

Company registration number 08248059 (England and Wales)

**TANDRIDGE LEARNING TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

# TANDRIDGE LEARNING TRUST

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# TANDRIDGE LEARNING TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

A Catford  
S Davison (resigned 1 September 2022)  
A Woodhouse  
P Walker (resigned 22 November 2022)  
D Kelly (appointed 7 April 2022)  
R Bourne (appointed 29 November 2022)

### Trustees

S Burn (Chair of Trustees until 10 October 2023)  
R Baker (Co-Chair of Trustees from 10 October 2023)  
L Funnell (Chair of Finance and Audit Committee from 14 October 2023)  
A Ghattas (Chair of Finance and Audit Committee until 14 October 2023)  
D Prothero (Chair of Learning and Development Committee)  
T Martlew (Resigned 15 May 2023)  
J Pomfret  
Ms K Forde (Co-Chair of Trustees from 10 October 2023)  
L Harvey (Appointed 4 October 2023)  
V Dacres (Appointed 14 October 2023)

### Senior management team

R Plaskitt	- Chief Executive Officer
P Chowdhury	- CFO / Director of Finance and Operations (resigned 6 September 2022)
K Bellinger	- Headteacher (until 31 August 2023)
P Foster	- Headteacher
D Gregori	- Headteacher
N Mace	- Headteacher
N Gambier	- Headteacher (from 1 September 2022)
R Jewitt	- Headteacher (from 1 September 2023)
R Rush	- CFO / Director of Finance and Operations (appointed 7 September 2022 and resigned 24 October 2023)
L Brook	- Interim CFO (from 22 November 2023)

### Company secretary

R Rush (appointed 7 September 2022 and resigned 24 October 2023)  
L Swinger (appointed 24 October 2023)

### Company registration number

08248059 (England and Wales)

### Registered office

Tandridge Learning Trust  
Tithe Pit Shaw Lane  
Warlingham  
Surrey  
CR6 9YB  
United Kingdom

# TANDRIDGE LEARNING TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Academies operated

Warlingham School  
Bletchingley Village Primary School  
Hamsey Green Primary School  
Tatsfield Primary School  
Woodlea Primary School  
Tandridge Learning Trust

### Location

Warlingham  
Bletchingley  
Warlingham  
Tatsfield, Westerham  
Woldingham  
Warlingham

### Headteacher

P Foster  
D Gregori  
N Mace  
K Bellinger (to 31 August 2023)  
N Gambier  
R Plaskitt

### Independent auditor

Azets Audit Services  
First Floor  
River House  
1 Maidstone Road  
Sidcup  
Kent  
DA14 5RH  
United Kingdom

### Bankers

Lloyds Bank plc  
21 Station Avenue  
Caterham  
Surrey  
CR3 6YT  
United Kingdom

### Solicitors

Stone King LLP  
Boundary House  
91 Charterhouse Street  
London  
EC1M 6HR  
United Kingdom

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

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The Trustees present their annual report together with the accounts and independent auditor's report of the charitable company for the period 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

The Tandridge Learning Trust operates five academy schools for children aged 2 to 19 in Tandridge, Surrey: Bletchingley Village Primary School, Hamsey Green Primary School, Tatsfield Primary School, Woodlea Primary School and Warlingham School and Sixth Form College. The schools had a combined roll of 2,445 in the school census of October 2022.

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

##### Constitution

The Tandridge Learning Trust is a company limited by guarantee with no share capital (registration no. 08248059) and is an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The charitable company is known as Tandridge Learning Trust.

The Trustees of Tandridge Learning Trust are also the Directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

##### Members' liability

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

##### Method of recruitment and appointment or election of trustees

The Members of the Academy Trust shall comprise the signatories to the Memorandum, and any person appointed under Article 15a of the Articles of Association. The number of Members shall not be less than 3.

The Academy Trust shall have up to 11 Trustees on the Board appointed by the Members under Article 50. The Board may also appoint Co-opted Trustees under Article 58. A person who is appointed to be a Trustee can only be co-opted by Trustees who have not themselves been so appointed. The number of Trustees shall not be less than 3. The Trustees may not co-opt an employee of the Academy Trust.

The term of office for any Trustee shall be 4 years. Any Trustee may be re-appointed or re-elected.

Local Governing Committees will appoint local governors in the manner which they see fit, with the proviso that the specification in the Articles of Association that there must be a minimum of two parents within each local governing committee is met.

##### Policies and procedures adopted for the induction and training of trustees

All Trustees are encouraged to develop their knowledge and understanding of the role by attending relevant training events. As the Trust has developed, specific induction materials and programmes for new Trustees have been put in place. A regular skills audit is carried out to identify gaps in the range of skills need and the results used to target recruitment.

All Trustees have completed the safeguarding training supplied by the National College and have confirmed understanding of the 2022 version of the statutory guidance 'Keeping Children Safe in Education'. Trustees have received guidance from a range of support bodies including the sector representative, Confederation of School Trusts, National Governors' Association and The Key among others. The Chair of Trustees has previously completed the National Governors' Association 'Development for Chairs of Trustees', with the additional benefit of providing a networking opportunity with Leaders across the country.

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2023*

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#### Principal activities

The principal activity of the Multi Academy Trust is to advance for the public benefit education in the United Kingdom, in particular, but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.

#### Organisational structure

A Scheme of Delegation is in place which sets out the responsibilities of the Trust Board and the Local Governing Committees. This scheme was reviewed in the prior year with input from the Executive Board, Trustees, Members and Chairs of Local Governing Committees. The scheme was relaunched alongside a rebranding of the vision and values of the Trust.

Local governors continue to question and challenge to drive improvements in their school, to monitor the school's performance and help ensure that the school budget is well managed and implemented. They work with the Shared Services team to set an annual budget which is submitted to the Trust Board for approval and once approved can make decisions about the operation and direction of their individual school, make recommendations regarding capital expenditure, and appoint staff within the guidance of the Chief Executive Officer and Chief Financial Officer (CFO).

The Executive Board consists of the CEO, the CFO and the Headteachers of the constituent schools. These leaders control the Trust at an executive level implementing the policies agreed by the Trustees and reporting back to them. They propose, consult, and take responsibility for a range of functions and decisions either as a group or within their own schools.

Trustees have accountability for the academic and financial performance of all schools within the Trust and for agreeing the strategic direction. Trustees report performance and outcomes to Members.

The Scheme of Delegation and Trust finance policy set out authorisation levels for the Executive Board, Local Governing Committees, Board of Trustees and the Members.

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

The Trust's key management personnel are the CEO, Headteachers of the constituent schools and CFO.

The Trustees appraise performance and determine pay for the CEO. The CEO appraises and recommends pay for Headteachers in accordance with the Pay Policy, current edition of the STPCD and other statutory regulations issued by the Secretary of State.

The CEO appraises the CFO. Pay and remuneration has been set in line with the Trust's Pay Policy. The salary range will be determined by the Remuneration Committee following the recommendation of the CEO. CEO & CFO pay will be set in accordance with the executive pay policy currently being created.

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Trade union facility time

#### *Relevant union officials*

Number of employees who were relevant union officials during the relevant period	3
Full-time equivalent employee number	0.06

#### *Percentage of time spent on facility time*

Percentage of time	Number of employees
0%	-
1%-50%	3
51%-99%	-
100%	-

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

Total cost of facility time	2,227
Total pay bill	12,007,233
Percentage of the total pay bill spent on facility time	-

#### *Paid trade union activities*

Time spent on paid trade union activities as a percentage of total paid facility time hours	-
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### Engagement with employees

This year we have continued with our termly TLT Staff Newsletter ensuring all employees are kept updated on news from across the Trust. Each school has an opportunity to showcase their achievements within that term and there are additional features on the governance structures, information from central services (IT, Finance and HR), and updates on our 3-Year Strategic Plan. A regular feature in the newsletter are pages dedicated to wellbeing guidance, advice, and information.

Emotional health and wellbeing has been a significant focus with employees. On 17 April 2023 we held a Trust-wide Wellbeing afternoon which all staff from every school attended. The afternoon was made up of a menu of options for staff to attend; activities, speakers and workshops, designed to provide information, tools and methodology to staff to support them with mental health throughout the year. The survey responses from the day were hugely positive and a similar event is being planned for January 2024.

A Trust-wide network group continues to develop an ongoing health and wellbeing action plan for employees of the Trust with activities to support work/life balance.

We have invested in mental health first aid training and each school has a minimum of 1 mental health first aider to support staff as well as a trained MHFA in the HR department. This group also meet half-termly to share ideas.

HR continue to run drop-in sessions for staff at each school at least once every half term, with a centralised email contact for employee queries and at all other times. All schools have a Lead HR partner and additional visits are arranged as necessary to support staff and managers.

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Engagement with suppliers, customers and others in a business relationship with the academy trust

The Trust has undertaken a number of key capital projects over the course of the academic year, in addition to securing one CIF bid and continuing with CIF projects from the previous academic year.

#### Mental Health Centre and Wellbeing Hub

The Trust undertook a significant capital project over the summer holiday to build a mental health and wellbeing hub at Warlingham Secondary School. The Bridge is a new, purpose-built wellbeing and mental health within all school communities and whilst The Bridge is physically located on the Warlingham site, next door to Hamsey Green Primary, its services and facilities are available to support all schools within Tandridge Learning Trust.

The Bridge is available to provide timely and accessible wellbeing intervention to pupils of all ages and provides advice and support for families. The offer includes a full-time counselling programme as well as specialist provision for post-16, individual and group interventions and input from external services including Learning Space, Barnado's and Surrey Mindworks.

#### IT Cloud Migration

During academic year 22/23 the Trust has started a project across all its schools to migrate the physical servers into the cloud environment. In addition to financial benefits of moving away from aging physical servers and their associated maintenance costs, there were numerous benefits to the schools through better enabled collaborative working and greater security. An additional benefit was the opportunity to review and modernise the IT hardware across the estate, with all teaching staff moving to a laptop model (away from desktops) giving greater flexibility to the way we work across our schools, and enabling additional student devices to be created by re configuring obsolete teacher devices. The majority of the hardware programme has been financed through leasing.

#### Additional capital spend

There has been additional investment in Promethean interactive Boards at Warlingham School, a new canopy at Hamsey Green Primary to enable indoor/outdoor play in all weathers for KS1, a resurfaced carpark at Bletchingley Village Primary School and building improvements at Woodlea Primary to windows and the roof.

The Trust secured one CIF bid in the 2023 bidding round to carry out essential works on the septic tank/mains connection at Woodlea Primary School. Additionally a number of CIF projects from prior years have continued into and throughout 22/23. These include :- damp prevention at Woodlea Primary School, fire safety and window rendering at Warlingham School, and Heating at Bletchingley Village Primary School. The Trust have been very successful in securing several millions of pounds of capital investment over the last few years.

Companies are engaged in supplying tenders for these projects and through a value for money process, contracts are awarded. We use an external partner to work with us to complete and submit the bids.

All large projects require the Trust to engage external contractors and suppliers under formal procurement processes and to formally contract with them to deliver the necessary work. This is as per the procurement regulations outlined in the Finance Policy.

#### Related parties and other connected charities and organisations

The Trust has formal links to four other organisations: Warlingham School Trading Company Limited, Warlingham School Educational Trust, Tatsfield Primary School Parent and Teachers Association (PTA) and Woodlea School PTA. Warlingham School Trading Company is an incorporated company set up by the school for the purposes of third parties hiring school premises but has been dormant for a few years. Income from hirers is now accounted for through the main school account.

The Warlingham School Educational Trust, Tatsfield Primary School PTA and Woodlea School PTA are charities set up for the purposes of furthering education at the schools through charitable donations from parents and others. They all have separate accounts and are independent of the Trust.



# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2023*

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#### **Objectives and activities**

##### Objects and aims

The Academy Trust's objectives, as set out in the Articles of Association are:

a. to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum ("the Academy");

b. to promote for the benefit of the inhabitants of Surrey and the surrounding area, the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants;

c. to provide childcare facilities and adult training to develop the capacity and skills of parents-to-be and parents with children primarily but not exclusively under five in such a way that they are better able to identify and help meet the needs of children;

d. to promote in the areas in which the Academies are located the physical, intellectual and social development of primarily but not exclusively children under five especially those who are socially and economically disadvantaged; and

e. to develop the capacity and skills of those inhabitants of the areas in which the Academies are located who are socially and economically disadvantaged in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society

provided always that the Objects detailed in Articles 4(b) to 4(e) shall be viewed as secondary to the Object detailed at Article 4(a).

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Objectives, strategies and activities

The strategic objectives of Tandridge Learning Trust for 2022-23 form part of a three-year strategy from 2022-2025 and include five key objectives:

- **High Quality Inclusive Education** – continuously striving to improve educational outcomes for all pupils whilst providing a broad and balanced curriculum.
- **Sustainable Growth** – new schools choosing to join TLT are affiliated to our vision and values and provide greater opportunities for collaboration and community support.
- **Operational Expertise** – to provide high quality, effective and efficient shared services which support our schools and provide value for money.
- **A Learning Organisation** - to develop and embed a Trust-wide Learning Culture that permeates every aspect of Tandridge Learning Trust's community.
- **Strategic Leadership & Effective Governance** - ensuring that the strategic work of our Executive Board and our Governance Structures are aligned and provide clarity of how we operate.

There was a Trust-wide focus on behaviour for learning throughout the year as part of Objective 1 above, in response to the increased behaviour difficulties children were clearly expressing in the aftermath of the pandemic. Individual school improvement plans are linked to the Trust Strategic Plan.

All schools in the Trust are now rated Good by Ofsted and have all been inspected between 2020-2022. Warlingham Secondary School and Sixth Form College were the most recently inspected in the Autumn Term of 2022 and remain Good under the current framework.

The Trust has centralised many of its finance and business functions increasing operational efficiencies through economies of scale and realising on-going savings. Through central coordination the financial, HR and IT processes remain consistent and ensure key controls are in place and due process is followed. This facilitates the consolidation process for all statutory reporting to the ESFA, formal reporting to Trustees and benchmarking comparisons. The finance function continues to receive positive feedback through internal scrutiny audits and external audit.

The Chair of Trustees has refined communication between the Trust Board and the Local Governing Committees working closely with the Chairs of Governors to consider improved ways of working. An external review of governance was undertaken by the NGA last year and following this an action plan has been drawn up and plans put in place to further improve efficiency and effectiveness.

#### Public benefit

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit. The public benefit provided by the Trust is outlined in the Objects and Aims above.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting appropriate policies for the year.

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

### Strategic report

#### Achievements and performance

Tandridge Learning Trust is made up of one secondary school and four primary schools and was formed on 1 May 2017.

#### KS2 2023 Outcomes

	Bletchingley Village Primary	Hamsey Green Primary	Tatsfield Primary School	Woodlea Primary School
Reading Expected or above	61%	73%	71%	84%
Reading Greater Depth	3%	24%	29%	44%
Writing Expected or above	64%	63%	79%	80%
Writing Greater Depth	3%	15%	11%	12%
Maths Expected or above	48%	71%	75%	88%
Maths Greater Depth	15%	17%	18%	32%
GPS Expected or above	64%	68%	57%	84%
GPS Greater Depth	3%	24%	21%	32%
Science	73%	59%	71%	88%
Combined RWM Expected or above	39%	66%	78%	80%

#### KS4 Outcomes for Warlingham School 2023: -

KEY STAGE 4	RESULTS 2018-19	RESULTS 2021-22	RESULTS 2022-23
Basics % (grades 4-9)	76%	65.7%	62%
Basics % (grades 5-9)	48%	43.2%	39%
Attainment 8	48.4	45.7	45.45
Progress 8	+0.01	-0.37	-0.13
<b>PUPIL PREMIUM</b>			
Basics % (grades 4-9)	51%	50%	42.5%
Basics % (grades 5-9)	30%	30%	37.5%
Attainment 8	35.5	33.8	41.78
Progress 8	-0.76	-1.07	-0.37

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

### KS5 Outcomes for Warlingham School 2023:

KEY STAGE 5	RESULTS 2018-19	RESULTS 2021-22	RESULTS 2022-23
Average academic grade	C-	C+	C+
Average vocational grade	Merit	Merit	Merit
A Level A* / A	14%	18%	19%
A Level A* - B	33%	44%	42%
A Level A* - E	96%	98%	95%
A Level A* - C	54%	69%	68%

Throughout the 2022-23 academic year, the CEO and the Learning and Development Committee met to scrutinise and monitor teacher assessments and TAG assessments across all schools. Attendance at these meetings was as follows:

Directors	Meetings attended	Out of possible
S Burn	4	5
D Prothero	5	5
R Baker	4	5
T Martlew	3	4
K Forde	2	5

### Going concern

After taking appropriate consideration, the Board of Trustees has a reasonable expectation that Tandridge Learning Trust, has a good level of reserves to continue in operational existence for the foreseeable future. The review included consideration of the cash flow forecast projections for 12 months, any pending legal action, debtors and creditors, capital commitments, maintenance requirements and funding sources.

The reserve balances for the Trust are 16% of funding. There is sufficient working capital to cover spend for several weeks. This is deemed reasonable given uncertainties over pay, energy prices, inflation, and public funding in the next few years.

For this reason, the Trustees continue to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Protecting the success of the academy trust

Trustees and our Executive Board work hard to promote the success of the Trust and its schools. Actions taken in relation to this during 2022-23 include:

The continued promotion and embedding of the Trust values of Equity, Collaboration and Integrity is part of everything we do. All decision making is focused upon these values and ensuring that all strategic actions undertaken were in the best interests of pupils across all of our schools. Further promotion of our values feeds into the termly staff and parent newsletters. Our newsletters also serve to showcase activities and achievements across each of our schools, in addition to updating our community about our strategic plans and our progress towards achieving our aims and objectives.

This year we have fully revised the Terms of Reference for our Trust Board, our Local Governing Committees and our Executive Board to provide clarity and assurance to our existing schools within the Trust. This also serves to inform new schools joining the Trust.

Our Executive Board is now a well-established, strategically focused, collaborative group of lead educators and professionals. We continually seek to improve not just the individual schools within the Trust but the greater work we undertake together to support our collective staff, pupils and families. As we move to our next phase, with growth in mind, we have ensured there is clarity for those joining TLT regarding how our Executive Board operates, our remit and desired output. Individual members of the Executive Board and the Trust Board now undertake specific roles or responsibilities which they coordinate, e.g EDI, Safeguarding, SEND, etc.

The outcomes from an independent review of our governance structure, undertaken last year, have enabled us to construct an ambitious development plan to support the continued growth of TLT. Exemplifying ethical standards, whilst ensuring we fully utilise the broad skills and expertise of our Trustees and Local Governing Committees, is our long-term commitment. We encourage Trustees and Governors to actively promote the positive learning culture of TLT and seek further opportunities to enhance community support and engagement.

#### **Financial review**

Most of the Academy Trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, some of which are restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2023 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

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

During the year ended 31 August 2023, total expenditure of £17,528k (2022: £17,887k) was met by recurrent grant funding from the ESFA together with other incoming resources. The excess of expenditure over income for the year was £1,348k (2022: £1,364k).

At 31 August 2023 the net book value of fixed assets was £31,407k (2022: £31,429k). Movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy Trust.

The Surrey County Council Local Government Pension Fund, in which the Academy Trust participates, showed a deficit of £538k at 31 August 2023 (2022: £2,091k).

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Financial position

The Academy Trust held fund balances at 31 August 2023 of £33,281k (2022: £32,727k) comprising £31,297k (2022: £30,283k) restricted funds and £1,984k (2022: £2,444k) of unrestricted general funds. Of the restricted funds £31,407k (2022: £31,429k) is represented by tangible fixed assets and £240k (2022: £688k) of unspent capital grants and restricted funds relating to GAG was £nil (2022: £225k), other DfE/ESFA grants totalling £115k (2022: £7k), other government grants of £52k (2022: £7k) and other restricted funds of £21k (2022: £18k).

The pension reserve which is considered part of restricted funds was £538k (2022: £2,091k) in deficit.

#### Reserves policy

The Trustees review the reserve levels of the Academies annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. During 2022-23, the Trustees have reviewed the reserves policy for the Trust in order to ensure a strategic planning approach for the use of reserves and align to achieving strategic objectives across the Trust and provide for financial resilience. Major projects are approved by Trustees in accordance with finance policy and regulations. The Trustees have determined that the appropriate level of unrestricted reserves should be £944k (2022: £1,283k) and reflects:

- Working capital need
- Any anticipated funding lag or delays
- An amount of central contingency for unforeseen events
- Plans for school maintenance (>£10k)
- The need to replace kitchen equipment per the condition survey
- The anticipation of growth of the Trust

The Trust's current level of unrestricted reserves is £1,984k (2022: £2,444k) (total funds less the amount held in fixed assets and restricted funds).

As was the case for 2020-21, again in 2021-22 a number of CIF projects have continued over several financial yearends impacting on working capital needs due to funding lag. The income for these projects was recognised in the year in which it was committed, and the balance held in the Fixed Asset Reserve of £240k., the cash funding from ESFA is received on completion. Several large projects, including the mental Health and Wellbeing Hub, and the IT Cloud Migration project were funded from reserves (£570k). In turn this has impacted the outturn position and unspent reserve balances carried forward.

A move to pooling of reserves needs to be reviewed for future years.

#### Investment policy

Under the Memorandum and Articles of Association, the Academy Trust has the power to invest funds not immediately required for its own purposes, in any way the Trustees see fit to further the Trust's charitable aims. The organisation has a positive cash balance to cover reasonable eventualities and unforeseen expenses. The banking facilities have recently been reviewed so all schools will be using the same bank for school funds and the Trust has moved towards a central bank account for all other funds.

#### Principal risks and uncertainties

The Trustees have assessed the major risks to which the Trust is exposed, in particular those relating to education outcomes, health, safety and wellbeing of staff and pupils and financial security and sustainability. A risk register has been established and is reported to Trustees at every Finance and Audit Committee and Trust Board. The risk register includes mitigating actions which treat, tolerate, transfer or terminate each specific risk.

The Trustees have ensured through policies, procedures, and systems an appropriate level of internal controls to minimise risk. Where significant financial risk remains, Trustees have ensured they have adequate insurance cover, and the Trust is a member of the DfE Risk Protection Arrangement.

In addition to this the risk register includes, and consideration is given to ensuring the Academy Trust's estate is safe, well maintained and complies with relevant regulations.

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Financial and risk management objectives and policies

The financial risks to which Tandridge Learning Trust is exposed, relate primarily to:

- Government funding reductions
- Cost of living and salary and pension related inflationary and actuarial pressures if unsupported by revenue funding
- Recruitment and retention challenges in teaching
- Special Education Needs funding to meet need
- Demographic and social changes, impacting on admissions
- Estates safety and management

The year has been heavily impacted by continuing inflationary pressures, including gas and electricity price increases plus the general cost of living increasing all of which has had a significant impact on budgets, and continues to be a significant financial pressure.

Teacher pay rises were agreed in October 2022 but were not funded resulting in a significant budget gap from the start of the year. Ongoing pay related issues have dominated the news with teachers striking for a total of 9 days in the Spring and Summer term. Recruitment and retention of teaching staff has proved challenging and continued to have an adverse effect on the years out turn, with a higher than usual number of agency/cover staff needed to cover the timetable, particularly in Warlingham Secondary. The July pay offer for academic year 2023-24 brings some funding certainty for next year, and a stable workforce for the beginning of term.

Support staff pay has also been under scrutiny, although now agreed for 2022-23 also, this crucial segment of our school workforce, who interact with our most vulnerable children, are facing their own cost of living pressures and a role that has changed dramatically in recent years.

Special Education Needs demand has also put financial pressure on our schools, most notably the primaries, where a significant increase in both number and complexity of need has been challenging to manage.

These financial pressures are common across the sector, Tandridge Learning Trust is working closely with a coalition of Trusts across Surrey to input into, and lobby, for change. Fundamental changes to the funding approach is needed for the teaching sector to maintain quality of education within financial envelopes.

#### **Fundraising**

The Academy Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees. All staff members involved in fundraising activities are trained in accordance with recognised standards so as to ensure that the public, including vulnerable people, are protected from unreasonable or intrusive approaches. The Academy Trust has not received any complaints about its fundraising activities.

#### **Streamlined energy and carbon reporting**

The Trust is deemed to be a large company as determined by sections 465 and 466 of the Companies Act 2006 and consumes more than 40,000kWh of energy (in the UK) during the reporting period and therefore must report the following energy data:

	<b>2023</b>	<b>2022</b>
	<b>kWh</b>	<b>kWh</b>
<i>Energy consumption</i>		
Aggregate of energy consumption in the year		
- Gas combustion	2,904,415	3,014,511
- Fuel consumed for transport	21,415	22,718
- Electricity purchased	990,545	1,013,865
	<hr/>	<hr/>
	3,916,375	4,051,094
	<hr/>	<hr/>

# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

	2023	2022
	metric tonnes	metric tonnes
<i>Emissions of CO2 equivalent</i>		
Scope 1 - direct emissions		
- Gas combustion	530.23	549.21
- Fuel consumed for owned transport	3.73	3.91
	<hr/>	<hr/>
	533.96	553.12
Scope 2 - indirect emissions		
- Electricity purchased	205.12	196.09
Scope 3 - other indirect emissions		
- Fuel consumed for transport not owned by the academy trust	1.44	1.50
	<hr/>	<hr/>
Total gross emissions	740.52	750.71
	<hr/>	<hr/>
<i>Intensity ratio</i>		
Tonnes CO2e per pupil	0.30	0.32
	<hr/>	<hr/>

#### *Quantification and reporting methodology*

We have followed the 2020 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2022 UK Government's Conversion Factors for Company Reporting.

#### *Intensity measurement*

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2 equivalent per pupil, the recommended ratio for the sector.

#### *Measures taken to improve energy efficiency*

We have increased the use of video conferencing technology for meetings, to reduce travel between sites and we are mindful of turning off lights and turning down radiators.

Significant investment has been made in 2022-23 into new IT devices as part of the Cloud migration project across the Trust and the refresh of projectors screens at Warlingham Secondary.

As part of the Cloud migration the decision was made to move to a laptop model for all teaching staff; laptops use around 80% less power than a desktop device and the benefit of this transition will be felt in 2023-24. Additionally the move to the Cloud enables, through intune, the IT team to centrally control turning off and on of desktop devices across the estate. With over 500 student desktops at Warlingham this will have a positive impact on energy consumption and longevity of device.

In a similar way the move from antiquated bulb lit projectors to Promethean Boards will enable auto turn off times to be activated, controlling power usage and device burn out.

The new boilers that were installed across the trust in 2021-22 are now fully operational and we benefitted from their efficiency in the winter for the first time. In this financial year we have further upgraded boilers and energy efficiency with a new boiler for the swimming pool complex at Warlingham and damp work being carried out at Woodlea Primary. All these measures have improved efficiency and contributed to a reduction in gas consumption and emissions.



# TANDRIDGE LEARNING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Plans for future periods

The next developments for 2023-24 are set out in our 3 Year Strategic Plan 2022 – 2025. The objectives are

#### High Quality Inclusive Education:

- Trust-wide relational behaviour focus – agreed and consistent strategies which support pupils social, emotional, and behavioural needs.
- Championing equality and inclusion to maximise educational and personal achievement.

#### Sustainable Growth:

- Tandridge Learning Trust has received an academy order for another school to join our trust and the new school is expected to join us within the next academic year.
- Working in partnership with other schools to support our communities for the benefits of all children not just those within our own Trust.

#### Operational Expertise:

- Improving and developing the operational functions we provide to our schools, adapting quickly and sensitively to changing needs.
- Developing systems and processes which further streamline our services and enable quick and easy monitoring of effectiveness.

#### A Learning Organisation:

- Increasing the skills and capacity of leaders across the Trust to facilitate high quality teacher training and development.
- TLT talent identification supports career development opportunities and strengthens internal succession planning.

#### Strategic Leadership and Effective Governance:

- The Executive Board is focused upon school improvement and using the strengths we have effectively for the greater good of all our pupils.
- Trustees and Governors actively promote the positive learning culture of the Trust and seek further opportunities to enhance community support and engagement.

#### Auditor

In so far as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board Of Trustees, as the company Directors, on 07 December 2023 and signed on its behalf by:

R Baker

**Co-Chair of Trustees from 10 October 2023**

Ms K Forde

**Co-Chair of Trustees from 10 October 2023**

# TANDRIDGE LEARNING TRUST

## GOVERNANCE STATEMENT

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Scope of responsibility

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

The Board Of Trustees has delegated the day-to-day responsibility to 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 Tandridge Learning 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.

The Trust external auditors are Azets Audit Services and the internal auditors are Buzzacott.

#### Governance

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

Trustees	Meetings attended	Out of possible
S Burn (Chair of Trustees until 10 October 2023)	7	7
R Baker (Co-Chair of Trustees from 10 October 2023)	7	7
L Funnell (Chair of Finance and Audit Committee from 14 October 2023)	6	7
A Ghattas (Chair of Finance and Audit Committee until 14 October 2023)	5	7
D Prothero (Chair of Learning and Development Committee)	7	7
T Martlew (Resigned 15 May 2023)	4	4
J Pomfret	7	7
Ms K Forde (Co-Chair of Trustees from 10 October 2023)	6	7
L Harvey (Appointed 4 October 2023)	0	0
V Dacres (Appointed 14 October 2023)	0	0

# TANDRIDGE LEARNING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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The Board has been focused on these core activities over the year:

- Action to address behavioural issues emerging from the pandemic partnering our schools under the DfE Behaviour Hub programme, ensuring key staff have additional training and supporting focussed wellbeing and behavioural conference days for all staff across the Trust
- Oversight of project build to completion of an emotional health and wellbeing hub which all local pupils and their families will be able to access
- High focus on the crucial area of safeguarding with enhanced governance focus including appointment of a Trustee Safeguarding Lead.
- Monitored the ambitious broadening of curriculum in schools across the Trust.
- Supporting the Executive Board with the development of external collaboration with local schools and Trusts where mutual benefits have been identified
- Preparing the ground for future growth where shared values and mutually beneficial opportunities exist implementing actions from independent external reviews of the Trust central services and governance to assess readiness
- Changes in the leadership team with the appointments a new Headteacher at Tatsfield School. Ambitious Leadership Development programme launched
- Review of IT capability as part of a full operational and strategic review across the range, including cyber security. All schools moved to cloud-based storage.
- Continuing attention to the development of the provision of remote learning across all our schools and increasing consistency of our offer
- Supporting the growth of Warlingham Sixth Form numbers and reviewing the breadth of offer we provide with sharp increase in external applicants.
- Nursery development and growth targeted to our local community and ensuring readiness for school reception classes.

#### Conflicts of interest

Business interest declarations are completed by all governors annually and business interests are an agenda item at all governor meetings. A Business Interest Register is published on the Trust's website.

# TANDRIDGE LEARNING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Governance reviews

In the sixth year of the Trust's existence, the Trust Board effectively held the Executive Board to account. The Finance, Audit and Risk, and Learning and Development, committees are now embedded and grow in impact each year.

During the year the shared services continue to develop and adapt to support across the Trust.

- The financial information that is reported to the Trust Board has changed over the course of the year. It is now very granular and encourages detailed questioning.
- New financial planning and forecasting software is now embedded and used to produce detailed forecasts and reports on a monthly basis
- The process for producing monthly forecasts has been altered to ensure Headteachers and Finance are working closely together to produce one consistent view that is an accurate reflection of out turn expectations. Finance team are empowered as Finance Business Partners, providing quality financial data to inform decision making
- The software has enabled the monthly management accounts to be produced more efficiently through automation and all excel based reporting has been stopped
- Introduction of an electronic Purchase to Pay system across the Trust is underway with the first stage, electronic invoicing, going live in September.
- Comparative financial performance indicators continue to be provided through Integrated Curriculum Financial Planning, SRMA dashboards and management accounts, to highlight trends and key areas for efficiencies and to focus future developments.
- The five school bank accounts are consolidated into one Trust bank account, enabling efficiencies for reconciliation and enabling collaboration for the use of resources for agreed Trust priorities
- The IT function continues to be supported by an external partner AdEPT, in conjunction with internal staffing.
- The IT function has undertaken a major programme across the year to migrate all schools to the Cloud, away from physical servers. Only the trust remains still to migrate, planned for October.
- The migration to Arbor in Summer 2022 as the MIS for the Trust is now embedded at the basic level and opportunities to expand to use all functionality are being explored; Arbor payment has been adopted across all the primaries during 2022-23
- HR workload 2022-23 has been predominantly in supporting the schools with the ongoing recruitment needs
- Detailed work has been ongoing through out the year to identify a new Payroll Provider and HR system. Neo People Management has been selected and Payroll go live is October 2023
- Improved new websites are launched across the Trust and for each of our schools, using a single provider.
- Data dashboards to facilitate the presentation of management information and make comparisons across our schools easier have been embedded

The Finance, Audit and Risk Committee is a sub-committee of the main Board Of Trustees. Its purpose is to:

- Ensure that the monthly management accounts are properly reviewed and scrutinised.
- Agree key planning assumptions for financial planning
- Ensure that financial planning aligns with operational and strategic objectives
- Overview of the final accounts prior to sign off at the Trust Board
- Ensure compliance to due process in key areas – finances, safeguarding, data protection and health and safety.
- Ensure the Trust reviews risk management and a risk register is regularly updated and reviewed in detail once a year
- Report to the Trust Board on the adequacy of the Trust's internal control framework – both financial and non-financial.
- Review and recommend approval of business cases for one off investment or key service developments
- Oversee the use of reserves and make recommendations to the Trust Board
- Ensure value for money in the use of public resources and KPI benchmarking is considered and acted upon.
- Review Trust policies and make recommendations for approval to Trust Board.

# TANDRIDGE LEARNING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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Attendance at meetings of this committee in the year were as follows:

Trustees	Meetings attended	Out of possible
S Burn (Chair of Trustees until 10 October 2023)	6	6
L Funnell (Chair of Finance and Audit Committee from 14 October 2023)	6	6
A Ghattas (Chair of Finance and Audit Committee until 14 October 2023)	6	6
D Prothero (Chair of Learning and Development Committee)	3	6
T Martlew (Resigned 15 May 2023)	3	4
J Pomfret	5	6

#### Review of value for money

As accounting officer, the CEO 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, as well as estates safety and management, 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 available.

The Accounting Officer for the Trust has delivered improved value for money during the year by:

- reviewing expenditure monthly
- ensuring staff with budget responsibilities receive regular monthly reports and that they stay within their allocated budgets
- providing Trustees with regular reports and recommendations from the external and internal auditors.
- ensuring significant spending proposals are costed and presented to the Board Of Trustees for consideration, challenge, and approval
- benchmarking main areas of expenditure against similar schools to improve prioritisation of resources, commissioning of services and employment of staff.
- reviewing staffing structure, timetable and curriculum provision to ensure efficient deployment of staff in order to provide best value.
- Regular review in order to be satisfied that the Academy Trust's estate is safe, well maintained and complies with relevant regulations.

#### 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 Tandridge Learning Trust for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts.

#### Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Board of Trustees.

# TANDRIDGE LEARNING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by Local Governing Committees and Board of Trustees;
- regular reviews by the Finance and Audit Committee which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.
- Risk register regularly updated and reviewed to identify any risks to the estate and the financial implications.
- Finance and Audit committee along with the Trust Board meet, discuss and review the estate to ensure that the estate is well maintained and complies with relevant legislation.

Trustees appointed Buzzacott as Internal Auditor (IA) for the financial year 2022-23. The IA's role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. The IA has a schedule of work and areas will be agreed by the Chair of the Finance, Audit and Risk Committee. Once a term a specific area for audit is agreed, with the report and recommendations going to Trustees.

A written report is provided and is considered in detail by the Finance and Audit Committee and then reported to the Trust Board. The three areas reviewed in 2022-23 were:

- Payroll
- Capital Projects
- Core Financial Controls – this audit has been held over to September term 2023-24 in light of the plan to move to electronic purchase to pay at the beginning of the academic year

Other key audits have been undertaken during the year and findings were all reported to the Finance, Audit and Risk Committee:

- Safeguarding audits were undertaken at each of the schools and key recommendations are being followed up, including reinstating updated safeguarding monitoring software at the secondary school.

In the past year, no material control issues or other causes for concern were identified. Recommended actions are discussed with Trustees and reviewed during the year.

#### Review of effectiveness

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

- termly visits by the Internal Auditor. Reports are followed up by the Finance and Audit Committee and Head Teachers' Executive Board;
- the work of the external auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

# **TANDRIDGE LEARNING TRUST**

## **GOVERNANCE STATEMENT (CONTINUED)**

***FOR THE YEAR ENDED 31 AUGUST 2023***

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The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the Board Of Trustees on 07 December 2023 and signed on its behalf by:

R Baker

**Co-Chair of Trustees from 10 October 2023**

Ms K Forde

**Co-Chair of Trustees from 10 October 2023**

# TANDRIDGE LEARNING TRUST

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE *FOR THE YEAR ENDED 31 AUGUST 2023*

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As accounting officer of Tandridge Learning 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, including for estates safety and management, under the funding agreement between academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estate safety and management.

I confirm that I and the Academy Trust's 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 Academy Trust Handbook 2022.

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.

R Plaskitt  
**Accounting Officer**

07 December 2023



# TANDRIDGE LEARNING TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

### FOR THE YEAR ENDED 31 AUGUST 2023

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The Trustees (who are also the Directors of Tandridge Learning Trust for the purposes of company law) are responsible for preparing the Trustees' report and the accounts in accordance with the Academies Accounts Direction 2022 to 2023 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, 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 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts 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 that grants received from ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the Board Of Trustees on 07 December 2023 and signed on its behalf by:

R Baker  
Co-Chair of Trustees from 10 October 2023

Ms K Forde  
Co-Chair of Trustees from 10 October 2023

# TANDRIDGE LEARNING TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TANDRIDGE LEARNING TRUST

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Opinion

We have audited the accounts of Tandridge Learning Trust for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 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 the Academies Accounts Direction 2022 to 2023.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the accounts' 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 accounts 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

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

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

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

### Other information

The Trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.

# TANDRIDGE LEARNING TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TANDRIDGE LEARNING TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **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 Trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

### **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 Trustees' report, including the incorporated strategic report.

- 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 accounts 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 are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, 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 charitable company, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the accounts**

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

# TANDRIDGE LEARNING TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TANDRIDGE LEARNING TRUST (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

#### Use of our report

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

**Michelle Wilkes FCA (Senior Statutory Auditor)**  
for and on behalf of Azets Audit Services

13 December 2023

**Chartered Accountants**  
**Statutory Auditor**

First Floor  
River House  
1 Maidstone Road  
Sidcup  
Kent  
United Kingdom  
DA14 5RH

# TANDRIDGE LEARNING TRUST

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

***FOR THE YEAR ENDED 31 AUGUST 2023***

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In accordance with the terms of our engagement letter dated 26 June 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Tandridge Learning Trust during the period 1 September 2022 to 31 August 2023 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 Tandridge Learning Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Tandridge Learning Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Tandridge Learning Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of Tandridge Learning Trust's funding agreement with the Secretary of State for Education dated 1 November 2012 and the Academy Trust Handbook, extant from 1 September 2022, 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 2022 to 2023. 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 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

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

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

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

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

# TANDRIDGE LEARNING TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TANDRIDGE LEARNING TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

***FOR THE YEAR ENDED 31 AUGUST 2023***

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### **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 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

### **Reporting Accountant**

Azets Audit Services  
First Floor  
River House  
1 Maidstone Road  
Sidcup  
Kent  
DA14 5RH  
United Kingdom

Dated: 13 December 2023

# TANDRIDGE LEARNING TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2023 £'000	Total 2022 £'000
<b>Income and endowments from:</b>						
Donations and capital grants	3	425	26	166	617	2,025
Charitable activities:						
- Funding for educational operations	4	-	14,968	-	14,968	13,978
Other trading activities	5	576	19	-	595	520
<b>Total</b>		<u>1,001</u>	<u>15,013</u>	<u>166</u>	<u>16,180</u>	<u>16,523</u>
<b>Expenditure on:</b>						
Charitable activities:						
- Educational operations	8	674	15,742	1,112	17,528	17,887
<b>Total</b>	7	<u>674</u>	<u>15,742</u>	<u>1,112</u>	<u>17,528</u>	<u>17,887</u>
<b>Net income/(expenditure)</b>		327	(729)	(946)	(1,348)	(1,364)
Transfers between funds	16	(787)	311	476	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit pension schemes	18	-	1,902	-	1,902	8,464
<b>Net movement in funds</b>		<u>(460)</u>	<u>1,484</u>	<u>(470)</u>	<u>554</u>	<u>7,100</u>
<b>Reconciliation of funds</b>						
Total funds brought forward		<u>2,444</u>	<u>(1,834)</u>	<u>32,117</u>	<u>32,727</u>	<u>25,627</u>
Total funds carried forward		<u>1,984</u>	<u>(350)</u>	<u>31,647</u>	<u>33,281</u>	<u>32,727</u>

# TANDRIDGE LEARNING TRUST

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2022 £'000
<b>Income and endowments from:</b>					
Donations and capital grants	3	378	11	1,636	2,025
Charitable activities:					
- Funding for educational operations	4	-	13,978	-	13,978
Other trading activities	5	509	11	-	520
<b>Total</b>		887	14,000	1,636	16,523
<b>Expenditure on:</b>					
Charitable activities:					
- Educational operations	8	607	15,472	1,808	17,887
<b>Total</b>	7	607	15,472	1,808	17,887
<b>Net income/(expenditure)</b>		280	(1,472)	(172)	(1,364)
Transfers between funds	16	(304)	60	244	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	18	-	8,464	-	8,464
<b>Net movement in funds</b>		(24)	7,052	72	7,100
<b>Reconciliation of funds</b>					
Total funds brought forward		2,468	(8,886)	32,045	25,627
Total funds carried forward		2,444	(1,834)	32,117	32,727



# TANDRIDGE LEARNING TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2023

		2023		2022	
	Notes	£'000	£'000	£'000	£'000
<b>Fixed assets</b>					
Tangible assets	12		31,407		31,429
<b>Current assets</b>					
Debtors	13	993		2,044	
Cash at bank and in hand		3,026		3,171	
		4,019		5,215	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	14	(1,607)		(1,826)	
<b>Net current assets</b>			2,412		3,389
<b>Net assets excluding pension liability</b>			33,819		34,818
Defined benefit pension scheme liability	18		(538)		(2,091)
<b>Total net assets</b>			33,281		32,727
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	16				
- Fixed asset funds			31,647		32,117
- Restricted income funds			188		257
- Pension reserve			(538)		(2,091)
<b>Total restricted funds</b>			31,297		30,283
<b>Unrestricted income funds</b>	16		1,984		2,444
<b>Total funds</b>			33,281		32,727

The accounts on pages 29 to 54 were approved by the Trustees and authorised for issue on 07 December 2023 and are signed on their behalf by:

R Baker  
Co-Chair of Trustees from 10 October 2023

Ms K Forde  
Co-Chair of Trustees from 10 October 2023

Company registration number 08248059 (England and Wales)

# TANDRIDGE LEARNING TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £'000	£'000	2022 £'000	£'000
<b>Cash flows from operating activities</b>					
Net cash provided by/(used in) operating activities	19		252		(1,796)
<b>Cash flows from investing activities</b>					
Capital grants from DfE Group		163		1,614	
Capital funding received from sponsors and others		-		5	
Purchase of tangible fixed assets		(560)		(27)	
Proceeds from sale of tangible fixed assets		-		5	
<b>Net cash (used in)/provided by investing activities</b>			(397)		1,597
<b>Net decrease in cash and cash equivalents in the reporting period</b>			(145)		(199)
Cash and cash equivalents at beginning of the year			3,171		3,370
<b>Cash and cash equivalents at end of the year</b>			3,026		3,171

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 1 Accounting policies

Tandridge Learning Trust is a charitable company limited by guarantee with no share capital. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the trustees' report.

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

##### 1.1 Basis of preparation

The accounts of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

##### 1.2 Going concern

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company 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 accounts and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

##### 1.3 Income

All incoming resources are recognised when the Academy Trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

###### Grants

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the statement of financial activities in the period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

###### Donations

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

###### Other income

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

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

---

#### 1 Accounting policies

(Continued)

##### Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the accounts until they are sold. This income is recognised within 'Income from other trading activities'.

##### Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is 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.

##### Interest receivable

Interest receivable is included within the statement of financial activities on a receivable basis.

#### 1.4 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are 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.

##### Charitable activities

These are costs 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.

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 1 Accounting policies

(Continued)

##### 1.5 Tangible fixed assets and depreciation

Assets costing less than £3,000 or a group of similar items costing £10,000 are written off. All others 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. 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 such assets is charged to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Academy Trust's depreciation policy. Where tangible fixed assets have been acquired with unrestricted funds the cost is transferred to the restricted fixed asset fund, depreciation on such assets is charged to the restricted fixed asset fund.

The property at Warlingham School has been included at the valuation provided by the ESFA when completing their desktop valuation as at 1 November 2012.

The properties at Bletchingley Village Primary School, Hamsey Green Primary School and Tatsfield Primary School have been included based on the valuation provided by the Valuation Office Agency as at 31 March 2015 and included at the carrying value provided by the Valuation Office Agency as at 1 May 2017.

The properties at Woodlea Primary School has been included based on the valuation provided by the Valuation Office Agency as at 31 March 2016 and included at the carrying value provided by the Valuation Office Agency as at 1 May 2017.

The academies, except Woodlea Primary School which is Freehold, have a 125 year lease from the date of conversion for the use of the land and buildings with the local authority.

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

Land and buildings	Buildings 2%, Leasehold land over term of lease (125 years), Freehold land not depreciated
Assets under construction	Nil
Computer equipment	33.3%
Fixtures, fittings & equipment	10-20%
Motor vehicles	25%

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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

##### 1.6 Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **1 Accounting policies**

**(Continued)**

#### **1.7 Leased assets**

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

#### **1.8 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. Prepayments are not financial instruments.

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

##### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### **1.9 Taxation**

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 chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### **1.10 Pensions 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. The 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 are 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 or 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.

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

---

#### 1 Accounting policies

(Continued)

##### 1.11 Fund accounting

General funds represent those resources which may be used towards meeting any of the objects of the Academy Trust at the discretion of the Trustees.

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

Restricted funds comprise all other restricted funds received and include grants from the ESFA and DfE.

##### 1.12 Agency Arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 25.

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

Accounting 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.

##### Critical accounting estimates and assumptions

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 benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

##### Critical areas of judgement

###### *Useful economic lives of tangible assets*

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the property plant and equipment, and note 1.6 for the useful economic lives for each class of assets.

###### *Bad debts*

Debtors are regularly reviewed for recoverability, any debts which in the opinion of management are not recoverable are provided for as a specific bad debt.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
School trips	404	-	404	327
Donated fixed assets	-	3	3	17
Capital grants	-	163	163	1,614
Other donations	21	26	47	67
	<u>425</u>	<u>192</u>	<u>617</u>	<u>2,025</u>

### 4 Funding for the academy trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	12,506	12,506	11,950
Other DfE/ESFA grants:				
UIFSM	-	135	135	116
Pupil premium	-	475	475	423
PE and Sports Premium	-	72	72	72
Rates	-	72	72	73
Teachers pension grant	-	61	61	55
Teachers pay grant	-	3	3	20
Supplementary grant	-	348	348	144
Mainstream Schools Additional grant	-	175	175	-
Recovery premium	-	89	89	-
Others	-	111	111	93
	<u>-</u>	<u>14,047</u>	<u>14,047</u>	<u>12,946</u>
<b>Other government grants</b>				
Local authority grants	-	921	921	960
	<u>-</u>	<u>921</u>	<u>921</u>	<u>960</u>
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Catch-up premium	-	-	-	51
Other DfE/ESFA COVID-19 funding	-	-	-	21
	<u>-</u>	<u>-</u>	<u>-</u>	<u>72</u>
<b>Total funding</b>	<u>-</u>	<u>14,968</u>	<u>14,968</u>	<u>13,978</u>



# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 4 Funding for the academy trust's educational operations

(Continued)

The academy trust has been eligible to claim additional funding in the year from government support schemes in response to the Coronavirus outbreak. The funding received is shown above under "Exceptional government funding".

- Other Coronavirus funding relates to COVID-19 catch up funding £Nil (2022: £51k) spent on staffing (mainly Teaching Assistant for support) and curriculum subscriptions e.g. Lexia, Laptops, curriculum resources and books
- Mass testing funding of £Nil (2022: £21k) spent on premises equipment, PPE and support staff costs.

### 5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Hire of facilities	241	-	241	196
Catering income	38	-	38	26
Other income	297	19	316	298
	<u>576</u>	<u>19</u>	<u>595</u>	<u>520</u>

### 6 Central services

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

- Financial services
- HR services
- IT services
- Marketing services
- Compliance advice and support e.g. data protection, health and safety, trust policies
- Legal services through an external contract
- Audit services (internal and external contracted services)
- Central coordination for school improvement support
- Consolidation of data and information for internal reporting purposes and various statutory returns

The academy trust charges for these services on the following basis:

- 5.21% (2022: 4.67%) top slicing of GAG School Budget Share and;
- Service Level Agreement's for school support and compliance with centrally coordinated functions, charged direct to schools
- The amount for top slice has changed as central costs have been split into central strategic coordination, which is part of the top slicing and school level operational advice and support to ensure compliance with Trust systems and procedures to meet statutory requirements.

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 6 Central services

(Continued)

The amounts charged during the year were as follows:

	2023 £'000	2022 £'000
Warlingham School	435	404
Bletchingley Village Primary School	54	49
Hamsey Green Primary School	69	65
Tatsfield Primary School	48	45
Woodlea Primary School	48	45
Tandridge Learning Trust	-	-
	<u>654</u>	<u>608</u>

### 7 Expenditure

	Staff costs £'000	Non-pay expenditure Premises £'000	Other £'000	Total 2023 £'000	Total 2022 £'000
Academy's educational operations					
- Direct costs	10,950	516	1,127	12,593	11,580
- Allocated support costs	1,722	1,952	1,261	4,935	6,307
	<u>12,672</u>	<u>2,468</u>	<u>2,388</u>	<u>17,528</u>	<u>17,887</u>

Net income/(expenditure) for the year includes:

	2023 £'000	2022 £'000
Operating lease rentals	3	7
Depreciation of tangible fixed assets	585	612
Gain on disposal of fixed assets	-	(5)
Fees payable to auditor for:		
- Audit	22	24
- Other services	10	10
Net interest on defined benefit pension liability	94	162

### 8 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
<b>Direct costs</b>				
Educational operations	674	11,919	12,593	11,580
<b>Support costs</b>				
Educational operations	-	4,935	4,935	6,307
	<u>674</u>	<u>16,854</u>	<u>17,528</u>	<u>17,887</u>

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

8 Charitable activities	(Continued)	
Analysis of costs	2023 £'000	2022 £'000
<b>Direct costs</b>		
Teaching and educational support staff costs	10,983	10,027
Staff development	56	69
Depreciation	516	515
Technology costs	77	108
Educational supplies and services	592	550
Examination fees	162	123
Educational consultancy	174	153
Other direct costs	33	35
	<u>12,593</u>	<u>11,580</u>
<b>Support costs</b>		
Support staff costs	1,722	2,600
Depreciation	69	92
Technology costs	262	218
Maintenance of premises and equipment	1,013	1,746
Cleaning	289	265
Energy costs	382	312
Rent, rates and other occupancy costs	119	102
Insurance	70	74
Security and transport	22	19
Catering	389	319
Finance costs	94	162
Legal costs	41	16
Other support costs	431	348
Governance costs	32	34
	<u>4,935</u>	<u>6,307</u>

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 9 Staff

#### Staff costs

Staff costs during the year were:

	2023 £'000	2022 £'000
Wages and salaries	9,160	8,630
Social security costs	853	833
Pension costs	2,233	3,024
Staff costs - employees	12,246	12,487
Agency staff costs	409	113
Staff restructuring costs	17	-
	12,672	12,600
Staff development and other staff costs	89	96
Total staff expenditure	12,761	12,696

Staff restructuring costs comprise:

Redundancy payments	10	-
Severance payments	7	-
	17	-

#### Severance payments

The academy trust paid 2 severance payments in the year, disclosed in the following bands:

£0 - £25,000	2
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#### Special staff severance payments

Special staff severance payments are amounts paid to employees outside of statutory and contractual requirements. Included in staff restructuring costs are special severance payments totalling £7k (2022: £Nil). Individually, the payments were: £2,000 and £5,000.

#### Staff numbers

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

	2023 Number	2022 Number
Teachers	148	147
Administration and support	200	211
Management	7	7
	355	365

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 9 Staff

(Continued)

##### Higher paid staff

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

	2023 Number	2022 Number
£60,001 - £70,000	7	8
£70,001 - £80,000	4	2
£80,001 - £90,000	1	2
£90,001 - £100,000	1	1
£120,001 - £130,000	-	1
£130,001 - £140,000	1	-
	=====	=====

##### Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employers national insurance contributions) received by key management personnel for their services to the academy trust was £787k (2022: £763k).

#### 10 Trustees' remuneration and expenses

None of the Trustees have been paid remuneration or have received other benefits from an employment with the academy trust. The CEO only receives remuneration in respect of services provided in undertaking the role of CEO under their contract of employment.

During the year, no expenses were reimbursed or paid directly to directors (2022: £Nil).

Other related party transactions involving the Trustees are set out within the related parties note.

The remuneration of the CEO is as follows:

Ms R Plaskitt (CEO)

Remuneration: £135,000 - £140,000 (2022: £125,000 - £130,000)

Employers pension contributions £30,000 - £35,000 (2022: £30,000 - £35,000)

#### 11 Trustees' and officers' insurance

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

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 12 Tangible fixed assets

	Land and buildings	Assets under construction	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost</b>						
At 1 September 2022	35,489	-	724	416	96	36,725
Additions	-	534	7	22	-	563
At 31 August 2023	35,489	534	731	438	96	37,288
<b>Depreciation</b>						
At 1 September 2022	4,187	-	668	361	80	5,296
Charge for the year	516	-	34	25	10	585
At 31 August 2023	4,703	-	702	386	90	5,881
<b>Net book value</b>						
At 31 August 2023	30,786	534	29	52	6	31,407
At 31 August 2022	31,302	-	56	55	16	31,429

Transactions relating to land and buildings during the year include:

- the construction of a new SEN building totalling £534k

### 13 Debtors

	2023 £'000	2022 £'000
Trade debtors	33	9
VAT recoverable	212	243
Other debtors	1	-
Prepayments and accrued income	747	1,792
	993	2,044

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

	2023 £'000	2022 £'000
Trade creditors	493	660
Other taxation and social security	201	155
Other creditors	284	249
Accruals and deferred income	629	762
	1,607	1,826

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 15 Deferred income

	2023 £'000	2022 £'000
Deferred income is included within:		
Creditors due within one year	186	167
Deferred income at 1 September 2022	167	136
Released from previous years	(167)	(136)
Resources deferred in the year	186	167
Deferred income at 31 August 2023	186	167

At the balance sheet date, the Academy Trust was holding funds received for trips paid in advance, UIFSM, ESFA rates relief, National Tutor clawback and hire of facilities relating to the financial year 2023-24.

#### 16 Funds

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2023 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	225	12,506	(12,383)	(348)	-
UIFSM	-	135	(136)	1	-
Pupil premium	-	475	(695)	220	-
Other DfE/ESFA grants	7	931	(779)	(44)	115
Other government grants	7	921	(1,358)	482	52
Other restricted funds	18	45	(42)	-	21
Funds excluding pensions	257	15,013	(15,393)	311	188
Pension reserve	(2,091)	-	(349)	1,902	(538)
	(1,834)	15,013	(15,742)	2,213	(350)
<b>Restricted fixed asset funds</b>					
DfE group capital grants	688	163	(527)	(84)	240
General fixed assets	31,429	3	(585)	560	31,407
	32,117	166	(1,112)	476	31,647
<b>Total restricted funds</b>	30,283	15,179	(16,854)	2,689	31,297
<b>Unrestricted funds</b>					
General funds	2,444	1,001	(674)	(787)	1,984
<b>Total funds</b>	32,727	16,180	(17,528)	1,902	33,281

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

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### 16 Funds

(Continued)

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

General Annual Grant: Income received from the ESFA to cover the normal running costs of the Academy Trust.

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 2023.

Other DFE/ESFA grants: This includes the pupil premium, UIFSM, sports funding grant, teachers pay grant, teachers pension grant, COVID-19 catch up grant, supplementary grant, recovery premium, National tutoring grant, Mainstream Schools Additional grant, mental health and wellbeing, Ukraine refugee grant and mass testing grant.

Other government grants: This includes SEN funding and additional pupil premium received from the Local Authority.

The capital grants included Devolved Capital grant and CIF Grants for the following capital projects:

- Warlingham fire doors, new boilers, concrete repairs, mental health and wellbeing hub, sports hall flooring
- Bletchingley new boilers, concrete repairs, car park resurfacing
- Tatsfield security
- Hamsey Green new boiler
- Woodlea damp work, fire safety, caretaker's house repairs

The transfer of funds represent the purchase of fixed asset during the period and repairs and maintenance funded from capital grants.



# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 16 Funds

(Continued)

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

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	254	11,950	(11,706)	(273)	225
UIFSM	-	116	(116)	-	-
Pupil premium	-	423	(527)	104	-
Catch-up premium	-	51	(51)	-	-
Other DfE/ESFA COVID-19 funding	31	21	(52)	-	-
Other DfE/ESFA grants	-	65	(63)	5	7
Other government grants	126	960	(1,303)	224	7
Teachers pension grant	-	55	(55)	-	-
Teachers pay grant	-	20	(20)	-	-
PE and Sports premium	19	72	(91)	-	-
Rates	-	73	(73)	-	-
Supplementary grant	-	144	(144)	-	-
National Tutoring grant	-	28	(28)	-	-
Other restricted funds	-	22	(4)	-	18
Pension reserve	(9,316)	-	(1,239)	8,464	(2,091)
	<u>(8,886)</u>	<u>14,000</u>	<u>(15,472)</u>	<u>8,524</u>	<u>(1,834)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	14	-	-	(14)	-
DfE group capital grants	24	1,614	(1,200)	250	688
Other capital donations	10	5	-	(15)	-
General fixed assets	31,997	17	(608)	23	31,429
	<u>32,045</u>	<u>1,636</u>	<u>(1,808)</u>	<u>244</u>	<u>32,117</u>
<b>Total restricted funds</b>	<u>23,159</u>	<u>15,636</u>	<u>(17,280)</u>	<u>8,768</u>	<u>30,283</u>
<b>Unrestricted funds</b>					
General funds	<u>2,468</u>	<u>887</u>	<u>(607)</u>	<u>(304)</u>	<u>2,444</u>
<b>Total funds</b>	<u>25,627</u>	<u>16,523</u>	<u>(17,887)</u>	<u>8,464</u>	<u>32,727</u>

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 16 Funds

(Continued)

#### Total funds analysis by academy

	2023 £'000	2022 £'000
Fund balances at 31 August 2023 were allocated as follows:		
Tandridge Learning Trust	2,172	2,701
Restricted fixed asset fund	31,647	32,117
Pension reserve	(538)	(2,091)
Total funds	33,281	32,727

Fund balances for each school as at 31 August 2023 and 31 August 2022 were zero, hence a breakdown by school is not included in these accounts.

#### Total cost analysis by academy

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

	Teaching and educational support staff £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2023 £'000	Total 2022 £'000
Warlingham School	6,673	662	432	2,084	9,851	9,495
Bletchingley Village Primary School	1,290	181	28	344	1,843	1,686
Hamsey Green Primary School	1,326	200	34	392	1,952	2,114
Tatsfield Primary School	789	97	37	187	1,110	1,049
Woodlea Primary School	715	129	61	235	1,140	1,064
Tandridge Learning Trust	190	198	-	310	698	1,867
	10,983	1,467	592	3,552	16,594	17,275

### 17 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
<b>Fund balances at 31 August 2023 are represented by:</b>				
Tangible fixed assets	-	-	31,407	31,407
Current assets	3,276	188	555	4,019
Current liabilities	(1,292)	-	(315)	(1,607)
Pension scheme liability	-	(538)	-	(538)
<b>Total net assets</b>	1,984	(350)	31,647	33,281

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	-	-	31,429	31,429
Current assets	2,444	2,084	687	5,215
Current liabilities	-	(1,826)	-	(1,826)
Pension scheme liability	-	(2,091)	-	(2,091)
<b>Total net assets</b>	<b>2,444</b>	<b>(1,833)</b>	<b>32,116</b>	<b>32,727</b>

### 18 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2019.

Contributions amounting to £219k were payable to the schemes at 31 August 2023 (2022: £227k) and are included within creditors.

#### 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 academy trusts. 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.

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 18 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- 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. The 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 2024.

The employer's pension costs paid to TPS in the period amounted to £1,383k (2022: £1,297k).

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

Under the definitions set out in FRS 102, 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 scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 20.8% for employers and 5.5 to 12.5% for employees. The estimated value of employer contributions for the forthcoming year is £589k.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

<b>Total contributions made</b>	<b>2023 £'000</b>	<b>2022 £'000</b>
Employer's contributions	603	590
Employees' contributions	177	169
	<hr/>	<hr/>
Total contributions	780	759
	<hr/>	<hr/>
<b>Principal actuarial assumptions</b>	<b>2023 %</b>	<b>2022 %</b>
Rate of increase in salaries	4.0	3.95
Rate of increase for pensions in payment/inflation	3.0	3.05
Discount rate for scheme liabilities	5.2	4.25
Inflation assumption (CPI)	3.0	3.05
	<hr/>	<hr/>

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 18 Pension and similar obligations

(Continued)

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

	2023 Years	2022 Years
Retiring today		
- Males	20.9	22.1
- Females	24.2	24.5
Retiring in 20 years		
- Males	21.6	23.1
- Females	25.9	26.2

Scheme liabilities would have been affected by changes in assumptions as follows:

	2023 £'000	2022 £'000
Discount -0.1%	257	-273
Salary rate +0.1%	20	19
Pension rate +0.1%	242	256
Mortality rate 1 year increase	484	486

#### Defined benefit pension scheme net liability

	2023 £'000	2022 £'000
Scheme assets	11,553	10,066
Scheme obligations	(12,091)	(12,157)
Net liability	(538)	(2,091)

#### The academy trust's share of the assets in the scheme

	2023 Fair value £'000	2022 Fair value £'000
Equities	8,781	7,650
Bonds	1,386	1,409
Cash	462	202
Property	924	805
Total market value of assets	11,553	10,066

The actual return on scheme assets was £911,000 (2022: £(508,000)).

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

18 Pension and similar obligations	(Continued)	
Amount recognised in the statement of financial activities	2023 £'000	2022 £'000
Current service cost	858	1,667
Interest income	(440)	(170)
Interest cost	534	332
Total operating charge	952	1,829
<b>Changes in the present value of defined benefit obligations</b>	<b>2023 £'000</b>	<b>2022 £'000</b>
At 1 September 2022	12,157	19,316
Current service cost	858	1,667
Interest cost	534	332
Employee contributions	177	169
Actuarial gain	(1,431)	(9,142)
Benefits paid	(204)	(185)
At 31 August 2023	12,091	12,157
<b>Changes in the fair value of the academy trust's share of scheme assets</b>	<b>2023 £'000</b>	<b>2022 £'000</b>
At 1 September 2022	10,066	10,000
Interest income	440	170
Actuarial (gain)/loss	471	(678)
Employer contributions	603	590
Employee contributions	177	169
Benefits paid	(204)	(185)
At 31 August 2023	11,553	10,066

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Reconciliation of net expenditure to net cash flow from operating activities

	Notes	2023 £'000	2022 £'000
Net expenditure for the reporting period (as per the statement of financial activities)		(1,348)	(1,364)
Adjusted for:			
Capital grants from DfE and other capital income		(166)	(1,636)
Defined benefit pension costs less contributions payable	18	255	1,077
Defined benefit pension scheme finance cost	18	94	162
Depreciation of tangible fixed assets		585	612
(Loss)/profit on disposal of fixed assets		-	(5)
Decrease/(increase) in debtors		1,051	(1,301)
(Decrease)/increase in creditors		(219)	659
<b>Net cash provided by/(used in) operating activities</b>		<b>252</b>	<b>(1,796)</b>

### 20 Analysis of changes in net funds

	1 September 2022 £'000	Cash flows £'000	31 August 2023 £'000
Cash	3,171	(145)	3,026

### 21 Long-term commitments

#### Operating leases

At 31 August 2023 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2023 £'000	2022 £'000
Amounts due within one year	37	5
Amounts due in two and five years	84	-
	<b>121</b>	<b>5</b>

### 22 Capital commitments

	2023 £'000	2022 £'000
Expenditure contracted for but not provided in the accounts	243	638

The capital commitment in the current year relates to ongoing CIF projects across the Trust. In prior year, there were also non-CIF projects at Warlingham which had been completed before year end.

# TANDRIDGE LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **23 Related party transactions**

Owing to the nature of the academy trust and the composition of the Board Of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and in accordance with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

In entering into these transactions, the academy trust has complied with the requirements of the Academies Financial Handbook 2022.

#### Expenditure related party transactions

Mrs Ghattas, is the wife of a Trustee, and was employed as a finance assistant at one of the academies in the Trust up until July 2022. The appointment was made in open competition and Mr. A Ghattas was not involved in the decision making process regarding appointment.

### **24 Members' liability**

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

### **25 Agency arrangements**

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2023 the trust received £8k (2022: £30k) and disbursed £8k (2022: £30k) from the fund. An amount of £Nil (2022: £Nil) is included in other creditors relating to undistributed funds that is repayable to ESFA in the event the student leaves the school.