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**MINSTER TRUST FOR EDUCATION**  
(A company limited by guarantee)

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**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**MINSTER TRUST FOR EDUCATION**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Southwell and Nottingham Diocesan Board of Finance M Tanner R Merryweather N Turner N Spraggins
<b>Trustees</b>	N Turner, Chair of Trustees M Aldrich (resigned 31 March 2023) S Dennis (appointed 27 March 2023) M Hepworth J Jones (resigned 31 December 2022) M Maunder M Parris, Chief Executive Officer and Accounting Officer D Poole Dean N Sullivan A Walker
<b>Company registered number</b>	11281594
<b>Company name</b>	Minster Trust for Education
<b>Principal and registered office</b>	Rufford Court Wellow Road Eakring Newark Notts NG22 0DF
<b>Company secretary</b>	A Whitaker
<b>Chief executive officer</b>	M Parris
<b>Senior leadership team</b>	M Parris, Chief Executive Officer J Straw, Chief Operating Officer D Boothroyd, Strategic Lead for Education B Chaloner, Head Teacher - The Minster School L Carpenter, Head Teacher - Farnsfield St Michael's Primary R Cast, Head Teacher - Bleasby Primary M Thompson, Head Teacher - Holy Trinity Infants A Speed, Head Teacher - Lowe's Wong Infant School & Halam Primary M Brailsford, Head Teacher - National Church of England Academy

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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<b>Independent auditors</b>	Streets Audit LLP Windsor House A1 Business Park Long Bennington Newark Notts NG23 5JR
<b>Bankers</b>	Lloyds Bank Plc 12-16 Lower Parliament Street Nottingham NG1 3DA
<b>Solicitors</b>	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham N3 2ES
<b>Internal auditor</b>	PKF Smith Cooper 2 Lace Market Square Nottingham NG1 1PB

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The charitable company was incorporated on 28 March 2018 and commenced trading as an Academy Trust on 1 December 2018. The Trust as at 31 August 2023 consists of two secondary academies, three primary academies and two infant academies in the north east of Nottinghamshire. Its academies have a combined pupil capacity of 3,698 and had a roll of 3,582 in the school census of October 2022

Minster Trust for Education's mission sits at the heart of all we do. "Together we help every child to flourish, opening doors to fulfilling futures." We work with schools to achieve this aim by forming close relationships – we know our schools well and actively engage with them to realise the very best provision.

We are an inclusive Church of England Trust, underpinned by Christian principles and welcoming of all. The Trust is deliberately cross phase, believing that everyone has much to learn from one another, as underpinned by our principle to "pursue excellence through partnership".

Our initial partnership has grown and developed with seven schools now working together as MITRE. As we grow in number, so does our central provision for HR, finance, ICT, governance support and most fundamentally school improvement. We continue to provide a bespoke and individual service, knowing each school well so we can address needs and pursue excellence.

We have significant impact with our schools, supporting them to provide the highest quality provision for children, according to our clearly defined MITRE model for education which:

- Instils a moral compass
- Offers rich experiences
- Engenders self-worth and well-being
- Builds ambition and self-confidence
- Explores diversity, faith and equality
- Pursues excellence through partnership.

All member schools achieve strong academic outcomes for pupils and have a good or outstanding grade according to Ofsted, including those that have been inspected since joining the trust.

Our central business provision offers schools high quality services and opportunities for economies of scale. Our schools are supported centrally for HR and Finance with central provision in IT as an option and currently all of our schools opt to use the central IT provision.

The Trust has strategic plans for growth and expects to increase in size in the coming twelve months. Four primary schools are progressing their conversions with the intent to join MITRE. Any growth will be carefully balanced against the building of capacity to ensure our schools are served well.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Structure, governance and management**

**Constitution**

The Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum of Association, along with the funding agreements with the Department for Education and the Board Terms of Reference are the primary governing document of the Trust.

The Trustees of Minster Trust for Education are also the directors of the charitable company for the purposes of company law.

The charitable company operates under the following trading names:

- Minster Trust for Education (MITRE)
- The Minster School
- Farnsfield St Michael's Church of England Primary School
- Bleasby Church of England Primary School
- Halam Church of England Primary School
- Holy Trinity Church of England Infant School
- The National Church of England Academy
- Lowe's Wong Infant School

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

**Members' liability**

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

**Trustees' indemnities**

Indemnity cover to the value of £5,000,000 is provided for each academy through the DfE Risk Protection Arrangement for which a deduction is made on a monthly basis from the General Annual Grant funding allocations. This cover applies to all trustees of the trust acting in accordance with the role of professional responsibilities of the Multi Academy Trust in addition to the local governing bodies of the individual academies.

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

Potential new Trustees are identified by MITRE's board, which includes the CEO, in line with the requirements of a Church of England Trust to have a majority of church approved Trustees, whilst ensuring that the skills and expertise of new Trustees are compatible with the needs of the Trust. Under the Articles of Association of the Minster Trust for Education members have the power to appoint Trustees – they are not subject to election.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Structure, governance and management (continued)**

**Policies adopted for the induction and training of Trustees**

The training and induction provided for new Trustees depends upon their experience. Where necessary and appropriate the induction process will provide training on charity, education, legal and financial matters, as well as induction into MITRE systems and structures. All new Trustees are welcome to visit any of the academies and to meet with staff and students. All Trustees are provided with access to policies, procedures, minutes, accounts, budget plans and any documents they may need to undertake their role as Trustees. As there are usually no more than one or two new Trustees per year, induction is tailored specifically to the needs of individual Trustees.

Trustees have access to an annual cycle of governance training opportunities as provided by the Trust central team. Full access is provided to the National Governance Association's online training resources, The Key online platform and TES Develop (for safeguarding and recruitment training, for example). Trustees undertake safeguarding, child protection and academy handbook training on an annual basis.

Where Trustees undertake specific designated roles they are further supported through training to be effective. For example, additional training about Public Equality Duties and the Equality Act for one designated Trustee, wide ranging Child Protection training (above and beyond the statutory) for the Safeguarding Trustee.

A Trustee SharePoint has been developed for ready access to key documentation, briefings and training resources. This is used by all Trustees. Trustees are supported and advised by a MITRE-employed governance professional.

**Organisational structure**

The current Trust Governance and Accountability structure is set out below.

**Members**

The Trust has a board of five Members, of whom three are church appointed, and is currently run by a board of nine Trustees (the CEO being an ex officio Trustee), of whom five are church approved. The Trustees have overall legal responsibility for the operation of the Trust and the academies within it.

**Board of Trustees**

The Board of Trustees is responsible for conducting the affairs of the Trust to achieve its objectives, shaping the success of the Trust. The Board is responsible for the governance of the Trust and the Trustees have duties as company directors under company law and as Trustees under charity law. The Trustees establish the overall framework for governance of the Trust and determine membership, terms of reference and procedures of Board committees and local governing bodies.

In the academic year 2022-23 the Trust Board operated a committee structure with each committee meeting termly plus a termly full board meeting. This provides cover as a whole group for all necessary functions and business. The full board met 4 times during this period and there were 9 committee meetings. All Trustees attended a minimum of 3 full board meetings. Presently the Trust operates 3 strategic committees:

- Risk and Audit committee
- Standards and Effectiveness committee
- Finance and Business committee

Additionally the pay committee meets as required to ratify delegated pay decisions for teachers received from schools and to consider and agree any pay awards for eligible staff in the MITRE central team. The remits for the strategic committees are as follows:

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Structure, governance and management (continued)**

Risk and Audit Committee

The Risk and Audit committee is responsible for ensuring that the risks of the Trust are identified, and that appropriate mitigation is in place to reduce the recognised risks. The Risk and Audit committee also agree the schedule of internal audit and have a three-year plan for this. For the year ended 31 August 2023 the internal audit included:

- Expenditure
- Bank
- Other income
- Connected party transactions
- Cyber security

The membership of the risk and audit committee consists entirely of Trustees and excludes the CEO.

Standards and Effectiveness Committee

The standards and effectiveness committee is responsible for monitoring and challenging the quality of education in schools and the outcomes achieved by pupils. They also consider pupil behaviour, well-being, attendance and inclusion and ensure school staff and leaders are held to account through the appraisal process.

The membership of the standards and effectiveness committee is majority Trustees with additional appointed members from beyond the Trust Board.

Finance and Business Committee

The business and finance committee is responsible for the ongoing strategic review of trust finances, budget setting and financial planning, including the regular review of management accounts. They have particular responsibility for pay policy and also have responsibility for the oversight of health and safety and business service provision.

The membership of the finance and business committee is majority Trustees with additional appointed members from beyond the Trust Board.

Local Governing Bodies

The board works in partnership with its academies, each academy having its own Local Governing Body (LGB) which takes responsibility for aspects of the academy's governance as outlined in the Scheme of Delegation, acting as a committee of the MAT Board. The Trust's Scheme of Delegation covers finance, human resources, education, asset management and strategy and provides clarity for certain functions to be carried out by the Board of Trustees, the Chief Executive Officer, the LGB or the Head Teacher of the Academy.

Each Local Governing Body has its own Terms of Reference which includes its agreed constitution. The terms of reference outline the main delegated role of the Local Governing Body:

- Strike an effective balance to both challenge and support school leaders in their pursuit of excellence
- Uphold and support the development the school's vision and values
- Ensure safeguarding of all children is highly effective
- Consider the well-being of the school community and how it is promoted
- Ensure teaching and the curriculum fulfil MITRE's aims, helping every child to flourish
- Track progress with school leaders against the school improvement plan
- Ensure the targeted deployment of resources for best impact on the quality of education
- Ensure the school meets its statutory obligations and is fully compliant

Each LGB also works with school leaders to engage the community with the work of the school, gathering their views to influence future development



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Structure, governance and management (continued)**

Trust Leadership Team

The core Trust Leadership Team meet weekly to ensure effective operational and educational impact of Trust activities. The team operates under the leadership of the Chief Executive Officer who is also the Accounting Officer and sits (Ex Officio) on the Trust Board. Also on the team are the Chief Operating Officer who is also the Chief Financial Officer, and the Strategic Lead for Education.

The team is supported by other central trust leaders, including the Trust Accountant, HR Lead, ICT Lead, Leadership Administrator and Governance Professional.

The leadership team are also supported and guided by the Trustees.

Head Teacher Group

The Trust Leadership Team work closely with all Academy Heads through the Head Teacher group. It meets frequently to develop thinking, ensure effective implementation of Trust-wide strategies and offer individual support and focused problem solving. Additionally, each Head meets at least once per fortnight with their MITRE school link (the CEO, strategic lead for education or a school improvement lead) to discuss progress towards strategic objectives and there are briefings for all Heads every two weeks.

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

None of the Trustees of MITRE receives pay or remuneration for the role of Trustee.

Trust staff are remunerated in line with the evaluation against the Trust's job evaluation framework.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Structure, governance and management (continued)**

**Trade union facility time**

**Relevant union officials**

Number of employees who were relevant union officials during the year	1
Full-time equivalent employee number	1

**Percentage of time spent on facility time**

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

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

Total cost of facility time	6,564
Total pay bill	12,602,541
Percentage of total pay bill spent on facility time	- %

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours	87 %
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**Engagement with employees (including disabled persons)**

Arrangements are in place at a School level to ensure that staff receive regular updates in relation to what is happening within each of the Schools through staff newsletters/briefings. The Chief Executive Officer also meets with Head Teachers both collectively and individually to provide updates in relation to activities that are on-going across the Trust so that Head Teachers can feed relevant information into updates to colleagues within School as appropriate.

The Trust has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal opportunities policy
- Volunteers' policy
- Health & safety policy

In accordance with the Trust's equal opportunities policy, the Trust has long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Trust's offices.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Objectives and activities**

**Objects and aims**

The principal object and activity of the charitable company 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 Academies which shall offer a broad and balanced curriculum.

In accordance with the Articles of Association, the charitable company has entered into relevant funding agreements with the Secretary of State. The funding agreements specify, amongst other things, the basis for admitting students to the academies, the catchment area from which the students are drawn, and that the curriculum should be broad and balanced.

**Objectives, strategies and activities**

The Trust's mission statement is 'together we help every child to flourish, opening doors to fulfilling futures'.

This mission is supported by our key tenets of a MITRE education, which:

- Engenders self worth and well being
- Offers rich experiences
- Instils a moral compass
- Builds ambition and self confidence
- Explores diversity, faith and equality
- Pursues excellence through partnership

Our activity is underpinned by core values which run through the organisation, from Trust Board through leaders to staff and children.

- Integrity – we do the right thing
- Wisdom – we think deeply
- Kindness – we care about each other
- Service – we pursue the greater good
- Collaboration – we are better together

Each school is supported to develop its own unique character and ethos in alignment with the Trust's overarching mission such that the school reflects its community and meets the needs of its learners. The extent of autonomy for each school is considered against its needs, with those requiring more support more closely directed in their activity by Trust leaders.

The performance of each school is tracked and monitored through a range of activity including audits, school improvement meetings, the analysis of outcomes and pupil tracking and annual reviews. The Trust's central leadership team maintains thorough and up to date knowledge of all MITRE schools. This supports our mission and makes sure the needs of all children are being met and carefully considered, particularly the most disadvantaged and those with specific needs.

Our greatest resource is our staff and therefore investment in them is key. Wide ranging professional learning is made available for staff in all roles at the Trust to ensure they build their personal and professional confidence and benefit from our investment in them. Beyond our own employees, the Trust has a long-established commitment to and belief in system leadership. This is evident through the highly successful Teaching School (now Learning Alliance), the East Midlands East Maths Hub and the Nottinghamshire Music Hub.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Objectives and activities (continued)**

Our impact on schools is driven by the MITRE school improvement strategy. This begins with the initial due diligence of any school joining the Trust to carefully diagnose need and ensure there is the capacity and expertise to serve the school well and making a demonstrable difference. Specific action plans are developed to address specific need. School improvement services are delivered by a growing team of school improvement partners under the direction of the Strategic Lead for Education. This team includes:

- School Improvement Lead – Primary Curriculum
- School Improvement Lead – SEND and Early Years
- School Improvement Partner – Safeguarding
- School Improvement Partner – Christian Distinctiveness

Annually all MITRE schools benefit from a cycle of activity, including:

- Detailed termly school improvement reviews
- Fortnightly Head Teacher support meetings and regular briefings
- Compliance audits and reviews. For example, safeguarding and health and safety
- Detailed annual review of quality of education
- Bespoke action plans based on specific development need with additional deployed Trust resource

The Trust is able to call upon considerable additional capacity and cross phase expertise, both from its central provision and also through designated leaders of education from its Teaching School (now Learning Alliance). This includes Minster Leaders of Education (MLEs), Local Leaders of Education (LLEs) and National Leaders of Education (NLEs).

**Public benefit**

In setting objectives and planning activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. The main public benefit delivered by the Trust is the provision of a high quality education to its pupils and students.

The Trust's charitable objects also detail the wider benefit to Nottinghamshire communities as follows: 'to promote for the benefit of the inhabitants of Nottinghamshire and surrounding counties the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.'

**Strategic report**

**Achievements and performance**

**Key Performance Indicators**

Primary Schools

MITRE schools continue to perform strongly in the primary phase, with almost all measures remaining above national averages. Reading (including at a Higher or Greater Depth standard) in Key Stages 1 and 2 is a strength across the trust. Writing at Key Stage 2 (especially at a Greater Depth standard) is a trust-wide priority for 2023-24, with trust support provided for planning, building portfolios of evidence, assessment and moderation.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Strategic report (continued)**

**Achievements and performance (continued)**

Measure	National 2022	Trust 2022	Diff 2022	National 2023	Trust 2023	Diff 2023
<b>EYFS</b>						
% Good Level of Development				67.6	71.1	+3.5
<b>KS1</b>						
% Year 1 phonics	75	76.4	+1	80.5	80.2	-0.3
% Reading Expected +	67	75	+8	69	76	+7
% Reading Higher	18	35	+17	19	32	+13
% Writing Expected +	58	72	+14	61	72	+11
% Writing Higher	8	9	+1	8	13	+5
% Maths Expected +	68	79	+11	72	80	+8
% Maths Higher	15	23	+8	17	25	+8
<b>KS2</b>						
% Reading Expected +	74	82	+8	73	81	+8
% Reading Greater Depth	28	39	+11	29	41	+12
% Writing Expected +	69	74	+5	73	79	+6
% Writing Greater Depth	13	24	+11	14	16	+2
% Maths Expected +	71	79	+8	74	78	+4
% Maths Greater Depth	22	33	+11	25	26	+1

**Secondary Schools**

Key Stage 4 outcomes were very positive in 2023, with all key measures well above those achieved in 2019 and a positive trust Progress 8 estimate of +0.16. This demonstrates a consolidated position in relation to 2022 outcomes despite the national reduction in grades.

Key Stage 5 outcomes in the two post-16 provisions remained above 2019 levels despite the national reduction in gradings and demonstrate developments in provision. All key measures are in line with the national average, an improvement on the position in 2019 when all were below. Students' progression to further and higher education as well as employment and apprenticeships were also strong.

NB. The National CofE Academy was not a member of MITRE in 2019 but their data is included to enable a comparison with outcomes in 2022 and 2023.

Measure	National 2019	Trust 2019	Diff 2019	National 2022	Trust 2022	Diff 2022	National 2023	Trust 2023	Diff 2023
<b>KS4</b>									
Attainment 8	4.6	4.98	+0.38	4.9	5.27	+0.37	4.65	5.1	+0.45
% Grade 4+ E&M	63.0	71.6	+8.6	71.0	78.1	+7.1	67.0	72.8	+5.8
% Grade 5+ E&M	51.0	47.3	-3.7	51.0	54.9	+3.9	47.0	52.3	+5.3
Progress 8	0	0	0	0.02	0.14	+0.12	-0.03	0.13	+0.16
<b>KS5</b>									
Level 3 ave grade	C+	C+	-	B-	B-	-	C+	C+	-
Ave Points per entry	33.0	32.18	-0.82	37.9	38.2	+0.3	34.3	34.4	+0.1
%A*-B	48	44.6	-3.4	60	58.4	-1.6	50.0	50.0	0.0
%A*-C	74	67.7	-6.3	81	81.4	+0.4	74.0	74.0	0.0

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Strategic report (continued)**

**Achievements and performance (continued)**

Inspection Outcomes

Three MITRE schools have had inspection reports published following inspection by Ofsted since the last Trustee's Report. Bleasby was subject to a one-day ungraded inspection in February 2023 and remains a 'Good' school. National had a two-day graded inspection in April 2023, being judged to be 'Good'. Farnsfield had a two-day 'graded' inspection in October 2023 and was judged to be 'Good' overall, with 'Outstanding' judgements for Personal Development, EYFS and Leadership and Management.

No MITRE schools have been inspected by SIAMS since the last Trustee's Report, although Minster is on the list of schools expected to be inspected during the 2023-24 academic year.

School	Date of last Ofsted inspection	Grade	Date of last SIAMS inspection	Grade
Bleasby	2023	Good	2017	Good
Farnsfield	2023	Good	2020	Excellent
Halam	2017	Good	2018	Outstanding
Holy Trinity	2013	Outstanding	2019	Outstanding
Lowe's Wong Infants	2009	Outstanding		
Minster	2011	Outstanding	2016	Outstanding
National	2023	Good	2022	Good

Financial Performance Indicators

Financial key performance indicators measure the teacher cost per pupil, staff costs as a percentage of total costs, total costs per pupil and level of reserves in relation to General Annual Grant (GAG) funding. Value for money is demonstrated if the level of expenditure per pupil has produced academic outcomes which are on target or have exceeded the target. The table below shows the financial KPIs of the individual academies. Income and costs have been annualised to ensure the KPIs are meaningful and comparable.

		Teacher	Staff	Total	Reserves
	School	Cost per	Costs	Cost per	/GAG
	Type	pupil	/Total	Pupil	Funding
			Costs		
Bleasby CofE	Primary	£4,057	68%	£5,933	10.8%
Farnsfield CofE	Primary	£4,520	75%	£6,022	20.9%
Halam CofE	Primary	£4,686	68%	£6,919	24.2%
Holy Trinity CofE	Infants	£5,668	65%	£8,753	4.3%
Lowe's Wong					
Infants	Infants	£4,215	75%	£5,649	-5.2%
Minster School	Secondary	£4,566	66%	£6,934	17.3%
National CofE	Secondary	£4,915	72%	£6,873	20.2%

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Strategic report (continued)**

**Achievements and performance (continued)**

**Going concern**

The trustees have considered going concern. One element considered is the liability of the Local Government Pension Scheme (LGPS) which has been calculated by an actuary and fluctuates greatly year on year depending on market conditions. In years where the actuarial evaluation of the LGPS results in the Trust showing a net liability, the only short-term effect on the trust is the employer contributions it is liable to pay which are set every three years and have been included in the trust's 3-year financial forecasts. The DfE have guaranteed they will meet any outstanding LGPS liabilities should the closure of an academy occur.

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

**Financial review**

Most of MITRE's income is obtained from the Department for Education in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the Department for Education during the period ending 31 August 2023 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

MITRE also receives grants for Devolved Formula Capital for the purchase of fixed assets from the Department for Education. In accordance with the 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) "SORP 2015" such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

The in-period surplus for the restricted general funds plus the unrestricted funds is £261,320 and the total reserves (restricted general funds excluding pension reserves, plus unrestricted funds) are £3,528,261 at 31 August 2023. The fixed asset reserves total £6,733,174 of which £2,086,273 is capital funding in reserve for future capital projects.

**Reserves policy**

The Trustees have reviewed the reserves of the Trust. This review encompassed the nature of income and expenditure streams, the need to match them with commitments, possible future cost increases and the nature of reserves.

When considering an appropriate level of reserves, the trustees considered:

- The risk of unforeseen emergency or other unexpected need for funds.
- Covering unforeseen day to day operational costs, for example employing temporary staff to cover a long term sickness absence or a large unexpected repair bill.
- Potential falls in a source of income, such as lettings, or projected pupil numbers.
- Planned commitments, or designations, that cannot be met by future income alone, for example, plans for a major capital project.
- The need to fund potential deficits in a cash budget, for example money may need to be spent before a funding grant is received.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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The Trustees have reviewed the policy on the level of reserves that should be held. It was agreed that the level of free reserves should be set at 5% of GAG funding for each school. The financial risks identified determine the amount of reserves the academy targets to hold. Whilst the normal is 5%, the Trust may request this amount to be higher or agree for it to be lower for individual schools.

Current reserves held by the Central Trust is £310,227. Reserves held by each school are as follows:

- Minster School reserves held are £1,518,496, of which £15,296 relates to the Maths hub. The remaining funds are 17.1% of their annual GAG funding
- Farnsfield St Michael's CofE Primary School reserves held are £247,773, which are 20.9% of their annual GAG funding
- Bleasby CofE School reserves held are £67,962, which are 10.8% of their annual GAG funding
- Holy Trinity CofE Infants School reserves held are £11,868, which are 4.3% of their annual GAG funding
- Halam CofE Primary School reserves held are £102,643, which are 24.2% of their annual GAG funding
- National CofE Academy reserves held are £1,301,867, which are 20.2% of their annual GAG funding
- Lowe's Wong Infants School's deficit is (£32,575), which is (5.2)% of their annual GAG funding.

**Investment policy**

MITRE does not hold any long term investments. Any cash surpluses remain within the academy's bank accounts to ensure an even cash flow across the year. The Trust Accountant intends to invest a proportion of surplus cash into instant access, no risk investment accounts, in order to benefit from the higher interest rates now available. This will commence in the 2023-24 financial year.

**Principal risks and uncertainties**

The principal risks and uncertainties to which the Trust is exposed, as identified by the Trustees, have been reviewed, and systems and procedures have been established to mitigate those risks. The schedule of risks has been tabled and reviewed by the Board each term.

MITRE's exposure to financial risk is minimal, due to the fact that the financial instruments dealt with are largely bank balances, cash and trade creditors with limited trade and other debtors. Cashflow is reviewed on a monthly basis.

There is a deficit within the Local Government Pension Scheme, as described in note 28 to the financial statements but this is subject to periodic review and regular monitoring by the Trustees.

Trustees consider the risks associated with property and land through their estate strategy documents, estate vision and capital budget planning. The Trust are in receipt of the School Condition Allocation funds and use these funds to fulfil our vision which is to:

- Ensure our schools are pleasant, safe, accessible spaces in our community where every child is cared for and looked after
- Ensure our schools are safe, secure and stimulating learning environments
- Work toward reducing our environmental impact
- Work towards removing some of the operational bureaucracy which comes with managing a school by centralising core tasks in H&S, capital funding, compliance, and efficiencies to allow school staff and leaders to focus on providing high quality education for our students
- Ensure value for money, with a strategic approach to high value procurement, enabling schools to benefit from the economies of scale and direction, empowering schools to invest their funding in teaching and learning and therefore benefiting the children in our care.



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**MINSTER TRUST FOR EDUCATION**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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There are three principal risks and uncertainties relating to MITRE:

The future level of funding of education is uncertain in the current economic climate. This is mainly outside the control of the Trustees, who set prudent budgets and review staffing structures and curriculum models to ensure the Academies within the Trust are reactive to the changing funding levels.

The finances of the Trust are highly sensitive to pupil numbers, particularly the number of pupils at the primary and infant schools.

The growth of the Trust is vital to ensure central provision can continue to expand and ensure the highest quality of service to schools such that all pupils flourish and make excellent progress. While there is considerable interest from schools to join MITRE, timescales are challenging with all schools experiencing significant delays to convert to academy status and join the Trust.

#### **Risk Management**

Risk management is administered using a bespoke risk management database. This highlights the risks associated with the Trust and shows whether the risk is increasing or decreasing. The risks are managed by the appropriate Trust leader and are updated on at least a termly basis. Risks are shared and explored in detail with Trustees in the risk and audit committee.

#### **Fundraising**

The academies in the Trust carry out low levels of fundraising, which include activities for pupils to raise money for other charities and school fairs/fetes or other similar activities. Commercial participators / professional fundraisers are not involved with these activities. Fundraising activities conform to recognised standards, no one is put under undue pressure to donate and, as far as the Trust is aware, there have been no complaints regarding any of the fundraising activities carried out.

#### **Plans for future periods**

In the coming 12 month period four further primary schools are seeking to join the Trust.

The Minster Trust for Education (MITRE) appreciates the need to create a sustainable trust model and has developed a growth plan to support this. MITRE will continue to work for the collective good of pupils and students, such that high quality education is sustained and supported, underpinned by strong values, Christian or otherwise.

#### Philosophy underpinning the growth model

- Every school joining MITRE will work in collaboration with others, understanding that we are responsible for all pupils in our schools, regardless of setting. MITRE schools will understand the need to align provision when it benefits children.
- All schools are welcome in MITRE, regardless of religious character, phase or specialism.
- There is a recognition that the educational landscape can change suddenly. We would look to respond positively if the right opportunity for growth presented itself, or to accommodate a request from a relevant body e.g. the Regional Director, Diocese etc.
- As we grow we will consider geographical clusters within the trust. However, we will also endeavour to maintain a boundary on the geographical range of growth i.e. one hour's drive from the Trust offices.
- We will maintain an effective balance between school improvement capacity (good/outstanding schools) and vulnerable schools.
- We will explore the possibilities offered through both expansion and the free school programme, wherever it fits within our educational vision of excellence.

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**MINSTER TRUST FOR EDUCATION**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Plans for future periods (continued)**

- Throughout we will work in partnership with the Diocese of Southwell and Nottingham as a key provider within their academy strategy and with the Regional Director. We endeavour to be recognised as a strong trust, offering high quality provision in the region.
- Our growth will be limited by the ability to maintain the very best service to current partner schools. We will not compromise quality and impact for growth.
- Our growth will be based on strong principles and will be for the benefit of students in schools and not for organisational advancement.

The Trust's growth plan is based on the best information available, although it should be understood that this statement of intent can and will change based upon a range of factors, including:

- National funding of schools.
- Partnership work with the Regional Director.
- Approaches made to the Trust by schools wishing to join.
- The total salary costs required for Trust employees.
- Any unforeseen expenses falling to the Trust.

At present a number of avenues for growth and development present themselves and the Trust is engaging fully with others to make sure it plays a role in the future success of local schools. The Diocese of Southwell and Nottingham has reviewed its academisation strategy and is working with all Church of England schools in the area to make links with one of the 5 local church Trusts, including Minster Trust for Education.

**Funds held as custodian on behalf of others**

There are no assets held where the academy trust or its trustees are acting as custodian trustees.

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that 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 auditors are aware of that information.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 11/12/2023 and signed on its behalf by:



**N Turner**  
Chair of Trustees

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**MINSTER TRUST FOR EDUCATION**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that Minster Trust for Education 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.

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

The board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer, 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 Minster Trust for Education and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of trustees' responsibilities. The board of Trustees has formally met 4 times during the year.

There were a total of 13 meetings which included full board meetings and committee meetings, enabling the board to maintain financial oversight. Trustees are assigned to committees and therefore in the table below, the possible number of meetings shows all meetings relevant to the Trustee named, rather than the total number of all meetings.

Attendance during the year at meetings by the board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
N Turner, Chair of Trustees	13	13
M Aldrich	5	7
S Dennis	1	2
M Hepworth	10	10
J Jones	4	4
M Maunder	7	7
M Parris, Chief Executive Officer and Accounting Officer	11	13
D Poole	5	7
Dean N Sullivan	5	7
A Walker	6	7

The purpose of the full board is to consider and review the scheme of delegation, due diligence, terms of reference, CEO report, growth plan, local governing body minutes, policy reviews and reports from committees.

The Trust maintains an up to date and complete register of interests. Interests are declared at the beginning of any meeting and anyone with a conflict does not participate in those discussions. The register is reviewed regularly to ensure that there are no conflicts regarding ownership or control of any subsidiaries, joint ventures or associates.

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**MINSTER TRUST FOR EDUCATION**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

The last skills audit for Trustees was undertaken in the Spring term 2023, and training provided to Trustees supports any gaps identified within the audit. This audit considers the six key competencies of governance:

- Strategic Leadership
- Accountability
- People
- Structures
- Compliance
- Evaluation

During the year September 2022 to August 2023 the Trust Board held separate committee meetings and full Trust Board meetings at least once per term.

The main Board of Trustees also has three sub-committees; the Standards and Effectiveness Committee, the Finance and Business Committee, and the Risk and Audit Committee.

Attendance during the year at Risk and Audit Committee meetings was as follows:

Trustee	Meetings attended	Out of a possible
J Jones	1	1
M Aldrich	2	2
N Turner	3	3
M Hepworth	3	3
M Parris (guest)	2	3
J Straw (guest)	3	3
A Whittaker (guest)	3	3
D Boothroyd (guest)	2	3

**Review of value for money**

As accounting officer, the Chief Executive Officer has responsibility for ensuring that the Trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

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

- ensuring that the level of service provided by suppliers is of a satisfactory standard;
- ensuring that the staffing levels at the academies are appropriate in relation to the pupil numbers on roll;
- ensuring that some supplies and services are procured centrally giving economies of scale for costs;
- ensuring that Trust central services provide quality and value for money in the stead of other providers.

As other academies join the Trust and it grows in size it will become eligible for greater economies of scale for the purchase of some goods and services.

The Accounting Officer oversees the expenditure of the Schools Condition Allocation funds to ensure that these funds are spent on appropriate capital repair and development of the estate land and buildings that are entrusted to us. Value for money is ensured through adherence to our finance policy and procurement procedures.

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**MINSTER TRUST FOR EDUCATION**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**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 Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Minster Trust for Education for the year 1 September 2022 to 31 August 2023 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 Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year 1 September 2022 to 31 August 2023 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 Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of Trustees
- regular reviews by the Finance and General Purposes Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has decided to employ PKF Smith Cooper as internal auditor.

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

- Expenditure
- Bank
- Other income
- Connected party transactions
- Cyber security

The internal auditor reports to the board of Trustees on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities after each element of internal audit has been undertaken.

The internal auditor has delivered their schedule of work as planned, and no significant issues have arisen during their visits.

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**MINSTER TRUST FOR EDUCATION**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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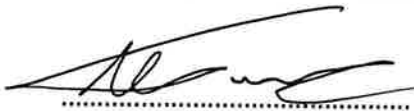
**Review of effectiveness**

As accounting officer, the Chief Executive Officer 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 auditors;
- the financial management and governance self-assessment process;
- the school resource management self-assessment tool;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditors;

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

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



**N Turner**  
Chair of Trustees

Date: 11/12/23



**M Parris**  
Accounting Officer

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**MINSTER TRUST FOR EDUCATION**  
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**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Minster Trust for Education I have considered my responsibility to notify the Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the Trust and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the Trust board of Trustees are able to identify any material irregular or improper use of all funds by the Trust, or material non compliance with the terms and conditions of funding under the Trust's funding agreement and the Academy Trust Handbook 2022.

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



**M Parris**  
Accounting Officer

Date: 11/12/23.

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**MINSTER TRUST FOR EDUCATION**  
(A company limited by guarantee)

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Academies Accounts Direction published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

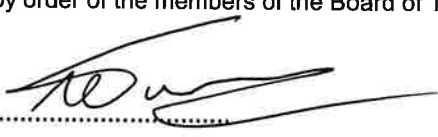
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

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

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

  
.....  
**N Turner**  
Chair of Trustees

Date: 11/12/23



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**MINSTER TRUST FOR EDUCATION**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
MINSTER TRUST FOR EDUCATION**

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**Opinion**

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

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

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**MINSTER TRUST FOR EDUCATION**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
MINSTER TRUST FOR EDUCATION (CONTINUED)**

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**Other information**

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the Strategic report.

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

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

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**MINSTER TRUST FOR EDUCATION**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
MINSTER TRUST FOR EDUCATION (CONTINUED)**

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**Responsibilities of trustees**

As explained more fully in the Statement of trustees' responsibilities, the Trustees (who are also the directors of the Trust 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 Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

**Auditors' 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 Auditors' 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 that we identified the material laws and regulations applicable to the trust through discussions with Trustees and other management, and from our commercial knowledge and experience of the Trust and education sector in which it operates. These were the Companies Act 2006, the Academy Trust Handbook, the Academies Accounts Direction, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety and safeguarding legislation. We then assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence.

We then assessed the susceptibility of the trust's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management 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 tested journal entries to identify unusual transactions, we reviewed a sample of grants in the year to allocation and accurate recognition, we agreed a sample of employees on the Trust payroll to existence and agreed the accuracy of their pay, we assessed and reviewed the appropriateness and effectiveness of the key systems and controls. We also assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias and investigated the rationale behind significant or unusual transactions.

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, reading the minutes of meetings of those charged with governance, reviewing internal audit reports for any indication of breaches of laws and regulations, enquiring of management as to actual and

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**MINSTER TRUST FOR EDUCATION**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
MINSTER TRUST FOR EDUCATION (CONTINUED)**

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potential litigation and claims and reviewing any correspondence with HMRC, relevant regulators and the Trust's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed those laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance.

Auditing standards 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.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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 Auditors' report.

**Use of our report**

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



**Mark Bradshaw (Senior statutory auditor)**

for and on behalf of

**Streets Audit LLP**

Windsor House

A1 Business Park

Long Bennington

Newark

Notts

NG23 5JR

Date: 20 December 2023

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**MINSTER TRUST FOR EDUCATION**  
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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO MINSTER TRUST FOR EDUCATION AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 14 August 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Minster Trust for Education during the year 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Minster Trust for Education and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Minster Trust for Education and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Minster Trust for Education and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Minster Trust for Education's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Minster Trust for Education's funding agreement with the Secretary of State for Education dated 28 November 2018 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- a review of the Trust's systems and controls and confirmation of their operation and effectiveness during the year;
- a review of expenditure to confirm the appropriateness and value for money and that appropriate tendering/quotation procedures had been followed in line with the Trust's finance policy; and
- a review of related party relationships and internal audit reports.

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**MINSTER TRUST FOR EDUCATION**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO MINSTER  
TRUST FOR EDUCATION AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

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**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Mark Bradshaw (Senior statutory auditor)  
**Streets Audit LLP**

Windsor House  
A1 Business Park  
Long Bennington  
Newark  
Notts  
NG23 5JR

Date: 20 December 2023

**MINSTER TRUST FOR EDUCATION**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>						
Donations and capital grants:	3					
Other donations and capital grants		799,462	-	1,679,332	2,478,794	2,744,917
Other trading activities		957,011	-	-	957,011	900,339
Investments	6	4,041	-	-	4,041	535
Charitable activities		-	21,647,551	-	21,647,551	20,582,620
Other income	7	-	737,346	-	737,346	618,285
<b>Total income</b>		<b>1,760,514</b>	<b>22,384,897</b>	<b>1,679,332</b>	<b>25,824,743</b>	<b>24,846,696</b>
<b>Expenditure on:</b>						
Raising funds		-	35,433	-	35,433	-
Charitable activities		1,731,028	21,699,640	593,191	24,023,859	22,653,371
Other expenditure	9	-	569,566	36,436	606,002	2,216,532
<b>Total expenditure</b>		<b>1,731,028</b>	<b>22,304,639</b>	<b>629,627</b>	<b>24,665,294</b>	<b>24,869,903</b>
<b>Net income/ (expenditure)</b>		<b>29,486</b>	<b>80,258</b>	<b>1,049,705</b>	<b>1,159,449</b>	<b>(23,207)</b>
Transfers between funds	21	-	(170,424)	170,424	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>29,486</b>	<b>(90,166)</b>	<b>1,220,129</b>	<b>1,159,449</b>	<b>(23,207)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial gains on defined benefit pension schemes	28	-	1,910,000	-	1,910,000	10,595,000
<b>Net movement in funds</b>		<b>29,486</b>	<b>1,819,834</b>	<b>1,220,129</b>	<b>3,069,449</b>	<b>10,571,793</b>

**MINSTER TRUST FOR EDUCATION**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
(CONTINUED)  
**FOR THE YEAR ENDED 31 AUGUST 2023**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Restricted fixed asset funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
<b>Note</b>					
<b>Reconciliation of funds:</b>					
Total funds brought forward	1,507,699	(805,758)	5,513,045	6,214,986	(4,356,807)
Net movement in funds	29,486	1,819,834	1,220,129	3,069,449	10,571,793
<b>Total funds carried forward</b>	<b>1,537,185</b>	<b>1,014,076</b>	<b>6,733,174</b>	<b>9,284,435</b>	<b>6,214,986</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 34 to 63 form part of these financial statements.



**MINSTER TRUST FOR EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 11281594**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2023**

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	16	4,646,901	4,495,314
		<u>4,646,901</u>	<u>4,495,314</u>
<b>Current assets</b>			
Stocks	17	1,536	31,549
Debtors	18	766,653	789,366
Cash at bank and in hand		7,433,229	6,262,609
		<u>8,201,418</u>	<u>7,083,524</u>
Creditors: amounts falling due within one year	19	<u>(2,287,088)</u>	<u>(2,446,558)</u>
<b>Net current assets</b>		<u>5,914,330</u>	<u>4,636,966</u>
<b>Total assets less current liabilities</b>		<u>10,561,231</u>	<u>9,132,280</u>
Creditors: amounts falling due after more than one year	20	(299,796)	(352,294)
<b>Net assets excluding pension liability</b>		<u>10,261,435</u>	<u>8,779,986</u>
Defined benefit pension scheme liability	28	(977,000)	(2,565,000)
<b>Total net assets</b>		<u><u>9,284,435</u></u>	<u><u>6,214,986</u></u>

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**MINSTER TRUST FOR EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 11281594**


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**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2023**

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	Note	2023 £	2022 £
<b>Funds of the Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	21	6,733,174	5,513,045
Restricted income funds	21	1,991,076	1,759,242
Restricted funds excluding pension asset	21	8,724,250	7,272,287
Pension reserve	21	(977,000)	(2,565,000)
<b>Total restricted funds</b>	21	7,747,250	4,707,287
<b>Unrestricted income funds</b>	21	1,537,185	1,507,699
<b>Total funds</b>		9,284,435	6,214,986

The financial statements on pages 29 to 63 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



**N Turner**  
Chair of Trustees

Date: 11/12/23

The notes on pages 34 to 63 form part of these financial statements.

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**MINSTER TRUST FOR EDUCATION**  
(A company limited by guarantee)

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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	Note	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	23	12,828	590,833
<b>Cash flows from investing activities</b>	25	1,170,494	1,965,228
<b>Cash flows from financing activities</b>	24	(12,702)	250,694
<b>Change in cash and cash equivalents in the year</b>		<b>1,170,620</b>	<b>2,806,755</b>
Cash and cash equivalents at the beginning of the year		<b>6,262,609</b>	3,455,854
<b>Cash and cash equivalents at the end of the year</b>	26, 27	<u><b>7,433,229</b></u>	<u><b>6,262,609</b></u>

The notes on pages 34 to 63 form part of these financial statements

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**MINSTER TRUST FOR EDUCATION**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

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

Minster Trust for Education meets the definition of a public benefit entity under FRS 102.

**1.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The trustees have considered going concern in light of reporting a net liability. The liability is due to the inclusion of the Local Government Pension Scheme (LGPS) liability which has been calculated by an actuary and fluctuates greatly year on year depending on market conditions. The only short-term effect on the trust is the employer contributions it is liable to pay which are set every three years and have been included in the trust's 3-year financial forecasts. The DfE have guaranteed they will meet any outstanding LGPS liabilities should the closure of an academy occur.

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**MINSTER TRUST FOR EDUCATION**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies (continued)**

**1.3 Income**

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

- **Grants**

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 year is deducted from income and recognised as a liability.

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

- **Donations**

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

- **Other income**

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

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**MINSTER TRUST FOR EDUCATION**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies (continued)**

**1.4 Expenditure**

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

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

**1.6 Tangible fixed assets**

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of financial activities and carried forward in the Balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

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**MINSTER TRUST FOR EDUCATION**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies (continued)**

**1.6 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

Long-term leasehold property	- 2% straight line, land not depreciated
Furniture and equipment	- 15% straight line
Computer equipment	- 30% straight line
Motor vehicles	- 20% straight line

Some of the Trust's land and buildings are owned by the Southwell and Nottingham Diocesan Board of Finance and used under the terms of a supplemental agreement. The terms of the agreement do not transfer the benefits of ownership to the Trust and, consequently, the value of these assets has not been recognised in the financial statements.

Improvements to these properties are treated as a donation to the Southwell and Nottingham Diocese Board of Finance, and these costs are shown separately on the face of the SOFA as they occur.

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

**1.7 Stocks**

Stocks include computer equipment which has not yet been distributed to schools across the trust and therefore not yet brought into use. It is valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

**1.8 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.

**1.9 Cash at 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.

**1.10 Liabilities**

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

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**MINSTER TRUST FOR EDUCATION**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies (continued)**

**1.11 Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 18. Prepayments are not financial instruments. Amounts due to the Trust'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.

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 notes 19 and 20. 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 the Trust's wholly owned subsidiary are held at face value less any impairment.

**1.12 Pensions**

Retirement benefits to employees of the Trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the 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.



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**MINSTER TRUST FOR EDUCATION**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. Accounting policies (continued)**

**1.13 Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 32.

**1.14 Fund accounting**

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

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

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

Investment income, gains and losses are allocated to the appropriate fund.

**2. Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit balance depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 28, will impact the carrying amount of the pension balance. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension balance.

**MINSTER TRUST FOR EDUCATION**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**3. Income from donations and capital grants**

	Unrestricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	799,462	-	799,462	384,311
Capital Grants	-	1,679,332	1,679,332	2,360,606
	<u>799,462</u>	<u>1,679,332</u>	<u>2,478,794</u>	<u>2,744,917</u>
<i>Total 2022</i>	<u>384,311</u>	<u>2,360,606</u>	<u>2,744,917</u>	

**4. Funding for the Trust's educational operations**

	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Academy's Educational Operations</b>			
General Annual Grant (GAG)	19,184,442	19,184,442	18,667,594
Other DfE/ESFA grants			
Pupil premium	470,673	470,673	495,887
Teachers pay and pension grants	71,339	71,339	-
Local authority grants	774,267	774,267	-
Other DfE Group grants	553,852	553,852	938,146
	<u>21,054,573</u>	<u>21,054,573</u>	<u>20,101,627</u>
<b>Other Government grants</b>			
Local Authority grants	538,446	538,446	387,925
	<u>538,446</u>	<u>538,446</u>	<u>387,925</u>
<b>Other income from the Trust's educational operations</b>	54,532	54,532	93,068
	<u>21,647,551</u>	<u>21,647,551</u>	<u>20,582,620</u>
	<u>21,647,551</u>	<u>21,647,551</u>	<u>20,582,620</u>

**MINSTER TRUST FOR EDUCATION**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**5. Income from other trading activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Hire of facilities	88,952	<b>88,952</b>	69,650
Curriculum sales	4,297	<b>4,297</b>	26,997
Insurance reimbursement for supply staff	57,914	<b>57,914</b>	73,146
Breakfast and after school club	145,192	<b>145,192</b>	140,252
Consultancy	128,393	<b>128,393</b>	80,587
Catering income	518,032	<b>518,032</b>	487,599
Other income	14,231	<b>14,231</b>	22,108
	<u>957,011</u>	<u><b>957,011</b></u>	<u>900,339</u>

**6. Investment income**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Bank interest	4,041	<b>4,041</b>	535
	<u>4,041</u>	<u><b>4,041</b></u>	<u>535</u>

**7. Other incoming resources**

	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Maths Hub income	737,346	<b>737,346</b>	618,285
	<u>737,346</u>	<u><b>737,346</b></u>	<u>618,285</u>

**MINSTER TRUST FOR EDUCATION**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**8. Expenditure**

	Staff Costs 2023 £	Premises 2023 £	Other 2023 £	Total 2023 £	Total 2022 £
Expenditure on raising voluntary income:					
Direct costs	-	-	35,433	<b>35,433</b>	-
Academy's Educational Operations:					
Direct costs	15,097,965	-	2,214,621	<b>17,312,586</b>	16,582,645
Allocated support costs	2,670,771	1,961,858	2,078,644	<b>6,711,273</b>	6,070,726
Other expenditure	-	36,436	569,566	<b>606,002</b>	2,216,532
	<u>17,768,736</u>	<u>1,998,294</u>	<u>4,898,264</u>	<u><b>24,665,294</b></u>	<u>24,869,903</u>
<i>Total 2022</i>	<u>17,219,392</u>	<u>3,274,315</u>	<u>4,376,196</u>	<u>24,869,903</u>	

**9. Other expenditure**

	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donation to the Southwell and Nottingham Diocese Board of Finance	36,436	<b>36,436</b>	1,597,621
Maths Hub expenditure	569,566	<b>569,566</b>	618,911
	<u>606,002</u>	<u><b>606,002</b></u>	<u>2,216,532</u>

**MINSTER TRUST FOR EDUCATION**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**10. Analysis of expenditure by activities**

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Academy's Educational Operations	17,312,586	6,711,273	<b>24,023,859</b>	22,653,371
<i>Total 2022</i>	<u>16,582,645</u>	<u>6,070,726</u>	<u>22,653,371</u>	

**Analysis of support costs**

	Total funds 2023 £	Total funds 2022 £
Staff costs	2,670,771	2,326,126
Depreciation	90,323	86,461
Technology costs	270,840	276,593
Premises costs	1,961,858	1,676,694
Other costs	1,577,537	1,606,216
Governance costs	116,741	84,853
Legal costs	23,203	13,783
	<u>6,711,273</u>	<u>6,070,726</u>

**11. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	2023 £	2022 £
Operating lease rentals	74,952	46,452
Depreciation of tangible fixed assets	361,292	345,844
Fees paid to auditors for:		
- audit	18,000	15,500
- other services	5,000	4,350

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**MINSTER TRUST FOR EDUCATION**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**12. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	13,056,270	11,776,190
Social security costs	1,332,737	1,235,781
Pension costs	3,156,161	3,926,412
	<u>17,545,168</u>	<u>16,938,383</u>
Agency staff costs	221,199	261,654
Staff restructuring costs	2,369	19,355
	<u><u>17,768,736</u></u>	<u><u>17,219,392</u></u>

Staff restructuring costs comprise:

	2023 £	2022 £
Redundancy payments	2,369	19,355
	<u><u>2,369</u></u>	<u><u>19,355</u></u>

**b. Staff numbers**

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

	2023 No.	2022 No.
Teachers	225	256
Administration and support	262	248
Management	22	8
	<u><u>509</u></u>	<u><u>512</u></u>

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**12. Staff (continued)**

**c. Higher paid staff**

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

	<b>2023</b>	<b>2022</b>
	<b>No.</b>	<b>No.</b>
In the band £60,001 - £70,000	<b>9</b>	<b>9</b>
In the band £70,001 - £80,000	<b>4</b>	<b>1</b>
In the band £80,001 - £90,000	<b>1</b>	<b>1</b>
In the band £90,001 - £100,000	<b>3</b>	<b>2</b>
In the band £110,001 - £120,000	<b>-</b>	<b>1</b>
In the band £130,001 - £140,000	<b>1</b>	<b>-</b>
	<b>=====</b>	<b>=====</b>

**d. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Trust was £945,524 (2022 £876,811).

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**13. Central services**

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

- human resources
- financial services
- legal services
- educational support services

The Trust charges for these services on the following basis:

5% of GAG income for infant and primary schools and 6.5% of GAG income for secondary schools

The actual amounts charged during the year were as follows:

	2023 £	2022 £
The Minster School	592,201	547,361
Farnsfield St Michael's Church of England Primary	61,677	58,311
Bleasby C of E Primary School	34,537	31,244
Holy Trinity C of E Infant School	14,465	12,874
Halam C of E Primary School	22,163	20,851
National Church of England Academy	480,440	461,313
Lowe's Wong Infant School	37,124	34,694
<b>Total</b>	<b>1,242,607</b>	<b>1,166,648</b>

**14. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2023 £	2022 £
M Parris, Chief Executive Officer and Accounting Officer	Remuneration	130,000 -	120,000 -
		135,000	125,000
	Pension contributions paid	30,000 -	25,000 -
		35,000	30,000

During the year ended 31 August 2023, no Trustee expenses have been incurred (2022 - £NIL).



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**15. Trustees' and Officers' insurance**

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

**16. Tangible fixed assets**

	Long-term leasehold property £	Furniture and equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>				
At 1 September 2022	3,663,858	1,977,744	2,500	5,644,102
Additions	-	512,879	-	512,879
At 31 August 2023	<u>3,663,858</u>	<u>2,490,623</u>	<u>2,500</u>	<u>6,156,981</u>
<b>Depreciation</b>				
At 1 September 2022	68,089	1,078,511	2,188	1,148,788
Charge for the year	46,596	314,384	312	361,292
At 31 August 2023	<u>114,685</u>	<u>1,392,895</u>	<u>2,500</u>	<u>1,510,080</u>
<b>Net book value</b>				
At 31 August 2023	<u>3,549,173</u>	<u>1,097,728</u>	<u>-</u>	<u>4,646,901</u>
At 31 August 2022	<u>3,595,769</u>	<u>899,233</u>	<u>312</u>	<u>4,495,314</u>

Land of £1,392,300 is included within long-term leasehold property, which is not depreciated.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**17. Stocks**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Computer stocks	<b>1,536</b>	<b>31,549</b>

**18. Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Due within one year</b>		
Trade debtors	<b>26,762</b>	<b>55,385</b>
Other debtors	<b>258,149</b>	<b>265,752</b>
Prepayments and accrued income	<b>481,742</b>	<b>468,229</b>
	<b>766,653</b>	<b>789,366</b>

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**19. Creditors: Amounts falling due within one year**

	2023 £	2022 £
Other loans	40,651	30,855
Trade creditors	400,073	639,483
Other taxation and social security	301,794	289,342
Other creditors	354,156	277,427
Accruals and deferred income	1,190,414	1,209,451
	<u>2,287,088</u>	<u>2,446,558</u>
	2023 £	2022 £
Deferred income at 1 September 2022	532,880	502,432
Resources deferred during the year	565,241	532,880
Amounts released from previous periods	(532,880)	(502,432)
	<u>565,241</u>	<u>532,880</u>

At the balance sheet date the Academy Trust was holding funds received in advance for UIFSM income, rates relief income, SEN and AFH funding for 2023/24 and other income relating to the 2023/24 academic year.

Other loans were both inherited on the transfer of the National Church of England Academy into the trust, and loans received for CIF projects during the 2022 year. These loans relate to loans from Salix Finance Limited used to fund capital expenditure. The loans do not bear any interest.

**20. Creditors: Amounts falling due after more than one year**

	2023 £	2022 £
Other loans	299,796	322,294
Other creditors	-	30,000
	<u>299,796</u>	<u>352,294</u>

Other loans were both inherited on the transfer of the National Church of England Academy into the trust, and loans received for CIF projects during the 2022 year. These loans relate to loans from Salix Finance Limited used to fund capital expenditure. The loans do not bear any interest.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**21. Statement of funds**

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>Unrestricted funds</b>						
Unrestricted funds	1,507,699	1,760,514	(1,731,028)	-	-	1,537,185
<b>Restricted general funds</b>						
General Annual Grant (GAG)	1,702,825	19,184,442	(18,741,063)	(170,424)	-	1,975,780
Other DfE/ESFA grants	-	1,870,131	(1,870,131)	-	-	-
Other government grants	-	566,930	(566,930)	-	-	-
Other activities	-	26,048	(26,048)	-	-	-
Teaching school	56,417	737,346	(778,467)	-	-	15,296
Pension reserve	(2,565,000)	-	(322,000)	-	1,910,000	(977,000)
	(805,758)	22,384,897	(22,304,639)	(170,424)	1,910,000	1,014,076
<b>Restricted fixed asset funds</b>						
Transfer into trust	4,373,514	-	(46,596)	-	-	4,326,918
DfE/ESFA capital grants	870,454	1,579,235	(477,788)	-	-	1,971,901
Capital expenditure from GAG	212,987	-	(74,780)	170,424	-	308,631
Other capital grants & donations	56,090	100,097	(30,463)	-	-	125,724
	5,513,045	1,679,332	(629,627)	170,424	-	6,733,174

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**21. Statement of funds (continued)**

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>Total Restricted funds</b>	<b>4,707,287</b>	<b>24,064,229</b>	<b>(22,934,266)</b>	<b>-</b>	<b>1,910,000</b>	<b>7,747,250</b>
<b>Total funds</b>	<b>6,214,986</b>	<b>25,824,743</b>	<b>(24,665,294)</b>	<b>-</b>	<b>1,910,000</b>	<b>9,284,435</b>

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

Unrestricted funds

Unrestricted funds represent both those resources, as well as funds transferred to the Academy from the Local Authority upon conversion, which may be used towards meeting any of the objects of the Academy at the discretion of the Trustees. These are not currently designated for particular purposes.

Restricted Fixed Asset funds

Transfer from former schools represents the assets transferred to the Academy from the Local Authority upon conversion.

DfE/ESFA capital grants and other income represent monies received for specific capital purposes.

Restricted Revenue funds

General Annual Grant (GAG) is made up of a number of different funding streams, all of which are used to cover the running costs of the Academy.

Other DfE/ESFA Grants, other government grants and other restricted funds represent monies received for specific purposes.

Pension Reserve represents the current deficit balance of the Local Government Pension Scheme (LGPS).

Summary

The balance on restricted general funds plus unrestricted general funds at 31 August 2023 results in a net surplus of £3,528,261.

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2023.

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**21. Statement of funds (continued)**

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

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2022 £</i>
<b>Unrestricted funds</b>						
Unrestricted funds	1,342,107	1,285,185	(1,119,593)	-	-	1,507,699
<b>Restricted general funds</b>						
General Annual Grant (GAG)	962,613	18,667,594	(17,747,533)	(179,849)	-	1,702,825
Other DfE/ESFA grants	-	1,434,033	(1,434,033)	-	-	-
Other government grants	-	387,925	(387,925)	-	-	-
Other activities	-	93,068	(93,068)	-	-	-
Teaching school	139,417	618,285	(701,285)	-	-	56,417
Pension reserve	(11,717,000)	-	(1,443,000)	-	10,595,000	(2,565,000)
	<u>(10,614,970)</u>	<u>21,200,905</u>	<u>(21,806,844)</u>	<u>(179,849)</u>	<u>10,595,000</u>	<u>(805,758)</u>
<b>Restricted fixed asset funds</b>						
Transfer into trust	4,420,110	-	(46,596)	-	-	4,373,514
DfE/ESFA capital grants	378,864	2,328,875	(1,837,285)	-	-	870,454
Capital expenditure from GAG	80,302	-	(47,164)	179,849	-	212,987
Other capital grants & donations	36,780	31,731	(12,421)	-	-	56,090

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**21. Statement of funds (continued)**

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2022 £</i>
	<u>4,916,056</u>	<u>2,360,606</u>	<u>(1,943,466)</u>	<u>179,849</u>	<u>-</u>	<u>5,513,045</u>
<b>Total Restricted funds</b>	<u>(5,698,914)</u>	<u>23,561,511</u>	<u>(23,750,310)</u>	<u>-</u>	<u>10,595,000</u>	<u>4,707,287</u>
<b>Total funds</b>	<u><u>(4,356,807)</u></u>	<u><u>24,846,696</u></u>	<u><u>(24,869,903)</u></u>	<u><u>-</u></u>	<u><u>10,595,000</u></u>	<u><u>6,214,986</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**21. Statement of funds (continued)**

**Total funds analysis by academy**

Fund balances at 31 August 2023 were allocated as follows:

	2023 £	2022 £
The Minster School	1,518,496	1,368,899
Farnsfield St Michael's Church of England Primary	247,773	291,222
Bleasby C of E Primary School	67,962	67,876
Holy Trinity C of E Infant School	11,868	11,193
Halam C of E Primary School	102,643	83,696
National Church of England Academy	1,301,867	1,220,200
Lowe's Wong Infant School	(32,575)	(45,982)
Minster Trust for Education	310,227	269,837
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	3,528,261	3,266,941
Restricted fixed asset fund	6,733,174	5,513,045
Pension reserve	(977,000)	(2,565,000)
	<hr/>	<hr/>
<b>Total</b>	<b>9,284,435</b>	<b>6,214,986</b>
	<hr/>	<hr/>

The following academy is carrying a net deficit on its portion of the funds as follows:

	Deficit £
Lowe's Wong Infant School	(32,575)
	<hr/>

The school was in deficit at conversion in April 2021, with the deficit at 31 August 2021 standing at (£50,907). We have worked closely with the school to help bring this deficit down, and they have reported a surplus of £13,407 in the 2022-23 financial year, reducing the deficit to (£32,575). We also agreed with the ESFA a five year interest free repayment schedule, which started in January 2022 and is due to finish in December 2026, to ease cashflow for the school.

The Trust is taking the following action to return the academy to surplus:

The school has budgeted a small surplus for the financial year 2023-24, however like all schools in the Trust, there are concerns that unfunded staff pay increases, and the uncertainties in relation to energy costs, will mean that the 2023-24 financial year will prove challenging. We will continue to work with them to ensure they are able to reduce the deficit over the next few years.



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**NOTES TO THE FINANCIAL STATEMENTS  
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**21. Statement of funds (continued)**

**Total cost analysis by academy**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2023 £	Total 2022 £
The Minster School	6,747,158	710,779	460,901	2,812,998	<b>10,731,836</b>	9,614,523
Farnsfield St Michael's Church of England Primary	1,091,708	130,337	46,316	265,354	<b>1,533,715</b>	1,343,595
Bleasby C of E Primary School	542,757	50,159	12,526	220,405	<b>825,847</b>	711,342
Holy Trinity C of E Infant School	216,126	51,809	10,913	111,583	<b>390,431</b>	349,618
Halam C of E Primary School	281,572	47,046	9,678	127,258	<b>465,554</b>	509,107
National Church of England Academy	5,156,391	778,245	518,031	1,138,898	<b>7,591,565</b>	7,006,275
Lowe's Wong Infant School	561,111	144,985	28,405	171,263	<b>905,764</b>	847,277
Minster Trust for Education	291,810	740,374	-	827,106	<b>1,859,290</b>	4,142,321
<b>Trust</b>	<b>14,888,633</b>	<b>2,653,734</b>	<b>1,086,770</b>	<b>5,674,865</b>	<b>24,304,002</b>	<b>24,524,058</b>

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**22. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	4,646,901	<b>4,646,901</b>
Current assets	1,537,185	4,105,931	2,558,302	<b>8,201,418</b>
Creditors due within one year	-	(2,099,264)	(187,824)	<b>(2,287,088)</b>
Creditors due in more than one year	-	(15,591)	(284,205)	<b>(299,796)</b>
Provisions for liabilities and charges	-	(977,000)	-	<b>(977,000)</b>
<b>Total</b>	<b>1,537,185</b>	<b>1,014,076</b>	<b>6,733,174</b>	<b>9,284,435</b>

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	4,495,314	<b>4,495,314</b>
Current assets	1,507,699	4,095,585	1,480,240	<b>7,083,524</b>
Creditors due within one year	-	(2,306,343)	(140,215)	<b>(2,446,558)</b>
Creditors due in more than one year	-	(30,000)	(322,294)	<b>(352,294)</b>
Provisions for liabilities and charges	-	(2,565,000)	-	<b>(2,565,000)</b>
<b>Total</b>	<b>1,507,699</b>	<b>(805,758)</b>	<b>5,513,045</b>	<b>6,214,986</b>

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**23. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	2023 £	2022 £
Net income/(expenditure) for the year (as per Statement of financial activities)	1,159,449	(23,207)
<b>Adjustments for:</b>		
Depreciation	361,292	345,844
Capital grants from DfE and other capital income	(1,679,332)	(2,360,606)
Interest receivable	(4,041)	(535)
Defined benefit pension scheme cost less contributions payable	224,000	1,252,000
Defined benefit pension scheme finance cost	93,000	187,000
Decrease/(increase) in stocks	30,013	(31,549)
Decrease in debtors	22,713	216,505
(Decrease)/increase in creditors	(199,266)	1,001,381
Defined benefit pension scheme administration cost	5,000	4,000
<b>Net cash provided by operating activities</b>	<b>12,828</b>	<b>590,833</b>

**24. Cash flows from financing activities**

	2023 £	2022 £
Cash inflows from new borrowing	-	270,412
Repayments of borrowing	(12,702)	(19,718)
<b>Net cash (used in)/provided by financing activities</b>	<b>(12,702)</b>	<b>250,694</b>

**25. Cash flows from investing activities**

	2023 £	2022 £
Dividends, interest and rents from investments	4,041	535
Purchase of tangible fixed assets	(512,879)	(395,913)
Capital grants from DfE Group	1,579,235	2,328,875
Capital funding received from sponsors and others	100,097	31,731
<b>Net cash provided by investing activities</b>	<b>1,170,494</b>	<b>1,965,228</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**26. Analysis of cash and cash equivalents**

	2023 £	2022 £
Cash in hand and at bank	7,433,229	6,262,609
<b>Total cash and cash equivalents</b>	<b>7,433,229</b>	<b>6,262,609</b>

**27. Analysis of changes in net debt**

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	6,262,609	1,170,620	7,433,229
Debt due within 1 year	(30,855)	(9,796)	(40,651)
Debt due after 1 year	(322,294)	22,498	(299,796)
	<b>5,909,460</b>	<b>1,183,322</b>	<b>7,092,782</b>

**28. Pension commitments**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2019 and of the LGPS 31 March 2022.

Contributions amounting to £353,305 were payable to the schemes at 31 August 2023 (2022 - £266,889) and are included within creditors.

**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 full-time 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.

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**28. Pension commitments (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
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £2,147,631 (2022 - £1,980,712).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £958,000 (2022 - £863,000), of which the employer's contributions totalled £743,000 (2022 - £668,000) and the employees' contributions totalled £ 215,000 (2022 - £195,000). The agreed contribution rates for future years are 21.8 per cent for employers and various per cent for employees.

As described in note the LGPS obligation relates to the employees of the Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

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

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**28. Pension commitments (continued)**

**Principal actuarial assumptions**

	<b>2023</b>	<b>2022</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>3.85</b>	3.95
Rate of increase for pensions in payment/inflation	<b>2.85</b>	2.95
Discount rate for scheme liabilities	<b>5.3</b>	4.25

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

	<b>2023</b>	<b>2022</b>
	<b>Years</b>	<b>Years</b>
<i>Retiring today</i>		
Males	<b>20.4</b>	21.7
Females	<b>23.2</b>	24.4
<i>Retiring in 20 years</i>		
Males	<b>21.7</b>	23.0
Females	<b>24.6</b>	25.8

**Sensitivity analysis**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Discount rate +0.1%	<b>(216)</b>	(291)
Discount rate -0.1%	<b>222</b>	299
Mortality assumption - 1 year increase	<b>310</b>	332
Mortality assumption - 1 year decrease	<b>(301)</b>	(323)

The pension scheme surplus/deficit is based on the actuarial assumptions used as at the 31 August 2023. These can, and do, change after the year end. The above sensitivity analysis shows how the position stated can change significantly based on changes to the actuarial assumptions. A change in the markets is likely to result in an increased pension scheme deficit by next year end. Post year end valuations could be obtained to provide an indication, however, it is considered that the cost would outweigh the benefit to the users of the accounts, and would not be value for money.

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**28. Pension commitments (continued)**

**Share of scheme assets**

The Trust's share of the assets in the scheme was:

	<b>At 31 August 2023</b>	<i>At 31 August 2022</i>
	<b>£</b>	<b>£</b>
Equities	6,129,000	5,428,000
Gilts	204,000	218,000
Corporate bonds	579,000	640,000
Property	1,215,000	1,342,000
Cash and other liquid assets	638,000	529,000
Other	1,665,000	1,104,000
<b>Total market value of assets</b>	<b>10,430,000</b>	<b>9,261,000</b>

The actual return on scheme assets was £8,000 (2022 - £(57,000)).

The amounts recognised in the Statement of financial activities are as follows:

	<b>2023</b>	<i>2022</i>
	<b>£</b>	<b>£</b>
Current service cost	(967,000)	(1,920,000)
Interest income	408,000	149,000
Interest cost	(501,000)	(336,000)
Administrative expenses	(5,000)	(4,000)
<b>Total amount recognised in the Statement of financial activities</b>	<b>(1,065,000)</b>	<b>(2,111,000)</b>

Changes in the present value of the defined benefit obligations were as follows:

	<b>2023</b>	<i>2022</i>
	<b>£</b>	<b>£</b>
<b>At 1 September</b>	<b>11,826,000</b>	<b>20,398,000</b>
Current service cost	967,000	1,920,000
Interest cost	501,000	336,000
Employee contributions	215,000	195,000
Actuarial gains	(1,808,000)	(10,801,000)
Benefits paid	(294,000)	(222,000)
<b>At 31 August</b>	<b>11,407,000</b>	<b>11,826,000</b>

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**28. Pension commitments (continued)**

Changes in the fair value of the Trust's share of scheme assets were as follows:

	2023 £	2022 £
<b>At 1 September</b>	<b>9,261,000</b>	<b>8,681,000</b>
Interest income	408,000	149,000
Actuarial gains/(losses)	102,000	(206,000)
Employer contributions	743,000	668,000
Employee contributions	215,000	195,000
Benefits paid	(294,000)	(222,000)
Administration expense	(5,000)	(4,000)
<b>At 31 August</b>	<b>10,430,000</b>	<b>9,261,000</b>

**29. Operating lease commitments**

At 31 August 2023 the Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	54,220	47,671
Later than 1 year and not later than 5 years	53,585	62,310
	<b>107,805</b>	<b>109,981</b>

**30. 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.



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**31. Related party transactions**

Owing to the nature of the Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

The Diocese of Southwell and Nottingham – a corporate trustee

The Minster Trust for Education works with the Diocese of Southwell And Nottingham as the trust serves church schools within the Diocese. The Diocesan Board of Finance is a corporate member of the Trust. The Diocese provides services to schools within the trust under a service level agreement and recharges expenses. During the period such services cost the Trust £1,070 (2022 - £1,520).

G Parris - son of the CEO

The academy trust paid £250 (2022 - £nil) to G Parris, son of M Parris, trustee and CEO, for the provision of a music workshop.

The Minster Trust for Education has Teaching School and Maths Hub status and is involved in leading educational improvement activities and initial teacher training with many other academies throughout Nottinghamshire and surrounding counties.

No other related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 14.

**32. Agency arrangements**

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the year ending 31 August 2023 the trust received £40,654 (2022 - £29,709) and disbursed £14,671 (2022 - £10,558) from the fund. An amount of £72,865 (2022 - £51,845) is included within other creditors relating to undistributed funds that could become repayable to ESFA.

