,075</u>

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

	2019/20 £ 000	2018/19 £ 000
At start of period	(24,899)	(18,091)
Current service cost	(2,914)	(2,210)
Interest cost	(486)	(539)
Employee contributions	(372)	(341)
Actuarial (gain)/loss	(1,811)	(3,865)
Benefits paid	246	147
At 31 August	<u>(30,236)</u>	<u>(24,899)</u>

##### Changes in the fair value of academy's share of scheme assets:

	2019/20 £ 000	2018/19 £ 000
At start of period	15,314	13,220
Interest income	296	390
Actuarial gain/(loss)	95	226
Employer contributions	1,321	1,284
Employee contributions	372	341
Benefits paid	(246)	(147)
At 31 August	<u>17,152</u>	<u>15,314</u>

## The Constellation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020 (continued)

#### 27 Related party transactions

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

Expenditure related party transactions:

During the year the Multi Academy Trust made the following related party transactions:

#### The Deep

(a company of which Mr N Porteus is a Director)

- The Multi Academy purchased services from The Deep. The selection of this company was made in full compliance with the Academy's financial regulations.

- Payments totalling £538 (2019: £693) were made in the period 1 September 2019 to 31 August 2020 and there were no amounts outstanding at the year end.

- In entering into the transaction, the academy trust has complied with the requirements of the Academies Financial Handbook 2020.

No other related party transactions took place in the year, other than certain Trustees' expenses already disclosed in note 9.

#### 28 Teaching school trading account

	2019/20 £ 000	2018/19 £ 000
<b>Income</b>		
<b>Direct Income</b>		
Other income	583	1,059
<b>Total Income</b>	<u>583</u>	<u>1,059</u>
<b>Expenditure</b>		
<b>Direct costs</b>		
Direct staff costs	189	169
Other direct costs	304	759
<b>Total direct costs</b>	<u>493</u>	<u>928</u>
<b>Other costs</b>		
Support staff costs	38	57
Depreciation	10	9
Other support costs	57	53
<b>Total other costs</b>	<u>105</u>	<u>119</u>
<b>Total Expenditure</b>	<u>(598)</u>	<u>(1,047)</u>
<b>(Deficit)/surplus from all sources</b>	<u>(15)</u>	<u>12</u>
<b>Teaching school balances at 31 August 2020</b>	<u>(15)</u>	<u>12</u>