

# **Lime Trust**

## **Annual Report and Financial Statements**

31 August 2022

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

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## Reference and administrative information

<b>Members</b>	C A Constanti J Sanderson I Yoney
<b>Trustees</b>	C Cole (Chair) L Murphy (Vice Chair – Resigned 20 April 2022) S Curtis (Vice Chair from 27 April 2022) W Leask H Morgan-Smith H-C C Neo (Resigned 18 November 2021) H C A Sarre M Koumaditis (appointed 18 November 2021)
<b>Company Secretary</b>	I Karapetyan
<b>Chief Executive Officer</b>	K Jowett (from 1 April 2022)
<b>Interim Chief Executive Officer</b>	A Daoud (from 31 August 2021 – 31 March 2022)
<b>Senior Management Team</b>	
Chief Operating Officer / Deputy CEO	A Daoud (resigned 31 August 2022)
Director of Education	R Holland
Head of Business	L Fisher
Head of HR	L Collison
Head of Governance	I Karapetyan
Head of Finance / CFO	R Barton
<b>Registered address</b>	Lime Trust c/o Larkwood Primary School 70-72 New Road Chingford London E4 8ET
<b>Company registration number</b>	09297519
<b>Auditor</b>	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 2022. 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 54 to 60 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 2022 and served throughout the year except where shown.

Trustee	Appointing body
C Cole (Chair)	Lime Trust Members
L Murphy (Vice Chair resigned 20 April 2022)	Lime Trust Members
S Curtis (Vice Chair from 27 April 2022)	Lime Trust Members
W Leask	Lime Trust Members
H Morgan-Smith	Lime Trust Members
H C Neo (Resigned 18 November 2021)	Lime Trust Members
H C A Sarre	Lime Trust Members
M Koumaditis (Appointed 18 November 2021)	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.

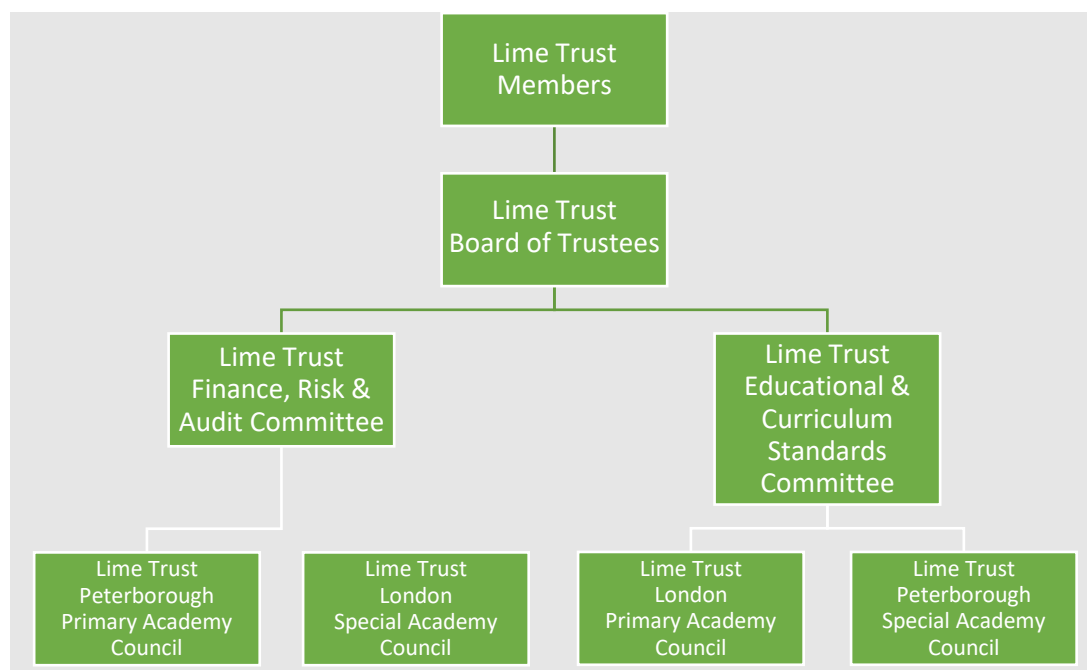
The term of office for all Trustees is four years, which can be renewed if a Trustee remains eligible to serve as a Trustee and the Members deem that a term renewal would be in the best interests of the Trust.

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**

The Trust's governance structure is illustrated below. This structure was reviewed at the end of the academic year 2019/20. From 1 September 2020 the Trust moved to a regional academy council model with four regional councils, one for primary and one for special schools in London and Peterborough/Cambridgeshire.



Members	Trustees	Local Academy Council
<ul style="list-style-type: none"> <li>◆ Determine constitution and agree charitable purpose.</li> <li>◆ Oversee the Trustees and ensure the effectiveness of the Trust Board.</li> <li>◆ Recognise any strategic partnerships.</li> <li>◆ Responsibility to the Trustees.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Hold governance accountability.</li> <li>◆ Decide the Trust's strategic vision and overarching strategic plan.</li> <li>◆ Provide strategic leadership and governance.</li> <li>◆ Provide challenge and support to strategic personnel and senior leaders.</li> <li>◆ Decide strategic and operational policies.</li> <li>◆ Facilitate collaboration between schools.</li> <li>◆ Support and oversee shared services and resources.</li> <li>◆ Approve performance benchmarks.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Decide the regional strategic plan and curriculum priorities, safeguarding each Academy's distinctiveness and unique character, in harmony with the Trust's strategic vision and ethos.</li> <li>◆ Support the Directors of Education and the Academy Headteachers generally and with specific emphasis on target setting, pupil monitoring and analysing progress data against Trust targets.</li> <li>◆ Ensure each Academy operates safely, complying with appropriate health &amp; safety responsibilities.</li> <li>◆ Support the fulfilment of any Academy action plan, focussing particularly on funding and resources necessary to meet the required performance targets</li> </ul>

**STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

**Organisational structure** (continued)

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



## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Organisational structure** (continued)

#### ***Subsidiary Entities***

1. Lime Academy Trades Limited (Company Registration Number 11355855)
  - ◆ The Academy Trust owns a 100% ownership and control.
  - ◆ The primary function was to trade education services.
  - ◆ This subsidiary company was dormant during this year
  - ◆ The company filed for closure on 25 July 2022
  
2. Hornbeam Community Trust (Company Registration Number 10412859).
  - ◆ The Academy Trust owns a 100% ownership and control.
  - ◆ The primary function was to offer provision for 19–25-year-olds.
  - ◆ This subsidiary company was dormant during this year
  - ◆ The company filed for closure on 20 September 2022

#### **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.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Trustees and the Trust Board** (continued)

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.

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 (from 1 April 2022) and Interim Chief Executive Officer (until 31/03/22) assumed 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.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

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

(continued)

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 had 1 employee who was a reliant union official 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.

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**

	2021/22	2021/22	2020/21	2020/21
<b>Energy consumption used to calculate emissions (kWh)</b>				
. Gas (kWh)	2,529,043		3,161,593	
. Electricity (kWh)	1,359,397		1,194,494	
. Transport fuel (kWh)	86,945		18,835	
<b>Total</b>		<b>3,975,385</b>		<b>4,374,922</b>
<b>Scope 1 emissions (metric tonnes of CO<sub>2</sub>)</b>				
. Gas	462		581	
. Owned transport	1		1	
		<b>463</b>		<b>582</b>
<b>Scope 2 emissions (metric tonnes of CO<sub>2</sub>)</b>				
. Purchased electricity		<b>263</b>		<b>278</b>
<b>Scope 3 emissions (metric tonnes of CO<sub>2</sub>)</b>				
. Business travel in employee-owned vehicles		<b>1</b>		<b>4</b>
<b>Total gross emissions (metric tonnes of CO<sub>2</sub>)</b>		<b>727</b>		<b>864</b>
<b>Average pupil numbers</b>				<b>2,343</b>
<b>Intensity ratio: Tonnes of CO<sub>2</sub> per pupil per annum</b>		<b>0.31</b>		<b>0.37</b>

***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 CO<sub>2</sub> 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 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 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. In addition to these measures, the Trust is committed to the public sector decarbonisation scheme and has been successful in securing some funding to ensure that all schools within the trust have a heat decarbonisation plan in place by the April 2023. The Government CO<sub>2</sub> monitors were installed in all schools by the end of 2021/22. These 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, Equity, Self-worth, Partnership, Enjoyment, Communication (a voice for all) and Trust.

- ◆ Respect is built on unconditional positive regard for all learners, all employees, and our wider communities.
- ◆ Equity enables everyone to be treated as individuals - removes barriers, provides opportunity, and celebrates difference.

## **OBJECTIVES AND ACTIVITIES** (continued)

### **Objects and aims** (continued)

- ◆ Self-worth creates a culture where all learners, all employees and our wider community have pride in their contributions, feel confident and valued.
- ◆ Partnership is working together for the common good ensuring learners are at the heart of all we do.
- ◆ Enjoyment is feeling happy, being safe and motivated to make a positive contribution.
- ◆ Communication provides a voice for all, creating a shared understanding through dialogue.
- ◆ Trust is a partnership, which requires us to act with integrity. We are open, honest, and kind.

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:

### ***Equal Partners***

The Academies are always equal partners within the Trust and 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.

## **OBJECTIVES AND ACTIVITIES** (continued)

### **Objects and aims** (continued)

#### ***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 need assistance at any 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 the families and communities in the areas served by the Trust. In light of the principle of common good, those with 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 considered the Charity Commission's general guidance on public benefit and to its supplementary public benefit guidance on advancing education.

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

Headteacher: Lee Dobson (until 01/07/22), Kiel Richardson (from 04/07/22)

Number on Roll (NOR): [437]

Local Authority: Peterborough

Ofsted Grade: Good, (February 2022)

##### ◆ Lime Academy Larkswood

Headteacher: Victoria Bruce (interim until 31/12/21), Laura Hewer (from 01/01/22)

NOR: [617]

Local Authority: London Borough of Waltham Forest

Ofsted Grade: Good (January 2018)

**STRATEGIC REPORT** (continued)

**Achievements and performance** (continued)

***Lime Trust Primary Schools*** (continued)

◆ Lime Academy Parnwell

Headteacher: Ben Newstead

NOR: [329]

Local Authority: Peterborough

Ofsted Grade: Good, (February 2022)

◆ Lime Academy Watergall

Headteacher: Angela Wood (until 31/08/22)

NOR: [343]

Local Authority: Peterborough

Ofsted Grade: Requires Improvement (January 2022)

***Lime Trust Special Schools***

◆ Lime Academy Forest Approach

Headteacher: Mary Bickmore (until 31 Dec 2021) Interim HT Rachael Holland (Jan 22 – Feb 22), Interim HT Geoff Hadlow (Feb 22 – June 22), Interim HT Charlotte Whysal (June 22 -31 August 2022)

NOR: [151]

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: [242]

Age Range: 2-19

Local Authority: London Borough of Waltham Forest

Ofsted Grade: Good (21st June 2018)

◆ Lime Academy Orton

Headteacher: Charlotte Whysall

NOR: [148]

Age Range: 2-19

Local Authority: Peterborough

Ofsted Grade: Not yet inspected



**STRATEGIC REPORT** (continued)

**Achievements and performance** (continued)

***Lime Trust Special Schools*** (continued)

◆ Lime Academy Ravensbourne

Headteacher: Victoria Fackler

NOR: [71]

Age Range: 2-19

Local Authority: London Borough of Havering

Ofsted Grade: Good (11th January 2019)

***Outcomes and Targets***

◆ Lime Academy Abbotsmede

TA (Teacher Assessment)

\* (taken in autumn 2021 - Y2)

GLD %	2018	2019	2020 (TA)	2021 (TA)	2022	2023 target
GLD%	47%	48%	61%	51%	57%	65%
Y1 Phonics	72%	75%	64%	67%	76%	82%
Y2 Phonics	87%	90%	NA	NA	88%	92%

KS1 Attainment %	Reading	Writing	Maths	Combined
School 2018	53%	48%	55%	43%
School 2019	57%	45%	68%	45%
School 2020 TA	56%	49%	58%	49%
School 2021 TA	38%	42%	50%	38%
School 2022	59%	53%	66%	53%
School 2023 targets	70%	65%	70%	65%

KS2 Attainment %	Reading	Writing	Maths	Combined
School 2018	59%	59%	66%	48%
School 2019	55%	68%	63%	53%
School 2020 TA	67%	71%	75%	64%
School 2021 T A	65%	63%	71%	59%
School 2022	61%	61%	64%	53%
School 2023 targets	75%	72%	77%	70%

**STRATEGIC REPORT** (continued)

**Achievements and performance** (continued)

**Outcomes and Targets** (continued)

◆ Lime Academy Abbotsmede (continued)

Lime Academy Abbotsmede is a two-form entry Primary school with a Nursery which offers places for funded 2- and 3-year-olds (one of only 2 schools to offer such a provision). The school is situated in an area of high deprivation with families who are often new to the country and move on quickly.

A new Headteacher was appointed externally in July 2022 and took over from a Headteacher who had been in post for 2 years. The DHT has recently returned from maternity leave. A new AHT for curriculum was appointed for September 2022.

◆ Lime Academy Larkswood

GLD %	2018	2019	2020 (TA)	2021 (TA)	2022	2023 target
GLD	75%	81%	83%	70%	77%	82%
Y1 Phonics	88%	83%	86%	78%	88%	90%
Y2 Phonics		97%	NA	NA	85%	90%

KS1 Attainment %	Reading	Writing	Maths	Combined
School 2018	79%	69%	85%	69%
School 2019	69%	61%	72%	60%
School 2020 TA	73 %	65%	79%	62%
School 2021 TA	61%	57%	61%	51%
School 2022	67%	63%	74%	63%
School 2023 targets	75%	75%	80%	75%
KS2 Attainment %	Reading	Writing	Maths	Combined
School 2018	69%	80%	81%	62%
School 2019	63%	82%	72%	57%
School 2020 TA	73%	69%	72%	64%
School 2021 TA	64%	63%	75%	51%
School 2022	81%	70%	84%	70%
School 2023 targets	85%	85%	88%	80%

Larkswood is a three-form entry academy with 30 hour and paid nursery places and a wraparound childcare offer. The school is situated in a mixed area which is undergoing a change in demographics, with an increase in the number of more affluent families. 21% of children are in receipt of Pupil Premium funding, and a significant number of families who don't qualify for Pupil Premium funding are facing financial challenges in an increasingly expensive area. The school has had some years of instability, including changes of headship and an interim head teacher. The current Head teacher was externally appointed in January 2022.

**STRATEGIC REPORT** (continued)

**Achievements and performance** (continued)

**Outcomes and Targets** (continued)

◆ Lime Academy Larkwood (continued)

The number on roll has increased with an increase from 688 children on roll in 2019-20, to 706 in 2020-21, and 720 in 2022-23. There are currently 17 ethnic groups, an increase from 16 in 2019-2020. We currently have 27 spoken languages amongst our pupils.

◆ Lime Academy Parnwell

GLD %	2018	2019	2020 TA	2021 TA	2022	2023 target
GLD	60%	55%	60%	53%	65 %	70%
Y1 Phonics	33%	59%	71%	63%	78%	85%
Y2 Phonics	NA	86%	90%	83%	89%	90%

KS1 Attainment %	Reading	Writing	Maths	Combined
School 2018	36%	30	61	27
School 2019	42 %	42	50	42
School 2020 teacher assessment	60%	55	60	55
School 2021 teacher assessment	47%	26	55	26
School 2022	58%	53%	71%	51%
School 2023 targets	60%	55%	65%	55%

KS2 Attainment %	Reading	Writing	Maths	Combined
School 2018	57%	49%	64%	37%
School 2019	53%	50%	60%	45%
School 2020 teacher assessment	65%	62%	68%	53%
School 2021 teacher assessment	38%	22%	45%	22%
School 2022	68%	64%	57%	50%
School 2023 targets	72%	77%	78%	65%

Lime Academy Parnwell serves the local community of Parnwell and surrounding areas. The majority of pupils in the school are of a white background and the school is a chosen traveller school within the city.

The substantive leadership team have been in post since the 2021-2022 academic year. All senior leaders have previous experience from working within other schools in the trust.

The Headteacher took up post in July 2021, the Deputy Headteacher who is a Reading SLE took up post in January 2021 and the Assistant Headteacher took up post in January 2022.

The substantive leadership team led the school through a successful 'good' Ofsted inspection in March 2022.

**STRATEGIC REPORT** (continued)

**Achievements and performance** (continued)

**Outcomes and Targets** (continued)

◆ Lime Academy Watergall

	2018	2019	2020 TA	2021 TA	2022	2023 target
GLD	66%	69%	68%	38%	74%	75%
Y1 Phonics	68%	69%	72%	34%	68%	80%
Y2 Phonics	82%	42%	NA	NA	85%	90%

KS1 Attainment %	Reading	Writing	Maths	Combined
School 2018	53%	48%	59%	43%
School 2019	51%	41%	47%	37%
School 2020	55%	38%	51%	36%
School 2021 teacher assessment	71%	64%	64%	53%
School 2022 teacher assessment	44%	39%	44%	31%
School 2023 targets	55%	50%	55%	45%

KS2 Attainment %	Reading	Writing	Maths	Combined
School 2018	68%	77%	82%	64%
School 2019	38%	67%	71%	35%
School 2020 estimates	61%	51%	47%	35%
School 2021 estimates	63%	52%	63%	52%
School 2022	59%	63%	57%	51%
School 2023 targets	70%	70%	70%	5%

Ofsted Grade: Requires Improvement, (January 2022)

Lime Academy Watergall is a two-form entry Primary school located in Bretton, Peterborough with. Current role of 345 pupils. The school is co-located with the Watergall Children and Family centre which provides other pre – school services.

The school is situated in an area of high deprivation with low-income families who require a lot of support.

A new Headteacher was appointed externally in September 2022 and took over from a Headteacher who had been in post for 4 years. The DHT was appointed in September 2021.

## **STRATEGIC REPORT** (continued)

### **Achievements and performance** (continued)

#### ***Lime Trust Special Schools***

##### ◆ Lime Academy Forest Approach

Lime Academy Forest Approach is a special educational needs and disabilities school based in the London borough of Havering. Pupils range from Reception through to sixth form, catering for a wide range of need. The school is located on a single-story site within a safer School zone within Havering. The buildings are aging, they have had urgent remedial works undertaken to ensure safety standards are met, but a further scheme of improvement is required. The school receives The Pupil Premium funding for 43% of its school population. Pupils within school are from a wide range of different heritages, with 13 different home languages, it is representative of Havering's multi-cultural population. We are proud of our rich cultural diversity; our new curriculum is designed to encompass and celebrate this. The school currently has 16 pupils placed with the school from out of borough. An Interim Headteacher was externally appointed in September 2022.

The school joined the Trust on the 1st September 2019 as a result of the merger of the Hornbeam Academy Trust and The Lime Trust. The current NOR is 136

All learners attending Lime Academy Forest Approach have an Education Health Care Plan (EHCP) issued by a Local Authority, the School is currently named by 7 authorities as placement. The school is designated for learners with MLD/SLD, a significant number of learners have a diagnosis of Autism.

The achievements and progress of our students are measured using our own assessment systems designed to measure progress over time from each pupil's individual starting point.

We develop our pupils' abilities both academically and socially so that they have the building blocks to succeed broadly in their future. We help pupils to become more confident and try new things, modelling what we as adults also continue to learn new things.

Every year at Forest Approach students have an annual review when the EHCP targets are reviewed, and new ones set. This sets the starting points for teachers in setting termly targets. EHCP targets are divided into smaller steps – termly learning objectives.

From collected data, we can see that most pupils made at least good progress from their starting points, with many making outstanding progress in some or all areas

## **STRATEGIC REPORT** (continued)

### **Achievements and performance** (continued)

#### ***Lime Trust Special Schools*** (continued)

##### ◆ Lime Academy Hornbeam

Lime Academy Hornbeam (LAH) is a 285 place, 2-19 Special School in the London borough of Waltham Forest. Brookfield House was previously a primary special provision and William Morris was a secondary. In September 2021, A new Headteacher was externally appointed.

The profile of the school was changed to make both provisions all through to cater for the vast range of need at LAH. This would enable both provisions to specialise in areas of need and deploy resources effectively. The school is located on two sites:

The Brookfield House site caters for learners who have significant communication, cognition, physical and medical needs who benefit from a multisensory approach to the curriculum. Learners are working at the earliest stages of cognition and can present with behaviours that can challenge. Learners 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.

The William Morris site caters for learners with communication and cognition needs, medical and physical needs who require a heavily adapted national curriculum. Learners can present with behaviours that can challenge, linked to their emotional and mental health needs. 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.

At Lime Academy Hornbeam the majority of our learners are not able to access National Testing (e.g., Year 1 Phonics Testing, SATS) or examinations (e.g., GCSEs). We do complete statutory returns detailing that our learners are disapplied due to their needs. However, we may have a small cohort of learners that may be able to access some statutory tests, and, in this instance, we will make all reasonable adjustments to support our learners to access the tests at their own level of cognition. If a learner demonstrated the ability to progress to a stage where they would be able to access education at or around an age-related expectation level, we would support the learner and their family to choose a setting which would provide the appropriate peer group for them. We have a statutory duty to report key outcomes as below, but this does not reflect the incredible journeys each of our learners make during their time with us. We instead use Evidence for Learning to track, and evidence progress towards their individual Education, Health, and Care Plan (EHCP) outcomes.

Lime Academy Hornbeam Leavers transition to a range of local and independent tertiary education providers, often they access a dual package accessing college for 3 days and a social care provider or package for two-4 days.

## **STRATEGIC REPORT** (continued)

### **Achievements and performance** (continued)

#### ***Lime Trust Special Schools*** (continued)

##### ◆ Lime Academy Orton

Lime Academy Orton is a 154 place, 2-19 Special School. The school joined the Lime Trust on 1 June 2020 as a result of an academisation order. The school has been led since September 2018 by its current Headteacher. The current NOR is 145 of which 7 are in our Early Years and 16 are in the sixth form. The school is yet to be inspected and as such is without an Ofsted grade. All learners have an Education Health Care Plan (EHCP) issued by a local authority or access via an assessment placement. The school is designated for learners with complex and profound needs.

The school is located on 2 sites, the Clayton campus houses learners in from Nursery to Year 9 and sits adjacent to 'Cherry Lodge', a Peterborough City Council Short Break provision. The Malborne campus houses learners in Years 9 through 14. Our provision also includes a 'community Hub' consisting of a workshop and café within a local shopping precinct. Its primary purpose is to facilitate access to Work Related Learning and provide 'real life' community access for our young people.

Learners who attend the school are from a wide range of different heritages, with 27 different home languages. This is representative of the City's multi-cultural population. We are proud of the rich cultural diversity and celebrate this diversity through a range of cultural events involving all members of our learning community.

The school undertook a large, whole staff restructure (deletion of 53 posts) during academic year 2020-21 to ensure a fit for purpose and sustainable model to enable to the school to move forwards. This had led to significant recruitment requirement, which remains ongoing.

All pupils at Lime Academy Orton have complex and profound Special Educational Needs and or Disabilities (SEND). As such our pupils are not required to access National Testing (e.g., Year 1 Phonics Testing, SATS) or examinations (e.g., GCSEs). We do complete statutory returns detailing that are pupils are disapplied due to their needs. Some of our pupil join us in our Early Years department and make significant and rapid progress, which is wonderful! If a pupil demonstrated the ability to progress to a stage where they would be able to access education at or around an age-related expectation level, we would support the pupils and their family to choose a setting which provides routes into accreditation.

We have a statutory duty to report key outcomes as below, but this does not reflect the incredible journeys each of our pupils make during their time with us. We instead use Evidence for Learning to track, and evidence progress towards their individual Education Health Care Plane outcomes.

Lime Academy Orton Leavers transition to a range of local and independent tertiary education providers, often they access a dual package accessing college for 3 days and a social care provider or package for two-4 days.

## **STRATEGIC REPORT** (continued)

### **Achievements and performance** (continued)

#### ***Lime Trust Special Schools*** (continued)

##### ◆ Lime Academy Ravensbourne

Lime Academy Ravensbourne is an 80 place, 2-19 Special School. The school joined the Lime Trust on the 1st September 2019 as a result of the merger of the Hornbeam Academy Trust and The Lime Trust. The current NOR is 72 of which 17 are in Early Years and 8 are in the sixth form. The school receives Pupil Premium funding for 40% of its school population. Pupils within school are from a wide range of different heritages, with 27 different home languages, it is representative of Havering's multi-cultural population. We are proud of our rich cultural diversity and celebrate this diversity through a range of cultural events involving all members of our learning community throughout the school year. The school currently has 16 pupils placed with the school from out of borough. A new Headteacher was externally appointed in September 2022.

All learners have an Education Health Care Plan (EHCP) issued by a Local Authority or access via an assessment placement. The school is designated for learners with complex and profound needs. Most pupils made at least good progress towards their personal learning goals last academic year. Progress is measured from baseline line data, measured in the Autumn term to summer term end data. 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.

All pupils at Lime Academy Ravensbourne are functioning at levels significantly below age related expectations. As such our pupils are not required to access National Testing, e.g., Year 1 Phonics Testing, SATS or examinations, e.g., GCSEs. We complete statutory returns detailing that are pupils are disapplied due to their needs. We use Evidence for Learning to track, and evidence progress across the curriculum and towards individual Education Health Care Plan outcomes. Their achievements and progress are measured using our own assessment systems designed to measure progress over time from each pupil's individual starting point.

Some of our pupils join us in our Early Years department and make significant and rapid progress. If a pupil reaches a stage where they would be able to access education at or around an age-related expectation level, we will support the pupils and their family to choose a setting which provides routes into accreditation.

Lime Academy Ravensbourne Leavers transition to either a further education provider or to a social care setting. The school's family support worker supports parents to ensure they select the setting that is right for their young person.

Most of our year groups contain less than 10 students and we therefore reserve the right not to publish small group data such as exam results or swimming proficiency which might enable individual students to be identified.



## **STRATEGIC REPORT** (continued)

### **Achievements and performance** (continued)

#### ***What is going well?***

◆ Lime Trust Primary Schools:

All of the Primary Schools have implemented the Lime Trust Primary curriculum. This was developed collaboratively by the Director of Education, the Headteachers, subject and year group hubs on Teams, established during lockdown. The Hubs have been especially useful and provided opportunities for staff to share ideas and resources in order to reduce their workload.

All Peterborough Primary Schools had Ofsted visits during the Spring term of 2022 which resulted in 2 'Good' judgements and 1 Requires Improvement judgement. Within the Requires Improvement judgement there were 2 areas which were judged as being 'good' - Early Years Foundation Stage and Behaviour and Attitudes.

During these visits all of the Ofsted teams confirmed that strengths across the Peterborough Primary schools included the Early Years Foundation Stage, teaching of reading and curriculum intent and early implementation. They acknowledged that the curriculum was sequenced and there was a clear progression of knowledge and skills throughout.

LAL – attainment results improved over the year and were above National levels in all areas. This was due to the renewed rigor and experience that the newly appointed Headteacher brought to the school.

◆ Lime Trust Special Schools:

Leadership in all of the schools was strengthened by the appointment of high-quality staff who were mentored by Diane Rochford. All of the schools continued to work on the development of their curriculum offers and identified a Phonics scheme of work they felt would meet the needs of their cohorts.

Admission procedures were strengthened so there was a clear criterium for entry for each school and leaders were confident they could meet their needs.

Some opportunities were created for practice and resources to be shared between staff from Special and Primary settings, especially in Early Years and supporting primary SEND pupils e.g.: Attention Autism.

## **STRATEGIC REPORT** (continued)

### **Achievements and performance** (continued)

#### ***What are we working on?***

*Areas for Improvement from the recent Ofsted Inspections:*

#### ◆ **LAA:**

- ◇ Leaders' curriculum thinking in many subjects prioritises the key knowledge and facts that pupils need to be taught and need to remember over time. However, leaders do not set out as clearly the subject-specific skills that pupils need to master. Consequently, teachers do not teach these skills in a systematic and sequenced way so that pupils build on these skills and deepen their learning. Subject leaders should refine their teaching plans to precisely identify when and how teachers will teach the most important skills they want pupils to learn, starting from the early years.
- ◇ Governors do not have sufficient oversight of the school's curriculum. They do not hold leaders to account well enough for the quality of education that pupils receive. Governors need to develop a more structured and systematic approach to how they monitor and evaluate that the curriculum is helping pupils to learn successfully. Governors need to assure themselves that the school's curriculum is ambitious, and that the quality of education enables all pupils to achieve well and be ready for the next stage of their education.

#### ◆ **LAP:**

- ◇ In a small number of subjects there is some variation in the way new knowledge is introduced and practised. This is because the subject specialist knowledge of teachers is less secure in these areas of the curriculum. Leaders, including subject leaders, should continue to act with urgency to provide the training and guidance for teachers, where required, to ensure the full curriculum is implemented to a consistently high quality.
- ◇ The academy council is relatively newly formed, and some members are new to their roles. Although it is evident that they are beginning to fulfil their duties, identified training needs should be addressed to ensure that members are able to fulfil their roles to both support and challenge leaders effectively. Those with responsibility for governance need to secure effective systems for sustainable improvement in the school.

#### ◆ **LAW:**

- ◇ Teachers do not check effectively that pupils remember what they have learned. Consequently, pupils struggle with new content because they are not secure in their prior learning. Leaders must provide effective training for teachers, so they know how to check learning well, and then make sure that this is carried out effectively to ensure that pupils achieve well.

**STRATEGIC REPORT** (continued)

**Achievements and performance** (continued)

***What are we working on?*** (continued)

*Areas for Improvement from the recent Ofsted Inspections:* (continued)

◆ **LAW:** (continued)

- ◇ The curriculum does not help pupils have a secure understanding of difference. Pupils do not remember enough of what they are taught about this. Leaders need to improve the implementation of the personal, social and health education curriculum so that pupils understand, remember and apply in their day-to-day life what they have learned about respectful relationships.
- ◇ Those responsible for governance do not monitor leaders' work on the curriculum closely enough. Because of this, governors and the trust do not have an accurate view of the quality of education. Governors must work with the trust to check what leaders are telling them, so that they can knowledgeably challenge leaders to improve the way in which the curriculum is implemented.

◆ **LAL**

- ◇ Continuing focus to raise standards and progress, adapt the curriculum to suit the needs of their context and the development of leaders within the school.

◆ **Special Schools**

- ◇ Curriculum implementation and continued focus on assessment in order to establish baseline data.
- ◇ Further collaboration and development of leaders, with a specific focus on subject leaders.
- ◇ Schools to develop approaches to the teaching of early communication and reading as well as early number.
- ◇ Development of the Post 16 offer and Gatsby benchmarking.

◆ **All Schools:**

- ◇ Package of CPD to increase pedagogical knowledge of all teaching staff and leaders base around the 'golden thread', accessed via Ambition Institute
- ◇ Curriculums to be reviewed and developed.

## **STRATEGIC REPORT** (continued)

### **Trust Priorities for 2021/22**

#### ***Impact of Objectives 2021/22***

##### *Diversity Review*

As part of the Diversity Review an audit of the range and quality of the books that the Primary curriculum were based around was completed. As a result of this audit, it was felt that the authors, characters and subjects within the books did not represent as diverse a range as we would have liked and was not representative of the communities that the schools serve. Some of these books were changed in collaboration with the Primary Headteachers and Writing Leads as a result of this work.

Research informed Schemes of work that have been chosen which underpin the Primary Curriculum offer have been chosen for their flexibility in order for class teachers to plan and deliver lessons to suit the needs of their contexts.

##### *Curriculum Implementation – Primary Schools*

3 visits to the Peterborough schools from Ofsted confirmed that the curriculum was 'fit for purpose' and all of the schools were firmly in the implementation phase. They also recognised that subject leaders have made sure that teaching plans set out the subject specific vocabulary and key facts that pupils need to learn and in what order.

External Reviews have provided evidence and validation to confirm the impact of the curriculum. New Wave visits focused on phonics development and the strength of the teaching was recognised in their reports. The impact of this as evident in the recent phonics data where 3 out of 4 schools achieved above National levels in the Phonics Screening checks.

EYFS curriculum was recognised as a strength during Ofsted visits and subject leaders in the Primary schools have an increased awareness and knowledge around how the EYFS curriculum links to all subjects and how they progress into Key Stage 1 and then 2.

##### *Curriculum Implementation – Special Schools*

All Special schools have developed a curriculum to suit the needs of their contexts and the individual needs of their learners. This is different to how the Primary curriculum was developed as their needs of the pupils vary so much according to the school designation.

These are at different stages of implementation but generally in the early implementation phase.

There has been some collaborative work – especially within the EYFs settings around the assessment and baselining of pupils from 0 –24 months.

Schools have invested heavily to make improvements to their learning environments and resourcing their new curriculums.

## **STRATEGIC REPORT** (continued)

### **Trust Priorities for 2021/22** (continued)

#### ***Impact of Objectives 2021/22*** (continued)

##### *School Improvement Strategy*

A School Improvement Strategy was developed by the Director of Education working alongside the Headteachers and Diane Rochford. This ensured that there was a clear picture of the schools within the Trust including strengths and areas for improvement. Schools RAG rated themselves, which was then quality assured by the Trust.

The Strategy was research and evidenced based using the work of Sir David Carter.

The Trust were able to offer pre - support and support for the Ofsted visits in Peterborough. Support was also provided to all of the Headteachers in order to ensure the new Pupil Premium Strategy statement was thoroughly understood and resources targeted according and most effectively.

Due to the limited capacity within the school improvement team impact was limited however the team has been strengthened moving forward to include a team of 6.

##### *Growth*

The Trust was in a period of 'consolidation' to ensure that all of the schools had a strong SLT, and capacity was created within the School Improvement team and offer as a result of the appointment of a new CEO.

##### *Managing Risk post-Covid 19*

Support was also provided to all of the Headteachers in order to ensure the new Pupil Premium Strategy statement was thoroughly understood and resources targeted according and most effectively.

All schools used the 'DFEs Teaching a broad and balanced curriculum for educational recovery' document as a basis for curriculum adaptation.

As a result of the high expectations, new curriculum implementation, alongside curriculum adaptations (where necessary) the progress scores for our Primary schools showed that:

Compared to National data on attainment improvement from 2019 -2022, all schools have performed well and made more progress than nationally during the COVID period with the exception of the highlighted data. Plans are already in place to address these 2 areas

MAT data has outperformed National data on improvement of attainment in all areas except maths.

**STRATEGIC REPORT** (continued)

Subject	National %	National improvements since 2019	LAA %	Improvements since 2019	LAL %	Improvements since 2019	LAP %	Improvements since 2019	LAW %	Improvements since 2019
<b>Reading</b>	74%	+1%	61%	+6%	81%	+18%	68%	+15%	59%	+21%
<b>Writing</b>	69%	-9%	61%	-7%	70%	-12%	64%	+14%	63%	-4%
<b>Maths</b>	71%	-8%	64%	+1%	84%	+12%	57%	-3%	57%	-14%
<b>Combined</b>	59%	-6%	53%	0	70%	+13%	50%	+5%	51%	+16%
<b>SPaG</b>	72%	-6%	63%	+4%	70%	-9%	55%	-3%	61%	+1%

**Progress Scores 2022, from KS1 to KS2:**

	LAA	LAL	LAP	LAW	MAT score (based on PA document)
Reading	-0.1	+1.2	+1.1	-1.2	+ 0.3
Writing	+0.3	-0.7	+2.2	+1.6	+0.5
Maths	+0.8	+1.2	0	-1.0	+0.4

**Year 6 Progress scores 2022**

National	Reading	Writing	Maths
Top 5 %	3.8 and above	3.7 and above	4.1 and above
Next 20 %	1.6 to 3.7	1.7 to 3.6 LAP	1.8 to 4
Next 15%	0.7 to 1.5 LAL LAP	0.8 to 1.6 LAW	0.8 to 1.7 LAA LAL
Middle 20%	-0.4 to 0.6 LAA MAT	-0.3 to 0.7 LAA MAT	-0.5 to 0.7 LAP MAT
Next 15%	-1.3 to -0.5 LAW	-1.3 to -0.4 LAL	-1.6 to -0.6 LAW
Next 20%	-3.5 to -1.4	-3.9 to -1.4	-4.3 to -1.7
Bottom 5%	-3.6 and below	-4.0 and below	-4.4 and below

## STRATEGIC REPORT (continued)

### Financial review

#### *Financial report for the year*

Total income for the year was £ 32,151,000 (2021 – £30,817,000). Total expenditure for the year was £33,886,000 (2021 – £31,303,000). Net expenditure for the year was therefore £1,735,000 (2021 – net expenditure of £486,000). This is excluding an actuarial gain on the defined benefit pension scheme of £20,591,000 (2021 – a loss of £4,045,000). Excluding expenditure relating to the Local Government Pension Scheme liability, which amounted to £2,842,000 (2021 – £2,002,000) and movements in the tangible fixed assets fund of £1,268,000 (2021 – £544,000), the overall operational deficit was £161,000 (2021 – £972,000).

At 31 August 2022, the balance of unrestricted funds and general restricted funds (excluding the pension reserve and tangible fixed assets fund) was £6,632,000 (2021 – £6,793,000).

The results for the year are shown on page 51.

#### *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 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 trust now qualifies for SCA funding and has written a five-year Estates Management strategy which addresses the D, C and B graded issues found in the school's condition surveys. The SCA funding along with the reserves are being used to make sure the schools are safe, warm and dry. This year has seen large investments in roofs at Lime Academy Hornbeam (both sites), Lime Academy Forest Approach and Lime Academy Orton.

The Lime Trust currently holds relatively high levels of reserves at school level but still below the recommended maximum of 20% of operating income. Once the Estates Management programme of work has been completed, the Trust's reserves policy will be implemented.

## **STRATEGIC REPORT** (continued)

### **Financial review** (continued)

#### ***Reserves policy*** (continued)

At 31 August 2022, the Trust's level of operational reserves was £6,632,000 (2021 – £6,793,000), which the Trustees consider to be satisfactory.

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

#### ***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 (e.g., 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.

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 2022, the charity received no complaints about its fundraising activities.

#### **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.



## **STRATEGIC REPORT** (continued)

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

Trustees have considered the interests of the Trust and its stakeholders in their decision making. The Trust has a wide range of stakeholders, including learners and their parents, its employees, governors and the local communities. Trustees are cognisant of their role and the role of the schools in their communities.

Trustees receive feedback through many channels, including in particular:

- ◆ From Academy Councils who act as a link between the school and their parents and communities
- ◆ From external professional advisers
- ◆ From the Trust Executive Team as those with delegated responsibility for day to day running of the Trust.

Where appropriate stakeholders including the local communities, Local Authorities and Unions are consulted on specific policy decisions prior to their approval. The Trust board is robust in its commitment to its own code of conduct and that of its staff. It is aware of the potential for conflicts of interest and puts in place mechanisms to counter these where they apply. The Trustees place a high premium on ethical practice and making decisions in the best interests of the learners and their communities.

### **Engagement with suppliers, customers and others in a business relationship with Lime Trust**

Lime Trusts Financial Management Policy and Procedures which are published on its website details the way the organisation engages with suppliers (section 6).

Our intent is to foster good supply arrangements which benefit both the organisation and its academies and the suppliers we use. Our aim is to be supplied with goods and services we need at the best value and at the time required, through suppliers being offered fair, open and transparent ways to bid and provide these goods and services.

During 2021-22, to ensure best practice, we have engaged with the DfE Frameworks and Training and commissioned Expense Reduction to review purchases to ensure best value is being achieved.

### **Employee Involvement**

Lime Trust encourages staff contributions at all levels and close collaboration between the academies. Head teachers and the Executive Team form the Trust Leadership Team and meet regularly to steer policy, strategy, knowledge and best practice. Curriculum hubs and Year group hubs have been developed to ensure staff can collaborate across sites between the primary and the special schools' groups. Academies hold regular meetings and briefings. New staff are fully inducted, and teachers take part in training before the start of and during the school year. Staff surveys are completed annually, and each school has a Well-being champion working as part of a Trust wide group to promote staff well-being.

## **STRATEGIC REPORT** (continued)

### **Accessibility**

Our school sites have been adapted to ensure all learners, staff and community members have access to all main areas of the academies where possible. This includes supporting the employment of disabled persons.

### **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.
- ◆ The rate of academisation slowed by changes in government policy.
- ◆ The uncertainty and impact of Brexit on supply chains, the economy and government policy.
- ◆ The impact of the rising cost of utilities.

#### ***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.
- ◆ The rising cost of utilities is a concern for those schools who are out of contract.

## **STRATEGIC REPORT** (continued)

### **Principal Risks and Uncertainties** (continued)

#### ***Financial risks*** (continued)

- ◆ Unfunded public sector pay rises. This was significantly higher than expected nationally. This is being supported by the trust in the short term, but this is not a mid or a long-term solution.

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 2022/2023**

#### ***Strategic Developments***

We will be focussing on the following areas:

1. School Improvement Strategy
  - a. To improve pupil outcomes
  - b. To improve the quality of education
  - c. To develop our staff
  - d. To increase capacity
  
2. People Strategy
  - a. Health and wellbeing
  - b. Diversity and inclusion
  - c. Development of all our staff
  - d. Technology bridging barriers
  - e. Accountability to our communities
  - f. Environment sustainability
  - g. Recruitment and retention
  - h. Safeguarding
  
3. Governance development
  - a. Ensure systems, processes and instruments of governance have been reviewed to reflect new structures
  - b. Develop and implement training programme
  - c. Recruit further governors to shift to school level academy councils

## PLANS FOR FUTURE PERIODS

### Lime Trust Key Performance Drivers for the academic year 2022/2023

#### *Strategic Developments*

4. Communication Strategy
  - a. To promote LIME Trust with existing parents, all staff, governors and trustees, external and strategic partners
  - b. To support the admissions for LIME Primary Schools through a targeted campaign for Autumn 2022
  - c. To establish LIME's online presence and create a system for management of this process.
  - d. To support the development of communications for the recruitment of new schools.
  - e. To provide reputational management support as needed
  - f. To ensure Trustees and Governors are well informed on Trust/School developments
  - g. To ensure all staff can access key information and documents.
  
5. Digital Strategy
  - a. Anywhere, any device, any time for all stakeholders.
  - b. Children are independent learners, selecting appropriate technology to help them learn.
  - c. Every school uses a blended learning approach towards pupil/student learning, ensuring a high degree of personalization through careful thought and utilization of devices.
  - d. Technology is well used to integrate parents into all aspects of school life
  - e. Automation and machine learning, drives efficiency.
  
6. Business Development
  - a. A time in motion study
  - b. Catering review
  - c. Estates management strategy
  - d. Business meetings with key personnel
  - e. Commitment to reducing the carbon footprint
  - f. Lime Trust and the cost-of-living impact on its communities
  - g. Curriculum led financial planning
  
7. Sustainability Strategy
  - a. Education, Students, Staff and Community
  - b. Waste and Recycling
  - c. Energy and Water
  - d. Travel and Transport
  - e. Procurement
  - f. Academies and Buildings

**AUDITOR**

In so far as the Trustees are aware:

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

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



Christopher Cole  
Chair of Trustees  
Date: 21<sup>st</sup> December 2022

### 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 8 times during the year. 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)	7	8
L Murphy (Vice Chair)	4	4
S Curtis	8	8
W Leask	8	8
H Morgan-Smith (maternity)	0	8
H C Neo	1	1
H C A Sarre	8	8
M Koumaditis	7	8

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	0	3
H C Neo	0	1
H C A Sarre	3	3
M Koumaditis	2	3

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

**Governance** (continued)

exclusions, with the objective of driving up standards. Due to Covid-19 the committee also focused on remote learning and catch up programmes.

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

**Conflicts of interest**

The Trust requires all individuals identified as needing to complete a register of business interest to confirm the details held are accurate on an annual basis. All individuals are notified of the requirement to inform the Trust of any changes to their register at the earliest possible time and this is contained within the governance documents of the academies. All committee and board meeting agendas have, as standing items, the requirement to confirm the existence of any conflicts and that the registers are up to date.

Following the year end, the Academy Trust identified an undeclared conflict of interest relating to expenditure of £379,000 on agency supply staff. Although not a related party, the Academy Trust has identified a conflict of interest with the supplier. Following the identification of this, a detailed investigation has been carried out utilising an external investigator. The Academy Trust and the investigator have not identified any loss of funds or any failure to achieve value for money. However, benefit could have arisen from the preferential use of the supplier and therefore the Academy Trust has taken appropriate action in response to the incident including reviewing its controls in this area.

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 2021/22.

Our Members, Trustees and local governors also undertook a programme of training as follows in 2021/22: development day, safeguarding, new academy council model to local governors, safeguarding, health and safety and GDPR.

During 2021/22 our Trustees and local Governors 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.

### **Review of value for Money (continued)**

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 2022 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 2022 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;



**The risk and control framework** (continued)

- ◆ 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
- ◆ 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.

**Governance Statement** 31 August 2022

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:



Christopher Cole  
(Chair of Trustees)



Kirsten Jowett  
(Accounting Officer)

Approved on: 21<sup>st</sup> December 2022

**Statement on regularity, propriety and compliance 31 August 2022**

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 Academy Trust Handbook 2021.

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 Academy Trust Handbook 2021.

Other than the conflict of interest described on page 37 in the Governance Statement, 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 blue ink, appearing to read 'Kirsten Jowett', with a large loop at the end of the name.

Kirsten Jowett  
Accounting Officer  
Date: 21<sup>st</sup> December 2022

## Statement of Trustees' responsibilities 31 August 2022

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 2021 to 2022;
- ◆ 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:



Christopher Cole  
Chair of Trustees

Date: 21<sup>st</sup> December 2022

**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 2022 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 2021 to 2022.

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 2022 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 2021 to 2022.

**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;
- ◆ 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 2021 to 2022, the Academy Trust Handbook 2021, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;

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

- ◆ 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;
- ◆ reviewing the minutes of trustees' meetings;
- ◆ enquiring of management and those charged with governance as to actual and potential litigation and claims;
- ◆ reviewing any available correspondence with Ofsted, ESFA and HMRC; and



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

- ◆ the work undertaken in relation to the 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.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

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

**Use of our report**

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



21 December 2022  
Hugh Swainson (Senior Statutory Auditor)  
For and on behalf of Buzzacott LLP, Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

**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 2021 to 2022, 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 2021 to 31 August 2022 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 Academy Trust Handbook, extant from 1 September 2021, 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 2021 to 2022. 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 2021 to 31 August 2022 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**

Other than the conflict of interest described on page 37 in the Governance Statement, 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 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



21 December 2022

Buzzacott LLP  
Chartered Accountants  
130 Wood Street  
London  
EC2V 6DL

**Statement of financial activities (including income and expenditure account) Year to 31 August 2022**  
**DRAFT**

	Notes	Restricted funds			<b>2022 Total funds £'000</b>	2021 Total funds £'000
		Unrestricted general fund £'000	General restricted funds £'000	Fixed assets fund £'000		
<b>Income from:</b>						
Donations and capital grants	1	19	—	1,026	<b>1,045</b>	981
Charitable activities						
. Funding for the academy's educational operations	2	—	30,741	—	<b>30,741</b>	29,518
Other trading activities	3	362	—	—	<b>362</b>	315
Investments	4	3	—	—	<b>3</b>	3
<b>Total income</b>		<b>384</b>	<b>30,741</b>	<b>1,026</b>	<b>32,151</b>	<b>30,817</b>
<b>Expenditure on:</b>						
Charitable activities						
. Academy's educational operations	6	395	32,207	1,284	<b>33,886</b>	31,303
<b>Total expenditure</b>	5	<b>395</b>	<b>32,207</b>	<b>1,284</b>	<b>33,886</b>	<b>31,303</b>
<b>Net income (expenditure)</b>		(11)	(1,466)	(258)	<b>(1,735)</b>	(486)
Transfers between funds		—	(1,526)	1,526	—	—
<b>Other recognised gains and losses</b>						
Actuarial gains (losses) on defined benefit pension scheme	22	—	20,591	—	<b>20,591</b>	(4,045)
<b>Net movement in funds</b>		(11)	17,599	1,268	<b>18,856</b>	(4,531)
<b>Reconciliation of funds</b>						
Total fund balances brought forward at 1 September 2021		2,054	(23,814)	62,768	<b>41,008</b>	45,539
<b>Total fund balances carried forward at 31 August 2022</b>		<b>2,043</b>	<b>(6,215)</b>	<b>64,036</b>	<b>59,864</b>	41,008

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

**Balance sheet** 31 August 2022

	Notes	2022 £'000	2022 £'000	2021 £'000	2021 £'000
<b>Fixed assets</b>					
Tangible fixed assets	12		<b>63,244</b>		62,021
			<b>63,244</b>		62,021
<b>Current assets</b>					
Debtors	14	<b>1,138</b>		1,036	
Short term deposits		<b>1,503</b>		1,501	
Cash at bank and in hand		<b>7,326</b>		7,700	
		<b>9,967</b>		10,237	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	15	<b>(2,412)</b>		(2,539)	
<b>Net current assets</b>			<b>7,555</b>		7,698
<b>Total assets less current liabilities</b>					
			<b>70,799</b>		69,719
Creditors: amounts falling due after one year	16		<b>(131)</b>		(158)
<b>Net assets excluding pension scheme liability</b>					
			<b>70,668</b>		69,561
Pension scheme liability	22		<b>(10,804)</b>		(28,553)
<b>Total net assets</b>			<b>59,864</b>		41,008
<b>Funds of the Academy</b>					
Restricted funds					
. Fixed assets fund	17	<b>64,036</b>		62,768	
. Restricted income fund	17	<b>4,589</b>		4,739	
. Pension reserve	17	<b>(10,804)</b>		(28,553)	
			<b>57,821</b>		38,954
Unrestricted funds					
. General fund	17		<b>2,043</b>		2,054
<b>Total funds</b>			<b>59,864</b>		41,008

The financial statements on page 50 to 79 were approved by the Trustees authorised for issue and are signed on their behalf by:



Christopher Cole

Chair of Trustees

Date: 21<sup>st</sup> December 2022

Lime Trust

Company Limited by Guarantee

Registration Number: 09297519 (England and Wales)

## Statement of cash flows Year to 31 August 2022

	Note	2022 £'000	2021 £'000
<b>Net cash flows from operating activities</b>			
Net cash provided by operating activities	A	1,106	1,861
<b>Cash flows from investing activities</b>			
	B	(1,478)	(92)
<b>Change in cash and cash equivalents in the year</b>		<b>(372)</b>	<b>1,769</b>
<b>Reconciliation of net cash flow to movement in net funds:</b>			
Cash and cash equivalents at 1 September 2021		9,201	7,432
<b>Cash and cash equivalents at 31 August 2022</b>	C	<b>8,829</b>	<b>9,201</b>

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

	2022 £'000	2021 £'000
<b>Net (expenditure) income for the year (as per the statement of financial activities)</b>	<b>(1,735)</b>	<b>(486)</b>
<b>Adjusted for:</b>		
Depreciation (note 12)	1,284	1,196
Capital grants from DfE and other capital income	(1,026)	(912)
Interest receivable (note 4)	(3)	3
Defined benefit pension scheme cost less contributions payable (note 22)	2,333	1,545
Defined benefit pension scheme past service costs (note 22)	—	35
Defined benefit pension scheme finance cost (note 22)	509	422
Increase in debtors	(102)	(423)
(Decrease) increase in creditors	(154)	481
<b>Net cash provided by operating activities</b>	<b>1,106</b>	<b>1,861</b>

### B Cash flows from investing activities

	2022 £'000	2021 £'000
Dividends, interest and rents from investments	3	(3)
Proceeds from sale of tangible fixed assets	4	—
Purchase of tangible fixed assets	(2,511)	(1,001)
Capital grants from DfE/ESFA	1,026	912
<b>Net cash provided by / (used in) Operating Activities</b>	<b>(1,478)</b>	<b>(92)</b>

**Statement of cash flows** Year to 31 August 2022

**C Analysis of changes in net debt**

	At 1 September 2021 £'000	Cash flows £'000	At 31 August 2022 £'000
Cash at bank and in hand	7,700	(374)	<b>7,326</b>
Short term deposits	1,501	2	<b>1,503</b>
	9,201	(372)	<b>8,829</b>
Loans falling due within one year	(16)	—	<b>(16)</b>
Loans falling due after more than one year	(158)	27	<b>(131)</b>
<b>Total</b>	<b>9,027</b>	<b>(345)</b>	<b>8,682</b>

### **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 2021 to 2022 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.

### **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.



**Income** (continued)

**Grants** (continued)

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.

**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
◆ 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 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.

**Private Finance Initiative** (continued)

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.

**Pensions benefits** (continued)

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.

**Critical accounting estimates and areas of judgement** (continued)

***Critical accounting estimates and assumptions*** (continued)

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 2022. 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	2022 Total funds £'000
Capital grants	—	874	874
Donated fixed assets	—	152	152
Other donations	19	—	19
<b>2022 Total funds</b>	<b>19</b>	<b>1,026</b>	<b>1,045</b>

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

## 2 Funding for the academy's educational operations

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000
<b>DfE / ESFA revenue grants</b>			
General Annual Grant (GAG)	—	15,188	15,188
Other DfE / ESFA grants			
. Universal Infant Free School Meals	—	225	225
. Pupil Premium	—	1,246	1,246
. Others	—	291	291
Other DfE Group grants	—	478	478
	—	17,428	17,428
<b>Other government grants</b>			
Local authority grants	—	12,809	12,809
	—	12,809	12,809
<b>Exceptional government funding</b>			
<i>COVID-19 additional funding (DfE/ESFA)</i>			
. Catch-up and recovery premium	—	176	176
. Other DfE/ESFA COVID-19 funding	—	156	156
		332	332
Other income from the academy's educational operations	—	172	172
<b>2022 Total funds</b>	<b>—</b>	<b>30,741</b>	<b>30,741</b>

In the prior year, the trust received £390,000 in catch-up premium funding. Costs incurred in respect of this funding totalled £290,000 with the remaining £100,000 spent in 2021/22.

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

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

**3 Other trading activities**

	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	<b>2022 Total funds £'000</b>
Hire of facilities and secondment of staff	18	—	<b>18</b>
Nursery income	170	—	<b>170</b>
Miscellaneous income	174	—	<b>174</b>
<b>2022 Total funds</b>	<b>362</b>	<b>—</b>	<b>362</b>
	<i>Unrestricted funds £'000</i>	<i>Restricted funds £'000</i>	<b>2021 Total funds £'000</b>
<i>Hire of facilities and secondment of staff</i>	14	—	<b>14</b>
<i>Breakfast and music club income</i>	90	—	<b>90</b>
<i>Nursery income</i>	147	—	<b>147</b>
<i>Miscellaneous income</i>	64	—	<b>64</b>
<b>2021 Total funds</b>	<b>315</b>	<b>—</b>	<b>315</b>



**4 Investment Income**

	Unrestricted funds £'000	Restricted funds £'000	Total funds £'000
<b>2022 Total funds:</b> Interest receivable	3	—	<b>3</b>
<b>2021 Total funds:</b> Interest receivable	3	—	<b>3</b>

**5 Expenditure**

	Staff costs £'000	Non pay expenditure		2022 Total funds £'000
		Premises £'000	Other costs £'000	
Academy's educational operations:				
.. Direct costs	17,996	1,284	1,339	<b>20,619</b>
.. Allocated support costs	8,741	1,777	2,749	<b>13,267</b>
<b>2022 Total funds</b>	<b>26,737</b>	<b>3,061</b>	<b>4,088</b>	<b>33,886</b>

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

	2022 £'000	2021 £'000
<b>Net income (expenditure) for the year includes:</b>		
Depreciation	1,284	1,196
Operating lease rentals	530	759
Fees payable to auditor		
. Statutory audit, current year	23	22
. Other services, current year	11	17

**6 Charitable activities – academy's educational operations**

	2022 Total funds £'000	2021 Total funds £'000
Direct costs	<b>20,619</b>	20,427
Support costs	<b>13,267</b>	10,876
	<b>33,578</b>	31,303

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

	<b>2022 Total funds £'000</b>	2021 Total funds £'000
<b>Analysis of support costs</b>		
Support staff costs	8,741	6,655
Technology costs	426	289
Premises costs	1,777	1,783
Legal costs - other	5	10
Other support costs	2,276	2,110
Governance costs	42	29
<b>Total support costs</b>	<b>13,267</b>	<b>10,876</b>

**7 Comparative information**

Analysis of income and expenditure in the year ended 31 August 2021 between restricted and unrestricted funds:

	Notes	<i>Restricted funds</i>			<b>2021 Total funds £'000</b>
		<i>Unrestricted general fund £'000</i>	<i>General restricted funds £'000</i>	<i>Fixed assets fund £'000</i>	
<b>Income from:</b>					
<i>Donations and capital grants</i>		69	—	912	<b>981</b>
<i>Charitable activities</i>					
<i>. Funding for the academy’s educational operations</i>		1	29,517	—	<b>29,518</b>
<i>Other trading activities</i>		315	—	—	<b>315</b>
<i>Investments</i>		3	—	—	<b>3</b>
<b>Total income</b>		<b>388</b>	<b>29,517</b>	<b>912</b>	<b>30,817</b>
<b>Expenditure on:</b>					
<i>Raising funds</i>		—	—	—	—
<i>Charitable activities</i>					
<i>. Academy’s educational operations</i>		334	29,773	1,196	<b>31,303</b>
<b>Total expenditure</b>		<b>334</b>	<b>29,773</b>	<b>1,196</b>	<b>31,303</b>
<b>Net income (expenditure)</b>		<b>54</b>	<b>(256)</b>	<b>(284)</b>	<b>(486)</b>
<i>Transfers between funds</i>		—	(828)	828	—
<b>Other recognised gains and losses</b>					
<i>Actuarial losses on defined benefit pension scheme</i>		—	(4,045)	—	<b>(4,045)</b>
<b>Net movement in funds</b>		<b>54</b>	<b>(5,129)</b>	<b>544</b>	<b>(4,531)</b>
<b>Reconciliation of funds</b>					
<i>Total fund balances brought forward at 1 September 2020</i>		2,000	(18,685)	62,224	<b>45,539</b>
<b>Total fund balances carried forward at 31 August 2021</b>		<b>2,054</b>	<b>(23,814)</b>	<b>62,768</b>	<b>41,008</b>

## 8 Staff

### (a) Staff costs

Staff costs during the year were:

	<b>2022 Total funds £'000</b>	2021 Total funds £'000
Wages and salaries	18,255	17,085
Social security costs	3,309	1,470
Pension costs	4,247	5,375
	<b>25,811</b>	23,930
Agency staff costs	863	502
Staff restructuring costs	63	349
	<b>26,737</b>	24,781
	<b>2022 £'000</b>	2021 £'000
<b>Staff restructuring costs comprise</b>		
Redundancy payments	—	329
Severance payments	63	20
	<b>63</b>	349

### (b) Severance payments

The academy trust paid 20 severance payments in the year, disclosed in the following bands:

	<b>2022 No.</b>
£0 - £25,000	20
£25,001 - £50,000	—
£50,001 - £100,000	—
£100,001 - £150,000	—
£150,000+	—

### (c) Special staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance and redundancy payments totalling £62,881 (2021 – £19,897). Individually the payments were for £304.61, £456.92, £456.92, £456.92, £609.23, £1,066.15, £1,066.15, £1,066.15, £1,218.46, £1,218.46, £1,218.46, £1,624.61, £2,132.30, £2,589.22, £4,568.08, £4,447.78, £5,003.75, £8,358.10, £12,509.30 and £12,509.38 (2021 – £3,600, £3,450, £2,800, £6,600 and £3,447).

**8 Staff (continued)**

**(d) Staff numbers**

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

<b>Charitable activities</b>	<b>2022 No.</b>	2021 No.
Teachers	<b>181</b>	145
Administration and support	<b>513</b>	551
Management	<b>15</b>	25
	<b>709</b>	721

**(e) Higher paid staff**

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

	<b>2022 No.</b>	2021 No.
£60,001 – £70,000	<b>18</b>	13
£70,001 – £80,000	<b>6</b>	4
£80,001 – £90,000	<b>3</b>	3
£90,001 – £100,000	<b>1</b>	3
£100,001 – £110,000	<b>2</b>	—
£130,001 – £140,000	<b>1</b>	—
£140,001 – £150,000	<b>1</b>	1

**(f) 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 £1,044,000 (2021 – £898,000).

**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 2022, no travel and subsistence expenses were reimbursed to Trustees (2021 – £nil).

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 2022. 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 £	<b>2022 Total funds £</b>
Lime Academy Abbotsmeade	102,186	68,124	<b>170,310</b>
Lime Academy Larkwood	136,515	91,010	<b>227,525</b>
Lime Academy Parnwell	78,978	52,652	<b>131,630</b>
Lime Academy Watergall	87,414	58,276	<b>145,690</b>
Lime Academy Forest Approach	211,520	141,013	<b>352,533</b>
Lime Academy Hornbeam	263,308	175,539	<b>438,847</b>
Lime Academy Ravensbourne	137,826	91,884	<b>229,710</b>
Lime Academy Orton	170,947	113,965	<b>284,912</b>
	<b>1,188,694</b>	<b>792,463</b>	<b>1,981,157</b>

**11 Central services (continued)**

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

**12 Tangible fixed assets**

	Leasehold buildings £'000	Assets under construction £'000	Furniture and equipment £'000	Computer equipment £'000	Motor vehicles £'000	<b>Total funds £'000</b>
<b>Cost/valuation</b>						
At 1 September 2021	63,709	280	837	582	67	<b>65,475</b>
Additions	2,145	—	124	242	—	<b>2,511</b>
Disposals	—	—	—	(7)	—	<b>(7)</b>
At 31 August 2022	<u>65,854</u>	<u>280</u>	<u>961</u>	<u>817</u>	<u>67</u>	<u><b>67,979</b></u>
<b>Depreciation</b>						
At 1 September 2021	2,654	—	389	380	31	<b>3,454</b>
Charge for the year	915	—	190	162	17	<b>1,284</b>
Disposals	—	—	—	(3)	—	<b>(3)</b>
At 31 August 2022	<u>3,569</u>	<u>—</u>	<u>579</u>	<u>539</u>	<u>48</u>	<u><b>4,735</b></u>
<b>Net book value</b>						
At 31 August 2022	<u><b>62,285</b></u>	<u><b>280</b></u>	<u><b>382</b></u>	<u><b>278</b></u>	<u><b>19</b></u>	<u><b>63,244</b></u>
At 31 August 2021	<u>61,055</u>	<u>280</u>	<u>448</u>	<u>202</u>	<u>36</u>	<u><b>62,021</b></u>

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**

	2022 £	2021 £
<b>Investments in subsidiary companies:</b>		
Cost at 1 September 2021 and at 31 August 2022	<u>1</u>	<u>1</u>
Net book value at 1 September 2021 and at 31 August 2022	<u>1</u>	<u>1</u>

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 2022 held net assets totalling £1 (2021 – £1). Lime Academy Trades Limited was dissolved on 27 September 2022.

**Fixed asset investments (continued)**

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 (2021 – £nil). Hornbeam Community Trust was dissolved on 27 September 2022.

**12 Debtors**

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Trade debtors	<b>386</b>	443
VAT recoverable	<b>311</b>	292
Other debtors	<b>5</b>	6
Prepayments and accrued income	<b>436</b>	295
	<b>1,138</b>	1,036

**13 Creditors: amounts falling due within one year**

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Trade creditors	<b>1,194</b>	940
Taxation and social security	<b>—</b>	253
Loan	<b>16</b>	16
Other creditors	<b>771</b>	480
Accruals and deferred income	<b>431</b>	850
	<b>2,412</b>	2,539
<b>Deferred income</b>		
Deferred Income at 1 September 2021	<b>75</b>	159
Amounts released from previous years	<b>(75)</b>	(159)
Resources deferred in the year	<b>63</b>	75
Deferred Income at 31 August 2022	<b>63</b>	75

Deferred income relates to Universal Infant Free School Meals and Special Educational needs funding pertaining to 2022/23 which was received during 2021/22.

**14 Creditors: amounts falling due after one year**

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Other creditors	<b>131</b>	158

Included within other creditors is a loan of £147,378 (2021 – £174,036) from Peterborough City Council which carries no interest and is due for repayment over 15 years. The loan was inherited on conversion.

## 15 Funds

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
<b>Restricted general funds</b>					
. General Annual Grant (GAG)	4,739	15,188	(13,812)	(1,526)	<b>4,589</b>
Other DfE/ESFA grants					
. Universal Infant Free School Meals	—	225	(225)	—	—
. Pupil Premium	—	1,246	(1,246)	—	—
Other grants	—	1,273	(1,273)	—	—
Local authority grants	—	12,809	(12,809)	—	—
Pension reserve	(28,553)	—	(2,842)	20,591	<b>(10,804)</b>
	<b>(23,814)</b>	<b>30,741</b>	<b>(32,707)</b>	<b>19,065</b>	<b>(6,215)</b>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	56,427	—	(1,106)	—	<b>55,321</b>
DfE/ESFA capital grants	3,702	1,026	(178)	792	<b>5,342</b>
Capital expenditure from GAG	2,639	—	—	734	<b>3,373</b>
	<b>62,768</b>	<b>1,026</b>	<b>(1,284)</b>	<b>1,526</b>	<b>64,036</b>
<b>Total restricted funds</b>	<b>38,954</b>	<b>31,767</b>	<b>(33,491)</b>	<b>20,591</b>	<b>57,821</b>
<b>Unrestricted funds</b>					
. General funds	2,054	384	(395)	—	<b>2,043</b>
<b>Total unrestricted funds</b>	<b>2,054</b>	<b>384</b>	<b>(395)</b>	<b>—</b>	<b>2,043</b>
<b>Total funds</b>	<b>41,008</b>	<b>32,151</b>	<b>(33,886)</b>	<b>20,591</b>	<b>59,864</b>

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)

**Restricted general 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**

	<b>2022</b>	2021
	<b>Total</b>	Total
	<b>£'000</b>	£'000
Lime Academy Abbotsmede	<b>591</b>	440
Lime Academy Larkwood	<b>217</b>	42
Lime Academy Parnwell	<b>32</b>	81
Lime Academy Watergall	<b>231</b>	189
Forest Approach Academy	<b>3,003</b>	3,043
Hornbeam Academy	<b>327</b>	1,085
Ravensbourne Academy	<b>1,329</b>	1,355
Lime Academy Orton	<b>79</b>	15
Central trust	<b>823</b>	543
<b>Total before Restricted Fixed Asset Funds and pension reserve</b>	<b>6,632</b>	6,793
Restricted Fixed Asset Fund	<b>64,036</b>	62,768
Pension reserve	<b>(10,804)</b>	(28,553)
<b>Total</b>	<b>59,864</b>	41,008

Notes to the Financial Statements Year to 31 August 2022

17 Funds (continued)

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	2022 Total £'000
Lime Academy Abbotsmede	1,505	406	97	420	2,428
Lime Academy Larkswold	2,134	716	146	1,223	4,219
Lime Academy Parnwell	1,175	353	83	445	2,056
Lime Academy Watergall	1,356	377	64	430	2,227
Forest Approach Academy	2,365	1,030	136	933	4,464
Hornbeam Academy	4,377	2,112	123	1,217	7,829
Ravensbourne Academy	2,020	573	143	706	3,442
Lime Academy Orton	2,404	953	91	727	4,175
Central services	409	734	67	512	1,722
	17,745	7,254	950	6,613	32,562

Included in the costs above are central service recharges of £1,981,157.

	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 Larkswold	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.

17 Funds (continued)

**Comparative information**

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

	<i>Balance at 1 September 2020 £'000</i>	<i>Income £'000</i>	<i>Expenditure £'000</i>	<i>Gains, losses and transfers £'000</i>	<b><i>Balance at 31 August 2021 £'000</i></b>
<b>Restricted general funds</b>					
General Annual Grant (GAG)	3,821	14,964	(13,218)	(828)	<b>4,739</b>
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)	<b>(28,553)</b>
	<b>(18,685)</b>	<b>29,517</b>	<b>(29,773)</b>	<b>(4,873)</b>	<b>(23,814)</b>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	57,533	—	(1,106)	—	<b>56,427</b>
DfE/ESFA capital grants	2,864	912	(55)	(19)	<b>3,702</b>
Capital expenditure from GAG	1,827	—	(35)	847	<b>2,639</b>
	<b>62,224</b>	<b>912</b>	<b>(1,196)</b>	<b>828</b>	<b>62,768</b>
<b>Total restricted funds</b>	<b>43,539</b>	<b>30,429</b>	<b>(30,969)</b>	<b>(4,045)</b>	<b>38,954</b>
<b>Unrestricted funds</b>					
General funds	2,000	388	(334)	—	<b>2,054</b>
<b>Total unrestricted funds</b>	<b>2,000</b>	<b>388</b>	<b>(334)</b>	<b>—</b>	<b>2,054</b>
<b>Total funds</b>	<b>45,539</b>	<b>30,817</b>	<b>(31,303)</b>	<b>(4,045)</b>	<b>41,008</b>

## 18 Analysis of net assets between funds

	Unrestricted funds £'000	Restricted general funds £'000	Restricted fixed asset fund £'000	<b>Total 2022 £'000</b>
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	—	—	63,244	<b>63,244</b>
Current assets	2,043	6,985	939	<b>9,967</b>
Current liabilities	—	(2,396)	(16)	<b>(2,412)</b>
Non-current liabilities	—	—	(131)	<b>(131)</b>
Pension scheme liability	—	(10,804)	—	<b>(10,804)</b>
<b>Total net assets</b>	<b>2,043</b>	<b>(6,215)</b>	<b>64,036</b>	<b>59,864</b>

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

## 19 Capital commitments

	<b>2022 £'000</b>	2021 £'000
Contracted for, but not provided in the financial statements	<b>2,184</b>	1,168

## 20 Commitments under operating leases and PFI arrangements

### Operating leases

At 31 August 2022, the total of the Academy's future minimum lease payments under non-cancellable operating leases was as follows:

<b>Furniture and equipment</b>	<b>2022 £'000</b>	2021 £'000
Amounts due within one year	<b>11</b>	11
Amounts due between two and five years inclusive	<b>16</b>	16
	<b>27</b>	27

## 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 2022, £569,795 (2021 – £716,223) 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 2022, the total of the Lime Trust's future minimum payments under PFI arrangements was as follows:

	2022 £'000	2021 £'000
Amounts due within one year	701	969
Amounts due between two and five years inclusive	3,174	2,769
Amounts due after five years	9,562	8,053
	<b>13,437</b>	<b>11,791</b>

## 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 2024.

The employer's pension costs paid to TPS in the period amounted to £1,671,000 (2021 – £1,664,000).

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 2022 was £2,387,000 (2021 – £2,620,000), of which employer's contributions totalled £1,931,000 (2021 – £2,133,000) and employees' contributions totalled £456,000 (2021 – £487,000). 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.

<b>Principal Actuarial Assumptions</b>	<b>At 31 August 2022</b>	<b>At 31 August 2021</b>
Rate of increase in salaries	<b>3.9%</b>	3.7%
Rate of increase for pensions in payment / inflation	<b>3.0%</b>	2.9%
Discount rate for scheme liabilities	<b>4.3%</b>	1.7%

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

	<b>At 31 August 2022</b>	<b>At 31 August 2021</b>
<i>Retiring today</i>		
Males	<b>22.2</b>	22.3
Females	<b>24.5</b>	23.8
<i>Retiring in 20 years</i>		
Males	<b>23.3</b>	24.3
Females	<b>26.3</b>	26.4

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

	<b>Fair value at 31 August 2022 £'000</b>	<b>Fair value at 31 August 2021 £'000</b>
Equities	<b>10,167</b>	10,593
Other bonds	<b>3,076</b>	2,326
Property	<b>2,962</b>	2,031
Cash and other liquid assets	<b>427</b>	550
Other	<b>420</b>	422
<b>Total market value of assets</b>	<b>17,052</b>	15,922
<b>Share of scheme obligations</b>	<b>27,856</b>	(44,475)
<b>Share of net scheme liabilities</b>	<b>(10,804)</b>	(28,553)

**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:

<b>Sensitivity analysis – increase (decrease) in obligation</b>	<b>At 31 August 2022 £'000</b>	<b>At 31 August 2021 £'000</b>
Discount rate -0.1%	406	1,115
Mortality assumption - 1 year increase	766	1,627
CPI rate +0.1%	589	818

<b>Amounts recognised in statement of financial activities</b>	<b>2022 £'000</b>	<b>2021 £'000</b>
Current service cost (net of employee contributions)	(4,264)	(3,678)
Past service cost	—	(35)
Interest income	281	217
Interest cost	(765)	(614)
Admin expenses	(25)	(25)
<b>Total operating charge</b>	<b>(4,773)</b>	<b>(4,135)</b>
<b>Analysis of pension finance income/(costs)</b>		
Expected return on pension scheme assets	281	217
Interest on pension liabilities	(765)	(614)
<b>Pension finance income/(costs)</b>	<b>(484)</b>	<b>(397)</b>

<b>Changes in the present value of defined benefit obligations were as follows:</b>	<b>2022 £'000</b>	<b>2021 £'000</b>
At 1 September 2021	44,475	34,017
Current service cost	4,264	3,678
Interest cost	765	614
Employee contributions	456	487
Actuarial (gains) losses	(21,739)	6,046
Benefits paid	(365)	(402)
Past service costs	—	35
<b>At 31 August 2022</b>	<b>27,856</b>	<b>44,475</b>



**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:	2022 £'000	2021 £'000
At 1 September 2021	15,922	11,511
Interest income	281	217
Actuarial (losses) gains	(1,148)	2,001
Employer contributions	1,931	2,133
Employee contributions	456	487
Benefits paid	(365)	(402)
Admin expenses	(25)	(25)
<b>At 31 August 2022</b>	<b>17,052</b>	<b>15,922</b>

**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.