

Lime Trust

Annual Report and Financial Statements

31 August 2021

Company Limited by Guarantee
Registration Number
09297519 (England and Wales)

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Reference and administrative information

Members	C A Constanti C Lewis (resigned 8 July 2021) J Sanderson (appointed 13 May 2021) I Yoney (from 29 October 2019)
Trustees	C Cole (Chair) L Murphy (Vice Chair) S Curtis W Leask H Morgan-Smith H-C C Neo H C A Sarre
Company Secretary	I Karapetyan
Chief Executive Officer	G Pocock (resigned 31 August 2021)
Interim Chief Executive Officer	A Daoud (from 31 August 2021)
Senior Management Team	
Chief Operating Officer / Deputy CEO	A Daoud
Director of Education – Primary	R Holland
Director of Education – SEND	V Fackler
Head of Business Support	L Fisher
Head of HR	L Collison
Head of Governance	I Karapetyen
Head of Finance / CFO	R Barton
Registered address	Lime Trust c/o Larkwood Primary School 70-72 New Road Chingford London E4 8ET
Company registration number	09297519
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL

Reference and administrative information

Bankers Lloyds Bank plc
1 Legg Street
Chelmsford
Essex
CM1 1JS

Solicitors Winkworth Sherwood
Minerva House
5 Montague Close
London
SE1 9BB

The Trustees of Lime Trust ('the Academy' or 'the Academy Trust') present their annual report together with the financial statements and the auditor's reports on the charitable company for the year to 31 August 2021. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out on pages 56 to 62 of the attached financial statements and comply with the Academy's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Lime Trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association (dated 19 May 2016) are the primary governing documents of the Trust. The Trustees of Lime Academy Trust Limited are also the Directors of the charitable company for the purposes of company law. The charitable company is known as Lime Trust.

Details of the Trustees who served during the period under review are included in the Reference and Administrative Details.

Members' liability

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

Trustees' indemnities

Subject to the provisions of the Companies Act, every Trustee, or other officer, of the Trust shall be indemnified out of the assets of the Trust against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour, or in which they are acquitted, or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty, or breach of trust in relation to the affairs of the Trust.

Principal activities

The principal activity of the Academy Trust is to advance for the public benefit education in the United Kingdom, in particular, but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing schools and settings offering a broad and balanced curriculum to children aged 3-19 with special educational needs and primary age mainstream.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Trustees

The Trustees are directors of the charitable company for the purposes of the Companies Act 2006. The following Trustees were in office at 31 August 2021 and served throughout the year except where shown.

Trustee	Appointing body
C Cole (Chair)	Lime Trust Members
L Murphy (Vice Chair)	Lime Trust Members
S Curtis	Lime Trust Members
W Leask	Lime Trust Members
H Morgan-Smith	Lime Trust Members
H C Neo	Lime Trust Members
H C A Sarre	Lime Trust Members

Method of recruitment and appointment or election of Trustees

The management of the Trust is the responsibility of the Trustees, who are appointed under the terms of the Trust's Articles of Association and Funding Agreement as follows:

- ◆ by the Trust's Members, following an interview process and based on their skills; or
- ◆ by the Secretary of State for Education.

The Trust Board undertakes an annual self-review and skills audit.

An interview process led by the Chair of the Board is used to select appropriate Trustees based on their skill set, who are then formally appointed by the Trust Members as per the Trust's Articles of Association.

There are no Executive Trustees and no Parent Trustees; there is parent representation at Academy Council level.

The term of office for all Trustees is four years, which can be renewed if a Trustee remains eligible to serve as a Trustee and the Members deem that a term renewal would be in the best interests of the Trust.

The Trust has a Governance Handbook and a thorough Induction process for all new Trustees, led by the Head of Governance. A key expectation covered as part of the induction process is the 'Seven Principles of Public Life'.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisational structure (continued)

Members	Trustees	Local Academy Council
<ul style="list-style-type: none"> ◆ Delegate day to day governance and management. ◆ Appoint (and remove where necessary) Trustees. 	<ul style="list-style-type: none"> ◆ Decide and oversee the implementation of Trust development plan and Academy action plans. ◆ Oversee Trust curriculum priorities. ◆ Approve overall Trust budget and Academy budgets. ◆ Oversee financial governance and risk management. ◆ Decide Trust financial policies. ◆ Ensure appropriate insurance or risk cover is put in place. ◆ Undertake recruitment and performance management of senior members of the executive team. ◆ Ensure there is a strategy for the recruitment and retention of staff and oversee the development and implementation of policies and programmes for staff training and professional development. ◆ Support the development and building of leadership and governance capacity at school level. ◆ Decide on a Trust wide site and asset management strategy. ◆ Oversee any significant capital expenditure and building projects. ◆ Approve of all funding applications. ◆ Decision maker for all appeals. 	<ul style="list-style-type: none"> ◆ Oversee expenditure in accordance with appropriate authorisations. ◆ Promote collaboration with other schools in the Trust. ◆ Contribute to the development and review of school policies (e.g. admissions, pupil behaviour, safeguarding). ◆ Provide advice and feedback to the Trustees, ensuring the School is meeting the needs of its community. ◆ Undertake all and any appropriate community consultation. ◆ Provide a point of contact for parents, carers and other members of the local community, maintaining an effective link to the wider community. ◆ Ensure the Trust and the Academies deliver on the commitments to prioritise staff welfare and well-being, as well as oversee programmes for staff development and mentoring. ◆ Monitor its own training and development so that knowledge, skills and behaviour are in line with good practice and the Academy Council continues to contribute to the success of the Academies and the wider Trust.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Members

The Members are the guardians of the constitution, determining the governance structure of the Trust and providing oversight of, and challenge to, the Trustees, to ensure the charitable object of the Trust is being fulfilled.

The Members' key responsibilities are:

- ◆ to ensure the Objects of the Trust are met. The Annual Report addresses this and is presented to the Members either at the Annual General Meeting or by other means;
- ◆ to determine the Trust's constitution and governance, i.e. the Articles, which were finalised on incorporation; and
- ◆ exercising either a direct power under the Articles, or a statutory power under the Companies Act 2006, to appoint and remove Trustees (noting any power of the Trust Board to also make such appointments).

Trustees and the Trust Board

The Trustees have overall responsibility and ultimate decision-making authority for all the work of the Trust, including the establishing and maintaining of the Trust's academies (which includes taking schools into the Trust). The Trustees have the power to direct change where required.

As Trustees of a charity, the Trustees have a fiduciary duty to act in good faith in the best interests of the charity. This duty includes a responsibility to do the following:

- ◆ to ensure compliance with any legal obligations;
- ◆ to report on the charity's activities (the Trust must prepare accounts in accordance with the Statement of Recommended Practice for Charities, the "Charity SORP");
- ◆ to fulfil the charitable object of the charity as set out in its constitution (i.e. the Articles of Association) and to act in a way which is compliant with the rules of the charity contained in the Articles;
- ◆ to act with integrity and to avoid any personal conflicts of interest and not to misuse any charity funds or assets;
- ◆ to act prudently in the financial management of the Trust, avoiding putting any assets, funds, or the reputation of the Trust at undue risk;
- ◆ to exercise reasonable care and skill, using personal knowledge and experience to ensure the Trust is well run and efficient; and
- ◆ to act responsibly, getting advice from others, including professional advisors, where appropriate.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Trustees and the Trust Board (continued)

The Trust Board has an approved Scheme of Delegation, which is a statement on the system of internal control, responsibilities, standing orders, and terms of reference.

The Chief Executive Officer is directly responsible for the day-to-day running of the Trust and is assisted by an Executive Team. The Chief Executive Officer (or currently, Interim Chief Executive Officer) assumes the Accounting Officer role.

Arrangements for setting pay and remuneration of key management personnel

There is no pay and remuneration in place for Trustees, other than the opportunity to claim expenses, as set out in the Trust's Staff and Governors Expenses Policy.

The Trust, in April 2016, May 2019 and July 2020, sought advice on CEO and COO pay from Hayes Executive. The Trust operates within the relevant legal frameworks for qualified teachers, as set out in the Education (School Teachers' Appraisal) (England) Regulations 2012, for all members of the Trust Executive Team employed on STPCD terms. For all other staff, relevant legislation and the appropriate professional standards are used.

The Trust and all its employees have due regard for legislation on equality, employment protection and data protection. The CEO is appraised by a CEO Remuneration Committee determined by the Trustees, comprising of the Chair of the Trust Board and the Chair of the Finance, Risk and Audit Committee, working with a suitably qualified professional external advisor mutually agreed by the Remuneration Committee and the CEO. The Remuneration Committee makes a recommendation on the CEO's and COO's pay to the Trust Board for final decision. Determination on pay for the remaining members of the Trust Executive Team is made by the CEO. The CEO determines who will appraise all other staff employed within the Trust's Executive Team.

Trade union facility time

Lime Trust has no employees who were reliant union officials during this reporting period. The Trust contributes to Havering, Peterborough and Waltham Forest Council's pooled trade union facility time. The Trust has set up the Lime Trust Negotiating Committee with key unions to discuss staffing policies and procedures.

Connected organisations, including related party relationships

The Trust provides a procurement framework that enables its member academies to access commercial services that ensure value for money and consistent quality. For these commercial services, the Lime Trust has entered into agreements with commercial providers of back office services, including legal and accountancy services. The Trust has no related party transactions in the reporting period. However, for transparency the Trust has treated the Chair of the Transition Board at Lime Academy Orton as a connected party and her work on the Special School curriculum has been paid at cost.

The Academy Trust owns a 100% holding in two subsidiary entities: Lime Academy Trades Limited (Company Registration Number 11355855) and Hornbeam Community Trust (Company Registration Number 10412859). Both subsidiary companies were dormant during the year.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

UK greenhouse gas emissions and energy use data

	2020/21	2020/21	2019/20	2019/20
Energy consumption used to calculate emissions (kWh)				
. Gas (kWh)	3,161,593		2,724,033	
. Electricity (kWh)	1,194,494		1,029,005	
. Transport fuel (kWh)	18,835		62,269	
Total		4,374,922		3,815,307
Scope 1 emissions (metric tonnes of CO₂)				
. Gas	581		501	
. Owned transport	1		2	
		581		503
Scope 2 emissions (metric tonnes of CO₂)				
. Purchased electricity		278		240
Scope 3 emissions (metric tonnes of CO₂)				
. Business travel in employee-owned vehicles		4		13
Total gross emissions (metric tonnes of CO₂)		863		756
Average pupil numbers		2,343		2,304
Intensity ratio: Tonnes of CO₂ per pupil per annum		0.37		0.33

Quantification and reporting methodology

The 2019 HM Government Environmental Reporting Guidelines have been followed. The Trust has also used the Greenhouse Gas Reporting Protocol – Corporate Standard and has used the 2020 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

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

Measures taken to improve energy efficiency

The Trust has continued running installations of LED lighting into its Academies. The most recent work was undertaken at Lime Academy Hornbeam – Brookfield House Campus.

Full site surveys have been conducted on all of the Trust's buildings and this has led to some major roof improvements taking place at some academies, which will help with insulation. New modern windows will be installed at the same time as the roofs are replaced.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

UK greenhouse gas emissions and energy use data (continued)

Measures taken to improve energy efficiency (continued)

The Trust has continued to use (and expanded the use of) Teams (video conferencing technology) so that more meetings are conducted remotely, reducing the need for travel between sites and also reducing travel for trustees and staff for meetings. The central team now meet remotely more often, limiting their need to travel and thus also reducing their carbon footprint.

The Government plan to put CO₂ monitors in all schools by the end of 2021/22 will assist in alerting the Trust to any leaks or issues early.

OBJECTIVES AND ACTIVITIES

Objects and aims

Lime Trust is ambitious, optimistic and forward looking. Our vision is to provide high quality education for pupils through school-to-school collaboration and Trust direction, high challenge and high support. We aim to create sustainable hubs of exceptional, high-performing academies that improve life chances for all, especially for the disadvantaged, academies that are trusted and respected in their communities.

The Trust is committed to:

- ◆ Putting children first – a moral purpose to place pupils' learning and wellbeing at the centre of all that we do
- ◆ Setting the standard – for all pupils, all staff, all parents and other stakeholders; and
- ◆ Building capacity-rich schools.

It builds capacity in its academies. It celebrates diversity and wellbeing. It:

- ◆ Delivers rapid and sustained improvement in special and primary schools;
- ◆ Identifies, nurtures and supports leaders to headship in challenging schools; and
- ◆ Recruits and retains the very best teachers to deliver Quality First teaching.

Values we develop in our academies: Respect, Equality, Self-worth, Partnership, Enjoyment, Communication (a voice for all), Trust.

The Trust Academies, and those responsible for the governance and management of the Trust and its Academies, have committed to working in partnership, supporting one another.

The Trust is guided by the following principles:

OBJECTIVES AND ACTIVITIES (continued)

Objects and aims (continued)

Equal Partners

The Academies are equal partners within the Trust and at all times the partners will strive for consensus in decision making, recognising that each Academy has both strengths and weaknesses. The Academies will seek to preserve and protect each other's distinctiveness and will be respectful of each Academy's respective ethos and mission. The Academies will work collaboratively with each other, sharing resources, knowledge and best practice, to fulfil the Trust's mission, vision and values.

Transparency

All those involved in the running and oversight of the Trust and its Academies will be open and honest in their dealings with each other, at all times acting in good faith and recognising the value of independence and separation in relation to decision-making.

Subsidiarity

Decisions are to be taken at the level nearest to those affected by those decisions, which is compatible with the principles of solidarity and support for the common good, avoiding unnecessary bureaucracy and aiming in so far as possible to make changes to established practices only where it can be demonstrated there is a reasonable need. Where governance responsibility is delegated, appropriate decision-making authority will be given. The parameters of such authority will be clear and those to whom responsibility is given will be required to report to those who retain overall responsibility.

Solidarity

All those with responsibility for the Trust and its Academies share a particular commitment to the mutual support of all Academies for whom the Trust is responsible, especially those that are in need of assistance at any particular time. Accordingly, the Lime Trust recognises the obligation to contribute to the common good of all Academies out of the resources entrusted to them. The Trustees will ensure that common action and collaboration is conducted at the correct level and that the balance between subsidiarity and solidarity serves the common good in the most appropriate way.

The Common Good

All recognise their responsibility towards the common good, not just of the Academies for whom the Trust is responsible, but of all of the families and communities in the areas served by the Trust. In light of the principle of common good, those with particular responsibility for an Academy acknowledge the desire and obligation on the Trustees to put in place measures to ensure that any Academy for whom the Trust is responsible is supported when the need arises.

Public Benefit

In setting the Trust's objectives, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing education.

OBJECTIVES AND ACTIVITIES (continued)

Objects and aims (continued)

Public Benefit (continued)

The Trust has not made any charitable donations from monies received by way of funding from the Education and Skills Funding Agency, Department for Education, or any other Government Grant. However, during the year, the pupils at the Trust Schools have carried out charitable fund-raising activities and have donated the funds raised, in full, to charities.

STRATEGIC REPORT

Achievements and performance

Lime Trust Primary Schools

Lime Academy Abbotsmede

Outcomes and Targets

GLD %	2017	2018	2019	2020 (estimate)	2021 (estimate)	2022 target
School	31%	47%	48%	61%	51%	65%

Y1 Phonics %	2017	2018	2019	2020 (taken in autumn 2020 - Y2)	2021 (to be taken in autumn 2021 - Y2)	2022 target
School	50%	72%	75%	64%	Target –78%	82%

Y2 Phonics %	2017	2018	2019	2020	2021	2022 target
School	93%	87%	90%	NA	NA	92%

KS1 Attainment %	Reading	Writing	Maths	Combined
School 2017	62%	47%	67%	47%
School 2018	53%	48%	55%	43%
School 2019	57%	45%	68%	45%
School 2020 teacher assessment	56%	49%	58%	49%
School 2021 teacher assessment	38%	42%	50%	38%
School 2022 targets	60%	55%	65%	57%

KS2 Attainment %	Reading	Writing	GP&S	Maths	Combined
School 2017	34%	41%	50%	55%	30%
School 2018	59%	59%	66%	66%	48%
School 2019	55%	68%	59%	63%	53%
School 2020 teacher assessment	67%	71%	65%	75%	64%
School 2021 teacher assessment	65%	63%	51%	71%	59%
School 2022 targets	70%	70%	70%	75%	65%

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Primary Schools (continued)

Lime Academy Abbotsmede (continued)

Outcomes and Targets (continued)

- ◆ The data shows the effects of the pandemic, in terms of teacher assessments in the last academic year. Our younger children have been hit the hardest by the loss of in school learning.
- ◆ Despite the pandemic and loss of in school learning time for a high percentage of our pupils, our ambition is highlighted in our determination to set targets to support the continued trajectory to improvement.
- ◆ Our Year 1 pupils have made excellent progress in their phonics assessments and we are confident they will reach their target in the autumn term.
- ◆ Our KS1 teacher assessments are concerning. We have placed our Reading Leader in Year 2 next year and she will be leading the year group.
- ◆ KS2 data was pleasing and there was a strong feeling that had the pupils had in school learning throughout the academic year, they would have exceeded the previous year's results.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Primary Schools (continued)

Lime Academy Larkswood

Outcomes and Targets

GLD %	2017	2018	2019	2020 (estimate)	2021 (estimate)	2022 target
School	80	75	81	83	70	TBC

Y1 Phonics %	2017	2018	2019	2020 (estimate)	2021 (estimate)	2022 target
School	94	88	83	86	78	TBC

KS1 Attainment %	Reading	Writing	Maths	Combined
School 2017	77	69	83	63
School 2018	79	69	85	69
School 2019	69	61	72	60
School 2020 estimates	73	65	79	62
School 2021 estimates	67	60	69	53
School 2022 targets	76	71	75	66

KS2 Attainment %	Reading	Writing	Maths	Combined
School 2017	63	78	77	63
School 2018	69	80	81	62
School 2019	63	82	72	57
School 2020 estimates	73	69	72	64
School 2021 estimates	64	63	75	51
School 2022 targets	75	73	78	68

- ◆ Data cannot be compared to previous years data as statutory assessments were suspended in 2020 and 2021.
- ◆ 2021 End of key stage data was teacher assessed and in spite of lockdowns and reduced attendance in all year groups, celebrations included:
 - ◆ General Learning Disability (GLD) – English as an Additional Language (EAL) at GLD, Gender in Maths and Reading.
 - ◆ Special Educational Needs (SEN) attainment at end of Key stage 1 – 100% in R, W, M.
 - ◆ Maths attainment 3% higher than pre-pandemic data.
- ◆ 2022 targets have been moderated by the Senior Leadership Team (SLT) with the year group teams and lead practitioners.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Primary Schools (continued)

Lime Academy Parnwell

SEF – Outcomes and Targets

GLD %	2017	2018	2019	2020 (estimate)	2021 (estimate)	2022 target
School	39	60	55	60	53	70

Y1 Phonics %	2017	2018	2019	2020 (estimate)	2021 (estimate)	2022 target
School	74	33	59	71	63	75

KS1 Attainment %	Reading	Writing	Maths	Combined
School 2017	56	54	67	41
School 2018	36	30	61	27
School 2019	42	42	50	42
School 2020 estimates	60	55	60	55
School 2021 estimates	47	26	55	26
School 2022 targets	68	61	69	60

KS2 Attainment %	Reading	Writing	GP&S	Maths	Combined
School 2017	53	47	68	47	26
School 2018	57	49	69	64	37
School 2019	53	50	58	60	45
School 2020 estimates	65	62	68	68	53
School 2021 estimates	38	22	NA	45	23
School 2022 targets	66	62	62	72	58

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Primary Schools (continued)

Lime Academy Parnwell (continued)

SEF – Outcomes and Targets (continued)

- ◆ The effects of the pandemic can be seen in the teacher assessment judgements above. Early Years Foundation Stage (EYFS) to Year 2 is a relative strength within the school, SLT judgements since January 2021 have highlighted a need for more forensic analysis of assessments and how these are carried out for the year ahead.
- ◆ GLD has improved. There is now an established Early Years team in place with 2 teachers and 2 Early Years Professionals (EYPs). Low pupil numbers have also meant that the staff/pupil ratio is low.
- ◆ Yr 1 Phonics has improved from 2018. Data is now reliable and quality assured for accuracy of judgements.
- ◆ The encouraging Phonics data shows that pupils have a good start in Year 2, nearly in line with National expectations. With the implementation of the new curriculum, robust CPD schedule and good/ outstanding teaching and learning the school will continue to build on this strong foundation and increasing the trajectory of improvement.
- ◆ Combined attainment is spikey in both KS1 and KS2, with writing holding pupils back, this is a focus for next year.

Lime Academy Watergall

SEF – Outcomes and Target

EYFS GLD %	2017	2018	2019	2020 (estimate)	2021 (estimate)	2022 target
School	33	66	69	68	38	50

Y1 Phonics %	2017	2018	2019	2020 (estimate)	2021 (estimate)	2022 target
School	59	68	69	72	34	50

Y2 Phonics %	2017	2018	2019	2020 (estimate)	2021 (estimate)	2022 target
School	83	82	42	47	62.5	75

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Primary Schools (continued)

Lime Academy Watergall (continued)

SEF – Outcomes and Target (continued)

KS1 Attainment %	Reading	Writing	Maths	Combined
School 2017	46	33	38	29
School 2018	53	48	59	43
School 2019	51	41	47	37
School 2020 estimates	55	38	51	36
School 2021 estimates	71	64	64	53
School 2022 targets	60	60	60	60

KS2 Attainment %	Reading	Writing	GP&S	Maths	Combined
School 2017	42	42	49	58	35
School 2018	68	77	82	82	64
School 2019	38	67	60	71	35
School 2020 estimates	61	51	56	47	35
School 2021 estimates	63	52	52	63	52
School 2022 targets	75	60	75	75	60

- ◆ Whilst data in year 2 and year 6 remains broadly in line compared to national data, the data set across both 2020 and 2021 for KS1 and KS2 show an upward trajectory towards predictions. The mastery data for KS1 for 2021 is R: 20%, W: 18%, M: 16% and combined: 13% whilst in KS2 is R: 17%, W: 9%, M: 11% and combined 4%.
- ◆ GLD in EYFS has declined due to the limited progress made through the national lockdown learning. This has been similar in Year 1 with the phonics progress. The recheck in the Autumn Term ascertained that (36/45) 80% of children were working at the expected standard and achieved a pass mark in the PSC. Through targeted intervention Year 2 have ensured that 5 / 8 retake pupils have achieved the phonics standard. This leaves 3 pupils going into KS2 without passing their phonics check but enables for targeted intervention to be an emerging priority.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools

Lime Academy Forest Approach

1. Overview of the achievement and progress across the Academy for 2020/2021

- ◆ Pupils at Forest Approach all have EHCPs. Majority of our pupils are working below the national expected levels.
- ◆ Termly learning outcomes for pupils are set in line with EHCPs and pupil's progress is measured in small steps and achievements with our Evidence for Learning platform.
- ◆ The targets are also set alongside Forest Approach Curriculum and National Curriculum when accessible by our pupils.
- ◆ During the Year 2020/ 2021 Forest Approach pupils faced the challenge of home learning due to the national lockdown. Data show that majority of pupils' achievement was good or outstanding in the Autumn Term but dropped in Spring Term.
- ◆ The least affected group of pupils during lockdown was our 6th Form where majority of pupils were able to access online learning effectively due to their understanding.
- ◆ Although online resources were provided and live lessons took place majority of our Horizon and Explorer pupils lacked the face to face therapists input such as SALT or OT interventions, which is key for pupils' progress and development
- ◆ Many of our pupils' targets were carried over to Summer Term and the outcomes improved, most of pupils shielding returned to school.

2. Post 16 - Record of Achievement (please complete exam board, unit number/level of award and title of course, along with the number of students gaining certification)

Student Qualification	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>
	<i>Unit number/level of award: Functional Skills Entry L1</i>	<i>Unit number/level of award: Functional Skills Entry L2</i>	<i>Unit number/level of award: Functional Skills Entry L3</i>	<i>Unit number/level of award: Functional Skills Entry L1</i>	<i>Unit number/level of award: Functional Skills Entry L2</i>	<i>Unit number/level of award: Functional Skills Entry L3</i>
	<i>Title of course: Mathematics</i>	<i>Title of course: Mathematics</i>	<i>Title of course: Mathematics</i>	<i>Title of course: English</i>	<i>Title of course: English</i>	<i>Title of course: English</i>
Number of students gaining accreditation	0	0	1	1	3	6

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools (continued)

Lime Academy Forest Approach (continued)

Notes with regard to the above examinations:

- ◆ *L1, and L2 Maths and English were offered first time in year 2020/21 as well as BTEC degrees.*
- ◆ *Previously only Entry Level examinations were offered.*
- ◆ *Pupils engaged extremely well considering the circumstances during lockdown.*

Student Qualification	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>
	<i>Unit number/level of award: Functional Skills L1</i>	<i>Unit number/level of award: Functional Skills L2</i>	<i>Unit number/level of award: Functional Skills L1</i>	<i>Unit number/level of award: Functional Skills L2</i>	<i>Unit number/level of award: L1 Sports</i>	<i>Unit number/level of award: Entry L3 Award</i>
	<i>Title of course: Mathematics</i>	<i>Title of course: Mathematics</i>	<i>Title of course: English</i>	<i>Title of course: English</i>	<i>Title of course: BTEC Sports</i>	<i>Title of course: BTEC Vocational Studies</i>
Number of students gaining accreditation	5	2	5	2	1	7

Student Qualification	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>
	<i>Unit number/level of award: Functional Skills Entry L1</i>	<i>Unit number/level of award: Functional Skills Entry L2</i>	<i>Unit number/level of award: Functional Skills Entry L3</i>	<i>Unit number/level of award: Functional Skills Entry L1</i>	<i>Unit number/level of award: Functional Skills Entry L2</i>	<i>Unit number/level of award: Functional Skills Entry L3</i>
	<i>Title of course: Mathematics</i>	<i>Title of course: Mathematics</i>	<i>Title of course: Mathematics</i>	<i>Title of course: English</i>	<i>Title of course: English</i>	<i>Title of course: English</i>
Number of students gaining accreditation	4	1	0	2	3	0

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools (continued)

Lime Academy Forest Approach (continued)

3. Key Stage 4 – Record of Achievement

Student Qualification	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>	<i>Exam Board: Pearsons/ Edecel</i>
	<i>Unit number/level of award: Functional Skills L1</i>	<i>Unit number/level of award: Functional Skills L2</i>	<i>Unit number/level of award: Functional Skills L1</i>	<i>Unit number/level of award: Functional Skills L2</i>	<i>Unit number/level of award: L1 Sports</i>
	<i>Title of course: MathematicS</i>	<i>Title of course: Mathematics</i>	<i>Title of course: English</i>	<i>Title of course: English</i>	<i>Title of course: BTEC Sports</i>
Number of students gaining accreditation	0	1	0	1	1

Notes with regard to the above examinations:

- ◆ Pupils in KS4 access mathematics and English programmes as well as BTEC Sports.
- ◆ Vocational Studies are accessible from 6th Form.

4. EYFS – Record of Achievement

Record of Achievement

- ◆ Only one pupil in reception age attended Forest Approach in year 2020/21.
- ◆ The EYFS Curriculum was followed.
- ◆ The pupil falls behind in all the areas of the curriculum, however small steps towards Educational Health and Care Plan (EHCP) targets were achieved.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools (continued)

Lime Academy Forest Approach (continued)

5. Leavers Destinations (Please indicate number of students in each pathway)

Student destination at the end of Key Stage 5:					
Employment or Internship: 0	College: 8	Social Care: 0	Other: (please specify) 0		
Students leaving the Academy before the end of Key Stage 5:					
To another Local Authority: 0	To an alternative provision: 2	To a residential provision: 0	Moved out of the UK: 0	Deceased: 0	Other: (Please specify) 1 - home schooling

Lime Academy Hornbeam

1. Overview of the achievement and progress across the Academy for 2020/2021

Students at Lime Academy Hornbeam have a wide range of complex medical and learning needs. Brookfield House (BFH) site caters for learners that are mostly not yet engaged in subject specific learning and do not meet all the standards within standard 1 of the pre key stage standards. Students at BFH will predominantly be assessed against the engagement model alongside their EHCP outcomes and yearly targets developed from their EHCPs. Students at William Morris site are mostly engaged in subject specific learning although they are working below the standard of the national tests. Outcomes are reported via pre-key stage standards, accreditations, qualifications and EHCP outcomes.

These are the comments of our BTEC External Standards Verifier:

“This school is committed to high quality. They have low numbers of learners which allows them to have a personalised approach to learning. As they are a special school, all learners have an EHCP and these are reviewed regularly. Assessors’ interactions with learner and learner progress is part of these meetings. The school has robust processes in place and all policies were available for me to see. I also saw minutes of meetings and records of CPD. COVID has presented challenges to the school. They carried on teaching remotely and managed to keep learners on task. Learners have a good range of resources including a VLE (Virtual Learning Environment), ICT facilities and paper based resources.”

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools (continued)

Lime Academy Hornbeam (continued)

2. Post 16 - Record of Achievement

Student Qualification	<i>Exam Board: Pearson Edexcel</i>	<i>Exam Board: Pearson Edexcel</i>	<i>Exam Board: Pearson Edexcel</i>	<i>Exam Board: Pearson Edexcel</i>	<i>Exam Board: Pearson Edexcel</i>	<i>Exam Board: Pearson Edexcel</i>
	<i>Unit number/level of award: Unit 2 and 4</i>	<i>Unit number/level of award: Unit 1 and 2</i>	<i>Unit number/level of award: 1 and 2</i>	<i>Unit number/level of award: 2 and 6</i>	<i>Unit number/level of award: 1 and 2</i>	<i>Unit number/level of award: 1 and 2</i>
	<i>Title of course: DLTS2 Pre-Vocational Study (Pearson BTEC Entry Level 1 Award</i>	<i>Title of course: NXR24-ART AND DESIGN BTEC (ENTRY 3) (QCF)-</i>	<i>Title of course: LAND-BASED STUDIES/ Animal Care BTEC (ENTRY 3)</i>	<i>Title of course: NXR49SPO RT AND ACTIVE LEISURE BTEC (ENTRY 3)</i>	<i>Title of course: AN INTRODUCTION TO HAIR AND BEAUTY BTEC (ENTRY 3) (QCF)</i>	<i>Title of course: PDN52VOCATIONAL STUDIES</i>
Number of students gaining accreditation	5	9	3	4	4	3

Notes with regard to the above examinations:

The students working on the BTEC courses at Entry 3 start these courses after they have achieved at least an Entry 2 in English FS. Some learners achieve this by the age of 15, others later. We claim the certificates for the leavers and for one year courses.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools (continued)

Lime Academy Hornbeam (continued)

Student Qualification	<i>Exam Board:</i> <i>Pearson Edexcel</i> <i>Title of course:</i> English Functional Skills	<i>Exam Board:</i> <i>Pearson Edexcel</i> <i>Title of course:</i> Maths Functional Skills	<i>Exam Board:</i> <i>Pearson Edexcel</i> <i>Title of course:</i> ICT Functional Skills	<i>Exam Board:</i> <i>Pearson Edexcel</i> <i>Title of course:</i> PSD Award and Certificate ASDAN Entry 1
Number of students gaining accreditation	Entry 1 = 7 students Entry 2 = 10 students Entry 3 = 13 students	Entry 1 = 7 students Entry 2 = 6 students Entry 3 = 9 students	Entry 1 = 13 students Entry 2 = 13 students Entry 3 = 15 students	Certificate- 2 students Award- 3 students

2. Key Stage 4- 5– Record of Achievement

- ◆ Our students start their English, Maths and ICT Functional skills courses from the beginning of KS4 and most of them will need to reach KS5 in order to pass their exams.

3. Leavers Destinations (Please indicate number of students in each pathway)

Student destination at the end of Key Stage 5:					
Employment or Internship:	College (Formal and Semi-Formal Pathway)	Social Care: Explorer Pathway		Other: (please specify)	
Employment (in a family business) -1	Waltham Forest College- 7 student Haringey Sixth Form- 1 Epping College- 2 Harlow College- 1 student	Mark House- 5 students		Accepted at St Piers- 1 student but the parent refused the provision Accepted at St Piers but the college requested more funding which LA didn't agree with.	
Students leaving the Academy before the end of Key Stage 5:					
To another Local Authority:	To an alternative provision:	To a residential provision:	Moved out of the UK:	Deceased:	Other: (Please specify)
Southwark- 1		0	Romania -1	0	

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools (continued)

Lime Academy Orton

1. Overview of the achievement and progress across the Academy for 2020/2021:

Students attending Lime Academy Orton have a wide range of complex and severe learning disabilities, including for many the comorbidity of complex medical and health needs, and/or physical disabilities. This means that accreditation is not an appropriate measure of performance. Use of accreditation for our learners is not in their best interests and does not support the next stage in their development or their Preparation for Adulthood.

All pupils in Primary are currently working below the 'Standard the Test – Most are not yet engaged in subject specific learning, nor do they meet all 'pupil can' statements within standard 1 of pre-key stage standards.

(The engagement model will be used academic year 2021-22 for statutory returns moving forwards alongside EHCP end of Key Stage (EoKS) outcomes.)

Current picture re: Education Health Care Plans (EHCP) End of Key Stage (EoKS) outcomes.

EoKS outcomes for 2021 are based on EHCPs were the quality was not suitable until Summer term 2021 (substantiated Ofsted 2019).

EoEK cohort 2021 = 36 pupils, of the 36 only 6 met their intended outcomes in all 4 areas (Communication and Interaction, Cognition and Learning, Social Emotional and Mental Health, and Sensory and Physical).

Communication & Interaction – 13/36

Cognition & Learning – 13/36

Social Emotional and Mental Health – 13/36

Sensory & Physical – 9/36

2. Achievement

Students attending LAO have a wide range of complex and severe learning disabilities, including for many the comorbidity of complex medical and health needs, and/or physical disabilities. This means that accreditation is not an appropriate measure of performance. Use of accreditation for our learners is not in their best interests and does not support the next stage in their development or their Preparation for Adulthood.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools (continued)

Lime Academy Orton (continued)

3. Key Stage 4 – Record of Achievement

Students attending LAO have a wide range of complex and severe learning disabilities, including for many the comorbidity of complex medical and health needs, and/or physical disabilities. This means that accreditation is not an appropriate measure of performance. Use of accreditation for our learners is not in their best interests and does not support the next stage in their development or their Preparation for Adulthood.

4. Leavers Destinations (Please indicate number of students in each pathway)

Student destination at the end of Key Stage 5:					
Employment or Internship: 0	College: Peterborough City College: 2 (3-day offer) Peterborough Regional College: 2 (3-day offer)	Social Care: Helping Hands: 4 (2 day offer, supplementing college attendance)	Other: (please specify) 0		
Students leaving the Academy before the end of Key Stage 5:					
To another Local Authority: 0	To an alternative provision: 1	To a residential provision: 1	Moved out of the UK: 0	Deceased: 2	Other: (Please specify) 0

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools (continued)

Lime Academy Ravensbourne

1. Overview of the achievement and progress across the Academy for 2020/2021:

Most pupils made at least good progress towards their personal learning goals last academic year. This data is based primarily on the Autumn and Summer terms due to the lockdown during the Spring term.

We do not use comparative data as each pupil has their own personal targets based on their EHCP long term outcomes and set from their starting point. Progress is also measured on a personalised level, and what constitutes 'good' progress varies from child to child. Complex medical needs and sustained periods of absence are the main reasons for pupils not meeting expected outcomes.

2. **Leaver Destinations (Please indicate number of students in each pathway)**

Student destination at the end of Key Stage 5: 5 leavers					
Employment or Internship:	College: 2	Social Care: 1	Other: 2 (please specify) 1 has no provision in place. Parents have chosen to keep him at home due to concerns re. Covid 1 CLA (living in a care home) is still awaiting a place at a suitable day care provision. He is likely to attend ½ days max as he is self-funded for PIP		
Students leaving the Academy before the end of Key Stage 5: 4					
To another Local Authority	To an alternative provision:	To a residential provision:	Moved out of the UK:	Deceased:	Other: (Please specify)
0	1	2	0	1	0

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Primary Schools

- ◆ **Lime Academy Abbotsmede**
 - ◆ Headteacher: Lee Dobson
 - ◆ Number on Roll (NOR): 425
 - ◆ Local Authority: Peterborough
 - ◆ Ofsted Grade: Not yet inspected

- ◆ **Lime Academy Larkswood**
 - ◆ Interim Headteacher: Victoria Bruce
 - ◆ NOR: 664
 - ◆ Local Authority: London Borough of Waltham Forest
 - ◆ Ofsted Grade: Good (23rd January 2018)

- ◆ **Lime Academy Parnwell**
 - ◆ Headteacher: Ben Newstead
 - ◆ NOR: 326
 - ◆ Local Authority: Peterborough
 - ◆ Ofsted Grade: Not yet inspected

- ◆ **Lime Academy Watergall**
 - ◆ Headteacher: Angela Wood
 - ◆ NOR: 342
 - ◆ Local Authority: Peterborough
 - ◆ Ofsted Grade: Not yet inspected

Lime Trust Special Schools

- ◆ **Lime Academy Forest Approach**
 - ◆ Headteacher: Mary Bickmore
 - ◆ NOR: 153
 - ◆ Age Range: 2-19
 - ◆ Local Authority: London Borough of Havering
 - ◆ Ofsted Grade: Good (20th June 2018)

- ◆ **Lime Academy Hornbeam (William Morris Campus and Brookfield House Campus)**
 - ◆ Headteacher: Ben Hawes
 - ◆ NOR: 271
 - ◆ Age Range: 2-19
 - ◆ Local Authority: London Borough of Waltham Forest
 - ◆ Ofsted Grade: Good (21st June 2018)

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Lime Trust Special Schools (continued)

- ◆ **Lime Academy Ravensbourne**
 - ◆ Headteacher: Victoria Fackler
 - ◆ NOR: 79
 - ◆ Age Range: 2-19
 - ◆ Local Authority: London Borough of Havering
 - ◆ Ofsted Grade: Good (11th January 2019)

- ◆ **Lime Academy Orton**
 - ◆ Headteacher: Charlotte Whysall
 - ◆ NOR: 149
 - ◆ Age Range: 2-19
 - ◆ Local Authority: Peterborough
 - ◆ Ofsted Grade: Not yet inspected

What is going well?

- ◆ All pupils have a rich and relevant range of evidence to show the progress they have made over an extended period of time. This includes photographic and video evidence as well as annotated activities and assessments.
- ◆ Clear evidence of the starting points of all pupils.
- ◆ This assessment system takes into account the goals set out in pupils Education, Health and Care Plans.
- ◆ Parents can access and contribute to the evidence.
- ◆ The system can also be used to deliver remote learning during the pandemic.

What we are working on?

- ◆ Developing the curriculum in special schools
- ◆ Quality assurance still needs to be refined, in order that we can have a high level of confidence over the reliability and validity of our measures.
- ◆ Improving the quality of Education, Health and Care Plans so that they truly represent the goals and aspirations of the pupil.
- ◆ We need to support more parents to access the online system.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Trust Priorities for 2020/21

Lime Trust Key Performance Drivers for the academic year 2020/2021

- ◆ Diversity Review.
- ◆ Curriculum Implementation.
- ◆ School Improvement Strategy.
- ◆ Managing Risk in the COVID era.
- ◆ Growth.

The Trust will work to achieve this through:

- ◆ Highly effective headteachers supported by the Executive Team leading and managing each school to implement Trust policies and procedures.
- ◆ A review of staffing structures to make sure monies support a staffing structure that is teacher-rich.
- ◆ Effective recruitment campaigns championing the Trust.
- ◆ Improved governance at Board and school level.
- ◆ Excellent CPD opportunities for all staff.

Impact of Objectives 2020/21

Diversity Review

- ◆ Equality Impact Assessments on all major decisions (including the new curriculum).
- ◆ Diversity embedded in governance at all levels.
- ◆ Strengthening Pupil Voice.
- ◆ Impact of Covid on groups with protected characteristics.
- ◆ Diversity Task and Finish Group.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Impact of Objectives 2020/21 (continued)

Curriculum Implementation – Primary Schools

- ◆ Schools to have own Curriculum and 'Write Stuff' Implementation Plan in place.
- ◆ Collaborative working across schools.
- ◆ Succession planning (school improvement team begin to be developed).
- ◆ Outward facing - Work with Curriculum for Unity Schools Partnership (CUSP) to develop the Lime Trust curriculum and optimise teaching opportunities.
- ◆ Lime Trust Induction and Training package in place for 'teaching and learning'.
- ◆ Policies in place to support the Lime Trust Curriculum.
- ◆ Audit of how diverse the new curriculum is.

Curriculum Implementation – Special Schools

- ◆ Develop clear Curriculum vision and intent across the Special Schools.
- ◆ Collaborative working across schools.
- ◆ Working parties to review Curriculum to ensure it meets the needs of all learners.
- ◆ Working party to agree planning templates.
- ◆ Curriculum to be uploaded onto EfL. Training in tracking to be given.
- ◆ Succession planning (school improvement team being developed).
- ◆ 'Subject' leaders to be established in all Special Schools to improve teaching and learning across the school in all curriculum.
- ◆ Lime Trust Induction and Training package in place for 'teaching and learning'.
- ◆ Policies in place to support the Lime Trust Curriculum – teaching and learning.
- ◆ Audit of how diverse new curriculum is.
- ◆ Articulating the Education Vision.
- ◆ A knowledge rich curriculum in our primary schools.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Impact of Objectives 2020/21 (continued)

School Improvement Strategy

- ◆ Align practice, by schools working together to co-construct aims, policies and ways of working.
- ◆ Decide where to standardise, where to align and where to give autonomy to schools.
- ◆ Ensure performance appraisal is consistent and high quality throughout Trust.
- ◆ Develop Local Leaders of Education and Specialist Leaders of Education.
- ◆ NPQ offer including NPQEL.
- ◆ External support for HT (SIP model).
- ◆ Leadership Coaching Offer.
- ◆ School Improvement offer to other schools.

Growth

- ◆ Free-School Applications.
- ◆ Sponsored projects.
- ◆ Academy Converters.
- ◆ Target new areas (E.g. Cambridgeshire Hub, East Anglia, London Boroughs, Outside of EENEL).

Managing Risk post-Covid 19

- ◆ Managing the safe return of pupils to school
- ◆ Managing the safe return of all staff to school
- ◆ Developing risk management strategies for all areas of school activity
- ◆ Health & Safety
- ◆ Contractors
- ◆ Pupils with EHCPs
- ◆ Staff who are identified as vulnerable or extremely vulnerable using the government guidelines
- ◆ Educational visits off site

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Impact of Objectives 2020/21 (continued)

Managing Risk post-Covid 19 (continued)

- ◆ Visitors to site including parents

- ◆ Developing On-line Risk Registers

- ◆ Training and support for leaders.

Financial review

Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, 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.

Financial report for the year

Total income for the year was £30,817,000 (2020 – £54,492,000, or £26,730,000 after excluding the value of net assets transferred into the Trust). Total expenditure for the year was £31,303 (2020 – £26,025). Net expenditure for the year was therefore £486,000 (2020 – net income of £28,467,000, or net income of £705,000 after excluding net assets inherited on schools joining the Trust). This is excluding an actuarial loss on the defined benefit pension scheme of £4,045,000 (2020 – a loss of £5,181,000). Excluding expenditure relating to the Local Government Pension Scheme liability, which amounted to £2,002,000 (2020 – £1,607,000), the value of net assets inherited on schools joining the trust of £nil (2020 – £27,762,000) and movements in the tangible fixed assets fund of £544,000 (2020 – £528,000, excluding assets transferred on conversion), the overall operational surplus was £972,000 (2020 – 1,784,000).

2020/21 represents the first full year during which Lime Academy Orton joined the Trust and both income and expenditure have therefore increased compared with the prior year (after excluding net income from transfers into the Trust). The Lime Trust has been working on reducing the use of agency staff across all schools and undertook a reorganisation at Lime Academy Orton to address the deficit budget at the school. This has reduced the operational expenditure relative to income and contributed to the overall increase in operational reserves.

At 31 August 2021, the balance of unrestricted funds and general restricted funds (excluding the pension reserve and tangible fixed assets fund) was £6,793,000 (2020 – £5,821,000).

The results for the year are shown on page 52.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Reserves policy

Lime Trust is expected to create contingency reserves from its annual GAG funding or other income. It is the Board's intention to make sure financial controls which will deliver surpluses through joint procurement, economies of scale and additional income generation.

The purpose of this policy is to outline the requirement for a revenue/capital reserve within Lime Trust in order to ensure development plans and strategic long terms aims are achieved.

The Trust has set out the purpose of such reserves as follows:

- ◆ An unforeseen emergency or unexpected need for funds;
- ◆ Covering unforeseen day-to-day operational costs, e.g. employing temporary staff to cover a long-term absence;
- ◆ A grant not being renewed;
- ◆ Significant planned commitments or projects that cannot be met by future income alone; and
- ◆ The need to fund short-term deficits in cash flow before a funding grant is received.

The Board of Trustees has applied for CIF grants for new roofs and boilers at its special academies but has been unsuccessful due to the level of the Trust's reserves. The Board has agreed to invest over £1m from its reserves to make the building warm and dry. The Trust is supporting academies with reorganisation costs from the Trust's reserves to enable them to set balanced budgets from 2021 onwards by reducing the number of unqualified staff employed by the academies.

At 31 August 2021, the Trust's level of operational reserves was £6,793,000 (2020 – £5,821,000), which the Trustees consider to be satisfactory.

The Lime Trust currently holds very high levels of reserves at school level. This is a historic situation from the entry of the Hornbeam Academy Trust schools joining the Trust. The Lime Trust is now eligible for SCA funding and has developed an Estates Management Strategy to improve the school estates using both SCA funding and school reserves. This is a 5 year strategy to address the condition survey and H&S issues on all school sites. Once the Estates Management programme of work has been completed, the Trust's reserves policy will be to hold one month's operating costs as reserves.

The level of reserves is subject to internal scrutiny by the executive team and Board.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Investment policy

The Trust has invested £1.5m of reserves with its bank in an interest bearing account with 90 days notice. This amount is shown under the heading "short term deposits" on the Trust's balance sheet.

Fundraising

The Lime Trust has parent groups that are active in some of its schools, supporting the schools with fund raising of outdoor play equipment and books for children to take home to promote the love of reading.

Fundraising activities include summer and winter fayres and sponsorship by local businesses (eg local estate agents).

Each school participates in national fund raising activities including Children in Need, Comic and Sports Relief. All monies collected are donated to the charities.

The Trust aims to achieve best practice in the way in which it communicates with donors and other supporters. It takes care with both the tone of its communications and the accuracy of its data to minimise the pressures on supporters. It applies best practice to protect supporters' data and never sells data, it never swaps data and ensures that communication preferences can be changed at any time.

Fundraising (continued)

Beyond the assistance of the supporter groups noted above, the Trust manages its own fundraising activities; it does not employ the services of Professional Fundraisers. The Trust undertakes to react to and investigate any complaints regarding its fundraising activities and to learn from them and improve its service. During the year to 31 August 2021, the charity received no complaints about its fundraising activities.

Principal Risks and Uncertainties

Uncertain external environment:

- ◆ The impact of COVID 19 on the way education is delivered, particularly to the most vulnerable children with Education Health Care Plans and Free School Meals.
- ◆ The impact of COVID 19 on the end of year tests in primary schools. For the second year there have been no external tests or national averages, for schools to benchmark their performance against.
- ◆ The rate of academisation slowed by changes in government policy.
- ◆ The uncertainty and impact of Brexit on supply chains, the economy and government policy.

STRATEGIC REPORT (continued)

Principal Risks and Uncertainties (continued)

Poor educational standards:

- ◆ Predicted pupil outcomes in 2022 are not achieved causing reputational damage. Headline Key Stage 2 results could be undermined by loss of pupils in Year 6, and/or by the admission of new joiners at a late stage whose attainment levels are low.
- ◆ School leaders struggle to be effective.
- ◆ Recruitment of good teachers proves difficult and impacts on outcomes.

Financial risks

- ◆ Falls in pupil roll numbers. This would impact on both the individual school and central services income. The Peterborough schools currently have vacancies, but numbers are projected to increase as population grows, educational standards improve, and the reputations of the schools improve.
- ◆ Difficulty in maintaining balanced academy budgets, particularly in the special academies, as funding levels for children with Education Health Care Plans are reduced by Local Authorities due to the High Needs Block being overspent. This is at a time when the Trust has to manage unforeseen expenses, including building works and increases in staffing costs.
- ◆ PFI costs at Lime Academy Larkwood rise faster than GAG funding.
- ◆ Loss of income due to Covid-19 from extended services including nursery wrap around care, after school and breakfast clubs.

All risks are reflected in the Trust's Risk Register and reviewed by the Finance and Audit Committee. The academies report on risk at the Academy Council meetings.

PLANS FOR FUTURE PERIODS

Lime Trust Key Performance Drivers for the academic year 2021/2022

1. Trust review
 - ◆ To carry out a full review of current systems and structures to support continued improvement.
 - ◆ Appoint a new CEO.
2. Pupil outcomes in all key stages in primary schools
 - ◆ Continue to embed new curriculum.
 - ◆ Ofsted preparation.
3. Pupil outcomes in Special schools:
 - ◆ Develop curriculum.
 - ◆ Strengthen safeguarding processes in all schools.

PLANS FOR FUTURE PERIODS (continued)

Lime Trust Key Performance Drivers for the academic year 2021/2022 (continued)

4. Support new Headteachers.
5. Improve estates:
 - ◆ Basic need funding from Havering to expand Forest Approach.
 - ◆ SCA to address H&S and condition issues.
6. Covid recovery and catch-up:
 - ◆ Covid risk assessments.
 - ◆ Parenting skills and support.
 - ◆ Forest schools across the Trust.
 - ◆ Apple project.
 - ◆ Staff and pupil well being.
7. Strengthen local governance:
 - ◆ Recruit additional Trust-appointed Governors in Peterborough and London.
 - ◆ Recruit a Chair for the Peterborough Hub.
 - ◆ Training plan for local governors.

The Trust will work to achieve this through:

- ◆ Appointment of a new permanent CEO.
- ◆ Highly effective headteachers supported by the Executive Team leading and managing each school to implement Trust policies and procedures.
- ◆ Review of staffing structures to make sure monies support a staffing structure that is teacher-rich.
- ◆ Staff wellbeing.
- ◆ Investment in the school premises.
- ◆ Effective recruitment campaigns championing the Trust.
- ◆ Improving governance school level.
- ◆ Excellent CPD opportunities for all staff.

AUDITOR

In so far as the Trustees are aware:

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

Trustees' report Year to 31 August 2021

The Trustees' report, incorporating a strategic report, was approved by order of the members of the board of Trustees and signed on its behalf by:

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

C Cole
Chair of Trustees

Date: 09/12/2021

Scope of responsibility

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

The board of Trustees have delegated the day-to-day responsibility to the Interim Chief Executive, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Academy and the Secretary of State for Education. The Interim Chief Executive is also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the statement of Trustees' responsibilities. The board of Trustees has formally met six times during the year (two of these meetings were extraordinary Board meetings). Attendance during the year at these full meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
C Cole (Chair)	6	6
L Murphy (Vice Chair)	6	6
S Curtis	5	6
W Leask	6	6
H Morgan-Smith	5	6
H C Neo	4 (due to compassionate leave)	6
H C A Sarre	6	6

The Finance, Risk and Audit Committee is a sub-committee of the main board of Trustees and is responsible for ensuring that the Trust and its Academies have good financial governance and meet the requirements of the Academies Financial Handbook.

Attendance at Finance, Risk and Audit meetings in the year was as follows:

Governor	Meetings attended	Out of a possible
S Curtis (Chair)	3	3
H Morgan Smith	2	3
H C Neo	2 (due to compassionate leave)	3
H C A Sarre	3	3

Governance (continued)

The Education and Curriculum Standards Committee is also a sub-committee of the main board of Trustees. The main purpose of the Committee is to undertake detailed challenge and support around the Trust's approach to education, curriculum and standards. The committee focuses on pupil outcomes through interrogation of data, such as that provided by the Fischer Family Trust, look at predictions across the Trust academies, attendance and exclusions, with the objective of driving up standards. Due to Covid-19 the committee also focused on remote learning and catch up programmes.

Trustee	Meetings attended	Out of a possible
L Murphy (Chair)	2	2
C Cole	1	2
W Leask	2	2

Academy Councils are local committees of the board, tasked with monitoring individual or groups of schools in respect of pupil outcomes, safeguarding, health & safety and financial probity. On 1 September 2020, the Trust successfully moved to a regional hub model for two of its Academy Councils, which have been responsible for delivering local governance for three Peterborough primary schools and three London special schools respectively each. All four of our Academy Councils met six times during 2020/21.

Our Members, Trustees and local governors also undertook a programme of training as follows in 2020/21:

- Internal online training on new Academy Council model to local Governors, including new format of Headteacher and Finance reporting, 15 September 2021.
- Online Safeguarding training for Members, Trustees and local Governors – December 2020, January 21 and April 21.
- Online SCR training for Safeguarding Governors – April 21.
- On-demand online Safeguarding training specifically for Safeguarding Governors from the Key.
- Judicium Health & Safety on-demand online training for Health & Safety Governors.
- Judicium GDPR on-demand online training for local Governors.

During the summer term of 2020/21, our Trustees and local Governors also undertook a number of monitoring meetings and visits to our schools, with a focus on school improvement, safeguarding, health and safety, diversity and inclusion, and finance.

Review of value for Money

As accounting officer the Interim Chief Executive has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received. Throughout the disruption caused by the closure of schools due to Covid-19, the Trust and its Academies continued to pay suppliers in a timely manner.

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

- ◆ Central procurement and negotiation of all licences and contracts to achieve greater economy of scales. Centrally managed contracts include Occupational Health, SIMS and Every. The PSF licences were also combined during the reporting period.
- ◆ Reviewing school spend on supply cover, reducing the use of agency staff and negotiating better daily rates with a range of suppliers. During the next reporting period, the Trust will be using the DfE framework agreement to get even better prices.
- ◆ Creating a central register of suppliers who are recommended by other schools using Every Education to increase the pool of suppliers for quotes.

Value for Money and procurement was a focus of the internal scrutiny visits to schools during this reporting period.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Academy's 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 at the Academy for the year ended 31 August 2021 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year ended 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

The risk and control framework

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

- ◆ comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of Trustees;
- ◆ regular reviews by the Finance, Risk and Audit 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.

The board of Trustees has considered the need for a specific internal audit function and has decided:

- ◆ to appoint MHA MacIntyre Hudson LLP as internal auditor provisions of the Financial Reporting Council's revised ethical standard for auditors;
- ◆ The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. The internal auditor's reports are discussed at the Finance, Risk and Audit Committee and reported to Board.

During the year, the internal auditor undertook three reviews, focusing on the following areas:

- ◆ Governance;
- ◆ Financial planning and budgetary control; and
- ◆ Risk management

There were no high priority findings from these visits and appropriate action has been agreed for all recommendations raised.

Review of effectiveness

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

- ◆ the work of the internal auditor

Review of effectiveness (continued)

- ◆ the work of the external auditor;
- ◆ the financial management and governance self assessment process;
- ◆ the work of the senior management team within the Academy who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the board of Trustees on and signed on their behalf by:



(Chair of Trustees)
C Cole
Approved on: 09/12/2021



(Accounting Officer)
A Daoud

Statement on regularity, propriety and compliance 31 August 2021

As accounting officer of Lime Trust, I have considered my responsibility to notify the Academy Trust board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the Academy Trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

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

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

A handwritten signature in black ink, appearing to read 'A. Daoud', with a horizontal line underneath it.

Accounting Officer
A Daoud

Date: 09/12/2021

Statement of Trustees' responsibilities 31 August 2021

The Trustees (who act as governors of the Academy and are also the directors of the Academy 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 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 Academy and of 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 (FRS 102) and the Academies Accounts Direction 2020 to 2021;
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards (FRS 102) 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 Academy will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Academy's transactions and disclose with reasonable accuracy at any time the financial position of the Academy 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 Academy 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 Academy applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the Academy'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 and signed on its behalf by:



Chair of Trustees

C Cole

Independent auditor's report to the members of Lime Trust

Opinion

We have audited the financial statements of Lime Trust (the 'charitable company') for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law, 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), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (the Charities SORP FRS 102) and the Academies Accounts Direction 2020 to 2021.

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 2021 and of its income and expenditure, for the period then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006; and
- ◆ have been prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2020 to 2021.

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 charitable company 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

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

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

Conclusions relating to going concern (continued)

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

Other information

The trustees are responsible for the other information. The other information 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.

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, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report, which is also the directors' report for the purposes of company law and includes the 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the 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;
- ◆ certain disclosures of trustees' remuneration specified by law are not made; or

Matters on which we are required to report by exception (continued)

- ◆ we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we identified the laws and regulations applicable to the charitable company through discussions with management, and from our knowledge of the academy trust sector;

Auditor's responsibilities for the audit of the financial statements (continued)

- ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;
- ◆ we considered the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Companies Act 2006, the Charities SORP 2019, the Academies Accounts Direction 2020 to 2021, the Academies Financial Handbook 2020, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the charitable company is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of trustees' meetings and papers provided to the trustees
- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

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

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

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

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

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

- ◆ agreeing financial statement disclosures to underlying supporting documentation;

Independent reporting accountant's assurance report on regularity to Lime Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 21 February 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Lime Trust during the period from 1 September 2020 to 31 August 2021 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 Lime Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Lime Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Lime Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Lime Trust's accounting officer and the reporting auditor

The accounting officer is responsible, under the requirements of Lime Trust's funding agreement with the Secretary of State for Education and the Academies Financial Handbook, extant from 1 September 2020, 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 2020 to 2021. 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 from 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA.

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.

Approach (continued)

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

The work undertaken to draw to our conclusion includes:

- ◆ An assessment of the risk of material irregularity and impropriety across all of the Academy Trust's activities;
- ◆ Further testing and review of the areas identified through the risk assessment including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- ◆ Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

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 from 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Statement of financial activities (including income and expenditure account) Year to 31 August 2021

	Notes	Restricted funds			2021 Total funds £'000	2020 Total funds £'000
		Unrestricted general fund £'000	General restricted funds £'000	Fixed assets fund £'000		
Income from:						
Donations and capital grants	1	69	—	912	981	155
Transfer on conversion	25	—	—	—	—	6,174
Transfer on academies joining the Trust	24	—	—	—	—	21,588
Charitable activities						
. Funding for the academy's educational operations	2	1	29,517	—	29,518	26,046
Other trading activities	3	315	—	—	315	525
Investments	4	3	—	—	3	4
Total income		388	29,517	912	30,817	54,492
Expenditure on:						
Raising funds	5	—	—	—	—	25
Charitable activities						
. Academy's educational operations	6	334	29,773	1,196	31,303	26,000
Total expenditure	5	334	29,773	1,196	31,303	26,025
Net income (expenditure)		54	(256)	(284)	(486)	28,467
Transfers between funds		—	(828)	828	—	—
Other recognised gains and losses						
Actuarial losses on defined benefit pension scheme	22	—	(4,045)	—	(4,045)	(5,181)
Net movement in funds		54	(5,129)	544	(4,531)	23,286
Reconciliation of funds						
Total fund balances brought forward at 1 September 2020		2,000	(18,685)	62,224	45,539	22,253
Total fund balances carried forward at 31 August 2021		2,054	(23,814)	62,768	41,008	45,539

All of the Academy's activities derived from continuing operations during the above two financial periods.

Balance sheet 31 August 2021

	Notes	2021 £'000	2021 £'000	2020 £'000	2020 £'000
Fixed assets					
Tangible fixed assets	12		62,021		62,216
			62,021		62,216
Current assets					
Debtors	14	1,036		613	
Short term deposits		1,501		1,500	
Cash at bank and in hand		7,700		5,932	
		10,237		8,045	
Liabilities					
Creditors: amounts falling due within one year	15	(2,539)		(2,058)	
Net current assets			7,698		5,987
Total assets less current liabilities					
			69,719		68,203
Creditors: amounts falling due after one year	16		(158)		(158)
Net assets excluding pension scheme liability					
			69,561		68,045
Pension scheme liability	22		(28,553)		(22,506)
Total net assets			41,008		45,539
Funds of the Academy					
Restricted funds					
. Fixed assets fund	17	62,768		62,224	
. Restricted income fund	17	4,739		3,821	
. Pension reserve	17	(28,553)		(22,506)	
			38,954		43,539
Unrestricted funds					
. General fund	17		2,054		2,000
Total funds			41,008		45,539

The financial statements on page 52 to 82 were approved by the Trustees authorised for issue and are signed on their behalf by:



Chair of Trustees
C Cole
Date: 09/12/2021

Lime Trust
Company Limited by Guarantee
Registration Number: 09297519 (England and Wales)

Statement of cash flows Year to 31 August 2021

	Note	2021 £'000	2020 £'000
Net cash flows from operating activities			
Net cash provided by operating activities	A	1,861	7,128
Cash flows from investing activities			
	B	(92)	(1,087)
Change in cash and cash equivalents in the year		1,769	6,041
Reconciliation of net cash flow to movement in net funds:			
Cash and cash equivalents at 1 September 2020		7,432	1,391
Cash and cash equivalents at 31 August 2021	C	9,201	7,432

A Reconciliation of net income to net cash provided by operating activities

	2021 £'000	2020 £'000
Net (expenditure) income for the year (as per the statement of financial activities)	(486)	28,467
Adjusted for:		
Inherited pension deficit	—	2,959
Inherited tangible assets	—	(34,680)
Other non-cash obligations transferred	—	6,889
Depreciation (note 12)	1,196	975
Capital grants from DfE and other capital income	(912)	(94)
Interest receivable (note 4)	3	4
Defined benefit pension scheme cost less contributions payable (note 22)	1,545	1,302
Defined benefit pension scheme past service costs (note 22)	35	30
Defined benefit pension scheme finance cost (note 22)	422	275
Increase in debtors	(423)	(237)
Increase in creditors	481	1,238
Net cash provided by operating activities	1,861	7,128

B Cash flows from investing activities

	2021 £'000	2020 £'000
Dividends, interest and rents from investments	(3)	(4)
Purchase of tangible fixed assets	(1,001)	(1,177)
Capital grants from DfE/ESFA	912	94
Net cash used in investing activities	(92)	(1,087)

Statement of cash flows Year to 31 August 2021

C Analysis of changes in net debt

	At 1 September 2020 £'000	Cash flows £'000	At 31 August 2021 £'000
Cash at bank and in hand	5,932	1,768	7,700
Short term deposits	1,500	1	1,501
	<u>7,432</u>	<u>1,769</u>	<u>9,201</u>
Loans falling due within one year	(16)	—	(16)
Loans falling due after more than one year	(158)	—	(158)
Total	<u>7,258</u>	<u>1,769</u>	<u>9,027</u>

Statement of accounting policies

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

Basis of preparation

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The financial statements are reported in sterling and rounded to the nearest thousand pounds.

Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

The Trustees have concluded that consider that the Academy Trust has sufficient resources to continue for the foreseeable future, despite the ongoing Coronavirus pandemic, and that there are no material uncertainties about the Academy Trust's ability to continue as a going concern. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

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

Income (continued)

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.

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

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

Donations

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

Other income

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

Transfer on conversion

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

Transfer of existing academies into the trust

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

Expenditure

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

Expenditure on raising funds

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

Charitable activities

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

All expenditure is stated net of recoverable VAT.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy Trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Tangible fixed assets

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the Balance Sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Academy's depreciation policy.

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

- ◆ Long leasehold land Over the life of the lease

Tangible fixed assets (continued)

◆ Long leasehold buildings	2% per annum
◆ Leasehold improvements	2% per annum
◆ Fixtures, fittings and equipment	25% per annum
◆ IT equipment	33.3% per annum

Depreciation is charged from the month of acquisition.

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

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

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash in bank and in hand

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

Liabilities

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

Leased assets

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

Financial Instruments

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

Financial Instruments (continued)

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

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in the notes to the accounts. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

Private Finance Initiative

Lime Academy Larkwood is subject to a contract under the Private Finance Initiative (PFI). Under this contract, the school premises are maintained and managed for a period of 25 years by the PFI contractor subject to contractual annual fees paid by the Academy. Upon expiry of the PFI contract the residual benefit of the premises passes to the Academy as a result of a 125 year lease granted to them.

The transaction is accounted for as a leasing transaction. As the Academy only enjoys the benefits of the premises subject to the restrictions under the PFI agreement, in the opinion of the directors, the Academy does not hold substantially all of the risks and rewards of ownership of the premises and the property is therefore accounted for as an operating lease. The premises are therefore not recognised as asset in the financial statements of the Lime Trust. The annual charges under the PFI agreement are expensed to the Statement of Financial Activities in the year they relate to as this treatment is considered to be more appropriate than recognition on a strict straight line basis.

Taxation

The Academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy 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.

Investments

Investments in subsidiary undertakings are valued at cost less provision for impairment

Pensions benefits

The Academy Trust operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Academy Trust to the fund in respect of the year. Retirement benefits to employees of the Academy Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in the notes to the accounts, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the Academy Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education and Skills Funding Agency, Department for Education or other funders where the asset acquired or created is held for a specific purpose.

Restricted income funds comprise all other grants received from the Education and Skills Funding Agency/Department for Education.

Other restricted funds comprise all other restricted funds received and include grants from various Local Authorities.

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

The Academy Trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in the notes to the accounts, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. 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.

The estimated commitment for future payments under private finance initiatives is based on available data from the relevant local authority.

Critical areas of judgement

At one of the academies, the Trust occupies buildings under PFI agreements with the local authority and has applied judgement in determining that these buildings should be capitalised on the balance sheet.

1 Donations and capital grants

	Unrestricted funds £'000	Restricted fixed assets funds £'000	2021 Total funds £'000
Donations	69	—	69
Capital grants	—	912	912
2021 Total funds	69	912	981

	Unrestricted funds £'000	Restricted fixed asset funds £'000	2020 Total funds £'000
Donations	61	38	99
Capital grants	—	56	56
2020 Total funds	61	94	155

2 Funding for the academy's educational operations

	Unrestricted funds £'000	Restricted funds £'000	2021* Total funds £'000
DfE / ESFA revenue grants			
General Annual Grant (GAG)	—	14,964	14,964
Other DfE / ESFA			
. Universal Infant Free School Meals	—	211	211
. Pupil Premium	—	1,155	1,155
. Other DfE Group grants	—	618	618
	—	16,948	16,948
Other government grants			
Local authority grants	—	12,060	12,060
	—	12,060	12,060
Exceptional government funding			
COVID-19 additional funding (DfE/ESFA)			
. Catch-up premium	—	290	290
. Other DfE/ESFA COVID-19 funding	—	84	84
	—	374	374
Other income from the academy's educational operations	1	135	136
2021 Total funds	1	29,517	29,518

*Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department for Education and ESFA, the academy trust's funding for Universal Infant Free School Meals and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

2 Funding for the academy's educational operations (continued)

The trust received £390,000 (2020 – £nil) in catch-up premium funding and £84,000 (2020 – £77,000) of other Covid-19 funding. Costs incurred in respect of this funding totalled £374,000 (2020 – £77,000) with £nil remaining to be spent in 2021/22 (2020 – £nil).

	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	2020* Total funds £'000
DfE / ESFA revenue grants			
General Annual Grant (GAG)	—	12,929	12,929
<i>Other DfE / ESFA</i>			
. Start Up Grants	—	80	80
. Universal Infant Free School Meals	—	287	287
. Pupil Premium	—	1,022	1,022
. Other DfE Group grants	—	668	668
	<u>—</u>	<u>14,986</u>	<u>14,986</u>
Other government grants			
Local authority grants	—	10,979	10,979
	<u>—</u>	<u>10,979</u>	<u>10,979</u>
Exceptional government funding			
<i>COVID-19 additional funding (DfE/ESFA)</i>			
. Other DfE/ESFA COVID-19 funding	—	77	77
	<u>—</u>	<u>77</u>	<u>77</u>
Other income from the academy's educational operations	4	—	4
2020 Total funds	<u>4</u>	<u>26,042</u>	<u>26,046</u>

3 Other trading activities

	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	2021 Total funds £'000
Hire of facilities and secondment of staff	14	—	14
Catering income	—	—	—
Breakfast and music club income	90	—	90
Nursery income	147	—	147
Miscellaneous income	64	—	64
2021 Total funds	<u>315</u>	<u>—</u>	<u>315</u>

	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	2020 Total funds £'000
Hire of facilities and secondment of staff	23	—	23
Catering income	117	—	117
Breakfast and music club income	139	—	139
Nursery income	242	—	242
Miscellaneous income	4	—	4
2020 Total funds	<u>525</u>	<u>—</u>	<u>525</u>

4 Investment Income

	Unrestricted funds £'000	Restricted funds £'000	Total funds £'000
2021 Total funds: Interest receivable	3	—	3
2020 Total funds: Interest receivable	4	—	4

5 Expenditure

	Staff costs £'000	Non pay expenditure		2021 Total funds £'000
		Premises £'000	Other costs £'000	
Charitable activities				
. Academy's educational operations				
.. Direct costs	18,126	1,196	1,105	20,427
.. Allocated support costs	6,655	1,783	2,438	10,876
2021 Total funds	24,781	2,979	3,543	31,303

	Staff costs £'000	Non pay expenditure		2020 Total funds £'000
		Premises £'000	Other costs £'000	
Expenditure on raising funds				
. Direct Costs	—	—	17	17
. Support costs	5	2	1	8
Charitable activities				
. Academy's educational operations				
.. Direct costs	15,876	975	737	17,588
.. Allocated support costs	4,969	1,938	1,505	8,412
2020 Total funds	20,850	2,915	2,260	26,025

	2021 £'000	2020 £'000
Net income (expenditure) for the year includes:		
Depreciation	1,196	975
Operating lease rentals	759	681
Fees payable to auditor		
. Statutory audit, current year	22	21
. Statutory audit, prior year	—	6
. Other services, current year	17	20
. Other services, prior year	—	15

6 Charitable activities – academy's educational operations

	2021 Total funds £'000	2020 Total funds £'000
Direct costs	20,427	17,588
Support costs	10,876	8,412
	31,303	26,000

6 Charitable activities – academy’s educational operations (continued)

	2021 Total funds £'000	2020 Total funds £'000
Analysis of support costs		
Support staff costs	6,655	4,969
Technology costs	289	127
Premises costs	1,783	1,938
Legal costs – conversion	—	33
Legal costs – other	10	64
Other support costs	2,110	1,222
Governance costs	29	59
Total support costs	10,876	8,412

7 Comparative information

Analysis of income and expenditure in the year ended 31 August 2020 between restricted and unrestricted funds:

	Notes	Unrestricted general fund £'000	Restricted funds		2020 Total funds £'000	2019 Total funds £'000
			General £'000	Fixed assets fund £'000		
Income from:						
Donations and capital grants	1	61	—	94	155	1,946
Transfer on conversion	25	—	(2,959)	9,133	6,174	—
Transfer on academies joining the Trust	24	949	(4,907)	25,546	21,588	—
Charitable activities						
· Funding for the academy’s educational operations	2	4	26,042	—	26,046	9,595
Other trading activities	3	525	—	—	525	370
Investments	4	4	—	—	4	1
Total		1,543	18,176	34,773	54,492	11,912
Expenditure on:						
Raising funds	5	25	—	—	25	87
Charitable activities						
· Academy’s educational operations	6	328	24,697	975	26,000	10,163
Total	5	353	24,697	975	26,025	10,250
Net income (expenditure)		1,190	(6,521)	33,798	28,467	1,662
Transfers between funds		—	(1,409)	1,409	—	—
Other recognised gains and losses						
Actuarial losses on defined benefit pension scheme	22	—	(5,181)	—	(5,181)	(1,781)
Net movement in funds		1,190	(13,111)	35,207	23,286	(119)
Reconciliation of funds						
Total fund balances brought forward at 1 September 2019		810	(5,574)	27,017	22,253	22,372
Total fund balances carried forward at 31 August 2020		2,000	(18,685)	62,224	45,539	22,253

8 Staff

(a) Staff costs

Staff costs during the year were:

	2021 Total funds £'000	2020 Total funds £'000
Wages and salaries	17,085	14,045
Social security costs	1,470	1,287
Pension costs	5,375	4,509
	23,930	19,841
Agency staff costs	502	812
Staff restructuring costs	349	197
	24,781	20,850
	2021 £'000	2020 £'000
Staff restructuring costs comprise		
Redundancy payments	318	152
Severance payments	31	45
	349	197

(b) Staff restructuring costs

Included in staff restructuring costs are non-statutory/non-contractual severance and redundancy payments totalling £19,897 (2020 – £59,489). Individually the payments were for £3,600, £3,450, £2,800, £6,600 and £3,447 (2020 – £8,395, £7,469, £30,000, £6,952 and £6,673).

(c) Staff numbers

The average numbers of persons (including senior management team) employed by the Academy during the year was as follows:

Charitable activities	2021 No.	2020 No.
Teachers	145	163
Administration and support	551	543
Management	25	15
	721	721

8 Staff (continued)

(d) Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) fell within the following bands was:

	2021 No.	2020 No.
£60,001 – £70,000	13	12
£70,001 – £80,000	4	1
£80,001 – £90,000	3	4
£90,001 – £100,000	3	—
£120,001 – £130,000	—	1
£130,001 – £140,000	—	1
£140,001 – £150,000	1	1

(e) Key management personnel

The key management personnel of the Academy Trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employee pension contributions) received by key management personnel for their services to the Academy Trust was £897,828 (2020 – £852,120).

9 Trustees' remuneration and expenses

The Trustees did not receive any payments, other than expenses, from the academy in respect of their role as governors.

During the year ended 31 August 2021, no travel and subsistence expenses were reimbursed to Trustees (2020 – a total of £66 was reimbursed to four Trustees).

Other related party transactions involving the Trustees are set out in note 23 to the accounts.

10 Trustees' and Officers' insurance

The Academy Trust has opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the year ended 31 August 2021 was £29,000. It is not possible to quantify the Trustees and Officers indemnity element from the overall cost of the RPA scheme. The premium for additional insurance policies purchased during the year for areas not covered by the RPA scheme amounted to £15,000.

11 Central services

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

- ◆ Financial services;
- ◆ School improvement;
- ◆ HR and governance; and
- ◆ Facilities management, estates and compliance.

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

- ◆ Lime Trust core services make sure that each school is putting children first, setting the standards and is capacity rich. As the Trust grows, it will recruit experienced personnel to key positions, for example: School Improvement, HR and Estates Management. The schools' 7% contributions (for central service charges and trust administration, respectively) are applied to budgeted income.

The actual amounts charged during the year were as follows:

	(60%) Services charge £	(40%) Trust administration £	2021 Total funds £
Lime Academy Abbotsmeade	103,234	68,822	172,056
Lime Academy Larkswood	163,854	109,236	273,090
Lime Academy Parnwell	76,402	50,935	127,337
Lime Academy Watergall	85,291	56,861	142,152
Lime Academy Forest Approach	188,280	125,520	313,800
Lime Academy Hornbeam	330,411	220,274	550,685
Lime Academy Ravensbourne	136,962	91,308	228,270
Lime Academy Orton	85,291	56,861	142,152
	1,169,725	779,817	1,949,542

	(60%) Services charge £	(40%) Trust administration £	2020 Total funds £
<i>Lime Academy Abbotsmeade</i>	110,573	73,715	184,288
<i>Lime Academy Larkswood</i>	155,633	103,755	259,388
<i>Lime Academy Parnwell</i>	84,955	56,637	141,592
<i>Lime Academy Watergall</i>	95,212	63,475	158,687
<i>Lime Academy Forest Approach</i>	108,035	72,024	180,059
<i>Lime Academy Hornbeam</i>	249,839	166,559	416,398
<i>Lime Academy Ravensbourne</i>	99,380	66,253	165,633
	903,627	602,418	1,506,045

12 Tangible fixed assets

	Leasehold buildings £'000	Assets under construction £'000	Furniture and equipment £'000	Computer equipment £'000	Motor vehicles £'000	Total funds £'000
Cost/valuation						
At 1 September 2020	63,355	—	592	460	67	64,474
Additions	354	280	245	122	—	1,001
At 31 August 2021	63,709	280	837	582	67	65,475
Depreciation						
At 1 September 2020	1,761	—	224	262	11	2,258
Charge for the year	893	—	165	118	20	1,196
At 31 August 2021	2,654	—	389	380	31	3,454
Net book value						
At 31 August 2021	61,055	280	448	202	36	62,021
At 31 August 2020	61,594	—	368	198	56	62,216

For the purposes of these financial statements, the land upon which the Trust's premises are situated is deemed to have no commercial value.

13 Fixed asset investments

	2021 £	2020 £
Investments in subsidiary companies:		
Cost at 1 September 2020 and at 31 August 2021	1	1
Net book value at 1 September 2020 and at 31 August 2021	1	1

The Academy Trust owns a 100% holding in the subsidiary entity Lime Academy Trades Limited (Company Registration Number 11355855). The subsidiary was dormant during the year and at the year ended 31 August 2021 held net assets totalling £1 (2020 – £1). Following the merger with Hornbeam Academy Trust on 1 September 2019, the Academy Trust also controlled Hornbeam Community Trust (Company Registration Number 10412859, a dormant trading company with net assets of £nil (2020 – £nil).

Notes to the Financial Statements Year to 31 August 2021

14 Debtors

	2021	2020
	£'000	£'000
Trade debtors	443	36
VAT recoverable	292	178
Other debtors	6	—
Prepayments and accrued income	295	399
	1,036	613

15 Creditors: amounts falling due within one year

	2021	2020
	£'000	£'000
Trade creditors	940	624
Taxation and social security	253	279
Loan	16	16
Other creditors	480	468
Accruals and deferred income	850	671
	2,539	2,058
Deferred income		
Deferred Income at 1 September 2020	159	126
Amounts released from previous years	(159)	(126)
Resources deferred in the year	75	159
Deferred Income at 31 August 2021	75	159

Deferred income of £75,095 (2020 – £159,474) relates to Universal Infant Free School Meals and Special Educational needs funding pertaining to 2020/21 which was received during 2019/20.

16 Creditors: amounts falling due after one year

	2021	2020
	£'000	£'000
Other creditors	158	158

Included within other creditors is a loan of £174,036 (2020 – £174,036) from Peterborough City Council which carries no interest and is due for repayment over 15 years. The loan was inherited on conversion.

17 Funds

	Balance at 1 September 2020 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2021 £'000
Restricted general funds					
General Annual Grant (GAG)	3,821	14,964	(13,218)	(828)	4,739
Universal Infant Free School Meals	—	211	(211)	—	—
Pupil Premium	—	1,155	(1,155)	—	—
Catch up Premium	—	290	(290)	—	—
Other DfE/ESFA Coronavirus funding	—	84	(84)	—	—
Other DfE/ESFA grants	—	312	(312)	—	—
Local Authority grants	—	12,501	(12,501)	—	—
Pension reserve	(22,506)	—	(2,002)	(4,045)	(28,553)
	(18,685)	29,517	(29,773)	(4,873)	(23,814)
Restricted fixed asset funds					
Transfer on conversion	57,533	—	(1,106)	—	56,427
DfE/ESFA capital grants	2,864	912	(55)	(19)	3,702
Capital expenditure from GAG	1,827	—	(35)	847	2,639
	62,224	912	(1,196)	828	62,768
Total restricted funds	43,539	30,429	(30,969)	(4,045)	38,954
Unrestricted funds					
General funds	2,000	388	(334)	—	2,054
Total unrestricted funds	2,000	388	(334)	—	2,054
Total funds	45,539	30,817	(31,303)	(4,045)	41,008

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

Restricted general funds

General Annual Grant (GAG) grant fund – Funds received from the ESFA under the General Annual Grant arrangements for the recurrent expenditure of the schools as defined in the Funding Agreement. The Academy Trust is not subject to any GAG carry forward limits.

Pupil Premium – Funds received from the ESFA under the Pupil Premium grant arrangements for the recurrent expenditure of the school as defined in the Funding Agreement.

Universal Infant Free School Meals – Funds restricted for the provision of free school meals.

Catch-up Premium – This fund represents specific Covid-19 support grants restricted to assisting children in catching up on learning lost as a result of the Coronavirus pandemic.

17 Funds (continued)

Other DfE/ ESFA covid funding – This fund represents all other grants restricted to assisting the Trust in dealing with the impact of the Coronavirus pandemic.

Other DfE/ ESFA grants – Other government grants received for restricted educational purposes not forming part of General Annual Grant.

Local authority grants – Grants received from the local authority received for restricted educational purposes.

Pension reserve – The pension reserve recognises the Academy Trust’s shares of the deficits in the local government pension scheme in which its schools participate.

Restricted fixed asset funds

These funds relate to the Trust’s holdings of tangible fixed assets, including grants and donations received to fund capital purchases. Transfers from the General Annual Grant fund to this fund represent the purchase of tangible fixed assets from GAG funding, whilst transfers to the General Annual Grant fund represent repair and maintenance works funded by capital grants, as permitted by the terms of the funding agreements.

Fund analysis by academy

	2021 Total £’000	2020 Total £’000
Central services	543	514
Lime Academy Abbotsmede	440	335
Lime Academy Larkswood	42	99
Lime Academy Parnwell	81	46
Lime Academy Watergall	189	147
Forest Approach Academy	3,043	2,738
Hornbeam Academy	1,085	1,063
Ravensbourne Academy	1,355	908
Lime Academy Orton	15	(29)
Total before Restricted Fixed Asset Funds and pension reserve	6,793	5,821
Restricted Fixed Asset Fund	62,768	62,224
Pension reserve	(28,553)	(22,506)
Total	41,008	45,539

Notes to the Financial Statements Year to 31 August 2021

17 Funds (continued)

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	2021 Total £'000
Lime Academy Abbotsmede	1,425	418	149	594	2,586
Lime Academy Larkswood	2,313	709	102	1,281	4,405
Lime Academy Parnwell	1,108	392	125	352	1,977
Lime Academy Watergall	1,274	461	87	381	2,203
Forest Approach Academy	2,139	812	73	851	3,875
Hornbeam Academy	4,543	1,960	108	1,480	8,091
Ravensbourne Academy	1,641	641	43	513	2,838
Lime Academy Orton	2,725	1,040	75	584	4,424
Central services	473	708	71	406	1,658
	17,641	7,141	833	6,442	32,057

Included in the costs above are central service recharges of £1,590,000.

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	2020 Total £'000
Lime Academy Abbotsmede	1,377	375	92	452	2,296
Lime Academy Larkswood	2,284	637	137	1,156	4,214
Lime Academy Parnwell	1,032	396	53	348	1,829
Lime Academy Watergall	1,131	413	94	379	2,017
Lime Academy Forest Approach	1,868	655	112	538	3,173
Lime Academy Hornbeam	4,694	1,721	140	1,252	7,807
Lime Academy Ravensbourne	1,553	573	35	418	2,579
Lime Academy Orton	713	200	13	84	1,010
Central services	412	817	60	342	1,631
	15,064	5,787	736	4,969	26,556

Included in the costs above are central service recharges of £1,506,000.

17 Funds (continued)

Comparative information

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

	<i>Balance at 1 September 2019 £'000</i>	<i>Income £'000</i>	<i>Expenditure £'000</i>	<i>Gains, losses and transfers £'000</i>	<i>Balance at 31 August 2020 £'000</i>
<i>Restricted general funds</i>					
General Annual Grant (GAG)	169	12,929	(7,868)	(1,409)	3,821
Start Up Grant	—	80	(80)	—	—
Universal Infant Free School Meals	—	287	(287)	—	—
Pupil Premium	128	1,022	(1,150)	—	—
Other DfE/ESFA COVID-19 funding	—	77	(77)	—	—
Donated current assets on conversion and acquisition	—	1,982	(1,982)	—	—
Local authority grants	—	10,979	(10,979)	—	—
Other DfE/ESFA grants	—	668	(668)	—	—
Pension reserve	(5,871)	(9,848)	(1,606)	(5,181)	(22,506)
	<u>(5,574)</u>	<u>18,176</u>	<u>(24,697)</u>	<u>(6,590)</u>	<u>(18,685)</u>
<i>Restricted fixed asset funds</i>					
Transfer on conversion	24,157	34,279	(903)	—	57,533
Capital expenditure from GAG	7	438	(27)	1,409	1,827
Capital grants	2,853	56	(45)	—	2,864
	<u>27,017</u>	<u>34,773</u>	<u>(975)</u>	<u>1,409</u>	<u>62,224</u>
<i>Total restricted funds</i>	<u>21,443</u>	<u>52,949</u>	<u>(25,672)</u>	<u>(5,181)</u>	<u>43,539</u>
<i>Total unrestricted funds</i>	<u>810</u>	<u>1,543</u>	<u>(353)</u>	<u>—</u>	<u>2,000</u>
<i>Total funds</i>	<u>22,253</u>	<u>54,492</u>	<u>(26,025)</u>	<u>(5,181)</u>	<u>45,539</u>

18 Analysis of net assets between funds

	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset fund £'000	Total 2021 £'000
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	—	—	62,021	62,021
Current assets	2,054	7,262	921	10,237
Current liabilities	—	(2,523)	(16)	(2,539)
Non-current liabilities	—	—	(158)	(158)
Pension scheme liability	—	(28,553)	—	(28,553)
Total net assets	2,054	(23,814)	62,768	41,008

	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset fund £'000	Total 2020 £'000
Fund balances at 31 August 2020 are represented by:				
Tangible fixed assets	—	—	62,216	62,216
Current assets	2,000	5,863	182	8,045
Creditors due within one year	—	(2,042)	(16)	(2,058)
Creditors due after one year	—	—	(158)	(158)
Pension scheme liability	—	(22,506)	—	(22,506)
Total net assets	2,000	(18,685)	62,224	45,539

19 Capital commitments

	2021 £'000	2020 £'000
Contracted for, but not provided in the financial statements	1,168	48

20 Commitments under operating leases and PFI arrangements

Operating leases

At 31 August 2021, the total of the Academy's future minimum lease payments under non-cancellable operating leases was as follows:

Furniture and equipment	2021 £'000	2020 £'000
Amounts due within one year	11	12
Amounts due between two and five years inclusive	16	13
	27	25

20 Commitments under operating leases (continued)

Academies with Private Finance Initiative (PFI)

Lime Academy Larkwood joined the Trust on 1 March 2013. Its main school building was financed under a PFI arrangement. The school pays an annual amount which increases in line with the retail price index and will run until 2036. In the year ended 31 August 2021, £716,223 (2020 - £638,000) of costs relating to this has been recognised in expenditure, being included in the total operating lease rentals figure in note 5.

At 31 August 2021, the total of the Lime Trust's future minimum payments under PFI arrangements was as follows:

	2021	2020
	£'000	£'000
Amounts due within one year	969	656
Amounts due between two and five years inclusive	2,769	2,807
Amounts due after five years	8,053	9,077
	<u>11,791</u>	<u>12,540</u>

21 Members' Liability

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

22 Pension and similar obligations

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and various Government Pension Scheme (LGPS) for non-teaching staff. Both are multi-employer defined benefit schemes.

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

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

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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.

22 Pension and similar obligations (continued)

Valuation of the Teachers' Pension Scheme

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

- ◆ employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy);
- ◆ total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million; and
- ◆ 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 TPS in the period amounted to £3,067,000 (2020 – £2,543,000).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

Local Government Pension Scheme (LGPS)

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £2,620,000 (2020 – £2,215,000), of which employer's contributions totalled £2,133,000 (2020 – £1,814,000) and employees' contributions totalled £487,000 (2020 – £401,000). The agreed contribution rates for future years are 20% of employers and vary by Local Authority for employees. Depending on pensionable pay, the range for employees due from April 2021 will be from 5.5% to 12.5%.

22 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

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

Principal Actuarial Assumptions	At 31 August 2021	At 31 August 2020
Rate of increase in salaries	3.7%	2.8%
Rate of increase for pensions in payment / inflation	2.9%	2.2%
Discount rate for scheme liabilities	1.7%	1.7%

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

	At 31 August 2021	At 31 August 2020
<i>Retiring today</i>		
Males	22.3	21.8
Females	23.8	23.9
<i>Retiring in 20 years</i>		
Males	24.3	22.6
Females	26.4	25.4

The Academy's share of the assets and liabilities in the scheme were:

	Fair value at 31 August 2021 £'000	Fair value at 31 August 2020 £'000
Equities	10,593	6,928
Other bonds	2,326	1,619
Property	2,031	1,521
Cash and other liquid assets	550	586
Other	422	857
Total market value of assets	15,922	11,511
Share of scheme obligations	(44,475)	(34,017)
Share of net scheme liabilities	(28,553)	(22,506)

22 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

The approximate deficit for the schemes under the following conditions is as below:

Sensitivity analysis – increase (decrease) in obligation	At 31 August 2021 £'000	At 31 August 2020 £'000
Discount rate -0.1%	1,115	863
Inflation rate +0.1%	818	817
Mortality assumption – 1 year increase	1,627	1,296

Amounts recognised in statement of financial activities	2021 £'000	2020 £'000
Current service cost	(3,678)	(2,978)
Past service cost	(35)	(30)
Interest income	217	206
Interest cost	(614)	(455)
Admin expenses	(25)	(25)
Curtailments	—	(138)
	(4,135)	(3,420)

Changes in the present value of defined benefit obligations were as follows:	2021 £'000	2020 £'000
At 1 September 2020	34,017	8,787
Inherited on conversion	—	18,802
Current service cost	3,678	2,978
Interest cost	614	455
Employee contributions	487	401
Actuarial losses	6,046	2,775
Benefits paid	(402)	(349)
Past service costs	35	30
Curtailments	—	138
At 31 August 2021	44,475	34,017

22 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

Changes in the fair value of the Academy's share of scheme assets:	2021 £'000	2020 £'000
At 1 September 2020	11,511	2,916
Upon conversion	—	8,954
Interest income	217	206
Actuarial gains (losses)	2,001	(2,406)
Employer contributions	2,133	1,814
Employee contributions	487	401
Benefits paid	(402)	(349)
Admin expenses	(25)	(25)
At 31 August 2021	15,922	11,511

23 Related party transactions

Owing to the nature of the Academy'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 a member of the trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.

The Academy Trust did not enter into any related party transactions in the year.

24 Transfer of existing academies into the Trust

No existing academies transferred into the Trust during the year ended 31 August 2021.

On 1 September 2019, Lime Trust merged with Hornbeam Academy Trust, a multi-academy trust consisting of three schools (Hornbeam Academy, Forest Approach Academy and Ravensbourne School, now Lime Academy Hornbeam, Lime Academy Forest Approach and Lime Academy Ravensbourne). The transfer of their assets and liabilities are recognised within the comparative figures in these financial statements.

	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset funds £'000	Total 2020 £'000
Tangible fixed assets				
Leasehold land and buildings	—	—	25,108	25,108
Other tangible fixed assets	—	—	438	438
Budget surplus on ESFA and LA funds	—	1,982	—	1,982
Budget surplus on other school funds	949	—	—	949
Defined benefit pension scheme deficit	—	(6,889)	—	(6,889)
Net assets (liabilities)	949	(4,907)	25,546	21,588

25 Transfers from local authority

No school converted and transferred into the Trust from Local Authorities during the year ended 31 August 2021.

On 1 June 2020, The Phoenix School in Peterborough converted to Academy status and joined the Lime Trust, becoming Lime Academy Orton. The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a gain in the statement of financial activities (SOFA) as donations and a transfer from the local authority on conversion.

	Total 2021 £'000	Total 2020 £'000
Trust total		
Fixed assets – fixtures, fittings and equipment	—	9,133
Defined benefit pension scheme deficit	—	(2,959)
	—	6,174