



Annual Report 2024



ArthurTerry
Learning
Partnership



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Children are at the
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of everything we do

Reference & Admin details

for the year ended 31 August 2024



Members

Sir Tim Brighouse (resigned 17 November 2023)
Sir David Carter
Mr Timothy Sewell
Sally Taylor (representing The Diocese of Lichfield Educational Trust Ltd)

Trustees

Mr John Vickers, Chair^{3,4}
Miss Heather Morris, Vice Chair, Chair of Audit and Risk^{1,3,6}
Mr Brian Cookson, Chair of Finance^{2,6}
Mrs Karen Geddes (appointed 24 April 2024)⁶
Mr Samuel Henson (resigned 15 April 2024)^{2,5}
Mrs Katie Hale (resigned 20 November 2023)^{1,5}
Mrs Jane Jones (appointed 20 May 2024)⁴
Mr David McVean (appointed 24 April 2024)^{1,2}
Mr Ashley Innis (appointed 24 April 2024)^{1,3}
Dr Paulette Osborne OBE (resigned 22 July 2024)⁴
Ms Maxine Rowley^{2,6}
Mr David Watson OBE²
Mr Alex Yip^{1,4}

¹ member of the Audit and Risk Committee

² member of Finance Committee

³ member of Pay and Appraisal Committee

⁴ member of School Improvement Scrutiny Committee

⁵ member of Teaching School Hub Scrutiny Committee

⁶ member of Workforce Committee

Company registered number

07730920

Company name

The Arthur Terry Learning Partnership

Principal and registered office

Kittoe Road
Four Oaks
Sutton Coldfield
West Midlands
B74 4RZ

Company Secretary

Ms Katherine Thomas

Chief Executive Officer and Accounting Officer

Mr Richard Gill CBE

Chief Finance and Operations Officer

Mr Simon Smith



Reference & Admin details

for the year ended 31 August 2024



Executive team

Mr Richard Gill CBE, Chief Executive Officer
Mr Simon Smith, Chief Finance and Operations Officer
Ms Anna Balson, Director of Education (Primary) (resigned 30 August 2024)
Ms Deirdre Duigan, Director of Education (Secondary Schools)

Independent auditor

Dains Audit Limited
2 Chamberlain Square
Paradise Circus
Birmingham
B3 3AX

Bankers

Lloyds Bank Plc
9 Birmingham Road
Sutton Coldfield
West Midlands
B72 1QA

Solicitors

Browne Jacobson LLP
Victoria House
Victoria Square
Birmingham
B2 4BH



Trustees' report

for the year ended 31 August 2024



The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law.

The Partnership operated sixteen primary academies, six secondary academies one all through academy and a teaching school across Birmingham, Staffordshire and North Warwickshire, with an additional primary school, Dunstall Park Primary School which opened in September 2024. Its academies had a total roll of 11,406 in the school census in October 2024.

Structure, governance and management

a. Constitution

The Partnership is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of the Arthur Terry Learning Partnership are also the Directors of the charitable company for the purposes of company law. The charitable company operates as The Arthur Terry Learning Partnership.

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 3.

b. 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.

c. Trustees' indemnities

The Trustees of The Arthur Terry Learning Partnership have been indemnified in respect of their legal liability for financial loss arising as a result of a negligent act, accidental error or omission in the course of their official duties. The limit of this indemnity under the insurance arrangement of £5 million.

d. Method of recruitment and appointment or election of Trustees

The ATLP adopted the Church of England model articles for Academy Trusts (the "Company") where the Church is in a minority (i.e. "VC Model") on 1st December 2021.

The Articles provide that

- The number of directors shall be not less than five, but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum (Article 45)
- The Members shall appoint by ordinary resolution a minimum of three Directors (Article 50)

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- The Diocesan Corporate Member shall appoint at least two (and in its absolute discretion may appoint more than two) Directors provided that where the Academies comprise only schools that had been Community Schools and Voluntary Controlled schools as defined by the Education Acts the total number of Directors appointed under this Article shall not exceed 25% of the total number of Directors.
- The total number of trustees, including the Chief Executive Officer if they so choose to act as trustee under Article 57, who are employees of the Academy Trust shall not exceed one third of the total number of trustees (Article 50B)
- In circumstances where trustees have not appointed local governing bodies in respect of the academies as envisaged in Article 100a or if no provision is made for at least 2 parent local governors on each established local governing body pursuant to Article 101A there shall be a minimum of two parent trustees and otherwise such number as the members shall decide who shall be appointed or elected in accordance with Articles 54 – 56. (Article 53)

The ultimate management of the Partnership is the responsibility of the Trustees who are appointed under the terms of the Articles of Association.

The approach to appointing new Trustees is dependent upon the nature of the vacancy, as outlined in the Articles. The Partnership considers the attributes and skill set of prospective Trustees to enable effective leadership of Partnership responsibilities. In the 2023-24 academic year, the Partnership recruited four Trustees in order to replace vacancies and meet planned expansion of the Trust Board. Role specifications were prepared and approved by the Trust's Workforce Committee, after consideration of the skills, knowledge and attributes of current Trustees, the needs of each Committee and the Trust Board as a whole. Vacancies were recruited publicly through a combination of social media promotion, word of mouth and both paid and free employment and volunteer job boards.

e. Policies adopted for the induction and training of Trustees

The training and induction provided for new Trustees depends upon their existing experience and an understanding of their skills and knowledge. A bespoke induction meeting for all new Trustees is arranged with the Chair or Vice-Chair of the Board, the CEO, the CFOO and the Director of Education (Secondary). Where required, further induction support is given to provide training on educational, safeguarding, legal and financial matters. All Trustees are provided with access to the policies, procedures, governance handbook, minutes, accounts, budgets plans and other documents that they will need to undertake their role as Trustees and Directors of the Charitable company. CPD opportunities are routinely signposted to trustees on a termly basis in governance updates. As there is normally expected to be only a small number of new Trustees each year, induction tends to be informal and is tailored specifically to the individual. The Partnership is a member of the Confederation of School Trusts (CST) which facilitates role-specific knowledge and guidance, training and newsletter opportunities as a membership benefit. Trustees were signposted to CST development opportunities during the course of the academic year

In 2023-24, the Partnership actively signposted Trustees and local governance representatives to external sector knowledge opportunities (i.e. live webinar and on-demand CPD opportunities) made available by Ofsted, Birmingham City Council, National Governance Association, Judicium, Stone King and Browne Jacobson amongst others. The Partnership commissioned a bespoke governance safeguarding training session from Browne Jacobson and delivered a number of internally-facilitated training sessions to Trustees and local governance representatives.

The Partnership's insurance indemnifies governance representatives. This policy is available for inspection on request.

Trustees' report

for the year ended 31 August 2024



f. Organisational structure

The Partnership operated an established structure to enable its efficient running in 2023-24. The structure consisted of seven levels:

- a) Members;
- b) Board of Trustees, Finance Committee, Audit and Risk Committee, Pay & Appraisal Committee, School Improvement Scrutiny Committee, Teaching School Hub Scrutiny Committee and Workforce Committee;
- c) Local Governance committees, comprised of local school advocates, convened as follows:
 - Four Hub Committees convened on the basis of phase and geography (1x Secondary Schools and 3x Primary Schools);
 - One Vulnerable Children Advisory Committee
 - One Safeguarding Advisory Committee (terminated in the Spring term, with members moving into their relevant Hub committees)
- d) Chief Executive, who is the Accounting Officer for the Trust;
- e) Executive Team, consisting of Chief Executive Officer, Director of Education, Chief Finance and Operations Officer, Deputy Chief Finance Officer, HR Director.
- f) Leadership Group for each of the schools and central teams.

The Director of Operations and Estates, Director of Education (Secondary) and Director of Education (Primary) were members of the Executive Team in 2023-24. These roles are no longer part of the organisational structure, with the two Director of Education roles combining into one broader role.

Following internal reviews of the effectiveness of the governance arrangements, the Safeguarding Advisory Committee was disbanded in the Spring term, with safeguarding governance representatives moving to report into the Hub Governing Bodies. The Teaching School Hub Scrutiny Committee was disbanded at the conclusion of the academic year, with the associated reporting to be received by the full Trust Board from September 2024.

The Trustees are responsible for setting strategic policy around student educational outcomes, risk management, five year business plan, three-year budget plan, monitoring the financial status of the Trust, estates management, growth, workforce strategy, senior staff appointments and monitoring the performance of the Chief Executive Officer.

The Audit and Risk Committee, Finance Committee, Pay & Appraisal Committee, School Improvement Scrutiny Committee, Workforce Committee & (former) Teaching School Hub Scrutiny Committee are committees of the Trust Board, with delegated responsibilities. The committees assist the Partnership to fulfil its responsibilities, with particular reference to strategic financial planning, monitoring and reporting, workforce strategy, internal control, risk management, internal and external audit, and effective school improvement. All other matters are dealt with by the Trust Board.

Following the new model for local school oversight which was introduced in September 2022, Trustees continued to be supported with regards to local school oversight through the Hub and trust-wide committees formed by local governance representatives (Advocates) and Trust leads. Further information can be found in the governance statement.

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for the year ended 31 August 2024



g. Arrangements for setting pay and remuneration of key management personnel

The Trust Board adopted an Executive Pay Policy which sets out the framework for making decisions on executive pay at The Arthur Terry Learning Partnership. It has been developed to comply with current legislation, the requirements of the Academy Trust Handbook, the 'Setting executive salaries: guidance for academy trusts' document from the Education & Skills Funding Agency and in accordance with the principles of public life. Pay progression decisions for executive staff are made by the Trust Board based on performance and are linked to the Executive Appraisal Policy. The Partnership uses the compa-ratio method for determining pay and for determining pay progression linked to performance. A pay benchmarking exercise is undertaken every two years in order to assist the Board with its pay decision making. When new executive posts are designed or reviewed, the Partnership undertakes a pay benchmarking exercise in order to determine the appropriate salary for the role. The number of executive posts applicable under the Executive Pay Policy are limited, and at the time of writing consist of the CEO, CFOO, Director of Education, Deputy CFO and HR Director.

Executive Pay Policy are limited, and at the time of writing consist of the CEO, CFOO, Director of Education, Deputy CFO and HR Director. Executive posts (excluding the CEO, CFOO and Directors of Education) are appraised by the CEO or CFOO in accordance with the organisational structure. The CFOO and Directors of Education are appraised by the CEO and representatives from the Trust Board Pay and Appraisal Committee. The CEO is appraised by representatives from the Trust Pay and Appraisal Committee. The CEO, CFOO and Trust Board Pay and Appraisal Committee can consult a suitably skilled and/or experienced external advisor/associate member for that purpose.

The following is an overview of the responsible individuals for the setting and review of performance objectives in line with the approved policy:

Objectives Setting and Review	For
CEO & Directors of Education Strategic Leads	Strategic Leads
Directors of Education & Strategic Leads	Headteachers & Heads of School
CEO & CFOO	Deputy Chief Financial Officer Director of Operations and Estates HR Director
Headteachers	School Staff
CFOO	Support Services Leadership Team (excl. Deputy Chief Financial Officer, Director of Operations & Estates, HR Director)



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h. Trade union facility time

Relevant union officials	
Number of employees who were relevant union officials during the year	10
Full-time equivalent employee number	9
Percentage of time spent on facility time	
Percentage of time	no. of employees
0%	5
1%-50% 4	4
51%-99% 1	1
100%	-
Percentage of pay bill spent on facility time	£000
Total cost of facility time	58
Total pay bill	62,577
Percentage of total pay bill spent on facility time	0.09%
Paid trade union activities	
Time spent on paid trade union activities as a percentage of total paid facility time hours	21.61 %

i. Engagement with employees (including disabled persons)

The Arthur Terry Learning Partnership aims to provide employees with information on all matters concerning them. Sharing information about the Trust and its schools' strategies, performance, objectives, vision and values helps employees to feel valued and informed, and unifies staff to work towards a common goal. The Partnership believes in delivering a vision of 'One Trust', as working together rather than in isolation means that the partnership can accelerate school improvement and ensure excellence in and across our family of schools. Employee consultation is important to us as we want to ensure all staff feel valued, heard and respected. The Arthur Terry Learning Partnership uses various methods to communicate with staff, which include all staff emails and briefings, meetings, surveys and trade union representatives. The Partnership also has a Joint Consultation and Negotiation Committee (JCNC) for consulting with employees. Executive Leaders meet with union colleagues on a minimum of a termly basis.

The Arthur Terry Learning Partnership is an established and respected employer, attracting and retaining the best staff and training the next generation of teachers to work in our schools. Each school provides a nurturing, vibrant and creative environment; while staff can enjoy the benefits of being part of a larger, united organisation, with a strong support network. We invest in our staff to get the best out of them and encourage staff to avail themselves of internal

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opportunities within the Partnership to pursue their career path. The Partnership also operates an appraisal scheme which encourages employee feedback and facilitates the opportunity to identify training and support. The Partnership encourages training and support opportunities to be both manager-led and identified by the individual employee.

Continued Professional Development and staff training is encouraged and supported by the Partnership. The Partnership introduced formal induction days and an accompanying induction brochure for all new-starters on a termly basis which has been exceptionally well-received. Regular training days and events are held both on Partnership-wide and an individual school basis. The Partnership commenced the 2024-25 academic year with a trust-wide 1-day conference held at the ICC in Birmingham, where more than 1500 staff joined three distinguished speakers; in a day of learning, sharing and connecting with colleagues.

Following the staff 'Your Voice' survey conducted in May 2023, Partnership Leaders and Trustees developed a new people vision and overall HR strategy for implementation between 2023-2026. Early outcomes that have been realised to-date include the implementation of a new employee HR portal, payroll system, bespoke equalities support for specific groups of employees, and an employee assistance package providing staff with enhanced wellbeing support and access to discounted benefits from various providers. Staff-wide training focussing on responding to behaviour in a trauma-informed way was delivered to all staff in September 2023, along with additional training as required by role to respond to staff concerns regarding challenging student behaviour.

The Partnership continues to emphasise staff wellbeing, with a number of deliverables in the ongoing work of the Partnership's People Strategy. The HR team continue to support staff on an individual basis with working pattern adjustments to support wellbeing concerns.

The Arthur Terry Learning Partnership aims to ensure that no job applicant suffers discrimination. The Partnership has a dedicated internal Recruitment Manager, which has increased capacity to ensure that the Partnership's recruitment practices are regularly reviewed and optimised to meet the partnership's needs. Job selection criteria are regularly reviewed to ensure that they are relevant to the job and do not disproportionately affect applicants, and short listing of applicants is conducted by more than one person wherever possible. The Partnership endeavours to ensure that job advertisements avoid stereotyping or using wording that may discourage groups with a particular protected characteristic from applying, and steps are taken to ensure that vacancies are advertised to a diverse labour market. In 2023-24, the Partnership identified and acted on an opportunity to expand the diversity and volume of applicants through reviewing and amending job-board subscriptions.

Applicants are not asked about health or disability before a job offer is made. There are limited exceptions which will only be used with the HR Director approval. For example:

- Questions necessary to establish if an applicant can perform an intrinsic part of the job (subject to any reasonable adjustments).
- Questions to establish if an applicant is fit to attend an assessment or any reasonable adjustments that may be needed at interview or assessment.
- Positive action to recruit individuals with a disability.
- Equal opportunities monitoring (which will not form part of the decision-making process).

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Applicants are not asked about past or current pregnancy or future intentions related to pregnancy. Applicants are not asked about matters concerning age, race, sex, religion or belief, sexual orientation, or gender reassignment without the approval from HR (who will first consider whether such matters are relevant and may lawfully be considered). The Partnership amended our recruitment policy in 2024 in support of our commitment to inclusivity, accessibility and to reflect the composition of our wider community. Should applicants make the Partnership aware at any stage of the recruitment process that they have a disability or that they are not a member of global majority groups, then we guarantee to interview the candidate provided they meet the criteria for the role. It is a legal requirement to ensure that all staff are entitled to work in the UK. Assumptions about immigration status are not made based on appearance or apparent nationality. All prospective employees, regardless of nationality, are expected to produce original documents (such as a passport) before employment starts, to satisfy current immigration legislation. The list of acceptable documents is available from the UK Border Agency.

To ensure that the Arthur Terry Learning Partnership's Equality & Diversity policy is operating effectively, and to identify groups that may be underrepresented or disadvantaged in the organisation, we monitor applicants' ethnic group, gender, sex, disability, sexual orientation, religion and age as part of the recruitment procedure. Provision of this information is voluntary, and it will not adversely affect an applicant's chances of recruitment, or any other decision related to their employment. Analysing this data helps appropriate steps to be taken to avoid discrimination and to improve equality and diversity. The Partnership also conducts periodic workforce surveys to identify focus areas for improvement.

If staff are disabled or become disabled, they are encouraged to inform the partnership about their condition so that support can be provided as appropriate. If staff experience difficulties at work because of their disability, they may wish to contact their line manager or the HR team to discuss any reasonable adjustments that would help overcome or minimise the difficulty. Their line manager or a member of the HR team may wish to consult with the staff member and a medical adviser(s) about possible adjustments. They will consider the matter carefully and try to accommodate the staff member needs within reason. If it is considered a particular adjustment would not be reasonable, the reasons will be explained, and an alternative solution found where possible. The Arthur Terry Learning Partnership will monitor the physical features of its premises to consider whether they place workers with a disability, job applicants or service users at a substantial disadvantage compared to other staff. Where reasonable, steps to improve access for staff with a disability and service users will be taken.

j. Engagement with suppliers, customers and others in a business relationship with the Partnership

The Arthur Terry Learning Partnership builds and endeavours to maintain strong and transparent relationships with suppliers, customers and other stakeholders.

As a Trust, we endeavour to adhere to payment terms, and that queries raised and settled in a timely manner. We report our Payments Practices and Performance bi-annually, which is available on the Companies House website. Trustees are sighted on these reports.

In March 2024, Trustees approved a proposal to amend the frequency of supplier payments from a twice-weekly to monthly basis in order to support the maintenance of appropriate cashflow capabilities. Suppliers were notified in advance, and where necessary, adjustments have been made to accommodate creditors individual circumstances which necessitate more frequent payments.

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for the year ended 31 August 2024



The Partnership continues to endeavour to improve its efficiency and sustainability whilst improving our economies of scale for common areas of procurement through supplier consolidation and partnership-wide tenders in a number of strategic areas. We have worked closely with our suppliers to ensure our objectives have been clearly scoped and are achievable in nature. Some examples where this has taken place include the Partnership's energy audit which was undertaken to identify areas where the partnership could improve energy efficiency, consolidation of the partnership's cleaning contracts to one supplier, and the development of a sponsorship and rebate arrangement with a supply-staff provider to offset increased supply staff costs.

In 2023-24, the Partnership entered into an agreement to increase community lettings of Partnership premises. The pilot programme took place across 4 schools as part of the Partnership's focus on its commercial strategy. The Partnership also continues to consider and develop opportunities related to the 1-1 device programme, including but are not limited to acting as Apple Learning Hubs and developing training material and implementation programmes for integrating technology into the classroom effectively.

Objectives and activities

a. Objects and aims

The Partnership's objects are specifically restricted to the following:

a. to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, Church of England model articles for Academy Trusts (the "Company") where the Church is in a minority (i.e. "VC" model) January 2019 carrying on, managing and developing Academies which shall offer a broad and balanced curriculum and which:

- (i) shall include Church of England Academies ("Church Academies" and each a "Church Academy") designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and
- (ii) may include other Academies whether with or without a designated religious character; but in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England.

Where an academy is designated as or recognised as a Church Academy, in relation to the ethos and religious education provided at the academy the Directors shall have regard to any advice and follow any directives issued by the Diocesan Corporate Member;

b. for the public benefit, providing childcare facilities in the communities in which the Academies are situated for the physical, intellectual and social development of primarily but not exclusively children under five especially those who are socially and economically disadvantaged; and

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for the year ended 31 August 2024



c. for the public benefit to promote for the inhabitants of the communities in which the academies are situated and the surrounding area (provided that for Church Academies in the reasonable opinion of the Trustees such activities do not breach the terms of any governing document regulating the Trustees' ownership of the academy's land) 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.

b. Objectives, strategies and activities

The Partnership's three-year business plan describes our objectives, purpose and vision. Our plans focus upon ensuring The Arthur Terry Learning Partnership remains a centre for academic excellence at all levels across the partnership. The Arthur Terry Learning Partnership is committed to delivering outstanding provision through collaborative working, local responsibility and accountability, systematic quality assurance and a commitment to continual improvement.

Leaders and managers at all levels are encouraged to innovate in response to a continually changing educational climate. An absolute priority remains to ensure that all children feel safe in an environment where discipline is firm but fair, where student and community voice is heard, staff are curious and the individual student's circumstances are taken into account to ensure equity of opportunity. Best practice in teaching and learning is widely shared in order to ensure that all children and young people thrive and succeed and make better than expected progress.

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

c. Public benefit

In setting objectives and planning for activities, Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

The main objectives of the Partnership are summarised below;

- To ensure that every child and young person enjoys the same high-quality education in terms of resourcing, tuition and care
- To raise the standard of educational achievement of all pupils
- To improve the effectiveness of the partnership by keeping the curriculum and organisational structure under continual review
- To provide value for money for the funds expended to maintain close links with industry and commerce, and
- To conduct the Trust's business in accordance with the highest standards of integrity, probity and openness.

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for the year ended 31 August 2024



To ensure that standards are continually raised the Trust Board, Executive Team, School Leadership Teams, Central Leadership Teams and Advocate Committees:

- Operate a robust quality assurance calendar and programme which monitors the quality of teaching and learning;
- Ensure each school within the partnership is visited, scrutinised and supported by a School Improvement Partner on a regular basis;
- Undertake a rigorous review of attainment using IDSR and FFT live to measure the progress of students, paying particular regard to their achievement on entry and levels of progress secured.

The Arthur Terry Learning Partnership is intending on revolutionising teaching across the Partnership and intends to build on innovative teaching and learning methods developed during and since lockdown through the implementation of the Learning Futures project from September 2022. Learning Futures is the ATLP's one-to-one equitable scheme used to support enhanced learning in and out of school. The provision of iPads to all ATLP children supports the Trust's objectives to ensure that every child enjoys the same high-quality education, and that there is no digital poverty amongst students despite their financial circumstances and school's postcodes. The ATLP Trust Board approved the project and received regular reports on progress on the phased implementation throughout the academic years 2022-23 and 2023-24. Such reporting resulted in Trustees' approval of iPad pens provision in March 2023 to support good pedagogical practice.

Schools received their iPad in the following phasing;

- Pilot Sep 2022: Mere Green, Slade, William Macgregor
- Phase 1 Jan 2023: Nether Stowe, Arthur Terry, Coleshill, Coton Green
- Phase 2 Sep 2023: John Willmott, Stockland Green, Two Gates, Curdworth, Hill West, Scotch Orchard, St Chads, St Michaels, Anna Seward, Brookvale, Osborne, Greysbrooke
- Phase 3 Jan 2023: West Coventry Academy

Staff and students at The Bridge School received their iPads in May and September 2024 respectively, following the school's transfer into the partnership in August 2023. Staff and students at newly-opened Dunstall Park Primary have received their iPads with the same phasing as The Bridge School.

Staff at schools new to the partnership; Paget Primary and Deykin Avenue Primary received their iPads in September 2024, with student receipt scheduled to follow in January 2025.

Following public consultation and the decision taken in 2022-23 academic year, the post-16 provision at John Willmott School was closed due to limited student numbers and financial feasibility concerns. The school also consulted and received approval to rebrand as 'The Royal Sutton School' from September 2024. Coupled with the school's achievement of a 'Good' Ofsted outcome, the school ended the 2023-24 academic year with a much stronger standing within the local area than in prior years. Ofsted's lead inspector, Richard Wakefield, said: "Pupils are respectful and courteous in discussion. There is a sense of pride among pupils. They can see that the school has improved rapidly in

Trustees' report

for the year ended 31 August 2024



recent years. Pupils feel supported and safe. Pupils say that staff take issues seriously and deal with problems that arise.”

The Partnership recognises that equal opportunities should be an integral part of good practice within the workplace and has sought to achieve this beyond digital equity. The Partnership aims to establish equal opportunity in all areas of its activities including creating working and learning environments in which the contribution and needs of all people are fully valued.

Lifts, ramps and disabled toilets are installed at all Partnership schools, and door widths are adequate to enable wheelchair access in a range of areas within the Trust. The policy of the Partnership is to support recruitment and retention of students and employees with disabilities. The Partnership does this by adapting the physical environment by making support resources available and through training and career development. The Partnership also considers flexible working requests and makes reasonable adjustments to job roles and working patterns where possible to accommodate individual needs.

Within the family of schools, the Partnership has two ‘Church Academies’, St Michaels CofE (C) Primary School and St Chad’s CE Primary School. Both schools are conducted in accordance with the principles, practices, and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship . The Trust has worked with school leaders and their local communities to agree the following theologically rooted vision:

“There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. To each one the manifestation of the Spirit is given for the common good. All parts of the same body.”

Corinthians 12:4.



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Strategic report

Achievements and performance

a. Key performance indicators

Grading of student results continued as normal this summer, following the return to pre-pandemic standards in 2023.

KS2 data covers the attainment of year 6 pupils who took assessments in summer 2024. These pupils experienced disruption to their learning during the pandemic, particularly at the end of year 2 and in year 3.

KS4 data covers the GCSE results of pupils at the end of Key Stage 4 (after year 11, usually aged 16) in 2023/24. Nationally, the Department for Education has reported that overall GCSE results are similar to 2023, with outcomes at grade 7 and above are 21.7% compared with 21.6% in 2023, and outcomes at grade 4 and above are 67.4% compared with 67.8% in 2023.

KS5 data nationally covers post-16 learners in school sixth forms and FE colleges.

The review of results across The Arthur Terry Learning Partnership family of schools shows a mixed picture; some schools have stayed steady (or even risen for some measures), while others have fallen. Of course, these measures are attainment only, so do not consider starting points for our students.

Individual school results can be found from page 26.

Regulatory inspections throughout the 2023-24 academic year were positive for partnership schools. The following is a summary of the graded inspections that took place, and associated grades. A satisfying common theme coming through all the inspections of partnership schools was the collaborative support and challenge, strong governance and leadership, and evidence that strong trust-wide working is very much part of the way that The Arthur Terry Learning Partnership works.

- West Coventry Academy – September 2023: Good
- Greysbrooke Primary School – November 2023: Good
- John Willmott School – December 2023: Good
- William MacGregor Primary School – January 2024: Good
- Osborne Primary School – February 2024: Good

In addition to graded inspections in the 2023-24 academic year, Slade Primary School received a section 8 (ungraded) inspection in May 2024. The report indicated that whilst ungraded, the evidence gathered suggested that the inspection grade might be outstanding if a graded (section 5) inspection were carried out now. The school's next inspection will be a graded inspection.

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School Improvement

The ATLP School Improvement Team was established to support school leaders across our trust, to improve the quality of education of all the young people in our care. Trust Leads have been appointed to support the implementation of the ATLP priorities. In 2024-25 the team comprises expertise in the following areas: -

- Literacy
- Design Technology
- Digital Technologies
- Maths
- Personal Development (focus on careers education)
- Primary Music
- Safeguarding Leads
- Vulnerable Learners Lead

The work of the school improvement team, through the trust leads, has had a demonstratable impact on the ATLP priorities. Impacts include:

1. Curriculum development:

Schools across the Trust have been supported to implement a knowledge engaged curriculum, built on the principles of cognitive science. The impact of this work has been acknowledged in Ofsted inspections of Trust schools, across the last academic year. The Royal Sutton School, West Coventry Academy, Slade Primary School and Osborne Primary School were all judged to have a good quality of education. The strength of curriculum and the impact of trust work was cited in all reports.

“Dedicated and skilful school leaders, supported by a highly effective trust, have undoubtedly led to this school making the strong improvements it has. Historically, pupils’ outcomes at the end of key stage 2 have been weak. However, the new curriculum planning, and effective teaching of this curriculum are now helping all pupils to make stronger progress.” Osborne Primary School, February 2024

“The school has created a highly ambitious, cohesive, successful curriculum. The consistency of approach across subjects and for all pupils is exemplary.” Slade Primary School, May 2024

“Leaders at all levels ensure that curriculum planning is ambitious for all pupils. The school benefits from the work of the trust. Pupils’ learning is carefully sequenced. Teachers have a strong understanding of their subject and the important knowledge that they want pupils to learn.” Royal Sutton School, December 2023

2. Teaching for excellence:

Training programmes have been designed and implemented on lesson preparation leading to more precise adaptive teaching. The impact of Trust training programmes was praised in the most recent Ofsted inspection at West Coventry Academy.

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"School leaders work closely with the trust to build a strong training programme for staff to help them improve outcomes for pupils." West Coventry Academy, September 2023

Adaptive teaching remains a priority for schools across the trust this academic year.

3. Digital Strategy:

Over the last twelve months, iPad technology has been distributed to thousands of students across the trust, now ensuring an equity of access to technology for all our young people. Leaders and teachers continue to implement innovative practices into classrooms across the trust to enhance their learning experiences.

4. Literacy:

Collaborative work into best practice and training across the Trust has begun to address the gaps in reading and writing, which arose following school closures during the pandemic. A new writing rubric and cross school moderation has supported our primary schools, leading to Ks2 reading and writing scores above average at both expected and greater depth.

The Trust has an ambition for 90% of our students to have reading that is age appropriate, ensuring that they are ready to access our Ks3 curriculum by the end of Y6 and our Ks4 curriculum by the end of Y9.

5. Vulnerable Learners:

Schools across the Trust continue to develop a trauma informed and attachment aware approach, with many of our schools having achieved or are working towards national accreditation. In addition to this continued work, the trust has students with special educational needs at the forefront of our planning. In addition to a new SEND policy, leaders are working to improve quality first teaching through consulting research led practices published by the Educational Endowment Federation (EEF).

6. Safeguarding:

The Trust continues to develop a high-performing network of Designated Safeguarding Leads, ensuring consistent and effective record keeping in order to keep our children safe. Contextualised data analysis ensures that our school's PHSE curriculum is responsive to local needs.

7. Future Readiness:

Our trust lead for careers is developing a preparedness framework of twenty skills, attitudes, competencies and values, that will assist our students in navigating the rapidly changing present and prepare for unprecedented acceleration in disruption to the world of work, education and society as a result of the AI revolution.

The partnership is national leading on the future implications of AI on our young people, with our trust lead contributing to conferences and forums looking at the impact of AI on education.

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Our model for school improvement

Our approach to school improvement allows the strategic executive group to make data informed choices on where Trust Leads should be deployed to maximise impact. We use a range of sources of data including validated examination results, reports from our school improvement partners and findings from our own strategic leaders to identify and inform our needs analysis.

Once a need has been identified we use our school improvement framework of 'See it, Name it, Do it' (Leverage Leadership, Paul Bambrick-Sontoyo) to unpick the lever, which will result in rapid and sustained improvement.

Teaching School

We are delighted that Arthur Terry TSH - North Birmingham has been successful in achieving re-designation as a Teaching School Hub and will continue to serve schools in our region and beyond until at least August 2028. We are grateful to our partner schools, facilitators and delivery partners who have engaged with and supported the hub to date.

The next designation period sees a new set of KPIs for hubs to meet and an amended list of schools to support. Funding streams will be reduced over the term of the next designation so we will need to carefully consider the ways in which we can remain financially sustainable at the same time as providing high quality provision.

School engagement figures have continued to increase through Year 3 of our designation, with 75% of North Birmingham schools actively engaging with the Teaching School Hub provision (266 schools in total). The growth in 'out of area' schools choosing to access the hub's provision further supports our growing reputation for delivering high quality services. This year over 614 delegates are completing their NPQs with us; we have 850 ECTs and mentors completing our Early Career Framework Training and 674 ECTs are registered for our Appropriate Body Service.

We have received official approval from the Department for Education (DfE) to start delivery of the new Initial Teacher Training (ITT) requirements from September 2024, following successful completion of the ITT readiness checks. A satellite version of the ATLP SCITT will be delivered by Prince Henry's Teaching School Hub in Worcestershire from September. 85 new Associate Teachers will train with us from September, our highest SCITT recruitment figure since we started delivery.

Primary Schools - Important notes

Please note that it will not be possible to calculate KS1-KS2 progress measures for academic years 2023/24 and 2024/25. This is because there is no relevant KS1 data required to calculate KS1-KS2 progress measures for these cohorts, as primary tests and assessments were cancelled in academic years 2019/20 and 2020/21 due to COVID-19 disruption. This section will therefore be an attainment summary only. Please exercise caution when using attainment only data to interpret school performance.

Please note that these results are provisional and may change slightly when the DfE publish school accountability figures.

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Brookvale Primary School

The percentage of children meeting the expected standard in reading, writing and mathematics has risen from 43% in 2023 to 63% in 2024. Attainment in reading, GPS and writing has risen, with mathematics remaining stable at 77% of children meeting the expected standard. GPS has seen an increase of 27% to the percentage of children meeting the higher standard.

Coton Green Primary School

Attainment has fallen slightly in all subjects from 2023. This has resulted in a drop of 4% to the percentage of children achieving the expected standard in reading, writing and mathematics, which stands at 51% in 2024. However, attainment for children eligible for FSM in this measure has increased slightly, from 33% to 36%.

Curdworth Primary School

Attainment in reading and writing is strong, with an 11% and 18% increase in the percentage of children achieving the expected standard from 2023 respectively. Mathematics has remained stable at 61%, while GPS has fallen by 17% to 61%.

Greysbrooke Primary School

The percentage of children meeting the expected standard in reading, writing and mathematics has remained stable from 2023 at 69%. While the average scaled score has dropped slightly in all subjects from 2023, they remain above the national average.

Hill West Primary School

Hill West have enjoyed a strong year for attainment, with a 15% increase in the percentage of children achieving the expected standard in reading, writing and mathematics. All subjects remain above the national average. Most cohorts of children have seen an increase from last year in all subjects, except for disadvantaged children in reading and writing, where the percentage achieving the expected standard fell by 13% and 16%.

Mere Green Primary School

Average scaled scores in mathematics rose by 1.6 in 2024 to 105.2, while GPS remained steady at 106.6. Reading scaled scores fell slightly by 1.2 to 104.5. The percentage of girls achieving the expected standard in reading, writing and mathematics fell from 2023 by 16% to 58%, while boys rose by 18% to 59%.

Osborne Primary School

The percentage of children meeting the expected standard in reading, writing and mathematics has risen this year, from 25% in 2023 to 38% in 2024. This has been driven by increased attainment in all subjects, most notably in mathematics, where the average scaled score rose from 96.8 to 99.8. All cohorts of children have seen an increase in the percentage of children meeting the expected standard in reading, writing and mathematics, including children eligible for FSM, which has risen by 11% to 31%.

Scotch Orchard Primary School

The percentage of children meeting the expected standard in reading, writing and mathematics has fallen this year, from 66% in 2023 to 34% in 2024. This has been driven by a decrease in attainment in all subjects. However, despite this decrease, writing attainment is still relatively high at 72% of children meeting the expected standard.

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Slade Primary School

The percentage of children meeting the expected standard in reading, writing and mathematics has risen this year, from 65% in 2023 to 71% in 2024. The percentage of children meeting the expected standard in reading rose by 11% to 83%. Writing has remained steady at 3%, while mathematics has fallen by 2% to 71%. For this measure, all subjects are above the national average, except for mathematics, which is slightly below. Boys have seen a notable increase in RWM attainment, up by 22% to 70%.

St Chad's CofE Primary School

The percentage of children meeting the expected standard in reading, writing and mathematics has fallen this year, from 70% in 2023 to 45% in 2024. Mathematics attainment in this measure has fallen by 8% to 65%, while attainment in reading fell by 30% to 61%. This decrease has been driven mostly by boys, whose RWM combined figure fell by 36% to 35%, whereas girls fell by 5% to 64%.

St Michael's CofE Primary School

Attainment has risen for most measures this year. The percentage of children meeting the expected standard in reading, writing and mathematics has risen from 2023 by 3.5% to 75%. Mathematics has notably increased from 83% of children reaching the expected standard in 2023 to 88% in 2024. Only GPS has decreased for this measure, from 84% in 2023 to 79% in 2024.

Two Gates Primary School

Attainment has fallen for most measures this year. The percentage of children meeting the expected standard in reading, writing and mathematics has fallen from 50% in 2023 to 34% in 2024. While reading fell by 7% and mathematics fell by 8%, writing made the biggest impact to this figure, with a decrease of 17% to 58%. Overall, attainment for EXS remained stable for girls at 41%, while boys fell from 58% to 29%.

William MacGregor Primary School

The percentage of children meeting the expected standard in reading, writing and mathematics has fallen this year, from 54% in 2023 to 39% in 2024. Reading remained relatively stable at 71% in 2024 compared to 75% in 2023, while writing and mathematics fell by 21% and 25% respectively. RWM attainment for boys fell by 47% from 2023 to 20%, while attainment for girls rose by 18% to 62%.



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School	Average Scaled Score					
	Reading		Maths		GPS	
	Result	Vs National	Result	Vs National	Result	Vs National
Brookvale Primary School	104.3	-0.8	103.5	-0.7	107.2	2.3
Coton Green Primary School	105.1	0.0	101.8	-2.4	101.8	-3.2
Curdworth Primary School	106.4	1.3	102.2	-2.0	102.8	-2.1
Greysbrooke Primary School	106.1	1.0	106.8	2.5	105.3	0.4
Hill West Primary School	108.3	3.2	107.1	2.9	106.5	1.6
Mere Green Primary School	104.5	-0.6	105.2	1.0	106.6	1.7
Osborne Primary School	101.4	-3.7	99.8	-4.4	101.8	-3.1
St Chads C of E Primary School	106.5	1.4	101.3	-2.9	102.9	-2.0
St Michaels C of E Primary School	108.5	3.4	108.5	4.3	108.8	3.9
Scotch Orchard Primary School	102.6	-2.5	101.0	-3.2	99.4	-5.5
Slade Primary School	105.4	0.3	103.4	-0.8	107.5	2.6
Two Gates Primary School	101.2	-3.9	98.5	-5.7	102.3	-2.6
William McGregor Primary School	104.5	-0.6	100.4	-3.8	101.6	-3.3
TOTAL	105.1	0.0	103.5	-0.7	104.7	-0.2



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Secondary Schools

2023-24 marked the third full year in school for our Year 11 and 13 students, following the pandemic. However, it is important to note the context for these cohorts. Research into the impact of the pandemic cites the West Midlands as an area disproportionately impacted by the pandemic compared to other regions, such as the Southwest. Students across our secondary schools were impacted both by extended periods out of school themselves, from staff absence due to illness, and schools closed due to strike action, which was higher during the last three years than would normally be expected. Year 11 were impacted by the lockdowns during Year 7 and 8.

In addition to the impact on their academic achievement, our students are also facing additional pressures in terms of their social, emotional, and mental health needs, which in many cases is manifesting with an impact on their attendance. Attendance fell nationally during the pandemic and in many instances has not returned to pre-pandemic levels. The rise in persistent absence, along with mental health concerns in many of our secondary schools are significant concerns and an area which school and central Partnership leaders are focused on addressing. This coincides with growing social concerns and the impact of the growing cost-of-living crisis, and challenges for family to access social services across ATLP communities. The Partnership recognises that accessing external support services is becoming ever more challenging, and schools need to try to do more to bridge the gap and provide further support for our children and their families. A significant step towards this was the launch of the Partnership's Vulnerable Children Strategy in September 2023, focussing on building feelings of belonging in our school's communities and ensuring that schools are adopting a relationship-oriented and trauma-informed approach to our students.

Individual school results

Note: School results have not yet been released by the DfE, so please treat any figures cited below as provisional and subject to change. This is especially true for Progress 8 figures, as these are an estimate of what our scores may be when they are released by the DfE, using previous years as a guide.

There will be no Key Stage 5 Value Added figures this year due to Covid disruption.

The Arthur Terry School

- Key Stage 4 Attainment
Attainment is broadly in line with 2023, with a strong Attainment 8 score of 53 this year. Of note is the increase in the percentage pupils achieving the 4+ and 5+ grade thresholds in English and mathematics, which have risen by 4% and 5% respectively.
- Key Stage 4 Progress
Progress 8 estimates indicate a rise in progress, from a Progress 8 score of 0 in 2023 (in line with the national average) to around 0.2 in 2024 – a rise of a fifth of a grade per student on average. This estimated increase is driven by significant rises in the English Baccalaureate and Open elements, which are both estimated to have risen by 0.2 grades on average.

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- Key Stage 5 Attainment

Attainment is broadly in line with 2023, with the average A-level grade remaining at C+, which is slightly below the national average of B-. However, an average grade of Distinction+ for Applied General subjects is a grade above the national average of Merit+. This is also reflected in an average Tech Level grade of Distinction+ against a national average of Merit+.

Stockland Green School

- Key Stage 4 Attainment

Overall attainment has fallen slightly from 2023, with the overall Attainment 8 score decreasing from 4.2 in 2023 to 3.9 in 2024. However, the percentage of students achieving the 4+ grade threshold in English and mathematics is slightly up, from 56% in 2023 to 58% in 2024. Boys have notably increased in this measure, up 10% to 59%.

- Key Stage 4 Progress

Progress 8 is estimated to be -0.2 this year, which is in line with last year's figure of -0.2. However, progress in the mathematics element is estimated at 0.2 this year, which is a notable rise from last year's figure of 0.

The Coleshill School

- Key Stage 4 Attainment

Attainment has risen in 2024, with a rise of 0.1 on last year's Attainment 8 score this year. The English, mathematics and English Baccalaureate elements have all seen Attainment 8 increases of 0.2 on 2023 results, while the Open element has fallen by 0.2. The percentage of students achieving the 4+ and 5+ grade thresholds in English and mathematics has notably increased, by 8% and 11% respectively.

- Key Stage 4 Progress

Progress 8 scores in most elements are estimated to be in line with 2023 results. The English element is estimated to rise by a fifth of a grade to -0.4, while the Open element is estimated to decrease by 0.1 to -0.5. While estimated progress scores for non-disadvantaged pupils is estimated to fall by a tenth of a grade to -0.3, disadvantaged pupils are estimated to see an increase in their pall Progress 8 score, from -1.3 in 2023 to -1 in 2024.

- Key Stage 5 Attainment

The Coleshill School have seen an increase in A-level attainment this year, with their average grade rising from C- in 2023 to C in 2024. While their Applied General average grade has decreased from Distinction- last year to Merit+ this year, this is still in line with the national average of Merit+. Tech Level attainment is broadly in line with 2023, with the average grade remaining at Distinction*- - above the national average of Merit+.

Nether Stowe School

- Key Stage 4 Attainment

Nether Stowe School's overall Attainment 8 score has fallen slightly from 2023 by a fifth of a grade to 3.8. This is driven primarily by a decrease in the Open element, which has fallen from 4.4 in 2023 to 3.8 in 2024. However, mathematics has risen by 0.1 grades to 3.9. While their overall Attainment 8 score has fallen, the gap between

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disadvantaged students and their peers has narrowed this year, with an increase in Attainment 8 score of 0.4 for disadvantaged students, while the English Baccalaureate element for these students has risen by 0.6 to 2.8. The percentage of students achieving the grade threshold of 5 or above in English and mathematics has risen by 6% in 2024 to 30%.

- **Key Stage 4 Progress**
Progress 8 is estimated to remain at around -0.7. While most elements are estimated to rise, with Mathematics estimated to increase by over a tenth of a grade, the Open element is expected to fall by 0.4 grades to around -0.8. The pattern in attainment for disadvantaged and non-disadvantaged students is reflected in estimated Progress 8 scores, with disadvantaged students estimated to rise by almost a whole grade to -0.8, while non-disadvantaged students are estimated to decrease by 0.4 grades to -0.7.
- **Key Stage 5 Attainment**
A-level attainment is broadly in line with 2023, with the average grade remaining at C-. The average Applied General grade has decreased slightly, from Distinction to Distinction-, which is still above the national average of Merit+.

The Royal Sutton School

- **Key Stage 4 Attainment**
Attainment has risen slightly from 2023. The overall Attainment 8 score has risen by 0.1 grades to 3.5, while the Open element has risen by a third of a grade to 3.4. Disadvantaged students have seen the largest increase, with an Attainment 8 score of 2.9 – an increase of 0.4 from 2023.
- **Key Stage 4 Progress**
Progress 8 is estimated to be broadly in line with 2023 results, with an overall estimated score of -0.7. While the English, mathematics, and English Baccalaureate elements are estimated to fall slightly, the Open element is expected to increase by around 0.2 grades to -0.8. Disadvantaged pupils are estimated to increase their overall Progress 8 score by around a quarter of a grade on 2023 results.

West Coventry Academy

- **Key Stage 4 Attainment**
West Coventry Academy's overall Attainment 8 score has decreased by 0.2 grades to 3.9 in 2024. This is mostly driven by a fall in attainment in the English element, which has fallen by 0.4 grades to 4.1. Disadvantaged students have seen a notable fall in their Attainment 8 score, decreasing by 0.6 grades from 2023 to 3.1. This is in contrast to non-disadvantaged students rising by 0.1 grades to 4.3.
- **Key Stage 4 Progress**
Overall, Progress 8 is estimated to stay in line with 2023 results at -0.4. However, there is variable performance in the individual elements. While Progress 8 scores in mathematics and the English Baccalaureate element are both estimated to rise by 0.1 grades, the English element is estimated to fall by a quarter of a grade to -0.5. The Progress 8 score for disadvantaged students is estimated to decrease by around a tenth of a grade to -0.8, while non-disadvantaged students are estimated to increase by the same amount to -0.2.

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Key Stage 5 Attainment

The average A-level grade has decreased slightly from a C in 2023 to a C- in 2024. However, Applied General attainment has remained steady from 2023, and is in line with the national average grade of Merit+. This is despite an increase in the number of entries in these subjects, which has more than doubled since 2023 to 55 entries in 2024.

Measure	The Arthur Terry School		Stockland Green School		The Coleshill School	
	All Students	Dis-advantaged	All Students	Dis-advantaged	Result	Dis-advantaged
Total Students	275	34	149	71	196	53
Attainment 8 Score Overall	5.3	4.1	3.9	3.4	4.1	2.9
Attainment 8 Score English	5.5	4.5	4.2	3.7	4.5	3.3
Attainment 8 Score Maths	5.3	3.9	4.3	0.8	4.1	2.9
Attainment 8 Score EBacc	5.4	4.0	4.0	3.4	4.0	2.9
Attainment 8 Score Open	5.2	4.0	3.5	3.0	4.0	2.7
Progress 8 Score Overall (Estimated)	0.16	-0.44	-0.23	-0.53	-0.47	-1.01
Progress 8 Score English (Estimated)	0.05	-0.39	-0.34	-0.60	-0.41	-0.97
Progress 8 Score Maths (Estimated)	0.01	-0.64	0.17	-0.10	-0.49	-0.95
Progress 8 Score EBacc (Estimated)	0.27	-0.33	-0.05	-0.40	-0.51	-0.97
Progress 8 Score Open (Estimated)	0.17	-0.44	-0.62	-0.97	-0.47	-1.13
% grade 4+ in English and Maths	83%	59%	58%	44%	61%	32%
% grade 5+ in English and Maths	62%	32%	38%	27%	37%	15%



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Measure	Nether Stowe School		The Royal Sutton School		West Coventry Academy	
	All Students	Dis-advantaged	All Students	Dis-advantaged	Result	Dis-advantaged
Total Students	110	37	189	96	207	69
Attainment 8 Score Overall	3.8	3.0	3.5	2.9	3.9	3.1
Attainment 8 Score English	4.1	3.2	4.0	3.4	4.1	3.5
Attainment 8 Score Maths	3.9	3.0	3.5	2.8	4.0	3.1
Attainment 8 Score EBacc	3.7	2.8	3.4	2.7	3.8	2.9
Attainment 8 Score Open	3.8	3.2	3.4	2.9	3.8	3.0
Progress 8 Score Overall (Estimated)	-0.73	-0.82	-0.74	-0.89	-0.41	-0.79
Progress 8 Score English (Estimated)	-0.82	-1.01	-0.62	-0.82	-0.47	-0.76
Progress 8 Score Maths (Estimated)	-0.67	-0.88	-0.74	-0.94	-0.38	-0.79
Progress 8 Score EBacc (Estimated)	-0.71	-0.87	-0.79	-0.98	-0.50	-0.93
Progress 8 Score Open (Estimated)	-0.76	-0.72	-0.85	-0.94	-0.45	-0.89
% grade 4+ in English and Maths	46%	24%	43%	31%	58%	39%
% grade 5+ in English and Maths	30%	14%	22%	15%	31%	19%

Financial Performance Indicators

Maintaining a balanced budget at year-end

The Trustees monitor the financial position on a monthly basis by reviewing financial year-end projections. 2023-24 secured an in-year deficit on revenue reserves of £6.04m. The medium-term budget approved at the end of the academic year indicated that whilst a deficit is predicted for two years, a small surplus is expected over the next three years.

The Partnership received financial support of £1.5m in 2023/24 in the form of a draw-down facility by the ESFA and following positive and ongoing discussions. While the full facility was made available, only £1m has been used as to date. These funds, provided as loans during the year ended 31 August 2024, are reported as restricted funds in the Statement of Financial Activities. Discussions remain active regarding additional draw-downs in 2024/25.

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Benchmarking expenditure against other similar organisations

Benchmarking information has been reviewed by trustees to make comparative judgements on the efficiency of each school.

During the course of the academic year, it was identified that staffing costs as a percentage of total income had been misrepresented due to an accounting error embedded in the finance system. Leaders commenced work immediately across the organisation to re-assess assumptions, of which several were externally reviewed through a bespoke SRMA review.

Trustees and Leaders continue to seek reductions in expenditure, particularly those relating to staffing. Three areas were identified for further review at the end of the academic year: volume of staff on UPR, number of staff on leadership teams and TA usage where unfunded.

Reserves position

Trustees review the potential reserve levels of the Trust on a termly basis, with review of the Reserves policy on an annual basis. Trustees aim to retain sufficient working capital to provide a cushion to deal with unexpected emergencies, equivalent to one month's salary. Due to the current financial position, maintenance of the target reserves position has not been possible.

The Partnership decreased the level of reserves in 2022-23 due to significant additional investment into the delivery of the Learning Futures project, which will continue to deliver ongoing digital transformation opportunities for our schools, their students and their communities. Trustees also had committed reserves to support the rebuilding of the Hill West Primary School Nursery, which was not included in the DfE-funded schools rebuilding project.

The Trust intends to work towards the minimum level of funds by implementing a number of staffing measures approved by the Trust Board in July 2024, reviewing and reducing its cost base throughout the organisation, and maximising income receivable from commercial opportunities and sponsorship arrangements.

Achieving value for money through effective financial management procedures

The Partnership ensures compliance with the requirements of the current Academy Trust Handbook. Internal controls are tested by an independent auditor, who have verified procedures of financial management and internal control to achieve value for money. The Audit and Risk Committee oversee the findings from any independent audit work that has been carried out.

Maintain a positive cash flow with sufficient cash balances to cover monthly expenditure. Monitoring of cash flow throughout the year, supplemented with the repayable loan from the ESFA secured sufficient cash balances to ensure cash balances to cover monthly expenditure.

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Financial Key Performance Indicators (2023-24)

The Partnership monitors closely key KPI data as part of its monthly management reporting. Staff costs across the Partnership remain high at 85% of total external income. Our target, aimed to be achieved over the next 2 years remains at 75%.

b. Going concern

The Arthur Terry Learning Partnership has a cumulative revenue deficit of £4,542,000, and has delivered a deficit for the 2023-24 financial year. A number of factors have led to the Partnership's current financial position, as explained in the reserves position section. The ESFA is fully aware of the challenging financial position of the Partnership via regular financial updates.

The Partnership has been in regular discussion with the ESFA regarding financial sustainability, and both the Partnership and ESFA have expressed confidence in leadership and governance. However, whilst the financial position remains ongoing, the ESFA are providing financial support to ensure that the Partnership can continue to pay debtors on a timely basis.

The Partnership received financial support of £1.5m in 2023/24 in the form of a draw-down facility by the ESFA and following positive and ongoing discussions. While the full facility was made available, only £1m has been used as to date. These funds, provided as loans during the year ended 31 August 2024, are reported as restricted funds in the Statement of Financial Activities. Discussions remain active regarding additional draw-downs in 2024/25.

The ESFA advised that the funding loans received are repayable over a period of time. We are in regular contact with the ESFA who are supporting our efforts to maintain a sound financial platform in order to not have the financial landscape impact negatively on our delivery of quality education to the children that we serve.

Whilst the Trustees have every expectation that sufficient further funds will be received, the receipt of such funding is not wholly within the control of the Partnership and accordingly a material uncertainty exists that may cast significant doubt on the Partnership's ability to continue as a going concern. The Trustees have prepared cashflow forecasts covering a period extending beyond 12 months from the date of approval of these financial statements, taking account of anticipated costs and revenues and assuming a successful further draw down from the ESFA, which demonstrates that the Partnership can operate within the finance facilities available to it and therefore the Trustees consider it is appropriate to prepare the Partnership's financial statements on a going concern basis.

The current social and economic climate, including political changes, inflation, the cost-of-living crisis, mental health concerns, and funding cuts to social services that support our communities continue to have a significant impact on resources and finances. The Trust Board remains committed to investment that will increase the educational achievement and experience of students but acknowledges the challenges that the current macroeconomic context has on the Partnership.

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c. Promoting the success of the company

The Trustees, in accordance with their duties under section 172(1) of the Companies Act 2006, have acted in the way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole and in doing so, have regard to the likely consequences of any decisions in the long-term;

- Interests of the company's employees;
- Need to foster the company's business relationships with suppliers, customers and others;
- Impact of the company's operations on the community and environment;
- Desirability of the company maintaining a reputation for high standards of business conduct;
- Need to act fairly as between shareholders and the company

The Trustees regard to these matters is embedded in their decision-making process, through the partnerships objectives, strategy, purpose and vision. The consequences of all decisions and activities of the partnership are assessed by how they drive us towards achieving our long-term purpose. As an educational establishment, we are accountable not only to our direct beneficiaries (our students) but also our parents, families and wider community. These stakeholders support us, engage with us, and challenge us. They ensure that the decisions we make are for their benefit.

We are an organisation driven by values and our values mean that we are informed and empowered by our determination to uphold our purpose and vision. Well-established involvement from parties ensure that decisions made by the Trustees are informed by the needs of the organisation's stakeholders. All matters reserved for decision by the Trustees are presented at Board or Committee meetings as appropriate. Trustees are informed on any identified potential risks or impact to our stakeholders and how they are to be mitigated. The Trustees take these factors into consideration before making a final decision which together they believe is in the best interests of the partnership and its stakeholders.

Long-term consequences of any decision

Trustees consider the consequences of any strategic decision in the long-term as part of their assessment, including the principal risks and impact. Our aim as an organisation is to ensure we balance our income and expenditure to ensure financial sustainability in the long term. This aim is balanced against the needs of our pupils, staff and other stakeholders and the wider community, to ensure we act responsibly, effectively and pro actively in the use of funds to support our objectives, with openness and integrity.

The interests of the company's employees

Details of how the Trustees give consideration to the interests of the organisation's employees can be found in the section; 'Engagement with employees' within this report. Our employees contribute to a positive and healthy working environment and are key to our success. We engage with staff to ascertain training and development opportunities and hold regular staff training. We solicit staff feedback through informal feedback channels and periodic formal staff surveys and are part-way through implementation of a revised People Strategy. We are dedicated to the well-being of staff and regularly hold well-being events, and we continually seek to reduce staff workload where possible through

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avenues such as leveraging technologies available to us, reviewing AI possibilities and developing a central library of common lesson plans.

The need to foster the company's business relationships with suppliers, customers and others

Details of how the Trustees consider the interests of the organisation's other stakeholders can be found in the section: 'Engagement with suppliers, customers and others in a business relationship with the partnership'. We remain committed to being fair and transparent in our dealings with all of our suppliers.

The impact of the company's operations on the community and the environment

Details of how the Trustees give consideration to the impact on the community can be found in the section: 'Engagement with suppliers, customers and others in a business relationship with the Trust'. Further information is also given in the sections Objects and Aims and Public Benefit. The Partnership continues to be dedicated to identifying sustainable environmental improvements in its infrastructure to deliver a greener and more sustainable future.

The desirability of the company maintaining a reputation for high standards of business conduct

The Partnership aims to conduct all its business relationships with integrity, fairness and courtesy. The Partnership is informed and monitors compliance with relevant governance standards to help ensure we act in ways that promote high standards of business conduct. The Partnership has several policies that help to ensure maintenance of high standards; these include the Staff Code of Conduct, Finance Policy, Anti-Fraud and Corruption Policy and Conflicts of Interest Policy. The partnership requires all governance representatives to declare any pecuniary interests, or other associated interests each year in September, and any changes to interests at each Board and Committee meeting. All staff are required to declare any relevant interest, pecuniary or otherwise in their annual Finance Declaration in the Autumn term.

The need to act fairly as between members of the company

Details on the Trustees' induction can be found in the section: 'Policies and Procedures Adopted for the Induction and Training of Trustees'. Members of the partnership are treated fairly and equally. They have the same access to information and have the ability to directly contact Trustees or the Executive Team. Members are invited to termly meetings to be updated on strategic initiatives and are able to access external CPD opportunities, i.e., all Members have access to the Governance Sharepoint site where all governance-related internal and external CPD opportunities are signposted for self-enrolment.

Financial review

The majority of the Trust's income is received from the Department for Education via the Education and Skills Funding Agency ("ESFA") in the form of the General Annual Grant (GAG); the use of which is restricted to particular purposes i.e. the objectives of the Academy Trust. The GAG received during the period covered by this report and the associated expenditure is shown as restricted funds in the Statement of Financial Activities. The Partnership has also received a recoverable loan from the ESFA to support cash management due to the partnership's current deficit position.

Trustees' report

for the year ended 31 August 2024



Priorities identified in the ATLP Business Plan are as follows:

- Achievement in our schools will build on the previous personal best with year-on-year improved progress for students of all abilities across the ATLP.
- Recruitment, training and development of all staff will result in delivery of an outstanding provision to all of our students.
- Leadership & governance across the ATLP will be outstanding and succession planning effective in securing leaders of high calibre across the Learning Partnership
- A sustainable educational and business plan will be in place that supports the academies to meet their core objective of delivering outstanding education for every child.

The in-year deficit for the financial period is £6.04m as detailed in the 2023-24 financial statements. The combined General Restricted Fund and Unrestricted Fund show an operating deficit, before the actuarial losses on defined benefit pension schemes, of £nil.

The Partnership operates a detailed Finance Policy, which is updated annually to reflect changes and ensure alignment with each updated edition of the ESFA's Academy Trust Handbook. In addition, all staff members receive a summary of the trust's financial regulations – specifically relevant for all staff members and are required to complete a declaration that they acknowledge and understand these regulations, at the same time declaring any relevant interests (pecuniary or other).

The Partnership has taken appropriate action to reduce expenditure where possible without compromising the educational outcomes of young people, due to deficit associated with the misrepresentation of staffing KPIs, continuing rising costs relating to national pay awards, increasing employer pension contributions, energy costs and inflation alongside and general increases in costs related to managing the Academy Trust.

The Partnership operates a consolidated requirement of surplus and accepts that some schools will require additional support whereas others can be 'capacity givers'. The policy results in compensating variances across the schools within the Partnership but ensures that schools that need support receive the support in a timely manner. Trustees, through the Finance Committee, scrutinise these balances throughout the year.

On 9th September 2024, the Department for Education issued a notice to improve on financial grounds as a result of the Education and Skills Funding Agency assessing that the trust is in breach of paragraph 2.10 of the Academy Trust Handbook (ATH) and it is unable to approve a balanced budget for 2023/24.

The full notice, including the response from the Partnership is included here or at the following link:
<https://atlp.org.uk/about/public-information/notice-to-improve/>

Although the notice was issued post year-end, the partnership has been working closely for some months with colleagues from the Department for Education, who recognises the "open and constructive way the trust has engaged" and the "positive action taken to date to address the concerns and mitigate the forecast budget position".

Trustees' report

for the year ended 31 August 2024



A financial recovery plan, that aims to deliver a balanced budget in the 2025/26 financial year, is in place and being implemented.

a. Reserves policy

In determining the reserves policy for the Trust, the Trustees consider long-term forecast income and expenditure streams, the requirement to cover commitments and investment in estates/capital projects.

Reserves at the end of the period are £163,561,000 (2023: £157,058,000).

The restricted fund reserves will be used to fund current commitments, designated building maintenance projects as well as expenditure required to implement the Aims and Objectives of the partnership as outlined in the Business Plan. Trustees plan to replenish reserves by 2027/28 alongside repayment of the ESFA loan.

The Partnership's reserves statement is in contravention of the partnership's 2023-24 Reserves Policy which stated that 'the minimum level for the unrestricted and restricted reserves combined should be equal to one month's average payroll costs or any forecast deficit as highlighted within the 3-year budget forecast, whichever is the greater'. The Reserves Policy was retired in October 2024, with the substantive content moving into the Partnership's Finance Policy. The 2024-25 Finance Policy provides that if the Trust is in a deficit position, which makes it temporarily impossible to meet the target reserve of one month's salary, the deficit position shall be closely monitored and addressed through various financial strategies aimed at improving the organization's financial health over the coming months, which may include:

- Regular review of income and expenditure to identify areas for improvement.
- Implementation of cost-saving initiatives without compromising critical operations.
- Exploration of additional funding sources, including grants, donations, or partnerships.

b. Investment policy

The Partnership does not currently hold any investments.

If the Board of Trustees wished to make investments to further the trust's charitable aims, it would ensure that investment risks are properly managed.

When considering an investment, the board will:

- Act within its powers to invest as set out in the articles of association
- Ensure value for money.
- Take advice from professional advisers where appropriate.
- Ensure that exposure to investment products is tightly controlled so that security of funds takes precedence over revenue maximisation.
- Ensure investment decisions are in the best interests of the MAT.

Trustees' report

for the year ended 31 August 2024



Prior approval will be sought from the ESFA prior to any investment transactions that are novel, contentious and/or repercussive, regardless of value.

Most of the trust's income is received from the ESFA in the form of recurrent grants. The Trustees ensure investment in resource appropriate to the aims and objectives of the Trust.

c. Principal risks and uncertainties

The Trustees determine areas of principle risk for the partnership and regularly review the risk register to ascertain whether risks are adequately assessed and rated, and procedures for avoiding, transferring, mitigating or acceptance of risk are appropriate.

Risk management areas cover strategic financial, reputational, legal, compliance and operational continuity.

The Partnership's key risks at present largely relate to management of the financial position, and areas of risk which, if realised, would have an adverse financial impact.

- Adequate financial management including potential failure of financial controls
- Failure of safeguarding controls
- Mental health & wellbeing challenges for students, their families, staff and communities
- Significant fall in student numbers
- Recruitment and retention of appropriately skilled staff
- Data breach/IT failures
- Pension deficit
- Detrimental media publicity
- Health and safety failures
- Ineffective governance

During the financial year 1 September 2023 to 31 August 2024, the Partnership fell victim to two instances of fraud. Both instances were fully reported to the Trusts auditors, legal authorities and the sector's regulatory body. The investigations of each instance concluded that whilst weaknesses in the Partnership's internal controls had been exploited, both instances were isolated incidents and not part of a larger systemic issue. The weaknesses that allowed these incidents to occur have been addressed, and we are committed to maintaining a robust control environment to protect the interests of our stakeholders.

Fundraising

The Partnership does not operate a high level of fundraising activities and is very mindful to avoid unreasonably intrusive or persistent fundraising approaches. This was an approach adopted by the Partnership in past years which is even more closely acknowledged due to the current financial climate.

Fundraising in the Partnership is generally limited to 'non-uniform' charity days where schools may request a donation from the parent/carer, coffee mornings, bake-offs or festive events where children may participate in various activities

Trustees' report

for the year ended 31 August 2024



and competitions. The beneficiary of the donations is always made known to parents in advance of the event; it may be to support a local charity of the students' choice or to financially support a specified event being organised by the school or students. Contributions are not compulsory. Some of the schools within the Partnership seek voluntary donations at the beginning of each academic year to support student activities.

Local charitable trusts sometime make donations to schools through specific targeted bids to local trusts. Schools have benefitted through a range of successful bids to support extended provision of resources to our schools.

The Partnership launched the membership-based ATLP Partner Programme in June 2024, bringing together students, parents, businesses, organisations and alumni, with the aim of enhancing education, empowering learners, and providing profitable networking opportunities. The programme is similar to the Royal Sutton Coldfield Chamber of Commerce but based around the parents and alumni within the ATLP school family.

Streamlined energy and carbon reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2022 to 31 August 2023:

	2024	2023
Energy consumption used to calculate emissions (kWh)	12,156,080	14,451,618
Energy consumption breakdown (kWh):		
Gas	8,558,489	10,514,060
Electricity	3,597,590	3,863,721
Transport fuel	137,720	73,837
Scope 1 emissions (in tonnes of CO2 equivalent):		
Gas consumption	1,565.35	1,919.45
Owned transport	9.02	10.22
Total scope 1	1,574.37	1,929.67
Scope 2 emissions (in tonnes of CO2 equivalent):		
Purchased electricity	744.88	800.08
Scope 3 emissions (in tonnes of CO2 equivalent):		
Business travel in employee-owned or rental vehicles	7.88	7.20
Total gross emissions (in tonnes of CO2 equivalent):	2,327.13	2,736.95
Intensity ratio:		
Tonnes of CO2 equivalent per pupil	0.20	0.26

Trustees' report

for the year ended 31 August 2024



Quantification and Reporting Methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol and have used the 2024 UK Government emission conversion factors for greenhouse gas company reporting. Streamlined Energy and Reporting (SECR) for academy trusts - GOV.UK (www.gov.uk)

Intensity Measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO₂e per pupil, the recommended ratio for the sector.

Measures Taken to Improve Energy Efficiency

Several projects have been carried out this year which has contributed to increasing energy efficiency, these include;

- LED lighting installed at 8 schools
- Solar PV systems installed at 12 schools
- Various improvements at a number of schools including electrified hot water, electrified kitchen equipment, heating ASHP and pipework insulation

The Estates team prioritised the School Condition Allocation (SCA) on the basis of Safe, Warm, Dry, Sustainable. All maintenance and improvement works carried out considered sustainable and 'green' solutions to help reduce our energy usage.

Plans for future periods

Trustees engage with schools in the geographical area with a view to future growth of the partnership, and as part of collaboration opportunities. School improvement and likeminded aims and objectives are key for developing relationships with other schools keen to be involved in the Learning Partnership.

The Partnership was proud to formally welcome The Bridge School in August 2023 and both Deykin Avenue Primary and Paget Primary on 1st June 2024. The Partnership officially opening the Anna Seward Primary School to nursery and reception students in September 2023, and was thrilled to similarly open the Dunstall Park Primary School to nursery and reception years in September 2024.

The Partnership will continue striving to improve the levels of performance of its students at all levels and will continue its efforts to ensure all students are secure in their next steps when leaving school to employment or continuing in training or formal education.

Trustees' report

for the year ended 31 August 2024



Funds held as custodian on behalf of others

The Partnership held funds on behalf of the Teaching School Council in 2023-24. This will not continue in 2024-25. As the Teaching School Hubs reached the end of the first designation period, the DfE confirmed in August 2024 that funding for the sector body to oversee the network would be discontinued from September 2024.

Disclosure of information to auditor

Insofar as the Trustees are aware:

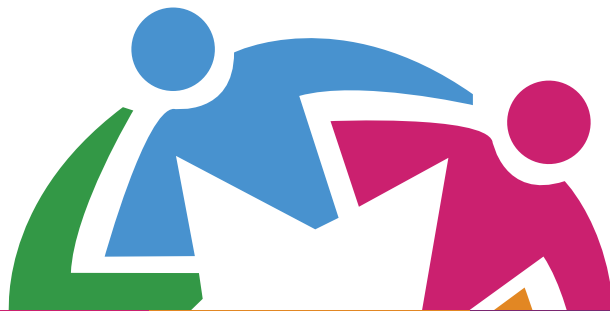
- there is no relevant audit information of which the charitable company's auditor is unaware, and
- that Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

The auditor, Dains Audit Limited, has indicated its willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 19 December 2024 and signed on its behalf by:

John Vickers
Chair of Trustees



Governance Statement

for the year ended 31 August 2024



Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that The Arthur Terry Learning Partnership 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 The Arthur Terry Learning Partnership 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 7 times during the year.

In addition to the Annual General Meeting, The Chief Executive Officer, Chief Finance and Operations Officer and the Company Secretary have met with Members collectively twice during the year 1 September 2023 to 31 August 2024 in order to provide further updates on the partnership's strategic position. Each additional meeting was attended by either the Chair or Vice-Chair of Trustees.

In the forthcoming year, the partnership intends to seek the re-appointment of the Chair and Vice-Chair of the Board as trustees, which will bring their tenure as a Trustee beyond nine years. This decision is driven by the need to ensure the retention of critical knowledge and expertise during the financial recovery plan's implementation, and to support a structured handover as part of succession-planning.



Governance Statement

for the year ended 31 August 2024



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

Trustee	Meetings attended	Out of a possible
Mr John Vickers, Chair	7	7
Miss Heather Morris, Vice Chair, Chair of Audit and Risk	7	7
Mr Brian Cookson, Chair of Finance	7	7
Mrs Karen Geddes	2	2
Mr Samuel Henson	2	5
Mrs Katie Hale	1	2
Mrs Jane Jones	2	2
Mr David McVean	2	2
Mr Ashley Innis	2	2
Dr Paulette Osborne OBE	6	7
Ms Maxine Rowley	5	7
Mr David Watson OBE	7	7
Mr Alex Yip	2	7

Richard Gill (CEO & Accounting Officer), Simon Smith (Chief Finance & Operations Officer) and Katherine Thomas (Company Secretary) are in attendance at Trust Board meetings. Other leaders attend by invitation.

The Finance Committee is a committee of the main Trust Board. Its purpose is to assist the partnership in fulfilling its responsibilities for strategic financial planning and monitoring.

Attendance during the year at meetings was as follows

Trustee	Meetings attended	Out of a possible
Mr Brian Cookson, Chair of Finance Committee	8	8
Mr Samuel Henson	3	3
Mrs Maxine Rowley	6	8
Mr David Watson	7	8
Mr David McVean	5	5

Governance Statement

for the year ended 31 August 2024



Simon Smith (Chief Finance & Operations Officer), Ria Farrell (Head of Finance – until May 2024), Caroline Edwards (Deputy Chief Finance Officer – from June 2024) and Katherine Thomas (Company Secretary) and John Vickers are in attendance at the Finance Committee. The Chair of Trustees has attended Finance Committee meetings as an observer since April 2024.

During the financial year, the Finance Committee has diligently discharged its duties, particularly following the identification of a significant accounting error between December and March 2024. Since then, the committee has met monthly to ensure rigorous oversight and corrective action about ongoing financial management, and the partnership's financial recovery plan. Regular reports on contracts and procurements have been reviewed to ensure transparency and compliance, with particular attention to estates issues to safeguard our assets and operations. Additionally, the committee has overseen the implementation of the Equitable Device Project, which aims to provide 1-1 devices for children, ensuring equitable access to digital resources. This project has been closely monitored to ensure its successful rollout and to address any challenges promptly.

The Audit and Risk Committee is a committee of the main trust board. Its purpose is to assist the trust in fulfilling its responsibilities for internal control, risk management and external audit; all other matters are dealt with by the trust board.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Miss Heather Morris, Chair of Audit and Risk Committee	4	4
Mrs Katie Hale	1	1
Mr Alex Yip	1	4
Ms Jane Hounsome (External Challenge Partner)	3	4
Mr Ashley Innis	1	1

The following individuals are in attendance at the Audit and Risk Committee:

- Simon Smith (Chief Finance & Operations Officer)
- Ria Farrell (Head of Finance – until May 2024)
- Caroline Edwards (Deputy Chief Finance Officer – from June 2024)
- Katherine Thomas (Company Secretary)
- Katie Astbury (Compliance & Data Protection Officer)

During the financial year, the Audit and Risk Committee diligently fulfilled its responsibilities to ensure the integrity of our financial reporting, internal controls, and risk management processes. The Committee convened regularly, conduct comprehensive reviews of the financial statements, audit reports, risk register & associated policies, and reviewed reports for subject-specific areas of risk i.e. health and safety. In collaboration with both internal and external auditors, the Committee scrutinized the company's financial practices and compliance with regulatory requirements.

Governance Statement

for the year ended 31 August 2024



In response to the two incidents of fraud, the Committee oversaw thorough investigations and the implementation of robust remedial actions, making recommendations to the full Board. Through these efforts, the Committee has reinforced the company's commitment to transparency, accountability, and robust risk management, ensuring the safeguarding of stakeholder interests and the company's long-term stability.

The Partnership is scheduled to tender for its auditors in the upcoming financial year, a decision driven by our commitment to best practices in corporate governance and ensuring the highest standards of audit quality and independence. The Audit and Risk Committee is leading this process with diligence and transparency to ensure a smooth selection and transition (if required) of the most suitable audit firm.

The Pay and Appraisal Committee is a committee of the main trust board. Its purpose is to determine staff pay and conditions, review appraisal outcomes for staff and undertakes the appraisal of the Chief Executive.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Miss Heather Morris	3	3
Mr John Vickers	3	3

No staff member was present for discussions about their own remuneration.

The School Improvement Standards Scrutiny Committee is a committee of the main trust board. Its purpose is to ensure that a rapid and sustainable programme of improvement takes place at all ATLP schools and hold the Executive Team to account for the performance of schools.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr John Vickers, Chair	4	4
Dr Paulette Osborne OBE	4	4
Mr Alex Yip	2	4
Mr David Watson OBE	2	3

Ms Anna Balson (Director of Education – Primary), Ms Deirdre Duignan (Director of Education – Secondary), Lisa Nelson (Trust Vulnerable Children's Lead) and Katherine Thomas (Company Secretary) are in attendance at the School Improvement Standards Scrutiny Committee. Other leaders are invited to attend by invitation.

Governance Statement

for the year ended 31 August 2024



During the financial year, the School Improvement Standards Committee effectively discharged its duties by overseeing the implementation of the partnership's Vulnerable Children Strategy, and overseeing key areas of development and implementation of educational and management strategies aimed at enhancing student performance and overall school quality. The committee conducted regular reviews of academic performance data alongside other key data such as suspensions and exclusions, ensuring that targeted interventions were implemented where needed.

The Teaching School Hub Scrutiny Committee is a Committee of the main Trust Board. Its purpose is to ensure clarity of vision, ethos and strategic direction of the Teaching School Hub Team and to account for its performance against the Department for Education Key Performance Indicators and Delivery Plan.

Trustee	Meetings attended	Out of a possible
Mr Samuel Henson, Chair	1	2
Mrs Paulette Osborne	3	3
Mr Kevin Mattinson (External Advisor)	2	3

Cathryn Mortimer (Teaching School Hub Director) and Katherine Thomas (Company Secretary) are in attendance at meetings of the Teaching School Hub Scrutiny Committee. The decision was taken by the Trust Board in July 2024 to disband the Teaching School Hub Scrutiny Committee. Associated reporting will be received by the full Board from September 2024.

The Workforce Committee is a Committee of the main Trust Board. Its purpose is to recommend the strategic direction and monitor key workforce indicators and implementation programmes for all workforce issues.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mrs Maxine Rowley, Chair	4	4
Miss Heather Morris	4	4
Mr Brian Cookson	4	4

Simon Smith (Chief Finance & Operations Officer), Sandra Martin (HR Director) and Katherine Thomas (Company Secretary) are in attendance at meetings of the Workforce Committee).

During the financial year, the Workforce Committee has focussed on monitoring key workforce KPIs, the implementation of the Partnership's People Strategy and succession-planning for governance roles. The committee held termly meetings, and in response to the financial recovery plan, convened an additional meeting to address specific workforce measures essential for achieving the partnership's overall financial recovery strategy.

Governance Statement

for the year ended 31 August 2024



Financial Reviews

Finance Leaders (Head of Finance until May 2024, followed by Deputy Chief Finance Officer) prepares forecast out turn data and management accounts which are presented at each finance committee. Management accounts are presented to the chair of the trustees on a monthly basis. Since the implementation of Governor Hub in May 2024, accounts are uploaded and available for all trustee's to view once available.

The forecast financial position is reported using a KPI approach which focuses on performance outside prescribed sector benchmarks

Review of value for money

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

The Accounting Officer considers how the partnership'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 Partnership has delivered improved value for money during the year by continued development of partnership working, in particular, contracts consolidation, renegotiation and supplier changes to achieve lower per-unit costs particularly associated with collective purchasing for large-value contract areas, and through sharing skills and expertise cross curricular and cross phase (primary and secondary).

The Accounting Officer has also delivered additional good value for money by utilising expertise within the trust to support other trusts requiring support with school improvement and digital implementation.

The Trust Board and Accounting Officer have confidence in the quality assurance of financial management and internal systems of internal control. The implementation of a new finance system, new HR system and the appointment of the Deputy CFO during the academic year has added greater capacity for quality data interrogation and associated rigour. The delegated responsibilities of the separate audit and risk, and finance committees allows additional independent monitoring and oversight of internal controls; coupled with the appointment of additional trustees to each committee with specialist knowledge, this has undoubtedly strengthened the consistency and challenge to the executive team.

Leaders and Trustees across the Partnership have continued to benefit from both in-house and signposted external training opportunities to increase the consistency and quality of financial management and strategic long-term budget planning. Trustees and Headteachers are aware of the Government's strategy to drive efficiency and the importance of the financial health of academies.

The Partnership implemented centralised services in January 2019 to provide expertise within the areas of operations, estates, finance and human resource management. This continues to provide additional good value from a financial and consistency of delivery approach.

Governance Statement

for the year ended 31 August 2024



The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of multi academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Arthur Terry Learning Partnership for the year 1 September 2023 to 31 August 2024 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 partnership 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 partnership's significant risks that has been in place for the year 1 September 2023 to 31 August 2024 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 partnership'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 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 buy-in an internal audit service from Bishop Fleming LLP

The internal auditor role includes giving advice on financial matters and performing a range of checks on the trust's financial systems e.g. payroll, financial controls and risk.

The internal auditor reports to the audit and risk committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

The internal auditor delivered the schedule of work as planned. There have been no material control issues arising as a result of the internal auditor's work.

Governance Statement

for the year ended 31 August 2024



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 external auditor;
- the work of internal auditor;
- the school resource management self-assessment tool
- the work of the Chief Finance and Operations Officer, Head of Finance (until June 2024), Deputy Chief Finance Officer (from June 2024) and Finance Managers within the Trust who have responsibility for the development and maintenance of the internal control framework.

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

Conclusion

Based on the advice of the audit and risk committee and the accounting officer, the board of trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control. Approved by order of the members of the Board of Trustees on 19 December 2024 and signed on their behalf by:

A handwritten signature in black ink, appearing to be 'R Gill'.

Mr Richard Gill CBE
Chief Executive Officer and
Accounting Officer

A handwritten signature in black ink, appearing to be 'John Vickers'.

John Vickers
Chair of Trustees



Governance Statement

for the year ended 31 August 2024



Statement on Regularity, Propriety and Compliance

As Accounting Officer of The Arthur Terry Learning Partnership, I have considered my responsibility to notify the partnership Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the partnership 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 2023, including responsibilities for estates safety and management.

I confirm that I and the partnership Board of Trustees are able to identify any material irregular or improper use of all funds by the partnership, or material non-compliance with the terms and conditions of funding under the Partnership's funding agreement and the Academy Trust Handbook 2023.

I confirm that the following instances of material irregularity, impropriety or funding non-compliance discovered to date have been notified to the Board of Trustees and ESFA. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and ESFA:

Financial issues

On 9th September 2024, the Department for Education issued a notice to improve on financial grounds as a result of the Education and Skills Funding Agency assessing that the partnership is in breach of paragraph 2.10 of the Academy Trust Handbook (ATH) and it is unable to approve a balanced budget for 2023/24

Mr Richard Gill CBE

Chief Executive Officer and Accounting Officer

Date: 19 December 2024



Governance Statement

for the year ended 31 August 2024



Statement of Trustees' responsibilities

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 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 on 19 December 2024 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'J. Vickers'.

John Vickers
Chair of Trustees

Independent Auditor's Report

on the financial statements to the Members of The ATLP



Opinion

We have audited the financial statements of The Arthur Terry Learning Partnership (the 'Company') for the year ended 31 August 2024 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 2023 to 2024 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 Company's affairs as at 31 August 2024 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 2023 to 2024 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Company 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.

Material uncertainty related to going concern

We draw attention to note 1.2 in the financial statements, which indicates that the Partnership requires additional financial support from the ESFA to enable it to meet its liabilities as they fall due. As stated in note 1.2, these events and conditions, along with the other matters as set forth in note 1.2, indicate that a material uncertainty exists that may cast significant doubt on the Partnership's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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.

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

Independent Auditor's Report

on the financial statements to the Members of The ATLP



Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's 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 Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the Strategic report.

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

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

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities, the Trustees (who are also the directors of the Company 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

Independent Auditor's Report

on the financial statements to the Members of The ATLP



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 Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the academy sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Company'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.

Independent Auditor's Report

on the financial statements to the Members of The ATLP



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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 3 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;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the Company's legal advisors.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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. This description forms part of our auditor's report.

Use of our report

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

Mark Gurney FCCA (Senior statutory auditor)

for and on behalf of Dains Audit Limited
Statutory Auditor Chartered Accountants

Birmingham 19 December 2024



Independent Reporting Accountant's Assurance Report on Regularity to The ATLP and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 26 September 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Arthur Terry Learning Partnership during the year 1 September 2023 to 31 August 2024 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 The Arthur Terry Learning Partnership and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Arthur Terry Learning Partnership 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 The Arthur Terry Learning Partnership and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Arthur Terry Learning Partnership's Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of The Arthur Terry Learning Partnership's funding agreement with the Secretary of State for Education dated 1 May 2012 and the Academy Trust Handbook, extant from 1 September 2023, 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 2023 to 2024. 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 2023 to 31 August 2024 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 Partnership's income and expenditure.

Independent Reporting Accountant's Assurance Report on Regularity to The ATLP and the Education & Skills Funding Agency

Conclusion

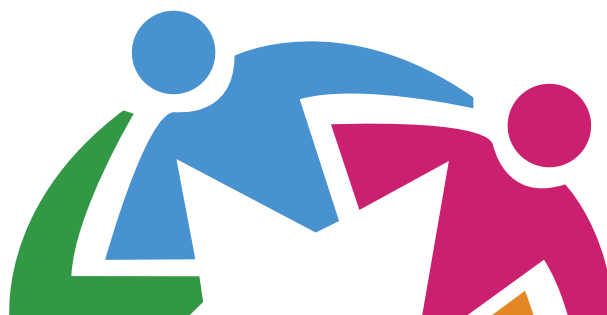
In the course of our work, except for the matters listed below nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Financial issues

On 9th September 2024, the Department for Education issued a notice to improve on financial grounds as a result of the Education and Skills Funding Agency assessing that the partnership is in breach of paragraph 2.10 of the Academy Trust Handbook (ATH) and it is unable to approve a balanced budget for 2023/24.

Dains Audit Limited

Dains Audit Limited
Statutory Auditor Chartered Accountants
Birmingham 19 December 2024



Statement of financial activities

(incorporating income and expenditure account)



		Unrestricted funds 2024	Restricted funds 2024	Restricted fixed asset funds 2024	Total funds 2024	Total funds 2023
	Note	£000	£000	£000	£000	£000
Income from:						
Donations and capital grants:	3					
Transfer from local authority on conversion		583	-	6,305	6,888	3,099
Other donations and capital grants		298	-	10,302	10,600	44,776
Other trading activities		982	-	-	982	852
Investments	6	50	-	-	50	22
Charitable activities:						
Funding for the partnership's educational operations		1,046	76,002	-	77,047	66,818
Teaching school hub		1	2,508	-	2,509	1,587
Total income		2,960	78,510	16,607	98,077	117,154
Expenditure on:						
Charitable activities:						
Partnership's educational operations		1,712	82,472	5,172	89,356	81,265
Teaching school hub		-	2,338	-	2,338	1,262
Total expenditure		1,712	84,810	5,172	91,694	82,527
Net (expenditure) / income		1,248	(6,300)	11,435	6,383	34,627
Transfers between funds	19	(6,765)	6,435	330	-	-
Net movement in funds before other gains/(losses)		(5,517)	135	11,765	6,383	34,627
Other recognised gains/(losses):						
Actuarial gains on defined benefit pension schemes	27	-	2,110	-	2,110	10,470
Pension surplus not recognised	27	-	(2,230)	-	(2,230)	-
Net movement in funds		(5,517)	15	11,765	6,263	45,097
Reconciliation of funds:						
Total funds brought forward		977	629	155,452	157,058	111,961
Total funds carried forward		(4,540)	644	167,217	163,321	157,058

Balance Sheet

As at 31 August 2024



	Note	2024 £000	2023 £000
Fixed assets			
Tangible assets	15	165,869	153,401
Current assets			
Debtors	16	3,701	3,368
Cash at bank and in hand	24	3,420	7,817
		7,121	11,185
Creditors: amounts falling due within one year	17	(8,623)	(7,150)
		(1,502)	4,035
Net current liabilities / assets			
		(1,502)	4,035
Total assets less current liabilities			
		164,367	157,436
Creditors: amounts falling due after more than one year	18	(1,048)	(12)
		(1,048)	(12)
Net assets excluding pension asset / liability			
		163,319	157,424
Defined benefit pension scheme asset / liability	27	-	(366)
		-	(366)
Total net assets			
		163,319	157,058
Funds of the Partnership			
Restricted funds:			
Fixed asset funds	19	167,217	155,452
Restricted income funds	19	644	995
		167,861	156,447
Restricted funds excluding pension liability	19	167,861	156,447
Pension reserve	19	-	(366)
		-	(366)
Total restricted funds			
	19	167,861	156,081
Unrestricted income funds	19	(4,542)	977
		(4,542)	977
Total funds			
		163,319	157,058

Balance Sheet

As at 31 August 2024



The financial statements from pages 54 were approved by the Trustees, and authorised for issue on 19 December 2024 and are signed on their behalf, by:

A handwritten signature in black ink, appearing to read 'J. Vickers'.

John Vickers
Chair of Trustees

The notes on pages 58 to 100 form part of these financial statements.



Statement of cash flows

for the year ended 31 August 2024



	Note	2024 £000	2023 £000
Cash flows from operating activities			
Net cash used in operating activities	21	(4,383)	(4,306)
Cash flows from investing activities			
	23	(893)	(3,352)
Cash flows from financing activities			
	22	879	(167)
Change in cash and cash equivalents in the year		(4,397)	(7,825)
Cash and cash equivalents at the beginning of the year		7,817	15,642
Cash and cash equivalents at the end of the year	24, 25	3,420	7,817

The notes on pages 58 to 100 form part of these financial statements



Notes to the financial statements

for the year ended 31 August 2024



1. Accounting policies

The Arthur Terry Learning Partnership is a company limited by guarantee, incorporated in the United Kingdom and registered in England and Wales. The registered number of the company is 07730920 and its registered office is Kittoe Road, Sutton Coldfield, West Midlands, B74 4RZ. The principal activity of the partnership is given in the Trustees Report.

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

1.1 Basis of preparation of financial statements

The financial statements of the Partnership, 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 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Arthur Terry Learning Partnership meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The Partnership has, as planned, recorded a revenue deficit in the year as further described in the financial review of the trustees report. The Partnership is working with the ESFA and has agreed a draw down facility of £1.5m during the year and is currently finalising an additional facility. Whilst the Trustees have every expectation that sufficient further funds will be received, the receipt of such funding is not wholly within the control of the Partnership and accordingly a material uncertainty exists that may cast significant doubt on the Partnership's ability to continue as a going concern. The Trustees have prepared cashflow forecasts covering a period extending beyond 12 months from the date of approval of these financial statements, taking account of anticipated costs and revenues and assuming a successful further draw down from the ESFA, which demonstrates that the Partnership can operate within the finance facilities available to it and therefore the Trustees consider it is appropriate to prepare the Partnership's financial statements on a going concern basis.

1.3 Income

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

- Grants

Grants are included in the statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet.

Where income is received in advance of meeting any performance-related conditions, there is not unconditional

Notes to the financial statements

for the year ended 31 August 2024



entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

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

- Sponsorship income

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

- Donations

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

- Other income

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

- Donated goods, facilities and services

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

- Transfer on conversion

Where assets and liabilities are received by the Partnership on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the Partnership. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

- Donated fixed assets (excluding transfers on conversion or into the Partnership)

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Partnership's accounting policies.

Notes to the financial statements

for the year ended 31 August 2024



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.

- Charitable activities

These are costs incurred on the Partnership's educational operations, including support costs and costs relating to the governance of the Partnership 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 Partnership; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Taxation

The Partnership is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Partnership is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.7 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.

The partnership occupies:

- (a) land held as freehold;
- (b) land provided to it by the Local Authority under a 125-year lease;

Notes to the financial statements

for the year ended 31 August 2024



(c) land provided to it by site trustees under a mere licence (also referred to as a Church Supplemental Agreement) which contains a two year notice period,

In respect of the above:

- (a) A figure is entered that reflects the fair value of the land;
- (b) A figure is entered that reflects advice taken on the value of the lease;
- (c) Having considered the fact that the partnership occupies the land and such buildings that may be or may come to be erected on it by a mere licence that transfers to the partnership no rights or control over the site, save that of occupying it at the will of the site trustees under the terms of the relevant site trust, the directors have concluded that the value of the land and buildings occupied by the academy trust will not be recognised on the balance sheet of the partnership.

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:

Depreciation is provided on the following bases:

- Freehold property - 2% Straight line
- Longterm leasehold land - over the life of the lease
- Longterm leasehold property - 2% Straight line
- Fixture and fittings - 10% Straight line
- Computer equipment - 30% Straight line
- Motor vehicles - 25% Straight line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

1.8 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.

Notes to the financial statements

for the year ended 31 August 2024



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 Partnership 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.

1.11 Financial instruments

The Partnership only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Partnership 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 16. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.12 Leased assets

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

1.13 Conversion to an academy trust

The conversion from a state maintained school to a Partnership involved the transfer of identifiable assets and liabilities and the operation of the school for £NIL consideration. The substance of the transfer is that of a gift and it has been accounted for on that basis as set out below.

The assets and liabilities transferred on conversion from Paget Primary School and Deykin Avenue Junior and Infant School to the Partnership have been valued at their fair value. The fair value has been derived based on that of equivalent items. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in Income from Donations and Capital Grants in the Statement of Financial Activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds.

Further details of the transactions are set out in note 26.

1.14 Pensions

Retirement benefits to employees of the Partnership 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 Partnership 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

Notes to the financial statements

for the year ended 31 August 2024



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 Partnership 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.

1.15 Agency arrangements

The partnership 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 partnership does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 33.

1.16 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Partnership 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.

Notes to the financial statements

for the year ended 31 August 2024



2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

The preparation of the financial statements in conformity with generally accepted accounting principals requires the Trustees to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results in the future could differ from those estimates. In this regard, the Trustees believe that the critical accounting policies where judgements or estimating are necessarily applied are summarised below.

Depreciation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes and have concluded that asset lives and residual values are appropriate.



Notes to the financial statements

for the year ended 31 August 2024



3. Donations and capital grants

	Unrestricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000
Transfer from local authority on conversion	583	6,305	6,888
Free School assets transferred	-	8,000	8,000
Donations	298	-	298
Capital Grants	-	2,302	2,302
	<u>881</u>	<u>16,607</u>	<u>17,488</u>

	Unrestricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Transfer from local authority on conversion	-	3,099	3,099
Free School assets transferred	-	6,875	6,875
Donations	226	34,949	35,175
Capital Grants	-	2,727	2,727
	<u>226</u>	<u>47,650</u>	<u>47,876</u>



Notes to the financial statements

for the year ended 31 August 2024



4. Funding for the Partnership's charitable activities

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Educational operations			
DfE/ESFA grants			
General Annual Grant	-	61,176	61,176
Other DfE/ESFA grants			
Pupil Premium	-	3,339	3,339
UNIFSM	-	520	520
Start up grant	-	186	186
Rates relief	-	40	40
Teachers' pay and Teachers' pension grants	-	1,608	1,608
Supplementary grant	-	1,912	1,912
16-19 core education funding	-	69	69
Others DfE /ESFA grants	-	462	462
	-	69,312	69,312
Other Government grants			
Local authority grants	-	3,991	3,991
	-	3,991	3,991
Other income from the Partnership's educational operations	1,046	1,960	3,006
COVID-19 additional funding (DfE/ESFA)			
Recovery premium	-	739	739
	-	739	739
	1,046	76,002	77,048
Teaching school hub			
DfE/ESFA grants	-	1,322	1,322
Other Government grants	-	650	650
Other income	1	536	537
	1	2,508	2,509
	1,047	78,510	79,557

Notes to the financial statements

for the year ended 31 August 2024



4. Funding for the Partnership's charitable activities

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Educational operations			
DfE/ESFA grants			
Educational activities	-	55,468	55,468
Other DfE/ESFA grants			
Pupil Premium	-	3,058	3,058
UNIFSM	-	509	509
Start up grant	-	173	173
Rates relief	-	58	58
Teachers' pay and Teachers' pension grants	-	176	176
Supplementary grant	-	2,327	2,327
16-19 core education funding	-	66	66
Others DfE /ESFA grants	-	694	694
	-	62,529	62,529
Other Government grants			
Local authority grants	-	2,169	2,169
	-	2,169	2,169
Other income from the Partnership's educational operations	883	666	1,549
COVID-19 additional funding (DfE/ESFA)			
Recovery premium	-	571	571
	-	571	571
Teaching school hub	883	65,935	66,818
DfE/ESFA grants	-	1,061	1,061
Other Government grants	-	168	168
Other income	1	357	358
	1	1,586	1,587
	884	67,521	68,405

The Partnership received £739,000 (2023 - £571,000) of funding for recovery premium and costs incurred in respect of this funding totalling £739,000 (2023 - £571,000).

Notes to the financial statements

for the year ended 31 August 2024



5. Other trading activities

	Unrestricted funds 2024 £000	Total funds 2024 £000
Letting income	173	173
Other income	809	809
	<u>982</u>	<u>982</u>

	Unrestricted funds 2023 £000	Total funds 2023 £000
Letting income	97	97
Other income	755	755
	<u>852</u>	<u>852</u>

6. Investment income

	Unrestricted funds 2024 £000	Total funds 2024 £000
Bank interest	50	50

	Unrestricted funds 2023 £000	Total funds 2023 £000
Bank interest	22	22

Notes to the financial statements

for the year ended 31 August 2024



7. Expenditure

	Staff Costs 2024 £000	Premises 2024 £000	Other 2024 £000	Total 2024 £000
Educational operations:				
Direct costs	49,423	242	11,680	61,345
Allocated support costs	12,910	8,954	6,146	28,010
Direct costs - Teaching school hub:				
Direct costs	244	-	1,955	2,199
Allocated support costs	-	-	140	140
	<u>62,577</u>	<u>9,196</u>	<u>19,921</u>	<u>91,694</u>

	Staff Costs 2023 £000	Premises 2023 £000	Other 2023 £000	Total 2023 £000
Educational operations:				
Direct costs	41,767	228	10,140	52,135
Allocated support costs	10,812	10,944	7,373	29,129
Direct costs - Teaching school hub:				
Direct costs	777	-	416	1,193
Allocated support costs	-	-	69	69
	<u>53,356</u>	<u>11,172</u>	<u>17,998</u>	<u>82,526</u>



Notes to the financial statements

for the year ended 31 August 2024



8. Analysis of expenditure by activities

	Activities undertaken directly 2024 £000	Support costs 2024 £000	Total funds 2024 £000
Educational operations	61,345	28,010	89,355
Teaching school hub	2,199	140	2,339
	63,544	28,150	91,694

	Activities undertaken directly 2023 £000	Support costs 2023 £000	Total funds 2023 £000
Educational operations	52,135	29,129	81,264
Teaching school hub	1,193	69	1,262
	53,328	29,198	82,526



Notes to the financial statements

for the year ended 31 August 2024



8. Analysis of direct costs

	Educational operations 2024 £000	Teaching school hub 2024 £000	Total funds 2024 £000
Pension finance costs	7	-	7
Staff costs	49,261	1,042	50,303
Educational supplies	4,239	1,157	5,396
Examination fees	766	-	766
Staff development and other staff costs	617	-	617
Educational consultancy	815	-	815
Travel, subsistence and expenses	1,565	-	1,565
Other direct costs	3,833	-	3,833
Agency staff	242	-	242
	<u>61,345</u>	<u>2,199</u>	<u>63,544</u>

	Educational operations 2023 £000	Teaching school hub 2023 £000	Total funds 2023 £000
Pension finance costs	442	-	442
Staff costs	41,767	777	42,544
Educational supplies	3,204	364	3,568
Examination fees	706	-	706
Staff development and other staff costs	625	52	677
Educational consultancy	269	-	269
Travel, subsistence and expenses	1,102	-	1,102
Other direct costs	3,792	-	3,792
Agency staff	228	-	228
	<u>52,135</u>	<u>1,193</u>	<u>53,328</u>

Notes to the financial statements

for the year ended 31 August 2024



8. Analysis of support costs

	Educational operations 2024 £000	Teaching school hub 2024 £000	Total funds 2024 £000
Staff costs	12,273	-	12,273
Depreciation	5,080	-	5,080
Maintenance of premises	714	-	714
Cleaning and caretaking	1,120	-	1,120
Operating lease rentals	25	-	25
Rates	296	-	296
Catering	1,756	-	1,756
Energy	2,284	-	2,284
Insurance	30	-	30
Technology costs	1,527	-	1,527
Other premises costs	1,577	-	1,577
Other support costs	1,269	140	1,409
Governance	59	-	59
	<u>28,010</u>	<u>140</u>	<u>28,150</u>



Notes to the financial statements

for the year ended 31 August 2024



8. Analysis of support costs

	Educational operations	Teaching school hub	Total funds
	2023	2023	2023
	£000	£000	£000
Staff costs	10,812	-	10,812
Depreciation and impairment costs	8,207	-	8,207
Maintenance of premises	694	-	694
Cleaning and caretaking	823	-	823
Operating lease rentals	79	-	79
Rates	308	-	308
Catering	2,043	-	2,043
Energy	2,240	-	2,240
Technology costs	859	9	868
Other premises costs	1,422	-	1,422
Other support costs	1,581	60	1,641
Governance	61	-	61
	<u>29,129</u>	<u>69</u>	<u>29,198</u>

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2024	2023
	£000	£000
Operating lease rentals	25	79
BSF / PFI contract expenditure	1,353	928
Depreciation of tangible fixed assets	5,080	3,450
Impairment of tangible fixed assets	-	4,757
	<u>-</u>	<u>8,214</u>

The impairment of tangible fixed assets in the prior year related to the old school building at West Coventry Academy following the completion of the new building.

Notes to the financial statements

for the year ended 31 August 2024



10. Auditor's remuneration

	2024 £000	2023 £000
Fees payable to the Partnership's auditor for the audit of the Partnership's annual accounts	43	38
Fees payable to the Partnership's auditor in respect of: Other services	6	5
	<u>49</u>	<u>43</u>

11. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2024 £000	2023 £000
Wages and salaries	43,046	35,874
Social security costs	4,743	4,178
Pension costs	10,944	9,429
	<u>58,733</u>	<u>49,481</u>
Agency staff costs	3,833	3,792
Staff restructuring costs	11	83
	<u>62,577</u>	<u>53,356</u>

Staff restructuring costs comprise:

	2024 £000	2023 £000
Redundancy payments	5	7
Severance payments	6	76
	<u>11</u>	<u>83</u>

Notes to the financial statements

for the year ended 31 August 2024



11. Staff

b. Severance payments

The Partnership paid 2 severance payments in the year (2023 - 4), disclosed in the following bands:

	2024	2023
	No.	No.
£0 - £25,000	2	3
£25,001 - £50,000	-	1
	=====	=====

c. Special staff severance payments

The value of all special staff severance payments made by the partnership during the period were £2,731 and £2,812 (2023 - total severance payments of £75,707).

d. Staff numbers

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

	2024	2023
	No.	No.
Teachers	714	702
Support staff	865	791
Management	12	10
	=====	=====
	1,591	1,503
	=====	=====



Notes to the financial statements

for the year ended 31 August 2024



11. Staff

e. Higher paid staff

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

	2024 No.	2023 No.
In the band £60,001 - £70,000	46	27
In the band £70,001 - £80,000	15	16
In the band £80,001 - £90,000	14	6
In the band £90,001 - £100,000	3	3
In the band £100,001 - £110,000	4	2
In the band £110,001 - £120,000	5	3
In the band £130,001 - £140,000	2	-
In the band £140,001 - £150,000	-	1
In the band £150,000 - £160,000	1	-

f. Key management personnel

The key management personnel of the Partnership comprise the Trustees and the Executive team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Partnership was £1,149,000 (2023 - £518,000).

12. Central services

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

- Human resources
- Educational services
- Financial services
- Operations
- Legal and Governance
- Others as arising

Notes to the financial statements

for the year ended 31 August 2024



The Partnership charges for these services on the following basis:

Flat percentage of General Annual Grant of 4.5% plus associated costs of centralised budgets (2023 - flat percentage of General Annual Grant of 4.5%).

The actual amounts charged during the year were as follows:

	2024 £000	2023 £000
Anna Seward Primary School	67	-
Arthur Terry School	1,878	1,705
The Bridge Academy	114	-
Brookvale Primary School	236	296
The Coleshill School	1,422	1,014
Coton Green Primary School	308	352
Curdworth Primary School	126	127
Deykin Avenue Junior and Infant School	56	-
Dunstall Park Primary School	-	-
Greysbrooke Primary School	193	200
Hill West Primary School	382	452
John Wilmott School	1,225	1,283
Mere Green School	534	597
Nether Stowe School	943	682
Osborne Primary School	490	378
Paget Primary School	106	-
Stockland Green School	1,054	1,269
Scotch Orchard School	193	230
Slade Primary School	514	553
St Chad's CE Primary School	260	171
St Michael's CofE (C) Primary School	373	334
Two Gates Primary School	262	324
West Coventry Academy	1,484	1,198
William MacGregor Primary School	207	236
Teaching School Hub	-	35
Total	12,427	11,436

Notes to the financial statements

for the year ended 31 August 2024



13. Related party transaction - Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 August 2024, travel and subsistence expenses totalling £NIL were reimbursed or paid directly to no Trustees (2023 - £NIL).

14. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Partnership has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2024 was £486 (2023 - £362). The cost of this insurance is included in the total insurance cost.



Notes to the financial statements

for the year ended 31 August 2024



15. Tangible fixed assets

	Land and buildings £000	Fixture and fittings £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost					
At 1 September 2023	164,071	6,343	6,555	36	177,005
Additions	14,949	2,181	419	-	17,549
At 31 August 2024	<u>179,020</u>	<u>8,524</u>	<u>6,974</u>	<u>36</u>	<u>194,554</u>
Depreciation					
At 1 September 2023	18,970	1,672	2,926	36	23,604
Charge for the year	2,865	727	1,488	-	5,080
At 31 August 2024	<u>21,835</u>	<u>2,399</u>	<u>4,414</u>	<u>36</u>	<u>28,684</u>
Net book value					
At 31 August 2024	<u><u>157,185</u></u>	<u><u>6,125</u></u>	<u><u>2,560</u></u>	<u><u>-</u></u>	<u><u>165,870</u></u>
At 31 August 2023	<u><u>145,101</u></u>	<u><u>4,671</u></u>	<u><u>3,629</u></u>	<u><u>-</u></u>	<u><u>153,401</u></u>

Included in land and buildings are £13,604,000 of freehold land and buildings. The remaining of £137,276,000 are leasehold land and buildings.

The impairment charge relates to the old school building at West Coventry Academy following the completion of the new building.



Notes to the financial statements

for the year ended 31 August 2024



16. Debtors

	2024 £000	2023 £000
Due within one year		
Trade debtors	283	170
Other debtors	690	640
Prepayments and accrued income	2,728	2,558
	<u>3,701</u>	<u>3,368</u>

17. Creditors: Amounts falling due within one year

	2024 £000	2023 £000
Other loans	12	169
Trade creditors	3,380	1,817
Other taxation and social security	1,150	1,019
Other creditors	1,354	1,109
Accruals and deferred income	2,727	3,036
	<u>8,623</u>	<u>7,150</u>

	2024 £000	2023 £000
Deferred income at 1 September 2023	644	390
Resources deferred during the year	417	644
Amounts released from previous periods	(644)	(390)
	<u>417</u>	<u>644</u>

Notes to the financial statements

for the year ended 31 August 2024



At the balance sheet date the Partnership was holding funds received in advance for educational grants and trips booked for the year ending 31 August 2024.

Other loans includes interest free "Salix" loans from the ESFA and loans with local authorities which were inherited with schools converting into the partnership. These loans are repayable in either quarterly or half yearly installments until 2024. Other loans also includes a loan from the ESFA.

18. Creditors: Amounts falling due after more than one year

	2024	2023
	£000	£000
Other loans	<u>1,048</u>	<u>12</u>

Other loans in the current year includes a draw down facility from the ESFA. Repayments will start in September 2026, with a flat repayment profile over 3 years.

Other loans in the prior year is made up of interest free "Salix" loans from the ESFA. These loans are repayable in either quarterly or half yearly instalments.



Notes to the financial statements

for the year ended 31 August 2024



19. Statement of funds

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
Unrestricted funds						
General Funds	977	2,958	(1,712)	(6,765)	-	(4,542)
Restricted general funds						
General Annual Grant (GAG)	-	61,245	(67,680)	6,435	-	-
UIFSM	-	521	(521)	-	-	-
Pupil Premium	-	3,339	(3,339)	-	-	-
Recovery Premium	-	739	(739)	-	-	-
Teachers Pay & Pension grant	-	1,608	(1,608)	-	-	-
Other DfE / EFSA grants	210	2,599	(2,809)	-	-	-
Other government grants	311	4,159	(4,470)	-	-	-
Teaching school hub	474	2,509	(2,339)	-	-	644
Other income	-	1,791	(1,791)	-	-	-
Pension reserve	(366)	-	486	-	(120)	-
	629	78,510	(84,810)	6,435	(120)	644



Notes to the financial statements

for the year ended 31 August 2024



19. Statement of funds

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
Restricted fixed asset funds						
School Condition Allocation	2,051	2,058	(92)	(2,669)	-	1,348
Other Fixed Asset funds	153,401	14,549	(5,080)	2,999	-	165,869
	<u>155,452</u>	<u>16,607</u>	<u>(5,172)</u>	<u>330</u>	<u>-</u>	<u>167,217</u>
Total Restricted funds	<u>156,081</u>	<u>95,117</u>	<u>(89,982)</u>	<u>6,765</u>	<u>(120)</u>	<u>167,861</u>
Total funds	<u>157,058</u>	<u>98,075</u>	<u>(91,694)</u>	<u>-</u>	<u>(120)</u>	<u>163,319</u>

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

Designated funds

This fund represents funds which the Trustees have earmarked for future projects.

Restricted general funds

This fund represents grants and other income received for the partnership's operational activities and development.

Pension reserve

The pension reserve included within restricted general funds represents the partnership's share of the pension liability arising on the LGPS pension fund.

Restricted fixed asset funds

This fund represents grants and other income received to carry out works of a capital nature.

Notes to the financial statements

for the year ended 31 August 2024



Transfers between funds

Transfers between funds relate to purchases of a capital nature expenditure being funded by GAG, other DfE/ESFA grants and other funding.

Under the funding agreement with the Secretary of State, the Partnership was not subject to a limit on the amount of GAG it could carry forward at 31 August 2024.

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

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
Unrestricted funds						
Designated funds						
Designated Fund	1,087	-	-	(1,087)	-	-
General funds						
General Funds	3,220	1,983	(2,024)	(2,202)	-	977
Total Unrestricted funds	4,307	1,983	(2,024)	(3,289)	-	977
Restricted general funds						
General Annual Grant (GAG)	2,432	55,534	(58,766)	800	-	-
UIFSM	-	509	(509)	-	-	-
Pupil Premium	-	3,058	(3,058)	-	-	-
Recovery Premium	60	571	(631)	-	-	-
Teachers Pay & Pension grant	-	176	(176)	-	-	-
Other DfE / EFSA grants	408	3,252	(3,450)	-	-	210
Other government grants	285	2,149	(2,123)	-	-	311
Teaching school hub	527	1,586	(1,609)	(30)	-	474
Other income	-	686	(686)	-	-	-
Pension reserve	(10,402)	-	(434)	-	10,470	(366)
	(6,690)	67,521	(71,442)	770	10,470	629

Notes to the financial statements

for the year ended 31 August 2024



	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
Restricted fixed asset funds						
School Condition Allocation	3,577	2,000	(853)	(2,673)	-	2,051
Other Fixed Asset funds	110,767	45,650	(8,208)	5,192	-	153,401
	<u>114,344</u>	<u>47,650</u>	<u>(9,061)</u>	<u>2,519</u>	<u>-</u>	<u>155,452</u>
Total Restricted funds	<u>107,654</u>	<u>115,171</u>	<u>(80,503)</u>	<u>3,289</u>	<u>10,470</u>	<u>156,081</u>
Total funds	<u><u>111,961</u></u>	<u><u>117,154</u></u>	<u><u>(82,527)</u></u>	<u><u>-</u></u>	<u><u>10,470</u></u>	<u><u>157,058</u></u>



Notes to the financial statements

for the year ended 31 August 2024



Total funds analysis by academy

Fund balances at 31 August 2024 were allocated as follows:

	2024 £000	2023 £000
Arthur Terry Learning Partnership	(4,542)	1,498
Teaching School Hub	644	474
Total before fixed asset funds and pension reserve	(3,898)	1,972
Restricted fixed asset fund	167,217	155,452
Pension reserve	-	(366)
Total	163,319	157,058

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

	Deficit £000
Arthur Terry Learning Partnership	4,542

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

The partnership is working closely with the Department for Education and have agreed a financial recovery plan to replenish reserves. This will be delivered in a managed way over the next 4 years.



Notes to the financial statements

for the year ended 31 August 2024



Total cost analysis by academy

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

	Teaching and educational support staff £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2024 £000
Arthur Terry Learning Partnership	3,117	5,984	1,848	11,064	22,013
Anna Seward Primary School	249	32	14	37	332
Arthur Terry School	7,978	944	279	965	10,166
The Bridge Academy	966	106	144	332	1,548
Brookvale Primary School	872	84	54	176	1,186
The Coleshill School	4,959	826	530	773	7,088
Coton Green Primary School	1,234	105	46	93	1,478
Curdworth Primary School	533	40	27	49	649
Deykin Avenue Junior and Infant School	174	21	14	41	250
Dunstall Park Primary School	-	-	-	-	-
Greysbrooke Primary School	779	67	25	131	1,002
Hill West Primary School	1,585	152	39	139	1,915
John Willmott School	3,771	860	472	771	5,874
Mere Green School	2,128	250	45	161	2,584
Nether Stowe School	3,542	478	170	678	4,868
Osborne Primary School	1,601	179	64	446	2,290
Paget Primary School	444	53	9	48	554
Stockland Green School	3,557	640	575	228	5,000
Scotch Orchard School	748	73	14	229	1,064
Slade Primary School	1,735	184	121	205	2,245
St Chad's CE Primary School	883	163	86	161	1,293
St Michael's CofE (C) Primary School	1,387	93	65	269	1,814
Two Gates Primary School	1,060	139	89	178	1,466
West Coventry Academy	5,410	694	237	629	6,970
William MacGregor Primary School	717	107	38	65	927
Teaching School Hub	881	-	-	1,157	2,038
Partnership	50,310	12,274	5,005	19,025	86,614

Notes to the financial statements

for the year ended 31 August 2024



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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2023 £000
Arthur Terry Learning Partnership	1,649	4,129	531	10,124	16,433
Anna Seward Primary School	2	-	-	-	2
Arthur Terry School	7,542	789	433	316	9,080
The Bridge Academy	60	10	-	-	70
Brookvale Primary School	816	80	81	59	1,036
The Coleshill School	5,034	892	659	323	6,908
Coton Green Primary School	1,099	117	38	53	1,307
Curdworth Primary School	512	34	17	41	604
Greysbrooke Primary School	745	59	34	82	920
Hill West Primary School	1,565	108	63	126	1,862
John Willmott School	4,089	877	434	142	5,542
Mere Green School	2,074	322	113	169	2,678
Nether Stowe School	3,064	595	233	108	4,000
Osborne Primary School	1,840	176	84	112	2,212
Stockland Green School	3,321	782	378	143	4,624
Scotch Orchard School	858	65	32	72	1,027
Slade Primary School	1,833	225	99	111	2,268
St Chad's CE Primary School	782	285	81	58	1,206
St Michael's CofE (C) Primary School	1,396	88	91	108	1,683
Two Gates Primary School	1,155	151	44	75	1,425
West Coventry Academy	5,188	913	436	292	6,829
William MacGregor Primary School	767	115	31	82	995
Teaching School Hub	945	-	-	664	1,609
Partnership	46,336	10,812	3,912	13,260	74,320

Notes to the financial statements

for the year ended 31 August 2024



20. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	-	-	165,869	165,869
Current assets	(4,542)	10,315	1,348	7,121
Creditors due within one year	1,048	(9,671)	-	(8,623)
Creditors due in more than one year	(1,048)	-	-	(1,048)
Total	(4,542)	644	167,217	163,319

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Tangible fixed assets	-	-	153,401	153,401
Current assets	977	8,031	2,177	11,185
Creditors due within one year	-	(7,036)	(114)	(7,150)
Creditors due in more than one year	-	-	(12)	(12)
Provisions for liabilities and charges	-	(366)	-	(366)
Total	977	629	155,452	157,058

Notes to the financial statements

for the year ended 31 August 2024



21. Reconciliation of net income to net cash flow from operating activities

	2024 £000	2023 £000
Net income for the period (as per statement of Financial Activities)	6,383	34,627
Adjustments for:		
Impairment of fixed assets	-	4,757
Depreciation	5,080	3,450
Interest receivable	(49)	(22)
Defined benefit pension scheme cost less contributions payable	(493)	(8)
Defined benefit pension scheme finance cost	7	442
Increase in debtors	(333)	(1,455)
Increase in creditors	1,629	1,553
Capital grants from DfE and other capital income	(2,302)	(2,727)
Gift of property and assets on conversion	(6,305)	(3,099)
Gift of property and assets	-	(34,949)
Free School property and assets transferred	(8,000)	(6,875)
Net cash used in operating activities	(4,383)	(4,306)

22. Cash flows from financing activities

	2024 £000	2023 £000
Cash inflows from new borrowing	1,048	-
Repayments of borrowing	(169)	(167)
Net cash provided by/(used in) financing activities	879	(167)

Notes to the financial statements

for the year ended 31 August 2024



23. Cash flows from investing activities

	2024 £000	2023 £000
Dividends, interest and rents from investments	49	22
Purchase of tangible fixed assets	(3,244)	(6,101)
Capital grants from DfE Group	2,302	2,696
Capital funding received from sponsors and others	-	31
Net cash used in investing activities	(893)	(3,352)

24. Analysis of cash and cash equivalents

	2024 £000	2023 £000
Cash in hand and at bank	3,420	7,817
Total cash and cash equivalents	3,420	7,817

25. Analysis of changes in net debt

	At 1 September 2023 £000	Cash flows £000	Other non- cash changes £000	At 31 August 2024 £000
Cash at bank and in hand	7,817	(4,397)	-	3,420
Debt due within 1 year	(169)	169	(12)	(12)
Debt due after 1 year	(12)	(1,048)	12	(1,048)
	7,636	(5,276)	-	2,360

Notes to the financial statements

for the year ended 31 August 2024



26. Conversion to an academy trust

On 1 June 2024 Deykin Avenue Junior and Infant School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The Arthur Terry Learning Partnership from Birmingham City Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the statement of Financial Activities as Income from Donations and Capital Grants - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the statement of Financial Activities.

	Unrestricted funds £000	Restricted fixed asset funds £000	Total funds £000
Tangible fixed assets			
Leasehold land and buildings	-	1,752	1,752
Current assets			
Accrued income - representing budget surplus	51	-	51
Net assets	<u>51</u>	<u>1,752</u>	<u>1,803</u>



Notes to the financial statements

for the year ended 31 August 2024



26. Conversion to an academy trust

On 1 June 2024 Paget Primary School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The Arthur Terry Learning Partnership from Birmingham City Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the statement of Financial Activities as Income from Donations and Capital Grants - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the statement of Financial Activities.

	Unrestricted funds £000	Restricted fixed asset funds £000	Total funds £000
Tangible fixed assets			
Leasehold land and buildings	-	4,553	4,553
Current assets			
Accrued income - representing budget surplus	353	-	353
Net assets	<u>353</u>	<u>4,553</u>	<u>4,906</u>



Notes to the financial statements

for the year ended 31 August 2024



27. Pension commitments

The Partnership'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 West Midlands Pension Fund, Staffordshire County Council and Warwickshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £1,354,000 were payable to the schemes at 31 August 2024 (2023 - £1,102,000) 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.

The Teachers' Pension Budgeting and Valuation Account

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 ensure scheme costs are recognised and managed appropriately and the review specifies 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 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

Notes to the financial statements

for the year ended 31 August 2024



- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £7,762,000 (2023 - £6,125,000).

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 Partnership is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Partnership 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 2024 was £4,313,000 (2023 - £3,944,000), of which employer's contributions totalled £3,445,000 (2023 - £3,200,000) and employees' contributions totalled £868,000 (2023 - £744,000). The agreed contribution rates for future years are 22.2 per cent for employers and 5.5 to 12.5 per cent for employees.

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.



Notes to the financial statements

for the year ended 31 August 2024



Principal actuarial assumptions

	2024	2023
	%	%
Rate of increase in salaries	3.48	3.86
Rate of increase for pensions in payment/inflation	2.65	2.99
Discount rate for scheme liabilities	5.00	5.20

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

	2024	2023
	Years	Years
Retiring today		
Males	19.8	19.9
Females	24.0	24.2
Retiring in 20 years		
Males	21.2	21.1
Females	25.3	25.5

Sensitivity analysis

	2024	2023
	£000	£000
Discount rate +0.1%	(1,060)	(942)
Discount rate -0.1%	1,060	942
Mortality assumption - 1 year increase	1,891	1,695
Mortality assumption - 1 year decrease	(1,891)	(1,695)
CPI rate +0.1%	1,033	859
CPI rate -0.1%	(1,033)	(859)

Notes to the financial statements

for the year ended 31 August 2024



Share of scheme assets

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

	At 31 August 2024 £000	At 31 August 2023 £000
Equities	27,147	27,994
Corporate bonds	16,045	9,164
Cash and other liquid assets	2,679	3,463
Other	3,630	1,389
Total market value of assets	49,501	42,010

The actual return on scheme assets was £4,075,000 (2023 - £2,107,000).

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

	2024 £000	2023 £000
Current service cost	-	3,192
Interest income	2,271	1,624
Interest cost	(2,278)	(2,066)
Total amount recognised in the Statement of financial activities	(7)	2,750



Notes to the financial statements

for the year ended 31 August 2024



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

	2024 £000	2023 £000
At 1 September	42,375	47,043
Interest cost	2,278	2,066
Employee contributions	868	744
Actuarial gains	(306)	(9,987)
Benefits paid	(896)	(683)
Current service cost	2,952	3,192
De-recognition of pension asset	2,230	-
	<hr/>	<hr/>
At 31 August	49,501	42,375
	<hr/> <hr/>	<hr/> <hr/>

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

	£000	£000
At 1 September	42,009	36,641
Interest income	2,271	1,624
Actuarial gains	1,804	483
Employer contributions	3,445	3,200
Employee contributions	868	744
Benefits paid	(896)	(683)
	<hr/>	<hr/>
At 31 August	49,501	42,009
	<hr/> <hr/>	<hr/> <hr/>



Notes to the financial statements

for the year ended 31 August 2024



28. Operating lease commitments

At 31 August 2024 the Partnership had commitments to make future minimum lease payments under non cancellable operating leases as follows:

	2024 £000	2023 £000
Land and buildings		
Not later than 1 year	1,503	1,344
Later than 1 year and not later than 5 years	8,040	7,178
Later than 5 years	31,173	32,586
	<u>40,716</u>	<u>41,108</u>

The commitment under land and buildings represents the total amount payable under the BSF / PFI contracts that the partnership is subject to.

	2024 £000	2023 £000
Other		
Not later than 1 year	5	5
Later than 1 year and not later than 5 years	-	5
	<u>5</u>	<u>10</u>

29. 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.

Notes to the financial statements

for the year ended 31 August 2024



30. Related party transactions

No related party transactions took place in the period of account.

31. Post balance sheet events

On 1 September 2024, Dunstall Park Primary School, in Tamworth, joined the Partnership.

32. Agency arrangements

The partnership distributes 16-19 bursary funds from the ESFA to students as an agent. In the accounting year ended 31 August 2024, the partnership received £55,000 (2023 - £66,000) and distributed £40,000 (2023 - £37,000).

At the balance sheet date there was £15,000 (2023 - £178,000) owing to specific pupils.

33. Controlling party

The Partnership is controlled by the Board of Members.



Contact us

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The Arthur Terry Learning Partnership, a charitable company limited by guarantee, registered in England and Wales, company number 07730920. Registered office: The Arthur Terry School, Kittoe Road, Four Oaks, Sutton Coldfield, West Midlands, B74 4RZ
CEO: Richard Gill OBE NPQH, NLE, FRSA



Our learning family

Teaching School



Arthur Terry
Teaching School Hub

Combined



The Bridge
Academy

Primary Schools



Anna Seward
Primary School



Brookvale
Primary School



Coton Green
Primary School



Curdworth
Primary School



Deykin Avenue
Junior & Infant School



Dunstall Park
Primary School



Greysbrooke
Primary School



Hill West
Primary School



Mere Green
Primary School



Osborne
Primary School



Paget
Primary School



Scotch Orchard
Primary School



Slade
Primary School



St Chad's CE
Primary School



St Michael's CE
Primary School

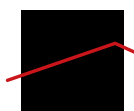


Two Gates
Primary School



William
MacGregor
Primary School

Secondary Schools



The Arthur Terry
School



The Coleshill
School



The Royal
Sutton School



Nether Stowe
School



Stockland Green
School



West Coventry
Academy