

REGISTERED COMPANY NUMBER: 07702119 (England and Wales)

**Report of the Trustees and
Financial Statements for the Year Ended 31 August 2020
for
Empower Learning Academy Trust
(A Company Limited by Guarantee)**

Empower Learning Academy Trust

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Empower Learning Academy Trust

**Reference and Administrative Details
for the Year Ended 31 August 2020**

MEMBERS:	D T Forster (appointed 12/1/2020) T Parsons R Cohen (resigned 14/9/2019) E Ward M D Evans J Mckernan
TRUSTEES	J Brooks K Butcher A Farrow D N Harries S London K J Stewart M Walton D J Godwin J Asante (appointed 27/2/2020)
COMPANY SECRETARY	A Frater
REGISTERED OFFICE	Hall Mead School Marlborough Gardens Upminster Essex RM14 1SF
REGISTERED COMPANY NUMBER	07702119 (England and Wales)
AUDITORS	Cartwrights Chartered Accountants and Business Advisors Statutory Auditor Regency House 33 Wood Street Barnet Hertfordshire EN5 4BE
SOLICITORS AND BANKERS	Winkworth Sherwood Minerva House 5 Montague Close London SE1 9BB Lloyds Bank Plc 1-3 Market Place Romford Essex RM1 3AA
SENIOR MANAGEMENT TEAM	Chief Executive Officer - S London Chief Operating Officer - A Frater

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

The trustees who are also directors of the academy trust for the purposes of the Companies Act 2006, present their report with the financial statements of the academy trust for the year ended 31 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 1 January 2019) and the Academies Accounts Direction issued by the Education and Skills Funding Agency.

The academy trust operates 4 academies serving catchment areas in the London Borough of Havering:

- Hall Mead School, 11-16 mainstream secondary academy with approximately 990 pupils
- The Brittons Academy, 11-16 mainstream secondary academy with approximately 725 pupils
- Bower Park Academy, 11-16 mainstream secondary academy with approximately 850 pupils
- Hacton Primary School, 3-11 mainstream primary academy with approximately 500 pupils

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal object and activity of the academy trust is the operation and development of the academy trust to provide education for pupils of all ages in and around the London Borough of Havering.

In setting the objectives and planning the academy trust's activities, the trustees have given careful consideration to the Charity Commission's guidance on public benefit.

The main objectives of the academy trust during the year ended 31 August 2020 are summarised below:

- Deliver improvement at individual academies
- Build executive leadership capacity
- Enhance the capabilities and governance skills of the Board
- Improve the performance and capabilities of the Local Governance Committees ("LGC")
- Improve financial oversight, business efficiencies and effectiveness
- Consolidate the risk framework across the academy trust

Significant activities

The academy trust's main strategy is encompassed in its mission statement "Inspiring Learners, Changing Lives".

The academy trust's vision is to build a family of local primary and secondary schools with a shared ethos of continual improvement, where powerful teaching, challenge, support and accountability lie at the heart of creating environments that focus relentlessly on the needs of the learning community and delivers outstanding outcomes for all pupils.

The academy trust has determined a core set of values, which are:

- Passion
- Respect
- Inclusion
- Challenge
- Openness

The trustees have set out some key beliefs to underpin the vision and values, which are as follows:

- The power of teaching to transform lives
- Developing exceptional leadership at all levels
- Clear empowerment and accountability
- Providing outstanding personal and professional development
- Building self-esteem at all levels of the trust community
- Creating a culture of high expectations
- Rewarding effort
- Making learning fun

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

OBJECTIVES AND ACTIVITIES

Public benefit

The academy trust's aims are set out in this report. The trustees have complied with their duty under section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission and the trustees have paid due regard to this guidance in deciding what activities the academy trust should undertake.

Equal opportunity policy

The trustees recognise that equal opportunities are an integral part of good practice in the workplace. The academy trust aims to ensure equal opportunity permeates all areas of its activities including creating a working environment in which the contribution and needs of every person is fully valued.

Disabled Persons

The academy trust supports the recruitment and retention of students and employees with disabilities and facilitates this through training and career development and, where necessary, by making support resources available and adapting the physical environment.

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STRATEGIC REPORT

Achievement and performance

Charitable activities

The main activities undertaken by the academy trust in the year were:

Governance

- Strengthened the Interim Transition Board at Brittons and successfully transitioned to a high performing Local Governance Committee at Bower Park. Enhanced the quality and efficacy of Clerking at Board and Governance level, including moving to an online platform. Clarified and revised the Scheme of Delegation

Vision, values and strategy

- Shared the vision, values and strategy of the academy trust more widely with stakeholders and potential academies interested in joining the academy trust. Provided support and resources to pupils, their families and the community during the Covid -19 pandemic. Schools donated or fabricated over 900 pairs of safety goggles for NHS use, delivered 1,800 food parcels locally and produced almost 5000 learning support packs.

School improvement

- Implemented a wide-ranging intervention programme at The Brittons Academy following recruitment of an experienced Principal in the previous year. Recruited two assistant head teachers to the Academy Effectiveness team and seconded a further assistant headteacher from Bower Park Academy. All Brittons teachers undertook a personalized coaching programme. Recruited a new Principal to Bower Park Academy collective collaboration on development of allacademies' curriculum models and content. There was Trust wide professional development and support in devising approaches to remote learning during the pandemic, resulting in high quality online resources and live lessons. Introduced an online CPD portal to aid learning and development.

Internal organisation

- Recruited experienced substantive Principals to Bower Park Academy and Hacton Primary, enhanced the capabilities and capacity of the central services team with the appointment of academy trust Heads of Service in Estates, Marketing and IT, consolidated common statutory policies across the academy trust and developed a new academy trust wide network infrastructure.

Examination results 2020

Against the backdrop of Coronavirus and cancellation of Public Exams, results published are the confirmed Centre Assessed Grades. These were subject to a collective moderations process that began at teacher level and was then subject to scrutiny by Heads of Department, Senior Leaders, Principals and academy trust CEO. The process and outcomes were also subject to academy trust Board discussion.

At individual academy level, headline measures for GCSE were as follows:

The Brittons Academy

- Attainment 8: 42.2
- Percentage of pupils 4 or above in English: 51%
- Percentage of pupils 4 or above in maths: 65%
- Percentage of pupils 4 or above in English and maths: 39%

Hall Mead School

- Attainment 8: 52.7
- Percentage of pupils 4 or above in English: 87%
- Percentage of pupils 4 or above in maths: 90%
- Percentage of pupils 4 or above in English and maths: 85%

Bower Park Academy

- Attainment 8: 46
- Percentage of pupils 4 or above in English: 67%
- Percentage of pupils 4 or above in maths: 67%
- Percentage of pupils 4 or above in English and maths: 59%

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

And for Hacton Primary, there were no external test results for primary schools due to Covid-19 and no requirement to produce school assessed equivalents.

Fundraising activities

The academy trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

Key financial performance indicators

Other than the attainment targets for academic achievement, the Board uses both financial and other non-financial key performance indicators to manage the academy trust. The academy trust maintains a strong management information function which is focussed on regular and accurate reporting. Financial KPIs are measured continuously.

During the year the following key performance indicators were used:

- Ofsted category	1,1,2,4
- Staff turnover	11.2%
- Surplus/(deficit) of income over expenditure (excluding depreciation and actuarial gains/losses on defined benefit pension schemes)	(£843,919)
- Pupil absence*	-
- Pupil persistent absence*	-

*Pupil absence, whilst monitored closely throughout the year, was deemed largely invalid due to Covid and has not been reported.

Promoting the success of the company

The trustees of the academy trust, which is a charitable company, must act in a way most likely to promote the success of the charitable company (i.e. to promote the success of the academy trust to achieve its charitable purposes). In doing so, the academy trust must have regard to the:

- Likely consequences of any decision in the long term
- Interests of the academy trust's employees
- Need to foster the academy trust's business relationships with suppliers, customers and others
- Impact of the academy trust's operations on the community and the environment
- Desirability of the academy trust maintaining a reputation for high standards of charitable and business conduct
- Need to act fairly as between the members of the academy trust

Decisions made by the academy trust board, its executive and members always have due regard for long term consequences. All decision making is aligned with school improvement, by and through staying true to the academy trust's vision and values, as set out in the objectives and aims.

Employees of the academy trust are key to delivering success. The academy trust has invested further in training activities, reward schemes such as a discount cycle to work arrangement and employee assistance programme, whilst continuing to identify, develop and promote talent within the organisation.

Business relationships are an important support to an academy trust. The approach to engagement with suppliers, customers and others can be found on page 13 of this report.

The academy trust seeks to minimise any adverse impact of operations on its community and environment. Steps to reduce carbon emissions, fossil fuel use and the implementation of renewable energy provision are set out under the SECR of this report. During the pandemic, trust academies have supported their communities and the NHS through various initiatives. More information can be found on page 4 of this report.

As described on page 11, the academy trust is focussed on continuous improvement of standards and conduct through good governance. This year, efforts to recruit a more diverse academy trust board membership of the LGC's has been successful.

The further centralisation of services and clear, agreed improvement plans at each academy, serves to ensure the academy trust acts fairly in its deployment of resources and is able to focus effort on the greatest area of need.

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STRATEGIC REPORT

Financial review

Financial position

Most of the academy trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. Those grants received from the ESFA during the year ended 31 August 2020 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The academy trust has also been in receipt of capital grants from the ESFA through the bid process for the academies capital maintenance fund. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities', FRS102, such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2020, total expenditure was incurred of £22,799,727 (2019 - £21,739,632). Income received in the year was £21,291,255 (2019 - £37,563,748, including £16,762,683 of income transferred in from Hacton Primary School on Local Authority conversion and being brought into the multi-academy trust). There was an underlying deficit before actuarial gains/losses on defined benefit schemes of £1,508,472 (2019: £938,567 deficit excluding the transfer in on conversion).

At 31 August 2020 the net book value of tangible fixed assets was £71,513,021 (2019: £72,152,488) and movements in tangible fixed assets are shown in the fixed assets note to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the academy trust.

In accordance with FRS102, the academy trust received an actuarial assessment of the financial position of academy trust staff who are members of the Local Government Pension Scheme (LGPS), but in common with other academies it received no detailed information about the financial position of academy trust staff who are members of the Teachers' Pension Scheme (TPS). The LGPS assets, liabilities and deficit in respect of the Academy staff are included within the Balance Sheet as at 31 August 2020 and supporting notes to the financial statements. The assets, liabilities and deficit of the TPS in respect of the academy trust staff are not included within the Balance Sheet for the reason explained in note 1 of the financial statements.

Investment policy and objectives

The academy trust's investment policy outlines the principal parameters and guidelines by which the academy trust manages its cash balances to ensure it is able to meet its day to day working capital needs.

Interest bearing deposit accounts may be held with sound financial institutions only. Rates of interest are reviewed periodically to ensure reasonable returns are being achieved.

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STRATEGIC REPORT

Financial review

Reserves policy

The trustees review the reserve levels of the 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 reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected costs.

The academy trust's current level of free reserves (total funds less the amounts held in fixed assets and restricted funds) is £1,842,351 (2019: £1,942,756). The trustees intend to build up the academy trust's free reserves over time when financial conditions allow.

The level of reserves held reflects the belief that funds provided in year for the education of pupils should be spent on those pupils in year.

At 31 August 2020 the total funds comprised:

Unrestricted general funds	£1,842,351
Restricted funds - general	(£923,206)
Restricted funds - pension reserve	(£8,940,000)
Total restricted funds	(£9,863,206)
Restricted fixed asset funds	£71,513,021
Total funds	£63,492,166

Going concern

After making appropriate enquiries and considering the academy trust's funding agreement with the Secretary of State for Education is only terminable on seven years' notice, or other exceptional events, the trustees have 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.

The trustees are aware of the changing financial demands that the academy trust is facing over the next few years with small increases to per pupil funding, increased costs of staffing and other resources. The environment remains challenging, especially in light of actions needed to mitigate the threat of Covid-19.

However, three of the academies will have their Pupil Admission Number (PAN) increased from 1 September 2020 by a total of 67 pupils which means over five years the academy trust should gain an extra 335 pupils, providing increased funding. The Brittons Academy has temporarily agreed with the Local Authority to fix its PAN at a lower level facilitating a permanent drop in teaching time required to deliver the curriculum.

Since 85% of the academy trust's costs are staff related, the Board has undertaken a review of staffing across the academy trust with moves to a more centralised support structure and streamlining some functions. The Board are confident that the academy trust's in year budget will balance by 2022/23.

Funds in deficit

The pension reserve is in deficit due to the academy trust's share of the LGPS liabilities exceeding its share of the assets.

The academy trust has put in place plans to reverse the restricted general fund deficit by 2022/23.

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STRATEGIC REPORT

Principal risks and uncertainties

As detailed above the trustees have a comprehensive risk management process to identify and monitor the risks faced by the academy trust. The key areas of risk have been categorised as: performance, reputation, financial and personnel-related. The principal risks and uncertainties are centred around changes in the level of funding from the EFA. In addition, various members of staff belong to the Local Government Pension Scheme (LGPS), which results in ESFA recognition of a significant deficit on the academy trust's Balance Sheet, whilst other members of staff belong to the Teachers' Pension Scheme (TPS), which is not recognised on the academy trust's Balance Sheet. The financial consequences and risks associated with these pension funds are explained further in note 1 of the financial statements.

The Board have identified the following as the principal risks facing the academy trust:

Performance risk

- Maintaining high GCSE performance at Hall Mead School; Improving GCSE performance in other academies
- Building improvement in the wider school to school network through being a National Support School/Teaching School
- Consistency of rigorous and robust self-evaluation and focussed planning
- Supporting individual academies by using central trust resources for greatest impact
- Ensuring consistency and stability of leadership across all individual academies

Reputation risk

- Maintaining the "Outstanding" Ofsted judgements for Hall Mead School and Hacton Primary School
- Obtaining improved Ofsted judgements and HMI visit reports for Brittons
- Building strong, honest and open relationships with the academy trust's key stakeholders
- Delivering the goals set out for the Teaching School and the Havering Teacher Training Partnership

Financial risk

- Strategically and proactively managing pupil numbers
- Ensuring robust financial planning based on appropriate and reasonable assumptions
- Controlling costs in line with plans
- Proactively obtaining grants/funding from central or other sources

Personnel risk

- Maintaining highly effective professional development and appraisal systems that provide opportunity for improvement and advancement
- Ensuring there is a pipeline of talent and ensuring key staff are retained

The academy trust has a strong risk management ethos underpinned by robust policies and systems that analyse, review and determine mitigation of risk in a systematic manner. Any material risks highlighted at any level of the academy trust are escalated to the appropriate level. Incidents where incurred risk exceeds the academy trust's defined thresholds are brought to the attention of the Board along with appropriate recommendations for corrective action.

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STRATEGIC REPORT

Future plans

The academy trust has developed a three-year strategic plan commencing 2020 that is regularly reviewed and revised as circumstances change.

The academy trust will focus on:

- Values - Embody the purpose and values of the academy trust within our Academy communities to enable better objective decision making and bring about a more aligned and better-connected organisation
- Curriculum - Ensure a broad and balanced curriculum accessible to all that delivers deep connected Knowledge that stretches each pupil and facilitates their growth into effective global citizens
- Pedagogy - Refresh teaching and learning with greater emphasis on strengthening the relationship between knowledge, skills and critical thinking.
- Staff - Create a supportive culture centred around high expectations that delivers an outstanding quality of education through the development and growth of our workforce and encourages them to develop themselves and others
- Systems - Build a composite platform that supports the improvement of the quality of education and ensures the effective running of the academy trust by facilitating incisive, informed and robust decision making
- Governance - Build a self-sustaining governance model that is reflective, diverse and knowledgeable and holds itself and others to account for the delivery of the academy trust's purpose, vision and values through high quality engagement
- Growth - Build capacity for continual school improvement by growing the academy trust to a sustainable size that provides sufficient resources to deliver outstanding outcomes for all stakeholders

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

In accordance with the Articles of Association the academy trust has adopted a Scheme of Governance approved by the Secretary of State of the Department of Education. The Scheme of Governance specifies, amongst other things, the basis for admitting students to the academy trust, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum.

Trustee Code

The governing body has adopted a Code of Practice and adheres to the Seven Principles of Public Life set out by the Nolan Committee. It has also set out a scheme of Delegations and Financial Regulations to codify various matters for the better operation of the academy trust's business and within which it expressly reserves specified significant matters for its sole decision.

Trustee Board Committee

The Board has established various committees through which it conducts its functions. Membership of committees is reviewed and determined annually. Committee appointments may include individuals who are not trustees. Committee attendance of trustees is laid out in the table in this report.

A brief overview of the Constitution and responsibilities of the principal committees of the Board is given below. Other panels and working groups are formed as considered appropriate to deal with particular issues as they arise.

In addition to trustees, members of the Executive Leadership Team and other advisors will attend Committee meetings as necessary. The Board also meets annually with the Executive to develop, monitor and revise the strategic plan.

Finance Committee

The Finance Committee consists of at least three trustees and meets at least four times per year. It oversees the strategic financial planning of the academy trust and the financial management of the operations. It also provides direction to the CEO and the Local Governance Committees on financial matters.

Audit and Risk Committee

The Audit and Risk Committee consists of five trustees and met two times in the year. The work centres around ensuring the academy trust has effective systems of internal control and appropriate risk management strategies.

HR Committee

The HR Committee consists of at least three trustees and meets at least three times per year. It develops and evaluates policy relating to personnel matters within the academy trust and oversees the academy trust's deployment and management of its staff.

CEO Performance Management Committee

The CEO PM Committee comprises of two trustees and is responsible for the CEO's annual appraisal and pay review. It is supported by a suitably qualified external consultant.

Local Governance Committees (LGCs)

Local Governance Committees are established in each academy (under normal circumstances) and consist of between 5 and 9 individuals (trustees would not normally sit on an LGC) who are collectively responsible for the strategic direction of each academy and its performance.

Charity constitution

The academy trust is a company limited by guarantee with no share capital (registration number 07702119) and is an exempt charity.

As an exempt charity, it is not required to be registered with the Charity Commission but is regulated by the Education Skills Funding Agency (ESFA) on behalf of the Department of Education. The academy trust's Memorandum and Articles of Association are the primary governing documents for the academy trust. The Articles of Association require there to be at least 3 members of the Company who are responsible for the statutory and constitutional affairs of the Company and the appointment of trustees who are responsible for the oversight of the management of the academy trust.

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

Members' liability

Each member of the academy trust undertakes to contribute to the assets of the academy trust in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member. The members are stated in the Reference and Administrative Details on page 1 of these financial statements.

Trustees' Indemnities

The trustees are directors of the charitable company for the purposes of the Companies Act 2006 and trustees for the purposes of charities legislation, and as such are responsible for all aspects of the operations of the academy trust.

The Articles of Association include provisions for the indemnification of trustees in respect of their actions in connection with the academy trust. The academy trust has put in place trustees and officers' insurance for the benefit of the trustees and other officers of the academy trust.

Principal activities

The principal object and activity of the charitable company is the provision of education for children of all ages in and around the London Borough of Havering.

Recruitment and appointment or election of trustees

The recruitment and appointment of trustees is undertaken to ensure the academy trust has the balance of skills, knowledge and experience it considers necessary to operate the academy trust. An annual skills audit of the Board is undertaken, and gaps identified and addressed through recruitment or training. The academy trust considers succession planning on an ongoing basis.

Organisational structure

The academy trust's governance structure consists of the Board, its sub committees and Local Governance Committees. The executive management is led by the Chief Executive Officer (CEO), and is made up of the Executive Leadership Team. The aim of the management structure is to devolve responsibility to the most effective tier of the organisation so that it is efficient and effective.

Trustees are responsible for setting the strategic direction of the academy trust, challenging and supporting the Executive Leadership Team and overseeing the financial performance of the academy trust.

The CEO, who is also the Accounting Officer, is responsible to the Board for the overall performance of the academy trust including the performance of each academy and the financial wellbeing of the academy trust.

Local Governance Committees are responsible for the strategic direction of the academy over which they sit and in holding their Headteacher/Principal to account for the performance of that academy.

Headteacher/Principals are responsible for the overall performance of the academy they lead and for meeting the objectives set for them by the academy trust, CEO and the LGC.

The Executive Leadership Team comprises the CEO, the Chief Operating Officer, the Academy Effectiveness Lead and the Headteachers/Principals of the individual academies. Collectively, led by the CEO, these managers run the academy trust, implementing strategy and policy as laid down by the Board.

Meeting protocol

During the course of 2020, some trust board meetings, meetings of the LGC's and Members were conducted remotely, on line. Clerking and governance arrangements remained in place.

Induction and training of new trustees and governors

Induction is tailored specifically to meet the needs of any new trustee and will be determined by the trustee's own knowledge and experience. Where necessary induction will provide training on charity and educational, legal and financial matters. Trustees have access to web-based and traditional training.

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

Key management remuneration

The CEO Performance Management Committee, which comprises the Chair and Vice-Chair of trustees and an external, independent, consultant are responsible for setting the pay and remuneration of key management personnel.

Trade union facility time

This information is published in accordance with the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017 because the academy trust had a full-time equivalent employee number of more than 49 throughout the entirety of any seven of the months within the year ended 31 August 2020.

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
4	4

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	Nil
1-50%	4
51-99%	Nil
100%	Nil

Percentage of pay bill spent on facility time

	£
Total cost of facility time	1,920
Total pay bill	18,323,400

Percentage of the total pay bill spent on facility time calculated as:

$$(\text{total cost of facility time} \div \text{total pay bill}) \times 100 \quad 0.01\%$$

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:

$$(\text{total hours spent on paid trade union activities by relevant union officials during the relevant period} \div \text{total paid facility time hours}) \times 100 \quad 0.01\%$$

Related parties

The academy trust manages the Havering Teacher Training Partnership which administers the training of new teachers in Havering schools. The academy trust also manages a National Teaching School. The funding for these bodies is provided by the ESFA separately to the academy trust.

Engagement with employees

The academy trust values are important and play a part in everything the academy trust does. Inclusion is one of the values and actions are taken to ensure our staff are well informed, consulted and involved in all aspects of academy and trust life. Regular newsletters, Head Teacher briefings and access to trustees are all part of this approach. During the initial onset of Covid-19, the academy trust developed its risk assessments with unions from across the workplace and included in house representatives at all stages of development. The academy trust remains mindful of the wellbeing of its staff body and has also introduced a programme of support for all employees and their families. Access to a G.P., legal advice and prescribing services are included in the package at no cost to individuals.

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

Engagement with suppliers, customers and others

The academy trust appointed a Chief Operating Officer just prior to beginning of the reporting period. A key element of the role is to foster the academy trust's business relationships with suppliers, customers and others. An academy trust wide contracts register is now operational and regular review meetings are in place or planned. Academy trust wide agreements for services are promoted and in doing so, value for money and a closer working relationship is achieved.

Risk management

The trustees have a duty to identify and review the risks to which the academy trust is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees together with the Executive Leadership Team, have assessed the major risks to which the academy trust is exposed. The trustees have ensured that the systems exist to assess and where possible mitigate risk. Where significant financial risk still remains the trustees have, where deemed appropriate, put in place insurance cover. Trustees have also ensured that the academy trust has an effective system of internal financial controls.

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

Empower Learning Academy Trust

Report of the Trustees for the Year Ended 31 August 2020

STREAMLINED ENERGY AND CARBON REPORTING

The academy trust uses more than 40,000 KWh of energy per year and as more than 250 employees. The academy trust is therefore required to report its energy usage and associated greenhouse gas emissions relating to gas, electricity and transport fuel in the accounting period.

This year is the first time the academy trust has been required to report and as such, will treat the reporting year 2019/20 as its base year for measurement, KPI setting and progress reporting in future years.

UK Greenhouse gas emissions and energy use data for the period 1 September 2019 to 31 August 2020

	2019/20
Energy consumption used to calculate emissions (kWh)	5,342,460
Scope 1 emissions in metric tonnes CO ₂ e	
Gas consumption	647.63
Owned transport - mini-buses	3.14
Total Scope 1	650.77
Scope 2 emissions in metric tonnes CO ₂ e	
Purchased electricity	424.37
Scope 3 emissions in metric tonnes CO ₂ e	
Business travel in employee owned vehicles	0.09
Total gross emissions in metric tonnes CO₂e	1075.23
Intensity ratio Tonnes CO₂e per pupil	0.35

Quantification and reporting methodology

The academy trust has followed the 2019 HM Government Environmental Reporting Guidelines. The academy trust has also used the GHG Reporting Protocol - Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

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

Measures taken to improve energy efficiency

The academy trust has installed half hour smart meters across all sites, procured a trust wide energy contract, introduced the ability for staff and students to meet and learn on line and additionally, has devised an investment grade proposal to install efficient boilers, solar panels and other energy saving measures.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the academy trust's auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the academy trust's auditors are aware of that information.

AUDITORS

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

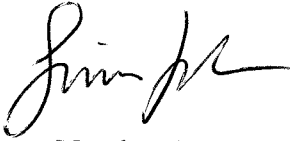
In so far as the Board is aware:

- There is no relevant audit information of which the academy trust's auditor is unaware; and
- The trustees have taken all steps that they ought to have reasonably take to make themselves aware of any relevant information pertinent to the audit and to establish that the auditor is aware of that information

Empower Learning Academy Trust

**Report of the Trustees
for the Year Ended 31 August 2020**

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 17 December 2020 and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'S London', written in a cursive style.

S London - Trustee

Empower Learning Academy Trust

Governance Statement for the Year Ended 31 August 2020

Scope of Responsibility

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

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

The board of the trustees has delegated the day-to-day responsibility to the CEO, 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 Empower Learning Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Report of the Trustees and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 7 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

	Board of Trustees	HR Committee	Risk Committee	Finance Committee
J Brooks	6/7			4/5
K Butcher	6/7			5/5
A Farrow	5/7		2/2	
D Godwin	7/7	3/3		
D Harries	7/7		2/2	5/5
S London	7/7	3/3	2/2	5/5
K Stewart	7/7	3/3	2/2	
M Walton	6/7	3/3	1/2	
J Asante (from 01/02/20)	3/3			

Empower Learning Academy Trust

Governance Statement for the Year Ended 31 August 2020

Review of Value for Money

As accounting officer, the chief executive officer 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 academy trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where appropriate.

Over the last financial year, the academy trust has taken a wide range of steps to ensure that the educational standards for all pupils have continued to improve.

Each academy within the academy trust has produced a detailed analysis of how the Pupil Premium funding was spent and the impact that that funding had for individual pupils. These reports are available on the relevant academy's websites. Similarly, the use of funding for catch up groups for pupils is managed and reported in the same way.

Improvement activity and impact are reviewed annually by the Board on its strategic planning day, as well as through regular progress updates at board meetings.

Hall Mead School continued to act as a Teaching School and is the lead within the local Teaching School Alliance, the 'Empower Teaching Alliance', which consists of local secondary (and some primary) schools and academies. Hall Mead is a National Support School and the CEO/Headteacher is a National Leader of Education. School to school support work within this programme has had a demonstrable impact.

The academy trust has a strong financial oversight with significant relevant expertise within the Finance Committee.

The academy trust benchmarks its cost base for each academy both internally and externally, where possible.

The academy trust has begun to benefit from its collective buying power with cost reductions being evident across many services, but particularly staff recruitment, energy costs and support services.

The academy trust has been able to access various additional sources of funding to support school improvement and develop the estate. During the year Hall Mead continued to work on its successful PSBP (Priority Schools Building Programme) bid which will mean the main school building will be redeveloped/refurbished to provide a better teaching and learning environment.

The academy trust has internal controls in place to ensure strict financial procedures are followed. A programme of internal audit provides reassurance that systems are being adhered to. The Finance Committee receive regular reports showing actual costs versus budget with appropriate narrative describing differences and corrective plans. Tight controls around the ordering of goods and services ensure the best use of resources and the prevention of waste. Surplus cash is deposited with appropriate financial institutions.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of 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 Empower Learning Academy Trust for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

Empower Learning Academy Trust

Governance Statement for the Year Ended 31 August 2020

The Risk and Control Framework

The 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 finance and general purposes committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- Setting targets to measure financial and other performance
- Clearly defined purchasing (asset purchase or capital investment) guidelines
- Identification and management of risks

The board of trustees has decided to employ the Juniper Education ICE Service as internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular, the checks carried out in the current period included:

- Testing of payroll systems
- Testing of purchase systems
- Testing of control account/bank reconciliations

On a bi-annual basis, the internal auditor reports to the Risk and Audit Committee and the Finance Committee on the operation of the systems of control and on the discharge of the Board's financial responsibilities and annually prepares an annual summary report to the Committee outlining the areas reviewed, key findings, recommendations and conclusions to help the Committee consider actions and assess year on year progress.

These arrangements can provide only reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded and that material errors or irregularities are either prevented or would be detected within a timely period.

Empower Learning Academy Trust

Governance Statement for the Year Ended 31 August 2020

Review of Effectiveness

As Accounting Officer the CEO has responsibility for reviewing the effectiveness of the systems of internal control. During the year the review has been informed by:

- The work of the internal auditor
- The work of the external auditor; and
- The financial management and governance self-assessment process or the school resource management self-assessment tool, and;
- The work of the Executive Leadership Team within the academy trust who have responsibility for the development and maintenance of the internal control framework.

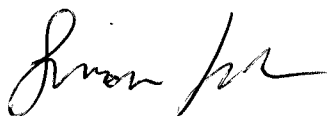
The Accounting Officer found nothing to indicate any material failures or weaknesses from the work undertaken in the year on the effectiveness of systems of internal control.

The Accounting Officer has been advised of the outcomes of reviews of the systems of internal controls as presented to the Risk and Audit Committee and the Finance Committee during the year, and is aware of all plans to address weaknesses and to ensure continuous improvement of the systems.

Approved by order of the members of the board of trustees on 17 December 2020 and signed on its behalf by:



D N Harries - Trustee



S London - Accounting Officer

Empower Learning Academy Trust

Statement on Regularity, Propriety and Compliance for the Year Ended 31 August 2020

As accounting officer of Empower Learning Academy Trust I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding 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 2019.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2019.

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



S London - Accounting Officer

17 December 2020

Empower Learning Academy Trust

Statement of Trustees' Responsibilities for the Year Ended 31 August 2020

The trustees (who act as governors of Empower Learning Academy Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with the Academies Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Approved by order of the board of trustees on 17 December 2020 and signed on its behalf by:



S London - Trustee

Report of the Independent Auditors to the Members of Empower Learning Academy Trust

Opinion

We have audited the financial statements of Empower Learning Academy Trust (the 'academy trust') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency (ESFA).

In our opinion the financial statements:

- give a true and fair view of the state of the 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2019 to 2020.

Basis for opinion

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

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Report of the Independent Auditors to the Members of Empower Learning Academy Trust

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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 academy trust or to cease operations, or have no realistic alternative but to do so.


Our 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the academy trust's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the academy trust's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy trust and the academy trust's members as a body, for our audit work, for this report, or for the opinions we have formed.



Andy Hill FCA (Senior Statutory Auditor)
for and on behalf of Cartwrights
Chartered Accountants and Business Advisors
Statutory Auditor
Regency House
33 Wood Street
Barnet
Hertfordshire
EN5 4BE

18 December 2020

Independent Reporting Accountant's Assurance Report on Regularity to Empower Learning Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Empower Learning Academy 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 Empower Learning Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Empower Learning Academy 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 Empower Learning Academy Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Empower Learning Academy Trust's accounting officer and the reporting accountant

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

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 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 the 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.

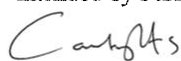
A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a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

- Reviewing the minutes of meetings of the Trustees and other evidence made available to us;
- Reviewing the objectives and activities of the academy trust;
- Testing a sample of payroll payments to staff and payments made to suppliers and other third parties;
- Testing a sample of grants received and other income streams, and;
- Evaluating the internal control procedures and reporting lines of the academy trust, and testing as appropriate.

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 period 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.



Cartwrights
Chartered Accountants and Business Advisors
Regency House
33 Wood Street
Barnet
Hertfordshire
EN5 4BE

18 December 2020

Empower Learning Academy Trust

Statement of Financial Activities
for the Year Ended 31 August 2020

				31/8/20	31/8/19	
		Unrestricted fund	Restricted funds	Restricted fixed asset funds	Total funds	Total funds
	Notes	£	£	£	£	£
INCOME AND ENDOWMENTS FROM						
Donations and capital grants	3	18,248	(2)	658,842	677,088	1,153,604
Transfer from Local Authority on conversion		-	-	-	-	16,762,683
Charitable activities						
Funding for the academy's educational operations	4	-	19,882,123	-	19,882,123	18,953,212
Teaching schools		-	282,902	-	282,902	284,985
Other trading activities	5	445,247	-	-	445,247	404,488
Investment income	6	3,895	-	-	3,895	4,776
Total		<u>467,390</u>	<u>20,165,023</u>	<u>658,842</u>	<u>21,291,255</u>	<u>37,563,748</u>
EXPENDITURE ON Charitable activities						
Academy's educational operations	4	230,538	21,082,566	1,412,429	22,725,533	21,698,004
Teaching schools		-	74,194	-	74,194	41,628
Total	7	<u>230,538</u>	<u>21,156,760</u>	<u>1,412,429</u>	<u>22,799,727</u>	<u>21,739,632</u>
NET INCOME/(EXPENDITURE)						
		236,852	(991,737)	(753,587)	(1,508,472)	15,824,116
Transfers between funds	22	<u>(337,257)</u>	<u>223,137</u>	<u>114,120</u>	<u>-</u>	<u>-</u>
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes		-	188,000	-	188,000	(2,262,000)
Net movement in funds		<u>(100,405)</u>	<u>(580,600)</u>	<u>(639,467)</u>	<u>(1,320,472)</u>	<u>13,562,116</u>
RECONCILIATION OF FUNDS						
Total funds brought forward		<u>1,942,756</u>	<u>(9,282,606)</u>	<u>72,152,488</u>	<u>64,812,638</u>	<u>51,250,522</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>1,842,351</u></u>	<u><u>(9,863,206)</u></u>	<u><u>71,513,021</u></u>	<u><u>63,492,166</u></u>	<u><u>64,812,638</u></u>

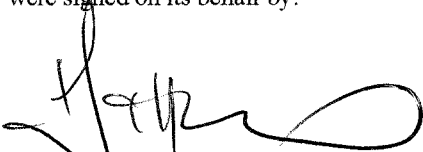
The notes form part of these financial statements

Empower Learning Academy Trust

**Balance Sheet
31 August 2020**

	Notes	31/8/20 £	31/8/19 £
FIXED ASSETS			
Tangible assets	16	71,513,021	72,152,488
CURRENT ASSETS			
Debtors	17	211,100	274,656
Cash at bank and in hand		1,842,351	1,972,383
		<u>2,053,451</u>	<u>2,247,039</u>
CREDITORS			
Amounts falling due within one year	18	(1,134,306)	(1,492,889)
		<u>919,145</u>	<u>754,150</u>
NET CURRENT ASSETS			
		<u>919,145</u>	<u>754,150</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		72,432,166	72,906,638
PENSION LIABILITY	23	(8,940,000)	(8,094,000)
		<u>63,492,166</u>	<u>64,812,638</u>
NET ASSETS			
		<u>63,492,166</u>	<u>64,812,638</u>
FUNDS	22		
Unrestricted funds:			
Unrestricted income funds		1,842,351	1,942,756
Restricted funds:			
Restricted general funds		(923,206)	(1,188,606)
Restricted fixed assets funds		71,513,021	72,152,488
Restricted general funds - pension reserve		(8,940,000)	(8,094,000)
		<u>61,649,815</u>	<u>62,869,882</u>
TOTAL FUNDS		<u>63,492,166</u>	<u>64,812,638</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 17 December 2020 and were signed on its behalf by:


K Butcher - Trustee


S London - Trustee

The notes form part of these financial statements

Empower Learning Academy Trust

**Cash Flow Statement
for the Year Ended 31 August 2020**

	Notes	31/8/20 £	31/8/19 £
Cash flows from operating activities			
Cash generated from operations	1	(767,682)	(842,493)
Net cash used in operating activities		<u>(767,682)</u>	<u>(842,493)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(25,088)	(35,223)
Capital grants from DfE/EFA		658,843	1,102,891
Interest received		3,895	4,776
Net cash provided by investing activities		<u>637,650</u>	<u>1,072,444</u>
Cash transferred on conversion to an academy		-	307,265
Change in cash and cash equivalents in the reporting period		(130,032)	537,216
Cash and cash equivalents at the beginning of the reporting period		1,972,383	1,435,167
Cash and cash equivalents at the end of the reporting period		<u>1,842,351</u>	<u>1,972,383</u>

The notes form part of these financial statements

Empower Learning Academy Trust

**Notes to the Cash Flow Statement
for the Year Ended 31 August 2020**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31/8/20	31/8/19
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(1,508,472)	15,824,116
Adjustments for:		
Depreciation charges	664,553	671,677
Capital grants from DfE/ESFA	(658,843)	(1,102,891)
Transfer from Local Authority on conversion	-	(16,762,683)
Interest received	(3,895)	(4,776)
Pension scheme cost less contributions	880,000	501,000
Pension scheme finance cost	154,000	151,000
Decrease in debtors	88,347	80,003
Decrease in creditors	(383,372)	(199,939)
Net cash used in operations	<u>(767,682)</u>	<u>(842,493)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/9/19	Cash flow	At 31/8/20
	£	£	£
Net cash			
Cash at bank and in hand	1,972,383	(130,032)	1,842,351
	<u>1,972,383</u>	<u>(130,032)</u>	<u>1,842,351</u>
Total	<u>1,972,383</u>	<u>(130,032)</u>	<u>1,842,351</u>

The notes form part of these financial statements

Empower Learning Academy Trust

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Academies Accounts Direction 2019 to 2020 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

Empower Learning Academy Trust meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees assess whether the use of the going concern assumption 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 academy trust to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

The Trustees' Report refers to various uncertainties that are affecting the academy trust especially in relation to the projected deficit on the budget and forecast for the period to 31 August 2021. However, this is expected to be made up by 31 August 2022 and for this reason it continues to adopt the going concern basis in preparing the financial statements.

Income

All income is recognised in the Statement of Financial Activities once the academy trust has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

The 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 where there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grants are reflected in the balance sheet in the restricted fixed asset fund.

The academy trust is benefiting from the ESFA's Priority Schools Building Programme. The funding for the programme is not recognised as a capital grant until there is unconditional entitlement from costs being incurred and the development occurring on a site where the academy trust controls (through ownership, lease or licence) the site where the development is occurring. In the event that unconditional entitlement passes to the academy trust whilst the project is incomplete, the expenditure is capitalised in assets under construction.

Sponsorship income

Sponsorship income provided to the 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 are no performance-related conditions), where it is probable that the income will be received and the amount can be measured reliably.

Donations

Donations are recognised on a receivable basis where there are no performance related conditions and where it is probable that the income will be received and the amount can be measured reliably.

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

1. ACCOUNTING POLICIES - continued

Other income

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

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the academy trust. This is normally upon notification of the interest paid or payable by the bank.

Donated fixed assets (excluding transfers on conversion/into the academy)

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 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.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Expenditure on charitable activities

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

Intangible fixed assets

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Software development costs - 3 years straight line

Tangible fixed assets

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding required 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, a transfer is made to reflect these assets in the restricted fixed asset fund.

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

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided on all tangible assets other than freehold land and assets under construction, at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Freehold and leasehold property	- 50 years straight line
Furniture and equipment	- 5 years straight line
Motor vehicles	- 10 years straight line
Computer equipment	- 3 years straight line

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

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

Financial instruments

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the 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 17. 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 note 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

Taxation

The academy trust is exempt from corporation tax on its charitable activities.

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

The hire of facilities is classified as a charitable activity under the academy trust's objects and therefore such income is exempt from corporation tax.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted general funds can only be used for particular restricted purposes within the objects of the academy trust. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes and include grants from the Department for Education, other sources and the fund that represents the LGPS obligation.

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

1. ACCOUNTING POLICIES - continued

Fund accounting

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.

Pension costs and other post-retirement 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 and the assets are held separately from those of the academy trust.

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the 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 based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the 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 net income/(expenditure) 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.

Transfer of existing academies / on conversion

Where assets and liabilities are received on the transfer of an existing academy into the academy trust, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised for the transfer of an existing academy into the academy trust within Donations and capital grant income to the net assets acquired.

Where assets and liabilities are received by the academy trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised as transfer on conversion within Donations and capital grant income to the net assets received.

Other balance sheet items

Debtors are recognised when the academy trust is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Creditors are recognised when the academy trust has a present legal or constructive obligation resulting from a past event and the settlement is expected to result in an outflow of economic benefits.

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

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.

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

1. ACCOUNTING POLICIES - continued

Other balance sheet items

Provisions are recognised when the 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.

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

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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 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 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 Note 23, will impact the carrying amount of 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 an 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; and

- Any changes in the valuation of freehold property (see note 16 in these financial statements).

COVID-19 is not expected to have a significant impact on the entity. The trustees have determined that there is no material uncertainty that casts doubt on the entity's ability to continue as a going concern. They expect that COVID-19 might have some impact, though not significant, for example, in relation to expected future performance, or the effects on some future asset valuations.

3. DONATIONS AND CAPITAL GRANTS

	Unrestricted funds	Restricted funds	31/8/20 Total funds	31/8/19 Total funds
	£	£	£	£
Donations	18,248	(3)	18,245	50,713
Capital grants	-	658,843	658,843	1,102,891
	<u>18,248</u>	<u>658,840</u>	<u>677,088</u>	<u>1,153,604</u>

Empower Learning Academy Trust

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

4. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £	Restricted funds £	31/8/20 Total funds £	31/8/19 Total funds £
General annual grant (GAG)	-	16,249,210	16,249,210	15,801,420
Pupil premium	-	913,155	913,155	917,972
Other DfE/ESFA grants	-	851,348	851,348	385,969
Local authority grants	-	1,577,944	1,577,944	1,329,506
Other income	-	290,466	290,466	518,345
	<u>-</u>	<u>19,882,123</u>	<u>19,882,123</u>	<u>18,953,212</u>

An analysis of grants received is given below:

	Unrestricted funds £	Restricted funds £	31/8/20 Total funds £	31/8/19 Total funds £
DfE/ESFA revenue grant				
General Annual Grant(GAG)	-	16,249,210	16,249,210	15,801,420
	<u>-</u>	<u>16,249,210</u>	<u>16,249,210</u>	<u>15,801,420</u>

There are no unfulfilled obligations or other contingencies attached to the government grants above.

5. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	31/8/20 Total funds £	31/8/19 Total funds £
Hire of facilities	150,061	-	150,061	215,947
Other self generated income	295,186	-	295,186	188,541
	<u>445,247</u>	<u>-</u>	<u>445,247</u>	<u>404,488</u>

6. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	31/8/20 Total funds £	31/8/19 Total funds £
Deposit account interest	3,895	-	3,895	4,776
	<u>3,895</u>	<u>-</u>	<u>3,895</u>	<u>4,776</u>

Empower Learning Academy Trust

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

7. EXPENDITURE

	Non-pay expenditure			31/8/20	31/8/19
	Staff costs	Premises	Other costs	Total	Total
	£	£	£	£	£
Charitable activities					
Academy's educational operations					
Direct costs	14,244,378	-	1,096,525	15,340,903	14,667,553
Allocated support costs	4,079,022	2,307,666	997,942	7,384,630	7,030,451
Teaching schools					
Direct costs	-	-	74,194	74,194	41,628
	<u>18,323,400</u>	<u>2,307,666</u>	<u>2,168,661</u>	<u>22,799,727</u>	<u>21,739,632</u>

Net income/(expenditure) is stated after charging/(crediting):

	31/8/20	31/8/19
	£	£
Auditors' remuneration	43,359	40,244
Depreciation - owned assets	<u>664,555</u>	<u>671,676</u>

Auditors' remuneration includes both internal and external audit services, provided by separate firms.

There were no compensation or ex-gratia payments in the year (2019: £nil).

8. CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	31/8/20 Total funds	31/8/19 Total funds
	£	£	£	£
Direct costs - academy's educational operations	22,811	15,318,092	15,340,903	14,667,553
Direct costs - teaching schools	-	74,194	74,194	41,628
Support costs - academy's educational operations	<u>207,727</u>	<u>7,176,903</u>	<u>7,384,630</u>	<u>7,030,451</u>
	<u>230,538</u>	<u>22,569,189</u>	<u>22,799,727</u>	<u>21,739,632</u>

	31/8/20 Total	31/8/19 Total
	£	£
Analysis of support costs		
Support staff costs	4,079,022	3,517,224
Depreciation	26,054	33,178
Technology costs	205,412	225,752
Premises costs	2,307,666	2,510,306
Legal costs - other	5,950	-
Other support costs	717,167	703,747
Governance costs	<u>43,359</u>	<u>40,244</u>
Total support costs	<u>7,384,630</u>	<u>7,030,451</u>

Empower Learning Academy Trust

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

9. SUPPORT COSTS

	Management £	Legal costs - other £	Other £	Governance costs £	Totals £
Academy's educational operations	6,412,742	5,950	922,579	43,359	7,384,630

Support costs, included in the above, are as follows:

	31/8/20 Academy's educational operations £	31/8/19 Total activities £
Wages	1,685,330	1,612,596
Social security	123,054	114,271
Pensions	1,766,000	1,353,000
LGPS pension finance cost	504,638	437,357
Maintenance of premises and equipment	1,669,167	1,871,807
Depreciation of tangible and heritage assets	664,553	671,677
Technology costs	205,412	225,752
Other costs	717,167	703,747
Auditors' remuneration	43,359	40,244
Legal costs - educational operations	5,950	-
	<u>7,384,630</u>	<u>7,030,451</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The Headteacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and other staff members under their contracts of employment, and not in respect of their role as trustees.

The value of trustees' remuneration and other benefits was as follows:

- S London (CEO, accounting officer and staff trustee)
- remuneration £130,000-£135,000 (2019: £125,000-£130,000)
- employer pension contributions paid £30,000-£35,000 (2019: £25,000-£30,000)

Trustees' expenses

During the year ended 31 August 2020, expenses totalling £nil (2019: £nil) were reimbursed to nil trustees (2019:nil trustee) in respect of their employment during their period of office.

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

11. STAFF COSTS

	31/8/20	31/8/19
	£	£
Wages and salaries	12,676,180	12,093,698
Social security costs	1,197,018	1,168,201
Operating costs of defined benefit pension schemes	3,657,993	2,588,057
Apprenticeship levy	45,945	42,890
	<hr/>	<hr/>
	17,577,136	15,892,846
Supply teacher costs	592,264	571,330
LGPS pension finance cost	154,000	151,000
	<hr/>	<hr/>
	<u>18,323,400</u>	<u>16,615,176</u>

The average number of persons (including senior management team) employed by the academy trust during the year was as follows:

	31/8/20	31/8/19
Teachers	210	204
Administration and support	247	257
Management	2	7
	<hr/>	<hr/>
	<u>459</u>	<u>468</u>

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

	31/8/20	31/8/19
£60,001 - £70,000	11	14
£70,001 - £80,000	3	2
£80,001 - £90,000	1	-
£90,001 - £100,000	1	2
£100,000 - £110,000	-	2
Over £110,000	1	1
	<hr/>	<hr/>
	<u>17</u>	<u>21</u>

The Key Management Personnel of the academy trust comprise the Senior Management Team as listed on page 2. The total amount of employee benefits (including employer pension contributions) received by Key Management Personnel for their services to the academy trust was £264,052 (2019: £475,152). The average number of full-time equivalent Key Management Personnel was 2 (2019: 4).

12. TRUSTEES' AND OFFICERS' INSURANCE

The academy trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy 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.

Empower Learning Academy Trust

Notes to the Financial Statements - continued
for the Year Ended 31 August 2020

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Restricted fixed asset funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and capital grants	50,712	1	1,102,891	1,153,604
Transfer from Local Authority on conversion	147,683	(451,000)	17,066,000	16,762,683
Charitable activities				
Funding for the academy's educational operations	-	18,953,212	-	18,953,212
Teaching schools	-	284,985	-	284,985
Other trading activities	404,488	-	-	404,488
Investment income	4,776	-	-	4,776
Total	607,659	18,787,198	18,168,891	37,563,748
EXPENDITURE ON				
Charitable activities				
Academy's educational operations	233,763	19,786,842	1,677,399	21,698,004
Teaching schools	-	41,628	-	41,628
Total	233,763	19,828,470	1,677,399	21,739,632
NET INCOME/(EXPENDITURE)	373,896	(1,041,272)	16,491,492	15,824,116
Transfers between funds	-	61,946	(61,946)	-
Other recognised gains/(losses)				
Actuarial gains/(losses) on defined benefit schemes	-	(2,262,000)	-	(2,262,000)
Net movement in funds	373,896	(3,241,326)	16,429,546	13,562,116
RECONCILIATION OF FUNDS				
Total funds brought forward	1,568,860	(6,041,280)	55,722,942	51,250,522
TOTAL FUNDS CARRIED FORWARD	1,942,756	(9,282,606)	72,152,488	64,812,638

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

14. CENTRAL SERVICES

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

- Human resources
- Financial services
- Legal services
- Educational and support services
- Other services as arising

The academy trust charges for these services on the basis of income received (pro-rate). The actual amounts charged during the year were as follows:

	31/8/20	31/8/19
	£	£
Bower Park Academy	237,850	225,999
The Brittons Academy	220,531	250,901
Hall Mead School	234,190	266,100
Hacton Primary	74,867	31,527
	<u>767,438</u>	<u>774,527</u>

15. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 September 2019 and 31 August 2020	<u>35,100</u>
AMORTISATION	
At 1 September 2019 and 31 August 2020	<u>35,100</u>
NET BOOK VALUE	
At 31 August 2020	<u>-</u>
At 31 August 2019	<u>-</u>

Empower Learning Academy Trust

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

16. TANGIBLE FIXED ASSETS

	Freehold property £	Long leasehold £	Fixtures and fittings £
COST			
At 1 September 2019	32,511,675	43,808,275	241,668
Additions	-	-	-
Disposals	-	-	-
At 31 August 2020	<u>32,511,675</u>	<u>43,808,275</u>	<u>241,668</u>
DEPRECIATION			
At 1 September 2019	3,153,362	1,063,810	226,330
Charge for year	387,234	251,266	7,155
Eliminated on disposal	-	-	-
At 31 August 2020	<u>3,540,596</u>	<u>1,315,076</u>	<u>233,485</u>
NET BOOK VALUE			
At 31 August 2020	<u>28,971,079</u>	<u>42,493,199</u>	<u>8,183</u>
At 31 August 2019	<u>29,358,313</u>	<u>42,744,465</u>	<u>15,338</u>
	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 September 2019	62,023	590,839	77,214,480
Additions	-	25,088	25,088
Disposals	-	(394,707)	(394,707)
At 31 August 2020	<u>62,023</u>	<u>221,220</u>	<u>76,844,861</u>
DEPRECIATION			
At 1 September 2019	58,835	559,655	5,061,992
Charge for year	2,100	16,800	664,555
Eliminated on disposal	-	(394,707)	(394,707)
At 31 August 2020	<u>60,935</u>	<u>181,748</u>	<u>5,331,840</u>
NET BOOK VALUE			
At 31 August 2020	<u>1,088</u>	<u>39,472</u>	<u>71,513,021</u>
At 31 August 2019	<u>3,188</u>	<u>31,184</u>	<u>72,152,488</u>

Included in cost or valuation of land and buildings is freehold land of £44,395,000 (2019 - £44,395,000) which is not depreciated.

The freehold land and buildings at The Brittons Academy were independently professionally valued at conversion to academy status by Hilbery Chaplin in September 2011.

The freehold land and buildings at Hall Mead School were independently professionally valued at conversion to academy status by Hilbery Chaplin in October 2011.

The leasehold land and buildings at Bower Park Academy were independently professionally valued by Mouchel Consulting in March 2013.

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

16. TANGIBLE FIXED ASSETS - continued

The land and buildings at Bower Park Academy are owned by London Borough of Havering. The academy trust holds a 125 year lease on a peppercorn rent from 1 February 2013.

The land and buildings at Hacton Primary School are owned by London Borough of Havering. The academy trust holds a 125 year lease on a peppercorn rent from 1 September 2018.

The trustees consider that the valuations of land and buildings remain appropriate for the purposes of these financial statements.

Hall Mead School is one of the successful applicants to the second phase of the DfE Priority School Buildings Programme 2 ("PSBP2"). This programme which commenced in late 2019 will result in approximately 70% of the school being rebuilt by April 2021. The responsibility and funding for this programme is directly between the DfE and the approved contractor. The academy trust incurs no costs directly and does not gain economic benefit or title to the buildings until completion and therefore has not included them as an asset under construction in these financial statements as at 31 August 2020.

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31/8/20	31/8/19
	£	£
Trade debtors	18,019	59,921
Other debtors	2,474	1,045
VAT	40,036	81,197
Prepayments and accrued income	150,571	132,493
	<u>211,100</u>	<u>274,656</u>

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31/8/20	31/8/19
	£	£
Trade creditors	136,990	244,170
Other creditors	161,398	523
Accruals and deferred income	835,918	1,248,196
	<u>1,134,306</u>	<u>1,492,889</u>

Deferred income

	31/8/20	31/8/19
	£	£
Deferred income at 1 September 2019	803,591	913,143
Resources deferred during the year	433,444	803,591
Amounts released from previous years	(803,591)	(913,143)
Deferred income at 31 August 2020	<u>433,444</u>	<u>803,591</u>

At the balance sheet date the academy trust was holding funds of £nil (2019: £230,925) in relation to capital grant funding received in advance. Other deferred income at the balance sheet date related to holding funds received in advance of the 2020/21 financial year in respect of school trips, lettings income and other sundry items.

Empower Learning Academy Trust

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

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31/8/20	31/8/19
	£	£
Within one year	24,833	24,833
Between one and five years	52,311	52,311
	<u>77,144</u>	<u>77,144</u>

20. MEMBERS' LIABILITY

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

21. ANALYSIS OF NET ASSETS BETWEEN FUNDS

			Restricted	31/8/20
	Unrestricted	Restricted	fixed	Total
	fund	funds	asset	funds
	£	£	funds	£
			£	
Fixed assets	-	-	71,513,021	71,513,021
Current assets	1,842,351	211,100	-	2,053,451
Current liabilities	-	(1,134,306)	-	(1,134,306)
Pension liability	-	(8,940,000)	-	(8,940,000)
	<u>1,842,351</u>	<u>(9,863,206)</u>	<u>71,513,021</u>	<u>63,492,166</u>

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

			Restricted	31/8/19
	Unrestricted	Restricted	fixed	Total
	fund	funds	asset	funds
	£	£	funds	£
			£	
Fixed assets	-	-	72,152,488	72,152,488
Current assets	1,942,756	304,283	-	2,247,039
Current liabilities	-	(1,492,889)	-	(1,492,889)
Pension liability	-	(8,094,000)	-	(8,094,000)
	<u>1,942,756</u>	<u>(9,282,606)</u>	<u>72,152,488</u>	<u>64,812,638</u>

Empower Learning Academy Trust

Notes to the Financial Statements - continued
for the Year Ended 31 August 2020

22. MOVEMENT IN FUNDS

	At 1/9/19 £	Net movement in funds £	Transfers between funds £	At 31/8/20 £
Unrestricted funds				
Unrestricted income funds	1,942,756	236,852	(337,257)	1,842,351
Restricted funds				
Restricted general funds	(1,188,606)	42,263	223,137	(923,206)
Restricted fixed assets funds	72,152,488	(753,587)	114,120	71,513,021
Restricted general funds - pension reserve	(8,094,000)	(846,000)	-	(8,940,000)
	<u>62,869,882</u>	<u>(1,557,324)</u>	<u>337,257</u>	<u>61,649,815</u>
TOTAL FUNDS	<u>64,812,638</u>	<u>(1,320,472)</u>	<u>-</u>	<u>63,492,166</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Unrestricted income funds	467,390	(230,538)	-	236,852
Restricted funds				
Restricted general funds	20,165,023	(20,122,760)	-	42,263
Restricted fixed assets funds	658,842	(1,412,429)	-	(753,587)
Restricted general funds - pension reserve	-	(1,034,000)	188,000	(846,000)
	<u>20,823,865</u>	<u>(22,569,189)</u>	<u>188,000</u>	<u>(1,557,324)</u>
TOTAL FUNDS	<u>21,291,255</u>	<u>(22,799,727)</u>	<u>188,000</u>	<u>(1,320,472)</u>

Comparatives for movement in funds

	At 1/9/18 £	Net movement in funds £	Transfers between funds £	At 31/8/19 £
Unrestricted funds				
Unrestricted income funds	1,568,860	373,896	-	1,942,756
Restricted funds				
Restricted general funds	(1,312,280)	61,728	61,946	(1,188,606)
Restricted fixed assets funds	55,722,942	16,491,492	(61,946)	72,152,488
Restricted general funds - pension reserve	(4,729,000)	(3,365,000)	-	(8,094,000)
	<u>49,681,662</u>	<u>13,188,220</u>	<u>-</u>	<u>62,869,882</u>
TOTAL FUNDS	<u>51,250,522</u>	<u>13,562,116</u>	<u>-</u>	<u>64,812,638</u>

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

22. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Unrestricted income funds	607,659	(233,763)	-	373,896
Restricted funds				
Restricted general funds	19,238,198	(19,176,470)	-	61,728
Restricted fixed assets funds	18,168,891	(1,677,399)	-	16,491,492
Restricted general funds - pension reserve	(451,000)	(652,000)	(2,262,000)	(3,365,000)
	<u>36,956,089</u>	<u>(21,505,869)</u>	<u>(2,262,000)</u>	<u>13,188,220</u>
TOTAL FUNDS	<u><u>37,563,748</u></u>	<u><u>(21,739,632)</u></u>	<u><u>(2,262,000)</u></u>	<u><u>13,562,116</u></u>

Net movements in restricted general funds, included above are as follows:

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers Funds £	Gains/ (Losses) £	Carried Forward £
General annual grant	(1,188,606)	16,249,210	(16,206,947)	223,137	-	(923,206)
Pupil premium	-	913,155	(913,155)	-	-	-
Other DfE/ESFA grants	-	851,348	(851,348)	-	-	-
Local authority grants	-	1,577,944	(1,577,944)	-	-	-
Other activities	-	573,366	(573,366)	-	-	-
Pension reserve	(8,094,000)	-	(1,034,000)	-	188,000	(8,940,000)
Total funds	<u><u>(9,282,606)</u></u>	<u><u>20,165,023</u></u>	<u><u>(21,156,760)</u></u>	<u><u>223,137</u></u>	<u><u>188,000</u></u>	<u><u>(9,863,206)</u></u>

The academy trust is not subject to GAG carried forward limits.

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

Unrestricted general fund - created to recognise the income and expenditure in respect of activities undertaken by the academy trust which fall outside the scope of its core activities.

General Annual Grant (GAG) - represents the core funding for the educational activities of the academy trust via the Education and Skills Funding Agency (ESFA) by the Department for Education (DfE). The GAG fund has been set up because the GAG must be used for the normal running costs of the academy trust.

Pupil Premium fund - established to recognise the restricted funding from the ESFA to raise the attainment of disadvantaged pupils and close the gap between them and their peers.

Other DfE/ESFA funds - created to recognise the restricted funding received from the DfE/ESFA which fall outside the scope of core funding.

Local Authority funds - created to recognise the income received from the London Borough of Havering as a contribution towards the cost of the academy trust's revenue expenditure.

Other activities funds - established to recognise all other restricted funding that cannot be classified above but fall outside the scope of core activities.

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

22. MOVEMENT IN FUNDS - continued

Pension reserve - represents the LGPS deficit inherited from the Local Authority upon conversion to academy trust status, and through which all the pension scheme movements are recognised.

DfE/ESFA capital grants - created to recognise such grants received for the purpose of the acquisition of tangible fixed assets. As tangible fixed assets are purchased, a transfer is made to the NBV of fixed assets fund.

NBV of fixed assets - created to recognise the tangible fixed assets held by the academy trust, equivalent to the NBV of tangible fixed assets. Depreciation of such assets is transferred to this fund.

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

Total funds analysis by academy

Fund balances at 31 August 2020 were allocated as follows:

	Total 31/8/20 £	Total 31/8/19 £
Bower Park Academy	(439,264)	(407,576)
The Brittons Academy	949,363	832,392
Hall Mead School	54,461	28,966
Hacton Primary	355,343	297,584
Central Services	(758)	(3,719)
	<hr/>	<hr/>
	919,145	754,150
Restricted fixed asset fund	71,513,021	72,152,488
Pension reserve	(8,940,000)	(8,094,000)
	<hr/>	<hr/>
Total	63,492,166	64,812,638

Total cost analysis by academy

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

	Teaching & Educational Support Staff	Other Support Staff	Educational Supplies	Other Costs Excl. Depreciation	31/08/20 Total Costs £	31/08/19 Total Costs £
Bower Park Academy	3,657,102	45,025	359,919	1,817,343	5,879,389	5,512,350
The Brittons Academy	3,293,375	41,367	257,638	1,689,937	5,282,317	5,432,160
Hall Mead School	4,643,994	138,746	380,267	1,965,676	7,128,683	7,349,633
Hacton Primary	1,930,492	62,433	78,741	753,275	2,824,941	2,538,608
Central Services	431,844	-	19,960	493,846	945,650	193,576
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Academy Trust	13,956,807	287,571	1,096,525	6,720,077	22,060,980	21,026,327

23. PENSION AND SIMILAR OBLIGATIONS

The academy trust's employees belong to two principal pension schemes - the Teachers' Pension Scheme for England and Wales (TPS) for academic and related staff, and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by the London Borough of Havering. Both are multi-employer defined benefit pension schemes.

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

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

Teachers' pension scheme

Introduction

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

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

Valuation of the teachers' pension scheme

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

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

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

The employer pension cost paid to the TPS in the year amounted to £1,603,602 (2019: £1,198,719).

A copy of the valuation report and supporting documentation can be found on the Teachers' Pensions website at www.teacherspensions.co.uk/

Under the definitions set out in FRS102, the TPS is an unfunded multi-employer pension scheme. The academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The 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 assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £1,108,000 (2019: £1,053,000), of which employers' contributions totalled £886,000 (2019: £852,000) and employees' contributions totalled £222,000 (2019: £201,000). The agreed contribution rates for future years are 22.6-24.8% for employers and 5.5-12.5% for employees.

Empower Learning Academy Trust

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

23. PENSION AND SIMILAR OBLIGATIONS - continued

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

The amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	
	31/8/20	31/8/19
	£	£
Present value of funded obligations	(22,603,000)	(20,610,000)
Fair value of plan assets	13,663,000	12,516,000
	<u>(8,940,000)</u>	<u>(8,094,000)</u>
Present value of unfunded obligations	-	-
Deficit	<u>(8,940,000)</u>	<u>(8,094,000)</u>
Net liability	<u><u>(8,940,000)</u></u>	<u><u>(8,094,000)</u></u>

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

	Defined benefit pension plans	
	31/8/20	31/8/19
	£	£
Current service cost	1,712,000	1,266,000
Net interest from net defined benefit asset/liability	388,000	466,000
Past service cost	54,000	87,000
	<u>2,154,000</u>	<u>1,819,000</u>
Actual return on plan assets	<u>64,000</u>	<u>518,000</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	31/8/20	31/8/19
	£	£
Opening defined benefit obligation	20,610,000	14,969,000
Current service cost	1,712,000	1,266,000
Past service cost	54,000	87,000
Contributions by scheme participants	222,000	201,000
Interest cost	388,000	466,000
Transfers from Local Authority on conversion	-	1,038,000
Actuarial losses/(gains)	(124,000)	2,780,000
Benefits paid	(259,000)	(197,000)
	<u>22,603,000</u>	<u>20,610,000</u>

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

23. PENSION AND SIMILAR OBLIGATIONS - continued

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	31/8/20	31/8/19
	£	£
Opening fair value of scheme assets	12,516,000	10,240,000
Transfers from Local Authority on conversion	-	587,000
Contributions by employer	886,000	852,000
Contributions by scheme participants	222,000	201,000
Interest income	234,000	315,000
Actuarial gains/(losses)	64,000	518,000
Benefits paid	(259,000)	(197,000)
	<u>13,663,000</u>	<u>12,516,000</u>

The amounts recognised in other recognised gains and losses are as follows:

31/8/20	31/8/19
£	£
-	-
<u>-</u>	<u>-</u>

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	31/8/20	31/8/19
	£	£
Equities	6,148,350	6,508,320
Bonds	4,508,790	3,879,960
Property	2,186,080	876,120
Cash	819,780	1,251,600
	<u>13,663,000</u>	<u>12,516,000</u>

The actuarial return on scheme assets was 3.4% (2019: 7.4%).

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	31/8/20	31/8/19
Discount rate for scheme liabilities	1.70%	1.80%
Future salary increases	3.00%	2.60%
Future pension increases	2.30%	2.30%

An allowance is included for future retirements to elect to take 50% of the maximum additional tax-free cash up to HMRC limits for pre-April 2008 service and 75% of the maximum tax-free cash for post-April 2008 service.

Empower Learning Academy Trust

Notes to the Financial Statements - continued for the Year Ended 31 August 2020

23. PENSION AND SIMILAR OBLIGATIONS - continued

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed periods of pension payment post-retirement age 65 are:

	31/8/20	31/8/19
Retiring today		
Males	21.6	21.1
Females	23.7	23.3
Retiring in 20 years		
Males	22.4	22.2
Females	25.2	24.8

Sensitivity analysis

The following sensitivity analysis has been performed by the scheme actuaries, showing how the measurement of scheme liabilities would be affected by changes in the following key assumptions as at the balance sheet date:

	31/8/20	31/8/19
	£000	£000
0.5% decrease in real discount rate	2,547	2,435
0.5% increase in the salary increase rate	196	301
0.5% increase in the pension increase rate	2,309	2,088

24. CAPITAL COMMITMENTS

At 31 August 2020 the academy trust had capital commitments as follows:

	31/08/20	31/08/19
	£	£
Contracted for but not provided in these financial statements		702,219

25. RELATED PARTY DISCLOSURES

Owing to the nature of the academy trust's operations and the composition of the Board of Trustees being drawn from local and public and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

The academy trust has a connected charity, the Hall Meads Friends Association ("HMFA"), registered number 299496. This charity is run independently from the academy trust and raises funds from parents for the benefit of the academy trust. The treasurer of the Association is a member of the academy trust. The Association's activities are independent of the academy trust and the trustees consider that the academy trust does not have control over the Association and so should not be consolidated into the financial statements.

The academy trust is part of Havering Teacher Training Partnership (HTTP) with Hall Mead School as the lead school. Income and expenditure related to HTTP has been disclosed on the face of Statement of Financial Activities.

Empower Learning Academy Trust

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

26. POST BALANCE SHEET EVENTS

Completion of part of the Hall Mead School DfE Priority School Buildings Programme 2 ("PSBP2") is expected to occur at the end of December 2020, at which point an element of unconditional entitlement is expected to pass to the academy trust. At this point the completed buildings will be recognised as an asset of the academy trust. An appropriate valuation will be carried out at that point to ensure the asset is shown at fair value in the balance sheet.

After the balance sheet date the academy trust sold the 'schoolkeepers house' at open market value for £525,000 less selling costs. As exchange of contract did not happen until after 31 August 2020, the disposal will be accounted for in the 31 August 2021 financial statements.

27. ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party.

28. COMPANY LIMITED BY GUARANTEE

The academy trust is a company limited by guarantee and does not have share capital.

Empower Learning Academy Trust

**Detailed Statement of Financial Activities
for the Year Ended 31 August 2020**

	Unrestricted funds £	Restricted funds £	31/8/20 Total funds £	31/8/19 Total funds £
INCOME AND ENDOWMENTS				
Donations and capital grants				
Donations	18,248	(3)	18,245	50,713
Capital grants	-	658,843	658,843	1,102,891
	<u>18,248</u>	<u>658,840</u>	<u>677,088</u>	<u>1,153,604</u>
Transfer from Local Authority on conversion	-	-	-	16,762,683
Other trading activities				
Hire of facilities	150,061	-	150,061	215,947
Other self generated income	295,186	-	295,186	188,541
	<u>445,247</u>	<u>-</u>	<u>445,247</u>	<u>404,488</u>
Investment income				
Deposit account interest	3,895	-	3,895	4,776
Charitable activities				
General annual grant (GAG)	-	16,249,210	16,249,210	15,801,420
Pupil premium	-	913,155	913,155	917,972
Other DfE/ESFA grants	-	851,348	851,348	385,969
Local authority grants	-	1,577,944	1,577,944	1,329,506
Other income	-	290,466	290,466	518,345
Teaching schools	-	282,902	282,902	284,985
	<u>-</u>	<u>20,165,025</u>	<u>20,165,025</u>	<u>19,238,197</u>
Total incoming resources	<u>467,390</u>	<u>20,823,865</u>	<u>21,291,255</u>	<u>37,563,748</u>
EXPENDITURE				
Charitable activities				
Wages	-	10,990,850	10,990,850	10,481,102
Social security	-	1,073,964	1,073,964	1,053,930
Pensions	-	1,891,993	1,891,993	1,235,057
Supply teacher costs	-	287,571	287,571	327,863
Educational supplies	22,811	1,073,714	1,096,525	1,569,601
Teaching schools	-	74,194	74,194	41,628
	<u>22,811</u>	<u>15,392,286</u>	<u>15,415,097</u>	<u>14,709,181</u>
Support costs				
Management				
Wages	-	1,685,330	1,685,330	1,612,596
Social security	-	123,054	123,054	114,271
Carried forward	-	1,808,384	1,808,384	1,726,867

This page does not form part of the statutory financial statements

Empower Learning Academy Trust

**Detailed Statement of Financial Activities
for the Year Ended 31 August 2020**

	Unrestricted funds £	Restricted funds £	31/8/20 Total funds £	31/8/19 Total funds £
Management				
Brought forward	-	1,808,384	1,808,384	1,726,867
Pensions	-	1,766,000	1,766,000	1,353,000
Supply teacher costs	-	304,693	304,693	243,467
LGPS pension finance cost	-	154,000	154,000	151,000
Apprenticeship levy	-	45,945	45,945	42,890
Maintenance of premises and equipment	-	1,669,167	1,669,167	1,871,807
Depreciation of tangible and heritage assets	-	664,553	664,553	671,677
	-	6,412,742	6,412,742	6,060,708
Legal costs - other				
Legal costs - educational operations	-	5,950	5,950	-
Other				
Technology costs	-	205,412	205,412	225,752
Other costs	207,727	509,440	717,167	703,747
	207,727	714,852	922,579	929,499
Governance costs				
Auditors' remuneration	-	43,359	43,359	40,244
Total resources expended	230,538	22,569,189	22,799,727	21,739,632
Net income	236,852	(1,745,324)	(1,508,472)	15,824,116