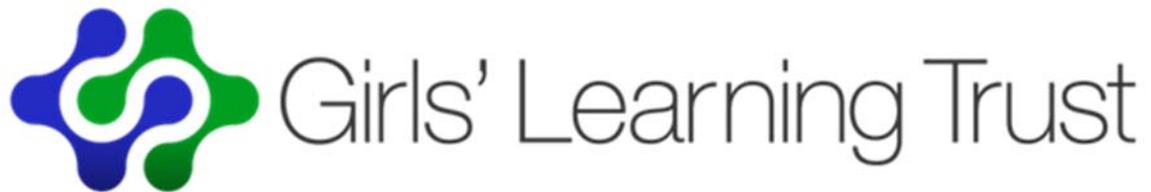


Company Registration No. 07627961 (England and Wales)



**(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2020**

# GIRLS' LEARNING TRUST

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# GIRLS' LEARNING TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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<b>Trustees</b>	A. Hyams-Parish (Chair of Trustees until 31 March 2020, resigned from the Trust Board) S. Gillett (Vice Chair until 31 March 2020 and Chair from 1 April 2020) H. Aumeer (Appointed 24 August 2020) A. Clark R. Etchell (Appointed 24 August 2020) M. Grant M. Munro N. Pepper P. Taylor (Vice Chair from 1 April 2020) J. Smith (Chief Executive Officer (CEO))
<b>Members</b>	A. Hyams-Parish H. Aumeer D. Evans (Independent Member) S. Gillett (Appointed 1 April 2020)
<b>Academies operated</b>	Nonsuch High School for Girls (NHSG) Wallington High School for Girls (WHSG) Carshalton High School for Girls (CHSG)
<b>Executive Team</b>	J. Smith H. Latham (Director of Finance & Operations (DFO)) M. Devenney (Headteacher CHSG) A. Cavilla (Headteacher NHSG) R. Booth (Headteacher WHSGs)
<b>Company Secretary</b>	H. Latham
<b>Company registration number</b>	07627961 (England and Wales)
<b>Registered office</b>	Ewell Road Cheam Surrey, SM3 8AB, United Kingdom
<b>Independent auditor</b>	Baxter & Co Lynwood House Crofton Road Orpington Kent, BR6 8QE
<b>Bankers</b>	Lloyds Bank plc High Street Sutton Branch PO Box 1000 BX1 1LT
<b>Solicitors</b>	Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Introduction & Context

The Trustees of the Girls' Learning Trust (GLT) (the "Trust") present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2020. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006, the Statement of Recommended Practice 2015, "Accounting and Reporting by Charities", and the Academies' Accounts Direction 2019/20 issued by the Education and Skills Funding Agency (ESFA).

With effect from 1 September 2015, Nonsuch High School for Girls formed a multi-academy trust (MAT) with Wallington High School for Girls, called the Nonsuch and Wallington Education Trust (NWET). On 1 February 2018, the company changed its name to Girls' Learning Trust and on 1 April 2018, Carshalton High School for Girls joined the MAT.

The principal activity of the Trust is to provide a broad and balanced education to girls between the ages of 11 to 19 at the academies within the Trust. Funding is obtained from the Department for Education (DfE) through the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes.

At the start of the year 2019-20, the Trust had three schools and a pupil capacity of 4,300, of which approximately 1,000 were 6th form places. In October 2019, the number on roll in the three schools was 4,279 (as set out in the table below).

	2019-2020	
	*Planned Admission No.	October 2019 Student Census
<b>Nonsuch</b>		
Years 7-11	1,050	1,048
Years 12-13	400	380
Total	<b>1,450</b>	<b>1,428</b>
<b>Wallington</b>		
Years 7-11	1,050	1,050
Years 12-13	400	448
Total	<b>1,450</b>	<b>1,498</b>
<b>Carshalton</b>		
Years 7-11	1,200	1,186
Years 12-13	200	167
Total	<b>1,400</b>	<b>1,353</b>
<b>Total Girls Learning Trust</b>	<b>4,300</b>	<b>4,279</b>

*\*The official Planned Admission Number (PAN) relates to Years 7-11 only. However, the figures refer to an indicative planned admission number for Years 12 & 13 of 400 per school for Nonsuch and Wallington and 200 for Carshalton.*

From September 2020, both Nonsuch and Carshalton will take an additional form of entry in Year 7. These are temporary bulge classes and therefore the numbers will rise by a further 30 students at each school (compared to 2019-20) to 4,360 by 2020-21 (split between Years 7-11 at 3,360 and Years 12-13 at 1,000).

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **Structure, Governance and Management**

The company was incorporated on 10 May 2011. The predecessor maintained school converted to academy status on 1 June 2011. It operated Nonsuch High School for Girls as a single academy trust until 31 August 2015. On 1 September 2015, it converted to MAT status, when Wallington High School for Girls combined with Nonsuch High School for Girls to form Nonsuch & Wallington Education Trust ('NWET'). On 1 February 2018, the company changed its name to Girls' Learning Trust ('GLT') and, on 1 April 2018, Carshalton High School for Girls joined the MAT.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and to date are set out in the Reference and Administrative Details section on page 1 of the accounts.

#### Constitution and members liability

The company is limited by guarantee with no share capital (registration no. 07627961) and is an exempt charity. The Charitable Company's Articles of Association are its primary governing documents.

Each member of the company undertakes to contribute to the assets of the company. In the event of the company being wound up while they are a member, or within one year after they cease to be a member, the liability of the members is limited to £10 each for the debts and liabilities contracted before they ceased to be a member.

The Trustees act as the directors of the company for the purposes of company law.

#### Trustees' Indemnities

The Company has not given any indemnities to any third parties on behalf of any of the Trustees.

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

On 18 April 2018, the company adopted new Articles of Association in accordance with which, the Trust shall have the following Trustees:

- Up to 8 Trustees appointed by the Members.
- The CEO if appointed as a Trustee (provided that the incumbent agrees to act)
- In the event that either there are no LGB's established, or where there is no provision on the LGB's for at least 2 Parent Local Governors, then the Trust Board shall have a minimum of 2 Parent Trustees
- There may also be Co-opted Trustees appointed by the Trustees

Details of the exact mechanisms by which Trustees may be recruited and appointed are set out in detail in the Articles of Association, which are published on the Trust section on the Schools' websites.

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

The training and induction provided for new Trustees and Governors on the Local Governing Bodies (LGBs) depends on their prior and existing experience. Where necessary, induction provides training in charity, education, legal and financial matters. All Trustees and Governors are provided with the information needed (including reports, policies, minutes, budgets, etc.) to undertake their role as Trustees and/or Governors.

The Trust also purchases appropriate training from the local authority to support Trustees and Governors in their roles, as well as subscribing to the National Governance Association for up to date information and online training resources.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Organisational structure

The Trust has two levels of governance. Firstly it has up to five Members, some of whom may also be Trustees of the Trust Board (or Governors from one of the LGBs) and at least one member who is independent. Members have an overview of the governance arrangements of the Trust as set out in the Articles of Association.

The second level of governance is the Trust Board. This is ultimately responsible and accountable for each academy in the Trust and decides the strategic direction of the Trust. The Trust Board is supported by Trust Committees, which include local governing bodies (LGBs) with delegated authority, as set out in the Scheme of Delegation, and comprising members from both the Trust Board and the academy LGB's. The Scheme of Delegation and Terms of Reference for each committee can be found in the GLT Governance Handbook which is published in the Trust section of the Schools' websites.

The Trust committees are:

- Admissions Committee
- Finance Committee
- Governance Committee
- HR Committee
- Carshalton Local Governing Body
- Nonsuch Local Governing Body
- Wallington Local Governing Body

The Trust Board sets an annual Trust Development Plan, as well as annual key performance indicators (KPIs), to allow the strategic vision of the Trust to be monitored and reviewed. Each LGB determines its school's direction and sets its own School Development Plan in line with the Trust's strategic vision. The GLT Scheme of Delegation (found in the GLT Governance Handbook) provides delineation between the Trust Board and the LGBs.

The funding for schools within the Trust is allocated on an individual academy basis. Funding is governed through a master funding agreement between the Secretary of State for Education and the Trust, and by supplemental agreements between the Secretary of State and each academy.

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

The Executive Team (as described in Reference & Administrative Details) are the key management personnel of the trust. For each member of the Executive Team, pay is determined by the Trust Board having regard to their performance against objectives set the previous year.

The Trustees are also senior management, although they receive no pay or other remuneration in respect of their role as trustees. One Trustee (ex-officio) receives remuneration as the CEO and pay is determined by the Trust Board (as stated above). Further details of any remuneration and/or expenses paid to Trustees are set out within the notes to the accounts.

#### Trade Union Facility Time

Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017, where an academy trust has more than 49 full time equivalent employees throughout any 7 months within the reporting period, it must include information included in Schedule 2 of the Regulations. The information required consists of four tables covering:

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
4	3.4

### Percentage of time spent on facility time

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

### Percentage of pay bill spent on facility time

Total cost of facility time	£2,957 (estimated)
Total pay bill	£19,014k
Percentage of total pay bill spent on facility time	0.01%

### Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours.	0%
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### Related Parties and other Connected Charities and Organisations

The company has two connected organisations:

Nonsuch High School Charitable Trust (separate legal entity, charity number 11376656)

Nonsuch High School Charitable Trust was formed to advance for the public benefit the education of students of Nonsuch High School for Girls by supplementing the educational provision and facilities for teaching and learning of all subjects and the provision of recreational and other charitable support and facilities at the School, where the funds made available by the government for this purpose are insufficient to meet the cost of the same.

Nonsuch Business Enterprises Limited (wholly owned subsidiary, company number 0352077)

Nonsuch Business Enterprises Limited was formed to manage the hire of school facilities and the sale of uniform for Nonsuch High School for Girls and to carry on any other trade or business which can in the opinion of the Board of Directors be advantageously carried on in connection with or ancillary to any of the business of the company.

### Engagement with employees (including disabled persons)

The Companies (Miscellaneous Reporting) Regulations 2018 introduce a requirement for companies with more than 250 employees to include a statement in their directors' (trustees') report regarding engagement with employees. The following statement summarises action taken during the period to introduce, maintain or develop arrangements aimed at:

- providing employees with information on matters of concern to them
- consulting employees or their representatives regularly so that the views of employees can be considered in making decisions which are likely to affect their interests
- encouraging the involvement of employees in the Trust's performance

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

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- achieving a common awareness on the part of all employees of the factors affecting the performance of the Trust.
- The Trust's policy in respect of applications for employment from disabled persons, the treatment of employees who become disabled and the training, career development and promotion of disabled persons.

The Trust places immense value on the involvement of its employees and has continued to keep them informed on matters affecting them as employees and on the various factors affecting the performance of the Trust. This is achieved through formal and informal meetings, team briefings and internal newsletters/updates. Employee representatives are consulted regularly on a wide range of matters affecting their current and future interests. During 2020, this has been particularly in respect of the management and risk assessment of the Trust response to the COVID pandemic.

In respect of disabled persons, the policy of the Trust is to support recruitment and retention of students, staff and Trustees/Governors with disabilities. Lifts, ramps and disabled toilets are installed and door widths are adequate to enable wheelchair access to all the main areas of all the schools. The Trust does this by adapting the physical environment, making support resources available and through relevant training. Our policy is to promote the career development and promotion of disabled persons, irrespective of the nature of their disability and we will provide whatever assistance we reasonably can do in order to support the individual in meeting their career goals, ensuring that there is a 'level playing field' for all.

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

Similarly, the Companies (Miscellaneous Reporting) Regulations 2018 introduce a requirement for large companies to summarise how they have had regard to the need to foster the company's business relationships with suppliers, customer and others. The Trust recognises the importance of maintaining good business relationships with its suppliers and has clear procurement processes embedded in the GLT Financial Procedures to ensure that suppliers are treated in an even-handed manner. The performance of and relationship with key suppliers is constantly monitored to ensure that we treat suppliers fairly, ensuring that payment terms are adhered to and that we comply with contractual obligations placed upon the Trust (as shown in the table below). We encourage an open and ongoing dialogue with suppliers to ensure that we conduct our business with them in a professional commercial manner.

#### Payment Dashboard 2019-20

<b>Payment made (after input date)</b>	<b>Number</b>	<b>Percentage</b>
1-30 days	3,664	99%
31-60 days	33	0.9%
61-90 days	6	0.1%

<b>Average number of days invoices are paid</b>	<b>Maximum terms</b>	<b>Payments made after agreed terms</b>
5 days	30 days	12%

Trust followed the guidance issued on PPN 04/20, payment to their suppliers from March 2020 to ensure service continuity during and after the current coronavirus, COVID-19, outbreak. Contracts were reviewed and suppliers who we believed were at risk were contacted and appropriate payment measures were implemented. These measures were put in place for our cleaning and catering contracts between the period of March – June 2020, agreed payments were made on receipt of invoices to help with suppliers cashflow. Suppliers agreed to act on an open book basis and the cost data was made available during the period.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

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Our objects and aims, described below, put students at the heart of all that we do. We have described our main achievements within the Strategic Report and also how we have performed against our objectives. We are committed to ensuring that we maintain strong and effective relationships with students, parents and wider stakeholders in the community.

#### Objectives and Activities

##### Objects and Aims

The principal object in the Articles of Association is to advance for the public benefit education in the UK. This is delivered by the operation of the three academies offering a broad and balanced curriculum to students between the ages of 11 and 19 years.

The second object in the Articles of Association is to promote for the benefit of the inhabitants of Cheam, Sutton and the surrounding area the provision of facilities for recreation or other leisure time occupation.

##### Objectives, strategies and activities

Our objectives for the year ended 31 August 2020 and our performance against them, are set out in the "Achievements and Performance" section of the Strategic Report.

##### Public benefit

The Trust aims to advance for the public benefit education in the United Kingdom. In setting the objectives of the Trust and planning the associated activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

#### Strategic Report

The Trust Development Plan for the period September 2018-2022 is focussed on:

1. Quality of education across the Trust
2. Trust growth
3. Maintaining financial stability
4. Increasing the proportion of disadvantaged students in the Trust
5. Supporting mental wellbeing for staff and students across the Trust

The Trust Development Plan was routinely monitored by the Trust Board during 2019-20, whilst at the same time recognising that the Trust Board was also providing governance support to the Trust/School response to the COVID pandemic during this time from March 2020 onwards.

1. Quality of education across the Trust

##### Ofsted Inspections

The most recent Ofsted inspections are as follows:

- Carshalton High School for Girls was inspected in November 2017 and was designated as 'good'.
- Nonsuch High School for Girls was inspected in January 2017 and was designated as 'good'.
- Wallington High School for Girls was inspected in October 2019 and was designated as 'good'.

In all cases, detailed feedback was obtained and incorporated in the Trust and School Development Plans.

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# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

#### Achievements and Performance

In terms of student achievement, the Trust delivered strong academic outcomes in summer 2020. All 3 schools met, or exceeded, KPI targets for student performance. However, it should be noted that, due to the COVID pandemic, the 2019/20 cohort of GCSE and A Level students were assigned Centre Assessed Grades for the summer 2020 examinations, and statistical comparison between this year and previous years is probably of limited use. The tables below summarise the exam performance at the schools across the Trust. Both Nonsuch and Wallington are academically selective; whereas Carshalton has a comprehensive intake.

GCSE	15/16	16/17	17/18	18/19	19/20
<b>Nonsuch</b>					
Nonsuch	83%	86%	84%	86%	88%
Wallington	82%	74%	72%	82%	86%
Carshalton	25%	14%	17%	17%	25%
<b>% 6+ grades</b>					
Nonsuch	97%	96%	94%	95%	96%
Wallington	97%	92%	89%	94%	98%
Carshalton	47%	37%	48%	36%	50%
<b>% 4+ grades including English/Maths</b>					
Nonsuch	100%	100%	99%	99%	100%
Wallington	100%	98%	99%	99%	100%
Carshalton	84%	80%	84%	77%	80%
<b>% Achieving Ebacc</b>					
Nonsuch	99%	99%	85%	85%	89%
Wallington	96%	93%	92%	92%	95%
Carshalton	28%	24%	26%	37%	57%
<b>Progress 8</b>					
Nonsuch	0.73	1.16	1.21	1.03	1.25 est
Wallington	0.69	1.04	1.04	1.07	1.09 est
Carshalton	0.12	-0.08	-0.01	-0.06	0.55 est

A Level	15/16	16/17	17/18	18/19	19/20
<b>% A* grades</b>					
Nonsuch	20%	19%	20%	22%	27%
Wallington	17%	23%	19%	14%	24%
Carshalton	7%	5%	4%	2%	6%
<b>% A*/A grades</b>					
Nonsuch	55%	56%	59%	55%	63%
Wallington	56%	58%	51%	43%	53%
Carshalton	20%	14%	17%	9%	12%
<b>% A*-B grades</b>					
Nonsuch	80%	83%	81%	80%	86%
Wallington	84%	84%	78%	71%	78%
Carshalton	52%	43%	45%	25%	35%
<b>% A*-E grades</b>					
Nonsuch	99%	100%	99%	100%	100%
Wallington	100%	100%	99%	99%	100%
Carshalton	100%	97%	99%	90%	97%
<b>L3 Value Added</b>					
Nonsuch	-0.05	-0.05	-0.09	-0.13	0.14 est
Wallington	0.01	0.18	-0.01	-0.07	0.15 est
Carshalton	0.17	0.1	-0.15	-0.32	0.10 est

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

<b>A2 ALPS</b>					
Nonsuch	5	5	5	5	2
Wallington	3	2	3	6	3
Carshalton	4	5	5	7	1

#### Onward Destinations

An important measure is where students move to in terms of onward university destinations. As before, summer 2020 was an exception year due to the COVID pandemic. The table below summarises university entry in 2020.

The majority of students achieved their first choice of university, with around half of those at Nonsuch and Wallington (50%-69%) going to Russell Group institutions. Carshalton was successful in securing places for around 9% of students at Russell Group institutions. In addition, 16 girls across the Trust secured Oxbridge places.

<b>Destinations</b>	<b>15/16</b>	<b>16/17</b>	<b>17/18</b>	<b>18/19</b>	<b>19/20</b>
<b>1<sup>st</sup> Choice University</b>					
Nonsuch	65%	66%	63%	67%	63%
Wallington	74%	76%	61%	54%	57%
Carshalton	77%	66%	Not available	71%	79%
<b>Oxbridge</b>					
Nonsuch	8% (13)	7% (10)	5% (8)	6% (11)	8% (12)
Wallington	2% (4)	7% (13)	7% (13)	2% (4)	2% (4)
Carshalton	0%	0%	0%	0%	2%
<b>Russell Group Universities</b>					
Nonsuch	55%	52%	67%	59%	69%
Wallington	46%	53%	51%	49%	50%
Carshalton	22%	21%	15%	9%	19%

#### 2. Trust Growth

The aim of the Girls' Learning Trust is to grow within London and the South East area. Moving towards this aim, the Trust was delighted when Carshalton High School for Girls joined the Trust in April 2018, bringing further strength and expertise to the MAT.

Further work on Trust growth has been paused during the COVID pandemic, however all 3 schools increased their Sixth Form student numbers in September 2020 as follows: Carshalton 5%; Nonsuch 10%; and Wallington 16%.

#### 3. Maintaining financial stability - key financial performance indicators

At the start of the financial year, the Trustees set the consolidated Trust budget, taking into account the anticipated income and expenditure of each school (including a share of Trust costs) and with reference to reserves readily available to spend (excluding fixed asset reserve and the pension reserve). During the course of 2019-20, the Trust has taken pro-active steps to maximise revenues and manage costs.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

The Trust shares the costs of centralised functions (such as the CEO, DFO, finance, audit services, HR, IT, etc) in proportion to the main government funded element of school revenues (General Annual Grant – GAG) and these costs are embedded in the school level budgets.

Approximately 83% (£20,774k) of the Trust's income in 2019-20 was government funded through the General Annual Grant and other ESFA and DfE funding sources, with the remaining funds coming from capital grants, parental donations, trips & visits, and other sources generated during the year. Total income was £25,054k in 2019-20.

The Trustees aim to budget staffing costs within 75-85% of annual school income from government funding sources, including ESFA and DfE (excluding capital grants, trips & visits and parental donations). For 2019-20, the figure was 80% across the Trust.

When determining the budget for each school, a key figure that the Trustees consider is the net surplus or deficit. For 2019-20, it was planned that expenditure would be in line with income and the budget for each school was set at a broadly balanced budget.

In light of COVID-19 pandemic and disruption to day to day operations, relevant budgets made available to cope with the impact on remote learning and wellbeing. Budgets were approved for cleaning, IT infrastructure and equipment (staff and pupils), Free School Meals, resources and relevant supplier relief due to this pandemic. Trust also participated in the national free school voucher scheme when it was made available.

At all the schools, capital expenditure was also planned for 2019-20 and in some instances, funding was drawn from reserves brought forward from previous years.

Finance Committee also utilised key performance indicators, including those in the table below.

2019-20	Carshalton	Nonsuch	Wallington
Staffing as a % of ESFA/DfE income	79%	87%	79%
Pupil/teacher ratio	17.3	17.8	19.1
Spend per pupil (pay)	£4,615	£4,361	£4,088
Spend per pupil (non pay)	£921	£874	£876

#### 4. Increasing the proportion of disadvantaged students in the Trust

During 2017-18, the Admissions Policy for the September 2019 entry for the two selective schools (NHSG and WHSG) was amended to allow up to a 10% reduction in the entrance tests pass mark for any students in receipt of Pupil Premium. These students were also given a higher priority in the oversubscription criteria with up to 35 places reserved for Pupil Premium students.

Alongside this during 2018-19 and early 2019-20, an outreach programme for primary schools has been operating in partnership with a local primary school multi-academy trust (Cirrus Primary Academy Trust) with a high proportion of disadvantaged students. The aim of this initiative was to enable the two selective schools better represent the community they serve, in terms of the proportion of disadvantaged students who gain admission.

Following the work done in 2018-19 and 2019-20, the number of pupil premium students gaining admission to Year 7 in each year were:

Number of Pupil Premium In Year 7 September	Carshalton	Nonsuch	Wallington
Number gaining entry in September 2020 (percentage of year group)	87 (32%)	14 (6%)	27 (13%)

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

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Number gaining entry in September 2019 (percentage of year group)	70 (28%)	25 (12%)	25 (12%)
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#### 5. Supporting mental wellbeing for staff and students across the Trust

Each school has continued this year to address its Wellbeing Action Plan (2018-2021) and progress can be found in the minutes of LGB meetings.

A partnership was formed in 2017-18 with the charity, Place2Be, in order to support staff training in positive mental health provision. All staff in Trust schools received this training in February 2018 and since then groups of staff have received extended training as Place2Be ambassadors. In the early part of 2020, a further twenty staff were trained as ambassadors.

This year's GLT conference in February 2020 focussed on wellbeing, including 'Vocal Health and Teaching', 'Supporting the Wellbeing of High Fliers', 'Pleasure, Purpose and the Trouble with Wellbeing'. There were also sessions for support staff on Workplace Options, Attachment Theory and Breathing to reduce stress.

We have also updated our staff recruitment literature to include clear statements on the positive actions our schools have taken to reduce teacher workload and improve staff wellbeing generally.

It is worth noting that staff workload was a topic pursued by the OfSTED team during the Inspection of Wallington High in October 2019 where they made the following positive comment:

*Leaders and governors help school staff to manage their workload. They promote staff well-being with great thought. Leaders have reduced the amount of assessment data that teachers need to produce each term.*

#### **Financial Review**

The Trust receives its income from a number of different sources. The majority of the Trust's income comes from central government via the Education and Skills Funding Agency (ESFA) which provides a grant, based largely on student numbers, to cover staffing and other general running costs (General Annual Grant - GAG).

The ESFA also provides the Trust with additional grants which are earmarked for specific purposes (such as Pupil Premium which must be used to raise the attainment of disadvantaged pupils and Capital Improvement Funds which must be used for specified capital projects). These appear in the accounts as DfE/ESFA grants.

Where the Trust receives grant or other funding from the Local Authority (such as where the Trust undertakes responsibilities on the LA's behalf in respect of students) this appears in the accounts as other government grants. Such income is collectively referred to as "Restricted Funds".

Other income is received from parents (for example as contributions to trip or other costs) and from third parties (for example from bank interest on account balances or from others who are charged for their use of school facilities). Such other income may be restricted or unrestricted, depending on whether it comes to the Trust with conditions as to its use or whether it is available for spending at the discretion of the Trustees.

The Trust holds funds in two broad categories, funds which are available for spending and other funds which are not available for spending.

Spendable funds are in turn sub-categorised between those which are available for spending at the discretion of Trustees ("Unrestricted Funds") and those which are subject to condition or restriction ("Restricted Funds").

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# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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Funds not available for spending include the book value of fixed assets such as land, buildings and equipment. These have a value and are therefore included as assets in the accounts but clearly, the Trust cannot spend this value. In common with all academies and Local Authorities, the Trust's share of the Local Government Pension Scheme (LGPS) deficit must also be reflected in the accounts and as this is not a conventional liability, it does not need to be deducted from spendable funds. The Trust meets its obligations in respect of the LGPS by paying over pension contributions due as calculated by the scheme's actuaries.

The following balances held were held at 31 August 2020:

<b>Fund</b>	<b>Category</b>	<b>2020 £'000</b>	<b>2019 £'000</b>
GAG	Restricted General Funds	1,632	368
Other Grant Funds	Restricted General Funds	35	30
Other Income	Restricted General Funds	540	730
	<b>Sub-total General Restricted Funds</b>	<b>2,207</b>	<b>1,128</b>
Unspent Capital Grants	Restricted Fixed Asset Fund	274	443
Other Income	Unrestricted General Fund	1,091	1,099
	<b>Sub-Total Spendable Funds</b>	<b>1,365</b>	<b>1,542</b>
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	69,271	68,696
Share of LGPS Deficit	Restricted Pension Reserve	(10,143)	(8,260)
	<b>Total All Funds</b>	<b>62,700</b>	<b>63,106</b>

During the year under review, there was a surplus of £1,079k (2019: surplus of £93k) on general restricted funds, a deficit of £8k (2019: deficit of £78k) on unrestricted funds and after LGPS valuation adjustments, depreciation and capital income and expenditure, an overall deficit of £406k (2019: deficit of £1,917k).

### Reserves policy

The Trustees keep spendable reserves under constant review to ensure that they have sufficient income to run the schools on an efficient basis without affecting the quality of teaching and learning. There is a reserves policy of £1 million across the Trust, plus £500k identified for future expansion. The Trustees set the reserve level based on a 3 Year Forecast that ensures the Trust can continue to operate whilst ensuring that it has sufficient cash reserves.

The Trust had unrestricted general reserves of £1,091k at 31 August 2020 (2019: £1,099k) and restricted general reserves of £2,207k (2019: £1,128k). Total spendable funds were £3,572k (2019: £2,670k) including the unspent capital grants of £274k.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

The position at 31<sup>st</sup> August 2020

	At 31 August 2020			At 31 August 2019		
	Unrestricted Reserves	Restricted Reserves	Total Reserves	Unrestricted Reserves	Restricted Reserves	Total Reserves
Carshalton (CHSG)	401k	935k	1,336k	541k	252k	793k
Nonsuch (NHSG)	188k	82k	270k	71k	275k	346k
Wallington (WHSG)	502k	1,188k	1,690k	487k	601K	1,088k
<b>GLT Restricted &amp; Unrestricted General Funds</b>	<b>1,091k</b>	<b>2,207k</b>	<b>3,298k</b>	<b>1,099k</b>	<b>1,128k</b>	<b>2,227k</b>

The year under review 2019-20 was a particularly volatile year in terms of expenditure during the COVID school closures from March through to August 2020. Moving into 2020-21 expenditure remains uncertain due to national lockdown measures and local occurrences of COVID leading to staff and student absences, as well as significant additional cleaning and agency/cover costs.

After meeting the requirements of the reserves policy and funds identified for future expansion, the Trust has developed a facilities masterplan for major capital works costing approximately £3 million at Wallington to address the materially undersized canteen and kitchen facilities, and reserves are being set aside at Wallington for this purpose. The remaining funds are earmarked for significant condition-related lifecycle and maintenance issues across the 3 schools, including works to maintain the building fabric and services, strategic investment in IT for remote learning, upgrading classroom IT equipment to enable digital resources & video conferencing for teaching, classroom maintenance, outdoor canopy provision and toilet refurbishment.

#### Investment policy and powers

There are no investments held beyond cash deposits retained in major UK clearing banks. Speculative investments are not permitted. The Trustees have reviewed their investment and banking arrangements during the course of the year and have arranged for a short term deposit account to be opened at Lloyds Bank, in addition to the Lloyds Bank business accounts.

#### Going concern

In common with other government funded multi-academy trusts (MATs), the DfE will defer the full introduction of the National Funding Formula to 2021-2022. This will increase funding per pupil to all the schools in the Trust and will ease funding pressures, notwithstanding the increases in nationally agreed pay scales, pension contributions, National Insurance contributions and the Apprenticeship Levy.

For the remaining year (2020-21) the funding will be overseen by the Sutton Schools Forum, and the schools will receive less than their allocation according to the ESFA calculations. However, subject to the final decision by the Schools Forum, this is expected to be in line with the Trust's current 3 Year Forecast.

Also as previously reported, and again in common with other government funded MATs, the Trustees note the unfunded Local Government Pension Scheme (LGPS) pension deficit. In the case of the LGPS deficit, Parliament has agreed to a guarantee that, in the event of academy closure, outstanding scheme liabilities would be met by the Department for Education. The academies are currently making employer contributions based on the latest triennial actuarial assessment. Having regard to these factors, the Trustees do not believe any further action is required at this time.

In recent years, the Trustees have undertaken actions to (a) increase income, including the on-going expansion of student numbers, and (b) reduce costs and optimise value for money. It is expected that the on-going development of the MAT will enhance value for money savings and enable the school's to meet the financial challenges ahead.

With COVID-19 pandemic and disruption to day to day operations, relevant budgets were agreed and made available to cope with the impact on learning for 2020-21. Budgets were approved for cleaning, IT infrastructure and equipment (staff and pupils), Free School Meals and resources.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

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On this basis, the Trustees therefore have a reasonable expectation that, at 31 August 2020, the Trust had adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies (Note 1 to the Financial Statements).

#### Our fundraising practices

The Trust, and individual academies within it, organises fundraising events and appeals, and co-ordinate the activities of our supporters both in the academies and in the wider community on behalf of the Trust. The Trust does not use professional fundraisers or involve commercial participators.

All fundraising is undertaken by the Trust in a manner that seeks to ensure that it is not unreasonably intrusive or persistent. Contact is made through email, academy newsletters, our websites and via students.

The Trust complies with the Fundraising Regulator's Code of Fundraising Practice, and there have been no complaints about fundraising activity this year.

#### Streamlined energy and carbon reporting (SECR)

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force on 1 April 2019 for accounting periods commencing on or after that date. It requires large companies which consume more than 40,000 kWh of energy per year (in the UK) to include energy and carbon information in their annual reports. The ESFA also encourages large academy trusts to reproduce the energy and carbon disclosures from their accounts on their website before 31 March each year.

SECR disclosures will be required for the first time in the 2019/20 accounts. In future years, the prior year equivalent figures will also be required for comparison, but this is not mandatory in the first year.

<b>UK greenhouse gas emissions &amp; energy use data for 1 September 2019 to 31 August 2020</b>	
Energy consumption used to calculate emissions (kWh)	<b>4,790,774</b>
Energy consumption break down (kWh) (optional)	
• gas,	3,377,507
• electricity,	1,413,267
• transport fuel	2,820
<u>Scope 1 emissions in metric tonnes CO<sub>2</sub>e</u>	
Gas consumption	621
Owned transport – mini-buses	0.63
<u>Total scope 1</u>	<b>621.63</b>
<u>Scope 2 emissions in metric tonnes CO<sub>2</sub>e</u>	
Purchased electricity	329
<u>Scope 3 emissions in metric tonnes CO<sub>2</sub>e</u>	
Business travel in employee owned vehicles	0.08
<u>Total gross emissions in metric tonnes CO<sub>2</sub>e</u>	<b>951</b>
<u>Intensity ratio</u>	
Tonnes CO <sub>2</sub> e per pupil	<b>0.22</b>

# **GIRLS' LEARNING TRUST**

## **TRUSTEES' REPORT**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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### **Quantification and reporting methodology**

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting.

### **Intensity measurement**

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

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

As previously acknowledged, 2019-20 was an unusual year as the schools were largely closed for 6 months, March to August 2020, and this has had an impact on gas and electricity consumption. In recent years, we have installed energy efficient boilers (when possible), LED lighting across all sites, increased video conferencing technology and minimised the need for travel between sites. Subject to COVID, the Trust plans to develop a comprehensive sustainability strategy during 2020-21.

### **Principal Risks and Uncertainties**

Over the course of the year, the Trustees have assessed the major risks to which the Trust is exposed, in particular those relating to:

- COVID
- Safeguarding
- Education delivery & standards, including IT enabled remote learning
- Student numbers
- Health & safety
- Critical incidents
- Staff recruitment & retention
- Financial stability
- Capability of Trust Board & Local Governing Bodies (LGBs)
- Government policy changes, including funding
- GLT formation & future growth

The Trustees have implemented a procedure to identify and assess the risks to the Trust, have developed controls to mitigate those risks, and review the risk register at each meeting. Where significant financial risk remains they have ensured they have adequate insurance cover. The Trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement (relating to internal control).

The risk management procedure has been documented, a risk register implemented by the CEO and Director of Finance & Operations, and the process is actively overseen by the Trustees.

As the nature of the financial instruments dealt with by the company is relatively simple (bank balances, debtors and "trade" creditors), Trustees consider the associated risk in this area to be minimal.

The risk resulting from the company's share of the LGPS deficit is managed by following the advice of the scheme's actuaries, specifically as regards the level of contributions payable, ensuring that annual budgets are drawn up to reflect the actuary's advice.

Trustees keep spendable reserves (i.e. liquidity and cashflow) under review to ensure that they have sufficient income to run the Trust on an efficient basis without affecting the quality of teaching and learning.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

*FOR THE YEAR ENDED 31 AUGUST 2020*

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### Plans for Future Periods

GLT exists as an all-girls Trust that to delivers a first class education to young women ensuring that they realise their full potential and are well prepared for their future. Our strategic aims for 2018-2022 remain based around:

1. Quality of education across the Trust
2. Trust growth
3. Maintaining financial stability
4. Increasing the proportion of disadvantaged students in the Trust
5. Supporting mental wellbeing for staff and students across the Trust

### Other Matters

#### Funds Held as Custodian Trustee on Behalf of Others

No funds were held by the company as Custodian Trustee for any other third parties.

#### 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.

The Trustees' Report, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 08 December 2020 and signed on the Board's behalf by:

.....  
S. Gillett  
**Chair of Trustees**

# GIRLS' LEARNING TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Scope of Responsibility

The Trustees are responsible for ensuring that high standards of corporate governance are maintained. The role is a strategic one with three key functions:

- Overseeing the financial performance of the Trust and making sure its money is well spent.
- Holding the CEO to account for the educational performance of the schools and their pupils, and
- Ensuring clarity of vision, ethos and strategic direction.

As Trustees, we acknowledge we have overall responsibility for ensuring that Girls' Learning Trust (GLT) 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.

During 2019-20, the CEO acted as an ex-officio Trustee and a full time executive of the MAT. The CEO was responsible for the internal organisation, management and control of the academies, the implementation of all policies approved by the Trustees and for the direction of teaching and the curriculum across the schools.

Further, the Trustees have delegated day-to-day responsibility to the CEO, as Accounting Officer, to ensure that the financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Girls' Learning Trust and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the Trustees any material weaknesses or breakdowns in internal control.

### Governance

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

<b>Trust Board 2019-20</b>	<b>Meetings attended</b>	<b>Out of possible</b>
A Hyams-Parish (Chair until 31 March 2020, resigned from Trust Board)	3	3
S Gillett (Vice Chair until 31 March and Chair from 1 April 2020)	6	6
R Etchell (Appointed as Trustee 24 August 2020)	3	3
A Clark	6	6
M Grant	6	6
H Aumeer (Appointed as Trustee 24 August 2020, previously in attendance as Chair of WHSG LGB)	6	6
M Munro	4	6
N Pepper	6	6
J Smith	6	6
P Taylor (Vice Chair from 1 April 2020)	5	6
P. Harding (Chair CHSG LGB) (in attendance) (resigned 31 August 2020)	4	6
H. Latham (DFO) (in attendance)	6	6

The Trust Board completed a self-evaluation in 2018-19, building on the work done by the predecessor governing bodies and the Department for Education's Competency Framework for Governance (published January 2017). The Trust has a Governance Committee which oversees the development of governance and regularly monitors that it continues to have the right overall balance of people and skills.

The Finance Committee is a committee of the Trust Board and it has also formally met six times during 2019-20. The purpose of the Finance Committee is to assist and support the Trust Board by ensuring sound

# GIRLS' LEARNING TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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oversight is exercised over the management of the Trust's finances and resources. The Finance Committee also performs the function of Audit Committee. Attendance at meetings in the year was as follows:

<b><u>Trust Finance Committee 2019-2020</u></b>	<b><u>Meetings attended</u></b>	<b><u>Out of possible</u></b>
N. Pepper (Chair) (Trustee)	6	6
A. Cooke (Vice Chair) (Nonsuch LGB)	4	6
H. Aumeer	5	6
A. Clark (Trustee)	5	6
M Grant (Trustee)	5	6
P. Harding (Carshalton LGB)	4	6
M Munro (Trustee)	5	6
J. Smith (Trustee) (CEO/Accounting Officer)	6	6
J. Thind (Nonsuch LGB resigned 11 February 2020)	1	3
H. Latham (DFO) (in attendance)	6	6

### **Review of Value for Money**

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

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the Trust Board where value for money can be improved, including the use of benchmarking data where available.

In the context of COVID, the Trust has continued to deliver value for money during the year through:

#### 1. Increased efficiency

- Throughout 2019-20, the Trust has actively managed the provision of teaching staff in the context of the Trust's expanding roll, the curriculum offer and the realities of remote teaching & learning under COVID. It has considered efficiency & effectiveness in all its recruitment decisions, balancing the educational needs of the students with a relatively experienced staff base.
- During 2018-19, the Trust undertook an Integrated Curriculum & Financial Planning (ICFP) study to highlight areas for further scrutiny, including the curriculum at Nonsuch. The Trust also uses the ISBL School Optimisation Tool to obtain benchmarking data. These tools will be revisited in 2020-21.
- The Trust has a consolidated GLT Shared Services function to deliver finance, IT, premises, H&S, HR, payroll, capital projects, catering, cleaning and governance, and maximise efficiency and effectiveness.

#### 2. Better purchasing

- All purchases over £5,000 are subject to '3 quotes' to ensure best value is achieved in purchasing. Where possible across the Trust schools, we are buying together.
- The catering contracts across all 3 schools were re-tendered in 2018-19 with a new contractor appointed on 1 August 2019 and this consolidated contract is actively managed.
- The cleaning contracts across all 3 schools were re-tendered in 2019-20 with a new contractor appointed on 1 September 2019 and this is also actively managed..
- Major capital works at all 3 schools are tendered each year. For 2019-20, this included Carshalton's 'bulge' class refurbishment, fire compliance works and toilet refurbishment, Nonsuch's astro resurfacing and ground floor 'bulge' class fit out, and Wallington's fire compliance works.
- The HR contract, legal retainer contract, health & safety contract, financial software and auditor services have been procured and managed centrally and at a lower cost to the individual schools.

# **GIRLS' LEARNING TRUST**

## **GOVERNANCE STATEMENT**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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- The approach to advertising job vacancies has been altered to optimise spending on advertising through agencies such as TES (formerly Times Education Supplement) and the DfE Teaching Vacancies website.
- The Trust has benchmarked energy costs and considered short and medium term deals using comparative data from an energy broker.
- The Trust has opted to procure insurance via the London Borough of Sutton having evaluated the Risk Protection Arrangement as an alternative.
- INSET costs across the Trust have been reduced through shared training & development activities, including the Trust Staff Conference in February 2020 and the Outstanding Teacher Programme.
- The Trust has stopped contracts that are no longer required (for example, memberships of educational forums, IT licences), run print-photocopy contracts beyond their planned lifecycle (to maximise costs avoided) and procured a more cost effective broadband suppliers.
- Where possible, the schools in the Trust have consolidated and simplified their systems, focussing on simplifying communication systems, student reporting and making more use of texting and emails.

### **3. Extra sources of income (albeit these have been adversely affected by COVID during 2019-20)**

- All three schools actively support local sport and community groups by hiring out school facilities during the weekend and evening. The income is used to maintain the facilities and improve the resources for our students and hirers.
- All three schools are also supported by voluntary donations from parents.

The close collaboration across the MAT continues to generate cost savings and improvements in value for money, as the resources of all three schools are leveraged.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The system of internal control has been in place in the Girls' Learning Trust for the year ended 31 August 2020, and up to the date of approval of the annual report and financial statements.

### **Capacity to handle risk**

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

# **GIRLS' LEARNING TRUST**

## **GOVERNANCE STATEMENT**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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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, during 2019-20, this has included:

- circulation of monthly financial management reports to members of the Trust Board, Finance Committee and Executive team.;
- comprehensive budgeting and monitoring systems with an Annual Budget, 3 Year Forecast and detailed financial management reports which were formally reviewed 4 times a year by the Finance Committee;
- regular reviews by the Finance Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks;
- consideration of the contingency reserve.

The Trust Board has considered the need for a specific internal audit function, and for 2019-20 has appointed A Cooke (Vice Chair of Finance and NHSG governor) as the Responsible Officer (RO) across all schools. The role of the RO includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. On a regular basis, reports have been issued to the Trust Board on the operation of the systems of control and on the discharge of the Trust Boards' financial responsibilities. The Trust Board has appointed the external auditors, Baxter and Co. to assist the RO in fulfilling the agreed schedule of testing. Baxter & Co conducted termly visits to all schools in the Trust during the year. Checks carried out included:

- Testing of payroll systems
- Testing of purchasing systems
- Testing of control account/bank reconciliations
- Testing of compliance with some of the key regularity and transparency requirements within the ESFA's Academies Financial Handbook

The Trustees are satisfied that the RO functions have been fully delivered in line with the agreed schedule of testing. No material control issues have been notified to Trustees.

The revised FRC Ethical Standard for auditors states that a firm providing external audit to an entity shall not also provide internal audit services to it, subject to transitional arrangements which permit existing audit engagements at 15 March 2020 to conclude.

Baxter & Co have confirmed that in accordance with the ethical standard, having concluded their engagement to support the RO for 2019/20, they will no longer provide internal scrutiny services. The Trust will therefore be implementing an alternative provider for 2020/21.

# **GIRLS' LEARNING TRUST**

## **GOVERNANCE STATEMENT**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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### **Review of Effectiveness**

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

- the work of the Responsible Officer;
- the work of the External Auditor;
- the Accounting Officer Log Book;
- the school resource management self-assessment tool, and;
- the work of the Director of Finance & Operations, in conjunction with the Head of Finance and the finance team, who has responsibility for the implementation of the internal control framework.

The Accounting Officer has been advised of any implications of the review of the system of internal control and, where appropriate, has established a plan to address any weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Trust Board on 08 December 2020 and signed on its behalf by:

.....  
S. Gillett  
**Chair of Trustees**

.....  
J Smith  
**Accounting Officer**

# **GIRLS' LEARNING TRUST**

## **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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As accounting officer of Girls' Learning Trust, I have considered my responsibility to notify the Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

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

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

J Smith  
**Accounting Officer**

08 December 2020

# **GIRLS' LEARNING TRUST**

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

### ***FOR THE YEAR ENDED 31 AUGUST 2020***

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The trustees (who also act as the directors of Girls' Learning Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the Financial Statements in accordance with the Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- 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 Financial Statements; and
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring 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 Financial Statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees on 08 December 2020 and signed on its behalf by:

S Gillett  
**Chair of Trustees**

# **GIRLS' LEARNING TRUST**

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

***FOR THE YEAR ENDED 31 AUGUST 2020***

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### **Opinion**

We have audited the Financial Statements of Girls' Learning Trust for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the Financial Statements:

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

### **Basis for opinion**

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

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

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

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

### **Other information**

The Trustees are responsible for the other information, which comprises the information included in the annual report other than the Financial Statements and our auditor's report thereon. Our opinion on the Financial Statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

# GIRLS' LEARNING TRUST

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

**FOR THE YEAR ENDED 31 AUGUST 2020**

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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 Financial Statements are prepared is consistent with the Financial Statements; 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 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.

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

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

### **Responsibilities of Trustees**

As explained more fully in the statement of Trustees' responsibilities, the Trustees are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.

In preparing the Financial Statements, the Trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the Financial Statements**

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

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

# GIRLS' LEARNING TRUST

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

*FOR THE YEAR ENDED 31 AUGUST 2020*

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### **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.

**for and on behalf of Baxter & Co**

**Chartered Certified Accountants  
Statutory Auditor**

.....

Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

# GIRLS' LEARNING TRUST

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

**FOR THE YEAR ENDED 31 AUGUST 2020**

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In accordance with the terms of our engagement letter dated 2 November 2012 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Girls' Learning Trust during the period 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Girls' 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 Girls' 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 Girls' Learning Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of Girls' Learning Trust's funding agreement with the Secretary of State for Education dated 28 August 2015 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Review of payments to staff;
- Review of payments to suppliers and other third parties;
- Review of grant and other income streams;
- Review of some key financial control procedures;
- Discussions with finance staff;
- Consideration of the record maintained by the Accounting Officer of the oversight they have exercised;
- Consideration of the programme of internal scrutiny implemented by the Academy Trust in order to comply with its obligations under 3.1 of the Academies Financial Handbook 2019, issued by the ESFA.

# GIRLS' LEARNING TRUST

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

*FOR THE YEAR ENDED 31 AUGUST 2020*

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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 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

### **Reporting Accountant**

Baxter & Co  
Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

Dated: .....

# GIRLS' LEARNING TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2020 £'000	Total 2019 £'000
<b>Income and endowments from:</b>						
Donations and capital grants	3	27	205	1,336	1,568	1,112
Charitable activities:						
- Funding for educational operations	4	27	23,294	-	23,321	21,099
Other trading activities	5	155	-	-	155	189
Investments	6	10	-	-	10	2
<b>Total</b>		<u>219</u>	<u>23,499</u>	<u>1,336</u>	<u>25,054</u>	<u>22,402</u>
<b>Expenditure on:</b>						
Raising funds	7	12	-	-	12	24
Charitable activities:						
- Educational operations	9	33	22,724	1,379	24,136	23,082
<b>Total</b>	7	<u>45</u>	<u>22,724</u>	<u>1,379</u>	<u>24,148</u>	<u>23,106</u>
<b>Net income/(expenditure)</b>		174	775	(43)	906	(704)
Transfers between funds	18	(182)	(268)	449	(1)	-
<b>Other recognised gains/(losses)</b>						
Actuarial losses on defined benefit pension schemes	20	-	(1,311)	-	(1,311)	(1,213)
<b>Net movement in funds</b>		(8)	(804)	406	(406)	(1,917)
<b>Reconciliation of funds</b>						
Total funds brought forward		<u>1,099</u>	<u>(7,132)</u>	<u>69,139</u>	<u>63,106</u>	<u>65,023</u>
Total funds carried forward		<u>1,091</u>	<u>(7,936)</u>	<u>69,545</u>	<u>62,700</u>	<u>63,106</u>

# GIRLS' LEARNING TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2020

Comparative year information Year ended 31 August 2019	Notes	Unrestricted	Restricted funds:		Total
		funds	General	Fixed asset	2019
		£'000	£'000	£'000	£'000
<b>Income and endowments from:</b>					
Donations and capital grants	3	57	236	819	1,112
Charitable activities:					
- Funding for educational operations	4	32	21,067	-	21,099
Other trading activities	5	189	-	-	189
Investments	6	2	-	-	2
<b>Total</b>		<u>280</u>	<u>21,303</u>	<u>819</u>	<u>22,402</u>
<b>Expenditure on:</b>					
Raising funds	7	21	3	-	24
Charitable activities:					
- Educational operations	9	337	21,184	1,561	23,082
<b>Total</b>	7	<u>358</u>	<u>21,187</u>	<u>1,561</u>	<u>23,106</u>
<b>Net income/(expenditure)</b>		(78)	116	(742)	(704)
Transfers between funds	18	-	(672)	672	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	20	-	(1,213)	-	(1,213)
<b>Net movement in funds</b>		(78)	(1,769)	(70)	(1,917)
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>1,177</u>	<u>(5,363)</u>	<u>69,209</u>	<u>65,023</u>
Total funds carried forward		<u>1,099</u>	<u>(7,132)</u>	<u>69,139</u>	<u>63,106</u>

# GIRLS' LEARNING TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2020

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		2020		2019	
	Notes	£'000	£'000	£'000	£'000
<b>Fixed assets</b>					
Tangible assets	13		69,271		68,696
<b>Current assets</b>					
Debtors	14	1,930		953	
Cash at bank and in hand		3,559		4,001	
		<u>5,489</u>		<u>4,954</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	15	(1,917)		(2,284)	
<b>Net current assets</b>			<u>3,572</u>		<u>2,670</u>
<b>Net assets excluding pension liability</b>			72,843		71,366
Defined benefit pension scheme liability	20		(10,143)		(8,260)
<b>Total net assets</b>			<u>62,700</u>		<u>63,106</u>
<b>Funds of the Trust:</b>					
<b>Restricted funds</b>	18				
- Fixed asset funds			69,545		69,139
- Restricted income funds			2,207		1,128
- Pension reserve			(10,143)		(8,260)
<b>Total restricted funds</b>			<u>61,609</u>		<u>62,007</u>
<b>Unrestricted income funds</b>	18		<u>1,091</u>		<u>1,099</u>
<b>Total funds</b>			<u>62,700</u>		<u>63,106</u>

The Financial Statements on pages 29 to 55 were approved by the Trustees and authorised for issue on 08 December 2020 and are signed on their behalf by:

S Gillett  
Chair of Trustees

Company Number 07627961

# GIRLS' LEARNING TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

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		2020		2019	
	Notes	£'000	£'000	£'000	£'000
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	21		166		1,872
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		10		2	
Capital grants from DfE Group		518		819	
Capital funding received from sponsors and others		818		-	
Purchase of tangible fixed assets		(1,954)		(1,195)	
<b>Net cash used in investing activities</b>			<u>(608)</u>		<u>(374)</u>
<b>Net (decrease)/increase in cash and cash equivalents in the reporting period</b>			(442)		1,498
Cash and cash equivalents at beginning of the year			<u>4,001</u>		<u>2,503</u>
<b>Cash and cash equivalents at end of the year</b>			<u><u>3,559</u></u>		<u><u>4,001</u></u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 1 Accounting policies

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

##### 1.1 Basis of preparation

The Financial Statements of the 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 Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

##### 1.2 Going concern

The Trustees assess whether the use of going concern is appropriate, ie 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 Financial Statements and have concluded that the Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the Financial Statements.

##### 1.3 Income

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

##### Grants

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the 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.

##### Sponsorship income

Sponsorship income provided to the Trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

##### Donations

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

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

---

#### 1 Accounting policies

##### Other income

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

##### 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 Financial Statements 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 Trust's accounting policies.

#### 1.4 Expenditure

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

Expenditure 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 Trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

##### Charitable activities

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

#### 1.5 Tangible fixed assets and depreciation

Assets costing £5,000 or more per item (or less if they form part of a larger purchase or project where the total cost exceeds £25,000) are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

---

#### 1 Accounting policies

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

Freehold land is not depreciated.

Freehold land and buildings	50 years straight line
Leasehold land and buildings	50 years straight line
Astro, tennis court & storage	20 years straight line
Computer equipment	3 years straight line
Fixtures, fittings & equipment	7 years straight line
Motor vehicles	5 years straight line

#### Fixed Asset Transfer from Predecessor Schools / Academies

Where fixed assets were transferred to the charitable company from predecessor schools / academies, these have been included at a value determined in accordance with the policy described below:

#### Land

Where land is owned (or occupied under the terms of a long term lease), subject to a legally binding restriction as to its use, it is included at a valuation that assumes continuation of existing use.

#### Buildings

In accordance with the requirements of FRS 102, specialist buildings transferred from the predecessor school are recognised at their depreciated replacement cost at the time of the transfer. Future depreciation is charged over the estimated remaining useful life of the buildings.

#### Other Fixed Assets

Other fixed assets transferred from the predecessor school are also included at depreciated replacement cost (subject to the capitalisation limit set).

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 Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods of services it must provide.

#### 1.7 Leased assets

Rentals payable under operating leases are charged against income on a straight-line basis over the period of the lease.

#### 1.8 Financial instruments

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

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

---

#### 1 Accounting policies

##### 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 Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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 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 Trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. 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 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.

#### 1.11 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Trust at the discretion of the Trustees.

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

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

---

#### 1 Accounting policies

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

##### 1.12 Agency arrangements

Where the Academy Trust acts as agent in collecting and / or distributing from the ESFA or others, and subsequent disbursements are excluded from the Statement of Financial Activities as the Trust does not have control over charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 27.

#### 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 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 20, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

##### Critical areas of judgement

In preparing these Financial Statements, the Trustees have not needed to exercise any subjective judgements that would be critical to the Trust's Financial Statements.

#### 3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2020 £'000	Total 2019 £'000
Capital grants	-	518	518	819
LA Capital grants - Bulge funding	-	700	700	-
Other donations	27	323	350	293
	<u>27</u>	<u>1,541</u>	<u>1,568</u>	<u>1,112</u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 4 Funding for the Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2020 £'000	Total 2019 £'000
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	20,774	20,774	19,523
Other DfE group grants	-	1,862	1,862	870
	<u>-</u>	<u>22,636</u>	<u>22,636</u>	<u>20,393</u>
<b>Other government grants</b>				
Local authority grants	-	118	118	92
	<u>-</u>	<u>118</u>	<u>118</u>	<u>92</u>
<b>Other funding</b>				
Catering income	24	-	24	28
School trips and activities	-	398	398	461
Other incoming resources	3	142	145	125
	<u>27</u>	<u>540</u>	<u>567</u>	<u>614</u>
<b>Total funding</b>	<u>27</u>	<u>23,294</u>	<u>23,321</u>	<u>21,099</u>

### 5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2020 £'000	Total 2019 £'000
Hire of facilities	155	-	155	189
	<u>155</u>	<u>-</u>	<u>155</u>	<u>189</u>

### 6 Investment income

	Unrestricted funds £'000	Restricted funds £'000	Total 2020 £'000	Total 2019 £'000
Short term deposits	10	-	10	2
	<u>10</u>	<u>-</u>	<u>10</u>	<u>2</u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 7 Expenditure

	Staff costs £'000	Non-pay expenditure		Total 2020 £'000	Total 2019 £'000
		Premises £'000	Other £'000		
Expenditure on raising funds					
- Direct costs	12	-	-	12	24
Academy's educational operations					
- Direct costs	16,553	1,104	1,178	18,835	17,684
- Allocated support costs	2,449	1,745	1,107	5,301	5,398
	<u>19,014</u>	<u>2,849</u>	<u>2,285</u>	<u>24,148</u>	<u>23,106</u>

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

	2020 £'000	2019 £'000
Fees payable to auditor for:		
- Audit	15	17
- Other services	14	16
Operating lease rentals	20	21
Depreciation of tangible fixed assets	1,379	1,365
Net interest on defined benefit pension liability	147	164
	<u>1,575</u>	<u>1,683</u>

Included within expenditure are the following transactions:

	2020 £
Gifts made by the Trust - total	<u>123</u>

Clarification - While the majority of disclosure in these accounts are rounded to £'000, disclosure of gifts above are made in £'s. The value of gifts is £123 (and not £123k).

#### 8 Central services

The Trust shares the actual costs of centralised functions and services (such as the CEO, Director of Finance & Operations, audit services, financial software, etc) in proportion to the main government funded element of school revenues (General Annual Grant - GAG). For the year ended 31 August 2020, the proportion was Nonsuch 31%, Wallington 34%, and Carshalton 35%.

The Trust charges for these services on the following basis:

- MAT salary recharge (CAR: 35%, NON: 31%, WAL: 34%);
- Non salary recharge (CAR: 35%, NON: 31%, WAL: 34%).

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 8 Central services

The amounts charged during the year were as follows:	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
Nonsuch High School for Girls	427	443
Wallington High School for Girls	468	484
Carshalton High School for Girls	482	450
	<u>1,377</u>	<u>1,377</u>

#### 9 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2020 £'000	Total 2019 £'000
<b>Direct costs</b>				
Educational operations	-	18,835	18,835	17,684
<b>Support costs</b>				
Educational operations	<u>33</u>	<u>5,268</u>	<u>5,301</u>	<u>5,398</u>
	<u>33</u>	<u>24,103</u>	<u>24,136</u>	<u>23,082</u>

	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
<b>Analysis of costs</b>		
<b>Direct costs</b>		
Teaching and educational support staff costs	16,553	15,251
Depreciation	1,104	1,092
Technology costs	79	79
Educational supplies and services	209	314
Examination fees	491	460
Other direct costs	399	488
	<u>18,835</u>	<u>17,684</u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 9 Charitable activities

#### Support costs

Support staff costs	2,024	1,892
Defined benefit pension scheme - staff costs (FRS102 adjustment)	425	485
Depreciation	275	273
Technology costs	224	209
Recruitment and support	68	105
Maintenance of premises and equipment	380	397
Cleaning	474	536
Energy costs	314	339
Rent, rates and other occupancy costs	204	239
Insurance	82	90
Security and transport	20	32
Catering	148	90
Defined benefit pension scheme - finance costs (FRS102 adjustment)	147	164
Legal costs	11	-
Other support costs	471	496
Governance costs	34	51
	<u>5,301</u>	<u>5,398</u>

### 10 Staff

#### Staff costs

Staff costs during the year were:

	2020	2019
	£'000	£'000
Wages and salaries	13,889	13,269
Social security costs	1,380	1,311
Pension costs	3,127	2,339
Defined benefit pension scheme - staff costs (FRS102 adjustment)	425	485
	<u>18,821</u>	<u>17,404</u>
Staff costs - employees	18,821	17,404
Agency staff costs	148	240
Staff restructuring costs	45	5
	<u>19,014</u>	<u>17,649</u>

Staff restructuring costs comprise:

Severance payments	<u>45</u>	<u>5</u>
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#### Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £19,341 (2019: £nil). Individually, the payments were: £16,340 and £3,001.

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 10 Staff

##### Staff numbers

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

	<b>2020</b>	<b>2019</b>
	<b>Number</b>	<b>Number</b>
Teachers	259	261
Administration and support	123	143
Management	19	20
	<u>401</u>	<u>424</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	<b>2020</b>	<b>2019</b>
	<b>Number</b>	<b>Number</b>
Teachers	227	223
Administration and support	98	91
Management	18	18
	<u>343</u>	<u>332</u>

##### Higher paid staff

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

	<b>2020</b>	<b>2019</b>
	<b>Number</b>	<b>Number</b>
£60,000 - £70,000	7	6
£70,001 - £80,000	3	4
£80,001 - £90,000	1	3
£90,001 - £100,000	3	1
£120,001 - £130,000	1	-
£130,001 - £140,000	-	1
	<u>-</u>	<u>1</u>

##### Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £670,826 (2019: £641,434).

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 11 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Trust. Only the CEO receives remuneration in respect of services provided in undertaking the role of CEO under a contract of employment, and not in respect of services provided as a Trustee.

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

J Burton (CEO - resigned 31/08/2019)

- Remuneration: not appointed (2019: £130,000 - £135,000)
- Employer's pension contributions: not appointed (2019: £15,000 - £20,000)

J Smith (CEO - appointed 01/09/2019)

- Remuneration: £125,000 - £130,000 (2019: not appointed)
- Employer's pension contributions: £25,000 - £30,000 (2019: not appointed)

During the year expenses totalling £nil (2019: £309) were reimbursed to nil Trustees (2019: 2 Trustees). Expenses were incurred in performing the normal duties of employment.

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

#### 12 Insurance for Trustees and officers

In accordance with normal commercial practice, the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the year ended 31 August 2020 was £146 (2019: £468). The cost of this insurance is included in the total insurance cost.

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 13 Tangible fixed assets

	Freehold land and buildings £'000	Leasehold land and buildings £'000	Computer equipment £'000	Fixtures, fittings & equipment £'000	Motor vehicles £'000	Total £'000
<b>Cost</b>						
At 1 September 2019	47,449	25,665	700	1,077	25	74,916
Additions	1,073	858	-	23	-	1,954
At 31 August 2020	48,522	26,523	700	1,100	25	76,870
<b>Depreciation</b>						
At 1 September 2019	4,514	606	555	520	25	6,220
Charge for the year	721	440	71	147	-	1,379
At 31 August 2020	5,235	1,046	626	667	25	7,599
<b>Net book value</b>						
At 31 August 2020	43,287	25,477	74	433	-	69,271
At 31 August 2019	42,935	25,059	145	557	-	68,696

Freehold land and buildings includes land of £6,544k at Nonsuch High School for Girls and £5,146k at Wallington High School for Girls. Leasehold land and buildings includes land of £5,494k at Carshalton High School for Girls.

### 14 Debtors

	2020 £'000	2019 £'000
Trade debtors	35	47
VAT recoverable	328	240
Other debtors	27	29
Prepayments and accrued income	1,540	637
	1,930	953

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

	2020 £'000	2019 £'000
Trade creditors	625	507
Other taxation and social security	349	345
Other creditors	356	294
Accruals and deferred income	587	1,138
	1,917	2,284

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 16 Deferred income

	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
Deferred income is included within:		
Creditors due within one year	194	381
	<u>          </u>	<u>          </u>
Deferred income at 1 September 2019	381	235
Released from previous years	(381)	(235)
Resources deferred in the year	194	381
	<u>          </u>	<u>          </u>
<b>Deferred income at 31 August 2020</b>	<b>194</b>	<b>381</b>
	<u>          </u>	<u>          </u>

Deferred income relates to Rates funding of £nil (2019: £96k); Trips income in advance of £169k (2019: £222k); Chartered Teaching funding in advance of £nil (2019: £18k); 16-19 Bursary funding of £3k (2019: £8k); and other income received in advance of £22k (2019: £37k).

### 17 Financial instruments

	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
<b>Carrying amount of financial assets</b>		
Debt instruments measured at amortised cost	4,880	4,425
	<u>          </u>	<u>          </u>
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	(1,374)	(1,558)
	<u>          </u>	<u>          </u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 18 Funds

	Balance at 1 September 2019 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2020 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	368	20,774	(19,242)	(268)	1,632
Other DfE / ESFA grants	1	1,396	(1,394)	-	3
Pupil Premium	20	466	(460)	-	26
Other government grants	9	118	(121)	-	6
Other restricted funds	730	745	(935)	-	540
Pension reserve	(8,260)	-	(572)	(1,311)	(10,143)
	<u>(7,132)</u>	<u>23,499</u>	<u>(22,724)</u>	<u>(1,579)</u>	<u>(7,936)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	59,787	-	(1,045)	-	58,742
DfE group capital grants	6,583	518	(178)	-	6,923
Capital expenditure from GAG and other funds	2,033	-	(140)	449	2,342
LA Bulge funding	-	700	-	-	700
Capital donation	736	118	(16)	-	838
	<u>69,139</u>	<u>1,336</u>	<u>(1,379)</u>	<u>449</u>	<u>69,545</u>
<b>Total restricted funds</b>	<u>62,007</u>	<u>24,835</u>	<u>(24,103)</u>	<u>(1,130)</u>	<u>61,609</u>
<b>Unrestricted funds</b>					
General funds	<u>1,099</u>	<u>219</u>	<u>(45)</u>	<u>(182)</u>	<u>1,091</u>
<b>Total funds</b>	<u>63,106</u>	<u>25,054</u>	<u>(24,148)</u>	<u>(1,312)</u>	<u>62,700</u>

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

The Restricted General Funds are used to fund the general operating costs of the Trust.

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

The Restricted LGPS Fund represents the Trust's share of the LGPS Pension Fund deficit.

The Restricted Fixed Asset Fund represents the net book value of fixed assets £69,271k (2019: £68,696k) plus the unspent element of Capital funds £274k (2019: £443k). When assets are purchased the fund is increased and depreciation charges reduce the fund.

Unrestricted Funds represent balances held at period end that can be applied at the discretion of the Trustee's, to support any of the Trust's charitable purposes.

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 18 Funds

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

	Balance at 1 September 2018 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2019 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	522	19,523	(19,005)	(672)	368
Other DfE / ESFA grants	26	406	(431)	-	1
Pupil Premium	17	464	(461)	-	20
Other government grants	-	92	(83)	-	9
Other restricted funds	470	818	(558)	-	730
Pension reserve	(6,398)	-	(649)	(1,213)	(8,260)
	<u>(5,363)</u>	<u>21,303</u>	<u>(21,187)</u>	<u>(1,885)</u>	<u>(7,132)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	60,838	-	(1,051)	-	59,787
DfE group capital grants	6,129	819	(365)	-	6,583
Capital expenditure from GAG and other funds	1,490	-	(129)	672	2,033
Capital donation	752	-	(16)	-	736
	<u>69,209</u>	<u>819</u>	<u>(1,561)</u>	<u>672</u>	<u>69,139</u>
<b>Total restricted funds</b>	<u>63,846</u>	<u>22,122</u>	<u>(22,748)</u>	<u>(1,213)</u>	<u>62,007</u>
<b>Unrestricted funds</b>					
General funds	<u>1,177</u>	<u>280</u>	<u>(358)</u>	<u>-</u>	<u>1,099</u>
<b>Total funds</b>	<u>65,023</u>	<u>22,402</u>	<u>(23,106)</u>	<u>(1,213)</u>	<u>63,106</u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 18 Funds

##### Total funds analysis by academy

	2020	2019
	£'000	£'000
Fund balances at 31 August 2020 were allocated as follows:		
Nonsuch High School for Girls	272	346
Wallington High School for Girls	1,690	1,088
Carshalton High School for Girls	1,336	793
	<u>3,298</u>	<u>2,227</u>
Restricted fixed asset fund	69,545	69,139
Pension reserve	(10,143)	(8,260)
	<u>62,700</u>	<u>63,106</u>

##### 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 2020 £'000	Total 2019 £'000
Nonsuch High School for Girls	5,343	536	70	1,203	7,152	7,087
Wallington High School for Girls	5,410	478	47	1,119	7,054	7,301
Carshalton High School for Girls	5,546	555	92	962	7,155	7,014
Central services	254	893	-	261	1,408	339
	<u>16,553</u>	<u>2,462</u>	<u>209</u>	<u>3,545</u>	<u>22,769</u>	<u>21,741</u>

#### 19 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 2020 are represented by:</b>				
Tangible fixed assets	-	-	69,271	69,271
Current assets	1,091	4,124	274	5,489
Creditors falling due within one year	-	(1,917)	-	(1,917)
Defined benefit pension liability	-	(10,143)	-	(10,143)
	<u>1,091</u>	<u>(7,936)</u>	<u>69,545</u>	<u>62,700</u>
<b>Total net assets</b>	<u>1,091</u>	<u>(7,936)</u>	<u>69,545</u>	<u>62,700</u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 19 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 2019 are represented by:</b>				
Tangible fixed assets	-	-	68,696	68,696
Current assets	1,099	3,412	443	4,954
Creditors falling due within one year	-	(2,284)	-	(2,284)
Defined benefit pension liability	-	(8,260)	-	(8,260)
<b>Total net assets</b>	<b>1,099</b>	<b>(7,132)</b>	<b>69,139</b>	<b>63,106</b>

### 20 Pension and similar obligations

The Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by London Borough of Sutton. 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 2016.

Contributions amounting to £356k (2019: £292k) were payable to the schemes at 31 August 2020 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 academies. All teachers have the option to opt out of the TPS following enrolment.

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

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

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

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 20 Pension and similar obligations

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 levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. 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 2023.

The employer's pension costs paid to the TPS in the period amounted to £2,448k (2019: £1,662k).

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 Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme.

#### Local Government Pension Scheme

The LGPS is a funded defined-benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 22% for employers and variable (between 5.5% - 12.5%) for employees.

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

<b>Total contributions made</b>	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
Employer's contributions	632	677
Employees' contributions	149	161
	<hr/>	<hr/>
Total contributions	781	838
	<hr/>	<hr/>
<b>Principal actuarial assumptions</b>	<b>2020</b>	<b>2019</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	3.30	3.70 to 3.75
Rate of increase for pensions in payment/inflation	2.30	2.20 to 2.25
Discount rate for scheme liabilities	1.60	1.85
RPI increase	3.10	3.20 to 3.25
CPI increase	2.30	2.20 to 2.25
	<hr/>	<hr/>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 20 Pension and similar obligations

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

	<b>2020</b>	<b>2019</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
- Males	21.8	23.4
- Females	24.4	24.8
Retiring in 20 years		
- Males	23.2	25.1
- Females	25.9	26.7

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

	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
Discount rate + 0.1%	20,656	18,240
Discount rate - 0.1%	21,566	19,013
Mortality assumption + 1 year	21,981	19,341
Mortality assumption - 1 year	20,267	17,930
Salary rate + 0.1%	21,150	18,660
Salary rate - 0.1%	21,062	18,584
Pensions rate + 0.1%	21,519	18,973
Pensions rate - 0.1%	20,703	18,278

#### Defined benefit pension scheme net liability

Scheme assets	10,963	10,362
Scheme obligations	(21,106)	(18,622)
Net liability	(10,143)	(8,260)

#### The Trust's share of the assets in the scheme

	<b>2020</b>	<b>2019</b>
	<b>Fair value</b>	<b>Fair value</b>
	<b>£'000</b>	<b>£'000</b>
Equities	6,306	6,219
Other bonds	899	833
Gilts	1,969	2,007
Cash	305	3
Property	1,335	1,220
Other assets	149	80
Total market value of assets	10,963	10,362

The actual return on scheme assets was £917,000 (2019: £615,000).

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 20 Pension and similar obligations

Amount recognised in the Statement of Financial Activities	2020 £'000	2019 £'000
Current service cost	1,057	970
Past service cost	-	186
Interest income	(197)	(246)
Interest cost	344	416
Total operating charge	<u>1,204</u>	<u>1,326</u>

#### Changes in the present value of defined benefit obligations

	2020 £'000
At 1 September 2019	18,622
Current service cost	1,048
Interest cost	344
Employee contributions	149
Actuarial loss	1,176
Benefits paid	(233)
At 31 August 2020	<u>21,106</u>

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

	2020 £'000
At 1 September 2019	10,362
Interest income (net of Admin Expenses)	188
Actuarial loss/(gain)	(135)
Employer contributions	632
Employee contributions	149
Benefits paid	(233)
At 31 August 2020	<u>10,963</u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 21 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	905	(704)
Adjusted for:		
Capital grants from DfE and other capital income	(1,336)	(819)
Investment income receivable	(10)	(2)
Defined benefit pension costs less contributions payable	425	485
Defined benefit pension scheme finance cost	147	164
Depreciation of tangible fixed assets	1,379	1,365
(Increase)/decrease in debtors	(977)	1,242
(Decrease)/increase in creditors	(367)	141
<b>Net cash provided by operating activities</b>	<b>166</b>	<b>1,872</b>

#### 22 Analysis of changes in net funds

	<b>1 September</b>	<b>Cash flows</b>	<b>31 August</b>
	<b>2019</b>		<b>2020</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Cash	4,001	(442)	3,559

#### 23 Commitments under operating leases

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

	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
Amounts due within one year	8	19
Amounts due in two and five years	-	9
	<u>8</u>	<u>28</u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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### 24 Capital commitments

	2020 £'000	2019 £'000
Expenditure contracted for but not provided in the Financial Statements	270	-

Nonsuch High School for Girls entered into a project for Bulge Class works funded by LA capital grant. The total cost of the project was £525k. Costs incurred to 31 August 2020 were £289k and anticipated future costs at 31 August 2020 were £236k.

Wallington High School for Girls entered into a project for fire safety works funded by CIF grant. The total cost of the project was £574k. Costs incurred to 31 August 2020 were £540k and anticipated future costs at 31 August 2020 were £34k.

### 25 Related party transactions

Owing to the nature of the Trust's operations 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 Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procurement procedures. The following related party transaction took place in the period of account.

The Trust is the controlling party of its trading subsidiary Nonsuch Business Enterprises Limited ("NBE"). During the period the Trust received income of £26,266 (2019: £56,158) from the company. Amounts due to the Trust at the year end totalled £26,266 (2019: £56,158), and are included in debtors.

Nonsuch Business Enterprises Limited operates for the benefit of the students of the Trust by donating all of its profits to Nonsuch High School for Girls and Nonsuch High School Charitable Trust (see below), a charitable company established for that purpose. As the company operates with no retained earnings and no net assets, no consolidation has been prepared as there would be no material impact on the Trust's reserves.

The Trust received income during the period amounting to £10k (2019: £nil) from the Nonsuch High School Charitable Trust (Company number 07205273 and registered charity number 1137656). The Charitable Trust is a related party by virtue of common trustees and objectives. No amounts were due to the Trust at the year end.

During the year the Trust made payments of £nil (2019: £2,170) to T. Sides, a close family member of a member of the senior leadership team. As at 31 August 2020 no amounts were outstanding.

In entering into these transactions, the Trust has complied with the requirements of the Academies Financial Handbook 31 August 2020.

### 26 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.

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2020*

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### **27 Agency arrangements**

The Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2020, the Trust had unspent funds at the start of the year of £8k (2019: £3k). It received £58k during the year (2019: £62k) and disbursed £63k (2019: £57k). The unspent balance at the end of the year was £3k (2019: £8k).