

Report of the Trustees and
Financial Statements for the Year Ended 31 August 2019
for
THE RIVERS C OF E MULTI ACADEMY TRUST

THE RIVERS C OF E MULTI ACADEMY TRUST

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for the year ended 31 August 2019

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THE RIVERS C OF E MULTI ACADEMY TRUST

Reference and Administrative Details for the Year Ended 31 August 2019

Members	C Hoddinott N Mossop (resigned 25/09/2019) A Streather S Yates Worcester Diocese Academy Trust (Corporate Member)
Trustees	A Streather - Chair of Trustees A Bourne K Brunt F Hayles L Hoskyns-Staples (appointed 13/02/2019) E Hughes A Jobbins S Mason (resigned 13/02/2019) N Mossop (resigned 12/12/2018) C Nichols P West
Company secretary	S Taylor
Senior management team	K Brunt - Executive Head and CEO C Atkinson - Head of School K Banford – Headteacher N Cale – (appointed 01/09/2019) C Howitt - Headteacher L Long - Head of School G Morgan – Headteacher (resigned 31/08/2019) T O'Keeffe-Pullan (Headteacher) R Pierpoint - Headteacher K Postans – Headteacher (appointed 01/10/2019) E Rowe – Head of School S Taylor – Business & Finance Director S Williams – Headteacher S Jennings
Academies operated	Burlish Park Primary School, Stourport-on-Severn, Worcestershire Cranham Primary School, Warndon, Worcester Cutnall Green C of E First School, Cutnall Green, Worcestershire Great Witley C of E Primary School, Great Witley, Worcestershire Heronwood Primary School, Kidderminster, Worcestershire Northwick Manor Primary School, Northwick, Worcester North Worcester Primary Academy, Worcester St Clements C of E Primary School, Worcester St Peter's Droitwich C of E Academy, Droitwich, Worcestershire Wychbold First and Nursery School, Wychbold, Worcestershire
Registered office	Cutnall Green C of E Primary School School Lane Cutnall Green Droitwich WR9 0PH
Registered company number	09199371
Independent auditors	Haines Watts Birmingham LLP 5-6 Greenfield Crescent Edgbaston Birmingham B15 3BE
Bankers	Lloyds Bank The Cross Worcestershire WR1 3PY
Solicitors	Browne Jacobson LLP Victoria Square House Victoria Square Birmingham B2 4BU

THE RIVERS C OF E MULTI ACADEMY TRUST

Report of the Trustees for the Year Ended 31 August 2019

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

During the reporting period the Trust operated 7 primaries and 2 first schools in Worcestershire, England. Its academies have a combined pupil capacity of 2450 and had a roll of 2878 with an additional 142 pre-school places.

North Worcester Primary Academy opened as a free school academy member of the trust on 1 September 2019 with 54 pupils on roll in reception and 32 pre-school places, the school capacity is 420.

Structure, governance and management

Constitution

The multi academy trust 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 multi academy trust. The Trustees of the multi academy trust are also the directors of the charitable company for the purposes of company law. The registered name of the charitable company is The Rivers C of E Multi Academy Trust. Herein, it may be referred to as "The Rivers C of E MAT", "the MAT", or "the Trust".

Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

Members' liability

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

Recruitment and appointment of new trustees

Trustees are recruited and approved by the members according to the needs of the Board and the skill set required. Worcester Diocese Academy Trust members confirm in writing their approval of all Trustees/Members to the board and this is also confirmed by Worcester Diocese.

Policies and procedures adopted for the induction and training of trustees

The Trust carries out appropriate training for new Trustees as per The Rivers C of E MAT Induction Policy.

Organisational structure

The MAT has up to 5 members who appoint the Trustees. The Trustees are responsible for the overall management and responsibility of the MAT. Each of the schools currently within the trust has a School Improvement Board which is in effect a sub-committee of the main governing body and concentrates on the day to day running of the school according to the scheme of delegation. Each school improvement board has 2 parent representatives and the remainder of the group consists of staff and community members.

Arrangements for setting pay and remuneration of key management personnel

Arrangements for Pay and Remuneration of the Trust's key management personnel is outlined in the Rivers C of E MAT Pay Policy.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
2	2

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	2

Related parties and other connected charities and organisations

Any transactions with partners of the St Clement's Teaching School and Rivers Teaching School Alliance are on a commercial basis.

THE RIVERS C OF E MULTI ACADEMY TRUST

Report of the Trustees for the Year Ended 31 August 2019

Objectives and aims

The principal activity of the charitable company is the operation of The Rivers C of E MAT to provide education for pupils of different abilities up to the age of 11.

The principal objectives of the MAT are:

- To ensure that every child 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 MAT by keeping the curriculum and organisational structure under continual review.
- To comply with the appropriate statutory and curriculum requirements.
- To make the MAT a valued community resource.
- To close the achievement gap for disadvantaged pupils.
- To ensure pupils are well prepared for the next phase of education academically, socially and emotionally.
- To ensure finance is monitored and driven to ensure value for money and improved outcomes for children.

Public benefit

In setting our objectives the Trustees' have given careful consideration to the Charity Commissions guidance on public benefit.

The primary purpose of the Rivers C of E MAT is the advancement of education through its schools and via the teaching school and to provide support within the local areas and wider community.

The trust runs an extended day, offering a safe place for pupils while parents are working. The trust operates both pre- and post-school care and an onsite nursery.

The trust has given a high priority to providing public benefit to a cross section of the community regardless of family background, but perhaps the greatest benefit the academy can offer is the provision of an education that maximises each pupil's potential.

Strategic report

Achievement and performance

Key performance indicators

The Trustees regularly review assessments of the performance of the Trust's academies. The Trustees review test results as a key performance of The Trust's continuing success, but they also review the improvements of each year group and individuals to ensure that the teaching activities of each of the Trust's academies are effective and there is continuous improvement at all levels.

Please see Annex 1 to this report for results for the year.

Financial review

Current year review

Most of the Trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to a particular purpose. The grants received from the ESFA during the 12-month period ended 31 August 2019 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities on page 16.

During the period, ESFA\LA grants totalled to £13,070,000 (2018: £10,164,000). Other income included within the restricted funds totalled to £457,000 (2018: £332,000). The restricted fund expenditure totalled to £13,916,000 (2018: £11,902,000).

The Trust also received grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2015), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in the total funds of the Trust. It should be noted that this does not present the Trust with any current liquidity problem. The employer contributions continue to increase for the foreseeable. Overall, the Trust has a healthy balance sheet and cash flow and will be using reserves to maintain the current assets and also to invest back into the school in the form of additional resources and facilities both in the long term and the short term in conjunction with the school development plan and school aims.

Report of the Trustees
for the Year Ended 31 August 2019

Financial review (continued)

The Chief Finance Officer has been reviewing the financial policies, processes and controls with an ongoing review of systems used in supporting financial management. All schools are required to produce monthly financial reports that are reviewed at all levels of governance. These are compared against the budget submitted to the ESFA and reforecasts undertaken when required. Any school that is presenting financial challenges is escalated to the Chief Finance Officer who, along with Trustees and the School Improvement Board, will work on a three to five-year strategic plan to ensure the school's financial viability.

On an annual basis, the audit and finance committee receive and review longer term financial models (up to 5 years) to plan and organise resources most effectively to fulfil the strategic aims of the Trust. The assets were used exclusively for providing education and the associated services to the pupils of the academies. The deficits in the Local Government Pension Schemes (LGPS) are recognised on the Balance Sheet in accordance with the provisions of FRS102.

Going concern

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

Reserves policy

Reserves brought over by schools joining the Trust are accounted for in the school's financial statements. More specifically, reserves are income which becomes available to the Trust and is to be spent at the Trustees' discretion in furtherance of any of the Trust's objects (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (i.e. is free).

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The policy of the Trustees is to maintain a level of reserves that will be adequate to provide a stable basis for the continuing operation of the Trust whilst ensuring that excessive funds are not accumulated. Cash balances of all academies are pooled into a central deposit account with the accounting of reserves remaining at school level.

Excluding the pension scheme liability and capital funds, the Trust's funds carried forward as at 31 August 2019 totalled £1,383,000, being restricted general funds of £344,000 and unrestricted funds of £1,039,000, as shown in the Balance Sheet on page 17 and in note 21 to the accounts on page 31.

The Trust has a pension scheme deficit in respect of the Local Government Pension Scheme of £9,870,000. The liability is included in restricted reserves and the Trust will have to meet any long term liability out of restricted reserves. In order to repay the deficit, employer contributions will be 18.3%. In addition, in order to protect the fund, phased lump sum deficit contributions have been scheduled over the next three years at an average of £340,000 per annum. It is anticipated that the recovery period is 20 years. This deficit is considered a long term deficit and not an immediate liability.

The Trustees are satisfied that the Multi Academy Trust continues to progress towards elimination of the Local Government Pension Scheme deficit and that trust reserves are managed effectively to eliminate deficits for the future.

Investment policy

The Trust has cash held in bank accounts and investments held with CCLA which were inherited on conversion of Great Witley C of E Primary School into the Trust. The Trustees are satisfied that the amounts held in reserves at the end of the period are at an appropriate level. The Trust will ensure that these funds are deposited as part of a safe and secure investment strategy whilst maximising interest received.

Report of the Trustees
for the Year Ended 31 August 2019

Principal risks and uncertainties

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The principle risk areas are the protection of pupils, staff and assets as well as maintaining pupil numbers in order to manage the financial risks. Trustees have implemented a number of systems to assess risks that each school faces, especially in the operational areas (e.g. in relation to teaching, health and safety and school trips), and in relation to the control of finances. The Trust has inherited a number of building related issues on the transfer of the school buildings. CIF grant funding applications have been submitted to further improve individual site facilities to address priorities identified through site suitability and conditions reports and taking professional advice and guidance from the Trust's property consultants. Systems and procedures to minimise operational risks are constantly being reviewed and updated, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk.

A material risk for the Trust in relation to the defined pension scheme has been mitigated as parliament has agreed at the request of the Secretary of State for Education to guarantee that, in the event of an academy closure, outstanding LGPS pension scheme liabilities would be met by the Department of Education. This guarantee came into force on 18 July 2013.

The Trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement. It should also be noted that procedures are in place to ensure compliance with health and safety of staff, visitors and pupils.

Fundraising

Under the provisions of the Charities (Protection and Social Investment) Act 2016 the Trustees have a duty to report information on fundraising practices. The majority of the income of the Academy is GAG funding from the ESFA to provide education. The Trust receives income from its pre-schools, casual lettings, catering and wrap around care facilities and the Trust helps to support other like-minded organisations through the secondment of staff, consultation and training activities. Fundraising from the public is a minor part of the Trust's approach to raising money. The Trust does not use professional fundraisers or work with commercial participators except seeking specialist consultation support in preparation for grant applications. Voluntary contributions and donations are requested in accordance with the Charges and Remissions Policy in which we promise not to charge for education provided during school hours and to inform parents on low incomes and in receipt of relevant benefits of the support available to them when asking for contributions. The Rivers C of E Academy Trust and its member academies are committed to ensuring equal opportunities for all pupils, regardless of financial circumstances, to ensure that no child is discriminated against by our offering of school trips, activities and educational extras. Voluntary contributions and donations help to support our efforts to help children live fulfilling and healthy lives. There have been no complaints about fundraising activity this year. All direct fundraising is undertaken by school representatives to ensure that it is not unreasonably intrusive or persistent.

Future plans

The number of academies within the Trust is expected to increase over the next 3 years through the pipeline identified in the Trust's growth strategy. Educational intervention and support capacity has increased during the academic year through the recruitment of additional associate school leaders, who bring strength and breadth to the central School Improvement Team.

A centralised procurement strategy to realise cost savings and effectiveness across the Trust is being implemented.

The Trustees and school improvement boards continue to promote the Trust within the local community; examples being, school fairs, choral visits to local old people's homes, donations to local charities, collaboration projects with schools in the independent sector and a community focussed Festival of Music.

The Trustees continue to apply for capital funding to further improve and extend the school buildings, which will improve the suitability and condition of the schools.

THE RIVERS C OF E MULTI ACADEMY TRUST

Report of the Trustees
for the Year Ended 31 August 2019

Auditors

Insofar as the Trustees are aware:

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

The auditors, Haines Watts, are willing to continue in office and a resolution to appoint them will be proposed at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 11 December 2019 and signed on the board's behalf by:


A Streather - Chair of Trustees

THE RIVERS C OF E MULTI ACADEMY TRUST

**Report of the Trustees
for the Year Ended 31 August 2019**

Annex 1 – Achievements and performance – key performance indicators

Compared to National			Compared to last year			Compared to prediction	
5% or more above National	Within 5% of National	5% or lower than National	5% or more above last year	Within 5% of last year	5% or lower than last year	In line or above prediction	5% or more below prediction

	EYFS						Phonics					
	Number in cohort	Number of PP	2019 %	Compared to National	Compared to last year	Compared to prediction	Number in cohort	Number of PP	2019 %	Compared to National	Compared to last year	Compared to prediction
NATIONAL 2018				72%						82%		
Burlish Park	55	4	58				56	5	89			
Cranham	45	12	66				61	18	83			
Cutnall Green	17	1	71				26	0	96			
Great Witley	26	1	72				30	1	90			
Heronswood	54	15	56				61	16	83			
Northwick	80	1	78				91	7	89			
St Clements	28	0	64				30	3	90			
St Peter's	81	1	74				90	6	89			
Wychbold	30	2	76				27	4	78			

	Key Stage 1													
			Reading				Writing				Maths			
	Number in cohort	Number of PP	2019 %	Compared to National	Compared to last year	Compared to prediction	2019 %	Compared to National	Compared to last year	Compared to prediction	2019 %	Compared to National	Compared to last year	Compared to prediction
NATIONAL 2018				75%				70%				76%		
Burlish Park	60	7	82				70				83			
Cranham	61	21	73				60				67			
Cutnall Green	18	1	89				83				89			
Great Witley	22	5	72				76				76			
Heronswood	51	15	73				50				71			
Northwick	120	8	95				85				92			
St Clements	28	8	76				67				77			
St Peter's	90	10	79				68				77			
Wychbold	29	5	82				75				79			

	Key Stage 2																	
			Reading				Writing				Maths				RWM combined			
	Number in cohort	Number of PP	2019 %	Compared to National	Compared to last year	Compared to prediction	2019 %	Compared to National	Compared to last year	Compared to prediction	2019 %	Compared to National	Compared to last year	Compared to prediction	2019 %	Compared to National	Compared to last year	Compared to prediction
NATIONAL 2019				73%				78%				79%				65%		
Burlish Park	60	12	65				94				75				57			
Cranham	56	28	79				80				80				77			
Cutnall Green	3	1	67		n/a		67		n/a		67		n/a		67		n/a	
Great Witley	26	3	65				85				73				62			
Heronswood	44	18	76				80				80				64			
Northwick	90	11	79				87				82				71			
St Clements	30	9	83				80				90				80			

No prediction requested this year

THE RIVERS C OF E MULTI ACADEMY TRUST

Governance Statement for the Year Ended 31 August 2019

Scope of responsibility

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

The board of the Trustees has delegated the day-to-day responsibility to the Executive Principal / CEO, 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 Trust 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 Report of the Trustees and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 6 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
K Brunt	6	6
N Mossop	1	2
A Streater	6	6
P West	4	6
C Nichols	4	6
S Mason	2	2
A Jobbins	5	6
E Hughes	5	6
F Hayles	3	6
A Bourne	4	6
L Hoskyns-Staples	2	3

The Trust has an Audit and Finance committee which comprises at least three Trustees, one of whom is the committee chair. This is a sub-committee of the Board of Trustees which meets at least termly and reports key findings and actions to the Board of Trustees. Its duties include:

- to advise on the adequacy and effectiveness of the Trust's governance, risk management, internal control and VFM systems and frameworks
- to advise on the appointment, re-appointment, dismissal and remuneration of the external and regularity auditor
- to advise on the need for, and then, where appropriate, the appointment, re-appointment, dismissal and remuneration of, an internal auditor or other assurance provider to enable the Board to sign the corporate governance statement in the annual accounts
- to advise on an appropriate programme of work to be delivered by independent assurance providers (external auditors and responsible officer). This programme of work to be derived from the Audit Committee's regard of the key risks faced by the Trust
- to review the external auditor's annual planning document and approve the planned audit approach
- to receive reports from the external auditor and other bodies and consider any issues raised, the associated management response and action plans
- to consider individual academy budget proposals for authorisation
- to consider exceptional requests for expenditure
- to oversee significant investment and capital financing decisions
- to oversee the financial position of the Trust

Attendance at Audit and Finance committee meetings during the year was as follows:

Trustee	Meetings attended	Out of a possible
K Brunt	5	5
C Nichols	5	5
A Jobbins	4	5
A Todd (appointed 29/03/19)	2	2

Trustees recommended approval of in-year deficit budget plan for Cutnall Green CE Primary School for the financial year 2019/20 to support expansion of the school, the school has sufficient reserves to fund this expansion. Trustees have approved a deficit recovery plan for Northwick Manor Primary which will see the school return to a balanced budget position by the end of the financial year 2020/21.

THE RIVERS C OF E MULTI ACADEMY TRUST

Governance Statement for the Year Ended 31 August 2019

Key changes in Trustees

2 members of the Board of Trustees chose to resign their positions during 2018-2019 due to personal reasons. The Trust took this opportunity to review the skillset of their current Trustees and recruit new Members and Trustees which reflected the needs of the Board.

Review of value for money

As Accounting Officer, Kathryn Brunt, Executive Principal/CEO, has responsibility for ensuring that the Trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

The Accounting Officer for the Trust has delivered improved value for money during the year by:

- Continually reviewing service level agreements for best value
- Following the Trust's procurement policy
- Avoiding waste and unnecessary extravagance

As a multi academy trust, the Accounting Officer is constantly looking at making use of multiple schools, sharing expertise, experience and data, as well as accessing economies of scale when making shared purchases.

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 charitable company 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. Risk Assessment is a standing item on the agenda of every Trustees meeting. The system of internal control has been in place in the Trust for the period 1 September 2018 to 31 August 2019 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 charitable company 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 on-going process for identifying, evaluating and managing the charitable company's significant risks that has been in place for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees and the risk register is a standing item on the agenda.

THE RIVERS C OF E MULTI ACADEMY TRUST

Governance Statement for the Year Ended 31 August 2019

The risk and control framework

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

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

The Audit and Finance committee considered the need for a specific internal audit function and decided to appoint Claire Rushton as reporting officer. The reporting officer's role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. In particular, the checks carried out in the current period included:

- testing of payroll systems
- testing of purchase systems
- testing of control accounts / bank accounts
- testing of compliance with the scheme of delegation and internal controls

The reporting officer reports to the Board of Trustees, through the Audit and Finance committee on the operation of the system of control and on the discharge of the Board of Trustees' financial responsibilities. The board can confirm that the reporting officer has delivered their schedule of work as planned. During the current and previous period, there were no material control issues and thus no remedial action was required to be taken.

Review of effectiveness

As Accounting Officer, the Executive Principal/CEO 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 financial management and governance self-assessment process
- the work of the executive managers within the academy 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 and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 11 December 2019 and signed on its behalf by:



.....
A Streather – Chair of Trustees



.....
K Brunt - Accounting Officer

THE RIVERS C OF E MULTI ACADEMY TRUST

Statement on Regularity, Propriety and Compliance
for the Year Ended 31 August 2019

As Accounting Officer of The Rivers C of E Multi Academy Trust I have considered my responsibility to notify the charitable company Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the charitable company, under the funding agreement in place between the charitable company and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the charitable company Board of Trustees are able to identify any material irregular or improper use of all funds by the charitable company, or material non-compliance with the terms and conditions of funding under the charitable company's funding agreement and the Academies Financial Handbook 2018.

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



.....
K Brunt - Accounting Officer

11 December 2019

THE RIVERS C OF E MULTI ACADEMY TRUST

Statement of Trustees' Responsibilities
for the Year Ended 31 August 2019

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgements and estimates that are reasonable and prudent;
- 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 to 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 the ESFA/DfE have been applied for the purposes intended.

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

The auditors, Haines Watts Birmingham LLP, are willing to continue in office and a resolution to re-appoint them will be proposed at the Annual General Meeting.

Approved by order of the Board of Trustees on 11 December 2019 and signed on its behalf by:



A Streater – Chair of Trustees

Opinion

We have audited the financial statements of The Rivers C of E Multi Academy Trust (the 'charitable company') for the year ended 31 August 2019 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2018 to 2019 issued by the Education and Skills Funding Agency (ESFA).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015 and Academies Accounts Direction 2018 to 2019.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where 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.

Report of the Independent Auditors to the Members of
THE RIVERS C OF E MULTI ACADEMY TRUST

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable 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 to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

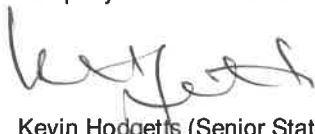
Our responsibilities for the audit of the financial statements

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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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



Kevin Hodgetts (Senior Statutory Auditor)
for and on behalf of Haines Watts Birmingham LLP
5-6 Greenfield Crescent
Edgbaston
Birmingham
B15 3BE

19 December 2019

Independent Reporting Accountant's Assurance Report on Regularity to
The Rivers C of E Multi Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Rivers C of E Multi Academy Trust during the period 1 September 2018 to 31 August 2019 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 Rivers C of E Multi Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Rivers C of E Multi Academy Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than The Rivers C of E Multi Academy Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Rivers C of E Multi Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Rivers C of E Multi Academy Trust's funding agreement with the Secretary of State for Education dated 30 September 2014 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by the 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.

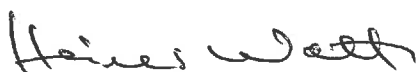
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the charitable company's income and expenditure.

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity and impropriety across the Trust's activities;
- A review of governance procedures;
- A review of financial budgeting and monitoring procedures;
- A review of related/ connected party transactions in accordance with internal processes and the Academies Financial Handbook;
- A review and sample testing of internal financial controls; and
- A review and sample testing of procurement procedures.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Haines Watts Birmingham LLP
5-6 Greenfield Crescent
Edgbaston
Birmingham
B15 3BE

19 December 2019

THE RIVERS C OF E MULTI ACADEMY TRUST

**Statement of Financial Activities
for the year ended 31 August 2019**

	Notes	Unrestricted fund £'000	Restricted funds £'000	Restricted fixed asset fund £'000	2019 Total funds £'000	2018 Total funds £'000
Income and endowments from						
Donations and capital grants	2	63	226	485	774	924
Transfers in – academies joining the Trust	25	-	(1,062)	11,720	10,658	1,464
Charitable activities						
Funding for the academies' educational operations	3	-	13,093	-	13,093	10,187
Teaching schools	26	-	157	-	157	130
Other trading activities	4	853	51	-	904	782
Investment income	5	<u>2</u>	<u>-</u>	<u>-</u>	<u>2</u>	<u>1</u>
Total		918	12,465	12,205	25,588	13,488
Expenditure on						
Raising funds	7	451	1	-	452	434
Charitable activities						
Academies' educational operations		-	13,746	692	14,437	12,261
Teaching schools	26	<u>-</u>	<u>170</u>	<u>-</u>	<u>170</u>	<u>156</u>
Total	6	451	13,916	692	15,059	12,851
Net income/(expenditure)		467	(1,451)	11,513	10,529	637
Transfers between funds	21	<u>-</u>	<u>(76)</u>	<u>76</u>	<u>-</u>	<u>-</u>
Other recognised gains/(losses)						
Gains/(losses) on revaluation of fixed asset investments		4	-	-	4	11
Actuarial gains/(losses) on defined benefit schemes		<u>-</u>	<u>(2,438)</u>	<u>-</u>	<u>(2,438)</u>	<u>760</u>
Net movement in funds		471	(3,965)	11,589	8,095	1,408
Reconciliation of funds						
Total funds brought forward		568	(5,561)	20,427	15,434	14,026
Total funds carried forward		<u>1,039</u>	<u>(9,526)</u>	<u>32,016</u>	<u>23,529</u>	<u>15,434</u>

All of the charitable company's activities derive from continuing operations in the current year.

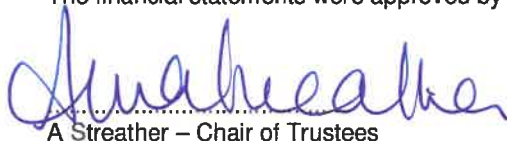
The notes form part of these financial statements

THE RIVERS C OF E MULTI ACADEMY TRUST

Statement of Financial Position
At 31 August 2019

	Notes	2019 £'000	2018 £'000
Fixed assets			
Tangible assets	14	32,053	20,490
Investments	15	<u>67</u>	<u>63</u>
		32,120	20,553
 Current assets			
Debtors	16	896	1,192
Cash at bank		<u>2,074</u>	<u>654</u>
		2,970	1,846
 Creditors			
Amounts falling due within one year	17	<u>(1,691)</u>	<u>(1,266)</u>
 Net current assets		<u>1,279</u>	<u>580</u>
 Total assets less current liabilities		33,399	21,133
 Pension liability	22	<u>(9,870)</u>	<u>(5,699)</u>
 Net assets		<u>23,529</u>	<u>15,434</u>
 Funds	21		
Unrestricted funds:			
General fund		1,039	568
Restricted funds:			
General restricted fund		344	138
Pension reserve		(9,870)	(5,699)
Restricted fixed asset fund		<u>32,016</u>	<u>20,427</u>
		22,490	14,866
 Total funds		<u>23,529</u>	<u>15,434</u>

The financial statements were approved by the Board of Trustees on 11 December 2019 and were signed on its behalf by:


A Streater – Chair of Trustees

Registered company number: 09199371

The notes form part of these financial statements

THE RIVERS C OF E MULTI ACADEMY TRUST

Statement of Cash Flows
for the year ended 31 August 2019

	Notes	2019 £'000	2018 £'000
Cash flows from operating activities:			
Cash generated from operations	27	<u>1,169</u>	<u>(673)</u>
Net cash provided by (used in) operating activities		<u>1,169</u>	<u>(673)</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		(488)	(1,084)
Capital grants from DfE/ESFA		456	716
Interest received		<u>2</u>	<u>1</u>
Net cash provided by (used in) investing activities		<u>(30)</u>	<u>(367)</u>
Cash transferred on conversion to an academy	25	<u>281</u>	<u>72</u>
Change in cash and cash equivalents in the reporting period		1,420	(968)
Cash and cash equivalents at the beginning of the reporting period		<u>654</u>	<u>1,622</u>
Cash and cash equivalents at the end of the reporting period		<u><u>2,074</u></u>	<u><u>654</u></u>

The notes form part of these financial statements

Notes to the Financial Statements
for the year ended 31 August 2019

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Academies Accounts Direction 2018 to 2019 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The Rivers C of E Multi Academy Trust meets the definition of a public benefit entity under FRS 102.

Going concern

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

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants are recognised 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 charity which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where it is probable that the income will be received and the amount can be measured reliably.

Donations

Donations are recognised on a receivable basis (where there are no performance related conditions), where it is probable that the income will be received and the amount can be measured reliably.

Other income

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

1. Accounting policies - continued

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Raising funds

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

Charitable activities

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

Governance costs

These include the costs attributable to the Trust's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

All resources expended are inclusive of irrecoverable VAT.

Tangible fixed assets

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

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

Land	- not depreciated
Long leasehold buildings	- 50 years straight line on cost
Fixtures, fittings and equipment	- 5 years straight line on cost
Computer equipment	- 3 years straight line on costs

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

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

Leased Assets

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

1. Accounting policies - continued

Liabilities

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

Provisions

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Financial Instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in 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 note 17. 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.

Taxation

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

Accordingly, the Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

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

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

Restricted general funds comprise all other restricted funds received and include grants from the Education & Skills Funding Agency/Department for Education.

1. Accounting policies - continued

Pension costs and other post-retirement benefits

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

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

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

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

Schools joining the trust

The conversion from a state maintained school to an academy school involves 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 Burlish Park Primary School to the Trust have been valued at fair value. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in the SOFA. Where assets are received by the trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the SOFA. Further details of the transaction are set out in note 25.

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

The present value of the Local Government Pension Scheme defined liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

2. Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000	2018 Total funds £'000
Donations	63	255	318	208
Capital grants	-	456	456	716
	<u>63</u>	<u>711</u>	<u>774</u>	<u>924</u>

3. Funding for the academies' educational operations

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000	2018 Total funds £'000
General Annual Grant (GAG)	-	10,427	10,427	8,341
Start-up grants	-	-	-	125
Other DfE group grants	-	1,674	1,674	1,126
Local authority grants	-	969	969	572
Other income from educational operations	-	23	23	23
	<u>-</u>	<u>13,093</u>	<u>13,093</u>	<u>10,187</u>

4. Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000	2018 Total funds £'000
Hire of facilities	18	-	18	13
Catering income	156	-	156	162
Teaching & consultancy income	8	17	25	12
Preschool & WAC Income	505	-	505	402
Activities, trips & other income	166	34	200	193
	<u>853</u>	<u>51</u>	<u>904</u>	<u>782</u>

5. Investment income

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000	2018 Total funds £'000
Bank interest received	2	-	2	1

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

6. Expenditure

				2019	2018
	Staff costs	Non-pay expenditure		Total	Total
	£'000	Premises	Other costs	£'000	£'000
		£'000	£'000		
Raising funds					
Costs of fundraising					
Direct costs	345	16	91	452	434
Charitable activities					
Academies educational operations					
Direct costs	9,481	505	810	10,796	8,805
Allocated support costs	1,813	535	1,293	3,641	3,456
Teaching schools					
Direct costs	66	-	38	104	91
Allocated support costs	54	-	12	66	65
	<u>11,759</u>	<u>1,056</u>	<u>2,244</u>	<u>15,059</u>	<u>12,851</u>

Net income/(expenditure) is stated after charging/(crediting):

	2019	2018
	£'000	£'000
Auditors' remuneration	14	14
Auditors' remuneration for non-audit work	17	16
Depreciation - owned assets	645	484
Operating lease rentals	<u>29</u>	<u>9</u>

7. Raising funds

Costs of fundraising

	Unrestricted funds	Restricted funds	2019 Total funds	2018 Total funds
	£'000	£'000	£'000	£'000
Staff costs	345	-	345	329
Rates and water	16	-	16	6
Catering	41	-	41	30
Activities, trips & other costs	49	1	50	69
	<u>451</u>	<u>1</u>	<u>452</u>	<u>434</u>

8. Charitable activities – academies' educational operations

	Unrestricted funds	Restricted funds	2019 Total funds	2018 Total funds
	£'000	£'000	£'000	£'000
Direct costs	-	10,796	10,796	8,805
Direct costs - teaching schools	-	104	104	91
Support costs	-	3,641	3,641	3,456
Support costs - teaching schools	-	66	66	65
	<u>-</u>	<u>14,607</u>	<u>14,607</u>	<u>12,417</u>

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

8. Charitable activities - academy's educational operations - continued

	2019	2018
	Total	Total
	£'000	£'000
Analysis of support costs		
Support staff costs	1,867	1,848
Depreciation	140	141
Technology costs	179	129
Premises costs	535	414
Other support costs	851	896
Governance costs	<u>135</u>	<u>93</u>
Total support costs	<u>3,707</u>	<u>3,521</u>

9. Trustees' remuneration and benefits

The executive principal and staff trustees only received remuneration in respect of services they provided undertaking the roles of executive principal and staff and not in respect of their services as trustees. Other trustees did not receive any payments from the Trust in respect of their role as trustees. The value of trustees' remuneration was as follows:

	2019	2018
	£	£'000
K Brunt (executive principal and trustee)		
Remuneration	£100,000 - £105,000	£95,000 - £100,000
Employer's pension contributions	£30,000 - £35,000	£15,000 - £20,000
A Streather (chair and trustee)		
Remuneration	£0 - £5,000	£0 - £5,000
Employer's pension contributions	-	£0 - £5,000

Other related party transactions are set out in note 24.

Trustees' expenses

During the year ended 31 August 2019, travel and subsistence expenses totalling £940 were reimbursed to 2 trustees (2018: £956).

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

10. Staff costs

	2019	2018
	£'000	£'000
Wages and salaries	8,928	7,334
Social security costs	731	580
Operating costs of defined benefit pension schemes	<u>2,006</u>	<u>2,003</u>
	11,665	9,917
Supply teacher costs	22	38
Redundancy payments	67	-
Severance payments	<u>5</u>	<u>-</u>
	<u>11,759</u>	<u>9,955</u>

Included in staff restructuring costs is a non-statutory/non-contractual severance payment totalling £4,563 (2018: £nil).

The average number of persons (including senior management team) employed by the charitable company during the year was as follows:

	2019	2018
Teachers (FTE: 2019 - 129, 2018 - 107)	170	142
Admin (FTE 2019 - 113, 2018 - 132)	353	339
Management (FTE: 2019 - 12 , 2018 -12)	<u>12</u>	<u>12</u>
	<u>535</u>	<u>493</u>

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

	2019	2018
£60,001 - £70,000	2	3
£70,001 - £80,000	3	-
£90,001 - £100,000	-	1
£100,001 - £110,000	<u>1</u>	<u>-</u>
	<u>6</u>	<u>4</u>

Key Management Personnel

The key management personnel of the Trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their service to the Trust was £968,963 (2018: £741,543).

11. Trustees' and officers' insurance

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

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

12. Comparatives for the statement of financial activities 31 August 2018

	Unrestricted fund £'000	Restricted funds £'000	Restricted fixed asset fund £'000	2018 Total funds £'000
Income and endowments from				
Donations and capital grants	39	169	716	924
Transfer from Local Authority on conversion	-	(136)	1,600	1,464
Charitable activities				
Funding for the academy's educational operations	-	10,187	-	10,187
Teaching schools	-	130	-	130
Other trading activities	772	10	-	782
Investment income	<u>1</u>	<u>-</u>	<u>-</u>	<u>1</u>
Total	812	10,360	2,316	13,488
 Expenditure on				
Raising funds	434	-	-	434
Charitable activities				
Academy's educational operations	-	11,746	515	12,261
Teaching schools	<u>-</u>	<u>156</u>	<u>-</u>	<u>156</u>
Total	434	11,902	515	12,851
 Net income/(expenditure)	378	(1,542)	1,801	637
 Transfers between funds	(126)	(191)	317	-
 Other recognised gains/(losses)				
Gains/(losses) on revaluation of fixed assets	11	-	-	11
Actuarial gains/losses on defined benefit schemes	<u>-</u>	<u>760</u>	<u>-</u>	<u>760</u>
Net movement in funds	263	(973)	2,118	1,408
 Reconciliation of funds				
Total funds brought forward	305	(4,588)	18,309	14,026
 Total funds carried forward	<u>568</u>	<u>(5,561)</u>	<u>20,427</u>	<u>15,434</u>

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

13. Central services

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

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

The trust charges for these services on a flat 5% (2018: 5%) of income.

The actual amounts charged during the year were as follows:

	2019	2018
	£'000	£'000
St Clement's CofE Primary School	42	42
Heronswood Primary School	59	54
Cutnall Green CofE First School	21	20
Great Witley CofE Primary School	32	31
Cranham Primary School	86	84
Northwick Manor Primary School	108	105
St Peter's Droitwich CofE Academy	75	75
Wychbold First and Nursery School	25	4
Burlish Park Primary	69	-
	<u>517</u>	<u>415</u>

14. Tangible fixed assets

	Long leasehold £'000	Fixtures and fittings £'000	Computer equipment £'000	Totals £'000
Cost				
At 1 September 2018	20,909	258	368	21,535
Additions	149	172	167	488
Transfer	<u>11,720</u>	-	-	<u>11,720</u>
At 31 August 2019	<u>32,778</u>	<u>430</u>	<u>535</u>	<u>33,743</u>
Depreciation				
At 1 September 2018	724	66	255	1,045
Charge for year	<u>505</u>	<u>67</u>	<u>73</u>	<u>645</u>
At 31 August 2019	<u>1,229</u>	<u>133</u>	<u>328</u>	<u>1,690</u>
Net book value				
At 31 August 2019	<u>31,549</u>	<u>297</u>	<u>207</u>	<u>32,053</u>
At 31 August 2018	<u>20,185</u>	<u>192</u>	<u>113</u>	<u>20,490</u>

The long leasehold interest in the land and buildings of the two schools joining the Trust during the year has been transferred into the Trust's fixed assets at cost or valuation as follows:

The land and buildings of Burlish Park Primary School was valued at £6,270,000 by an external chartered surveyor on a depreciated replacement cost basis.

North Worcester Primary Academy, being a new free school, has been included at its build cost of £5,450,000 as advised by the ESFA.

Included in cost or valuation is leasehold land of £1,981,000, which is not depreciated.

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

15. Fixed asset investments

	Unlisted investments £'000
Market value	
At 1 September 2018	63
Revaluations	<u>4</u>
At 31 August 2019	<u>67</u>
 Net book value	
At 31 August 2019	<u>67</u>
At 31 August 2018	<u>63</u>

There were no investment assets outside the UK.

16. Debtors: amounts falling due within one year

	2019 £'000	2018 £'000
Trade debtors	182	116
Other debtors	-	72
VAT	220	818
Prepayments and accrued income	<u>494</u>	<u>186</u>
	<u>896</u>	<u>1,192</u>

17. Creditors: amounts falling due within one year

	2019 £'000	2018 £'000
Trade creditors	710	324
Social security and other taxes	178	145
Other creditors	182	154
Accruals and deferred income	<u>621</u>	<u>643</u>
	<u>1,691</u>	<u>1,266</u>

Deferred Income

	2019 £'000	2018 £'000
Deferred income at 1 September 2018	268	248
Resources deferred in the year	309	268
Amounts released from previous years	<u>(268)</u>	<u>(248)</u>
Deferred income at 31 August 2019	<u>309</u>	<u>268</u>

At the balance sheet date the Trust was holding funds received in advance for universal infant free school meals and parent pay income relating to the 2019/20 academic year.

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

18. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2019	2018
	£'000	£'000
Within one year	25	7
Between one and five years	48	24
	<u>73</u>	<u>31</u>

19. 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.

20. Analysis of net assets between funds

	Unrestricted fund	Restricted funds	Restricted fixed asset fund	Total	2019 funds
	£'000	£'000	£'000		£'000
Fixed assets	-	-	32,053		32,053
Investments	-	67	-		67
Current assets	1,075	1,582	313		2,970
Current liabilities	(36)	(1,305)	(350)		(1,691)
Pension liability	-	(9,870)	-		(9,870)
	<u>1,039</u>	<u>(9,526)</u>	<u>32,016</u>		<u>23,529</u>

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

	Unrestricted fund	Restricted funds	Restricted fixed asset fund	Total	2018 funds
			£'000		£'000
Fixed assets	-	-	20,490		20,490
Investments	-	63	-		63
Current assets	596	1,173	77		1,846
Current liabilities	(28)	(1,098)	(140)		(1,266)
Pension liability	-	(5,699)	-		(5,699)
	<u>568</u>	<u>(5,561)</u>	<u>20,427</u>		<u>15,434</u>

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

21. Movement in funds

	Balance at 1 September 2018 £'000	Incoming Resources £'000	Resources Expended £'000	Gains, losses and Transfers £'000	Balance at 31 August 2019 £'000
Restricted general funds					
General Annual Grant (GAG)	42	10,427	(10,399)	205	275
Start-up grants	57	-	(57)	-	-
Other DfE group grants	11	990	(947)	-	54
Pupil premium	-	684	(684)	-	-
Other restricted funds	-	1,269	(1,269)	-	-
Teaching school	28	157	(170)	-	15
Transfers in – academies joining the Trust	-	281	-	(281)	-
	<u>138</u>	<u>13,808</u>	<u>(13,526)</u>	<u>(76)</u>	<u>344</u>
 Restricted pension fund	(5,699)	-	(390)	(3,781)	(9,870)
Transfers in – academies joining the Trust	-	(1,343)	-	1,343	-
	<u>(5,561)</u>	<u>12,465</u>	<u>(13,916)</u>	<u>(2,514)</u>	<u>(9,526)</u>
 Restricted fixed asset funds					
Received on transfer	17,793	11,720	(582)	-	28,931
DfE capital grants	1,784	456	(93)	-	2,147
Capital expenditure from GAG	668	-	(14)	76	730
Private sector sponsor	182	29	(3)	-	208
	<u>20,427</u>	<u>12,205</u>	<u>(692)</u>	<u>76</u>	<u>32,016</u>
 Total restricted funds	<u>14,866</u>	<u>24,670</u>	<u>(14,608)</u>	<u>(2,438)</u>	<u>22,490</u>
 Unrestricted funds	<u>568</u>	<u>918</u>	<u>(451)</u>	<u>4</u>	<u>1,039</u>
 Total funds	<u>15,434</u>	<u>25,588</u>	<u>(15,059)</u>	<u>(2,434)</u>	<u>23,529</u>

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

Restricted general funds comprise all other restricted funds received and include grants from the Education Skills Funding Agency, Department of Education, or other funders.

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

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

Under the funding agreement with the Secretary of State, the academy trust was not subject to limits on the amount of GAG that could be carried forward at 31 August 2019.

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

21. Movement in funds – continued

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

	Balance at 1 September 2017 £'000	Incoming Resources £'000	Resources Expended £'000	Gains, losses and Transfers £'000	Balance at 31 August 2018 £'000
Restricted general funds					
General Annual Grant (GAG)	938	8,341	(9,118)	(119)	42
Start-up grants	-	125	(68)	-	57
Other DfE group grants	85	549	(623)	-	11
Pupil premium	-	577	(577)	-	-
Other restricted funds	-	774	(774)	-	-
Teaching school	54	130	(156)	-	28
Transfers in – academies joining the Trust	-	72	-	(72)	-
	<u>1,077</u>	<u>10,568</u>	<u>(11,316)</u>	<u>(191)</u>	<u>138</u>
 Restricted pension fund	(5,665)	-	(586)	552	(5,699)
Transfers in – academies joining the Trust	-	(208)	-	208	-
	<u>(4,588)</u>	<u>10,360</u>	<u>(11,902)</u>	<u>569</u>	<u>(5,561)</u>
 Restricted fixed asset funds					
Received on transfer	16,610	1,600	(417)	-	17,793
DfE capital grants	1,145	716	(77)	-	1,784
Capital expenditure from GAG	367	-	(16)	317	668
Private sector sponsor	187	-	(5)	-	182
	<u>18,309</u>	<u>2,316</u>	<u>(515)</u>	<u>317</u>	<u>20,427</u>
 Total restricted funds	<u>13,721</u>	<u>12,676</u>	<u>(12,417)</u>	<u>886</u>	<u>14,866</u>
 Unrestricted funds	<u>305</u>	<u>812</u>	<u>(434)</u>	<u>(115)</u>	<u>568</u>
 Total funds	<u>14,026</u>	<u>13,488</u>	<u>(12,851)</u>	<u>771</u>	<u>15,434</u>

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

21. Movement in funds - continued

Analysis by Fund balance

Fund balances at 31 August 2019 were allocated as follows:

	2019	2018
	£'000	£'000
St Clement's CofE Primary	117	126
Heronswood Primary School	241	78
Cutnall Green CofE First	60	57
Great Witley CofE Primary	101	74
Northwick Manor Primary	(116)	(190)
Cranham Primary	180	76
St Peter's Droitwich CofE Academy	123	82
Wychbold First and Nursery School	62	24
Burlish Park Primary	147	-
North Worcester Primary Academy	43	-
Teaching School	15	-
MAT	410	379
Total before fixed assets and pension reserve	1,383	706
Restricted fixed asset fund	32,016	20,427
Pension reserve	(9,870)	(5,699)
Total	23,529	15,434

The Trust is supporting Northwick Manor Primary to return the net revenue deficit balance to a surplus. Long term financial forecasts have been prepared and school organisation is under review.

Analysis of academies by cost

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

	Teaching and educational support staff costs	Other support staff costs	Educational supplies	Other costs (excluding depreciation)	Total 2019	Total 2018
	£'000	£'000	£'000	£'000	£'000	£'000
St Clement's CofE Primary	639	252	60	200	1,151	1,173
Heronswood Primary School	987	247	49	229	1,512	1,538
Cutnall Green CofE First	374	59	44	130	607	593
Great Witley CofE Primary	524	78	30	166	798	790
Northwick Manor Primary	1,809	372	77	447	2,705	2,853
Cranham Primary	1,693	176	84	243	2,196	2,235
St Peter's Droitwich CofE Academy	1,243	108	21	206	1,578	1,639
Wychbold First and Nursery School	532	37	30	114	713	121
Burlish Park Primary	1,393	171	47	197	1,808	-
North Worcester Primary Academy	51	32	32	54	169	-
Teaching School	65	54	9	42	170	159
Rivers MAT	211	615	25	156	1,007	1,235
Total	9,521	2,201	508	2,184	14,414	12,336

22. Pension and similar obligations

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

The pension costs and the LGPS are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS and the LGPS related to the period ended 31 March 2016.

Outstanding contributions payable to the schemes as at 31 August 2019 amount to £170,940 (2018: £144,676) and are included within creditors.

Teachers' pension scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

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

- employer contribution rates would be increased from 16.48% to 23.68% of pensionable pay from 1 September 2019 (inclusive of a 0.08% employer administration charge);
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218.1 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196.1 billion giving a notional past service deficit of £22.0 billion.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

22. Pension and similar obligations
- continued

Until a remedy to the discrimination conclusion has been determined by the Employment Tribunal it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

The employer's pension costs paid to TPS in the period amounted to £867,516 (2018: £711,346).

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

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

Local government pension scheme

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 2019 was £678,158 (2018: £594,467), of which employer's contributions totalled £501,261 (2018: £434,965) and employees' contributions totalled £176,897 (2018: £159,502). The agreed contribution rates for future years are 18.3% for employers and range from 5.5% to 12.5% for employees.

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

In October 2019, the trust was notified by Worcestershire Pension Fund that additional employer's contributions were to be introduced from 2020/21 over a 3 year period. These are phased lump sum contributions and the amounts notified as payable for future tax years are; 2019/20 - £61,900 (as previously notified in February 2014), 2020/21 - £327,000, 2021/22 - £340,000 and 2022/23 - £353,000.

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2019	2018
	£'000	£'000
Present value of funded obligations	(12,956)	(7,427)
Fair value of plan assets	<u>3,086</u>	<u>1,728</u>
	(9,870)	(5,699)
Deficit	(9,870)	(5,699)
Liability	(9,870)	(5,699)

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

	Defined benefit pension plans	
	2019	2018
	£'000	£'000
Current service cost	959	934
Net interest from net defined benefit asset/liability	182	132
Past service cost	210	-
Administration expenses	-	10
	<u>1,351</u>	<u>1,076</u>
Actual return on plan assets	<u>108</u>	<u>89</u>

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

22. Pension and similar obligations
- continued

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2019	2018
	£'000	£'000
Defined benefit obligation	7,427	6,740
Current service cost	959	934
Past service cost	210	-
Contributions by scheme participants	177	151
Interest cost	250	165
Actuarial losses/(gains)	2,479	(704)
Benefits paid	(66)	(67)
Business combinations	<u>1,520</u>	<u>208</u>
	<u>12,956</u>	<u>7,427</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2019	2018
	£'000	£'000
Fair value of scheme assets	1,728	1,075
Assets Interest	68	33
Contributions by employer	973	490
Contributions by scheme participants	177	151
Assets Admin Expenses	(12)	(10)
Actuarial gains/(losses)	41	56
Benefits paid	(66)	(67)
Business combinations	<u>177</u>	<u>-</u>
	<u>3,086</u>	<u>1,728</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2019	2018
	£'000	£'000
Actuarial gains/(losses)	<u>(2,438)</u>	<u>760</u>
	<u>(2,438)</u>	<u>760</u>

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans	
	2019	2018
Equities	70.9%	77%
Government bonds	7.5%	8%
Other bonds	5%	4.6%
Property	6%	4.7%
Cash/liquidity	2.9%	2.1%
Other	7.7%	3.6%

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

22. Pension and similar obligations
- continued

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages)

	2019	2018
Discount rate	1.8%	2.8%
Future salary increases	3.6%	3.6%
Future pension increases	2.2%	2.2%
Inflation assumption (CPI)	2.1%	2.1%

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

	At 31 August 2019	At 31 August 2018
Retiring today		
Males	22.8	22.7
Females	25.8	25.7
Retiring in 20 years		
Males	25.1	24.9
Females	28.2	28.0

Sensitivity analysis as at 31 August 2019

Disclosure item	Central	Sensitivity 1	Sensitivity 2	Sensitivity 3	Sensitivity 4
		+0.1% p.a.	+0.1% p.a.	+ 0.1% p.a.	1 year increase in life expectancy
	£000s	discount rate £000s	inflation £000s	pay growth £000s	£000s
Liabilities	12,956	12,679	13,239	13,010	13,184
Assets	(3,086)	(3,086)	(3,086)	(3,086)	(3,086)
Deficit/(Surplus)	9,870	9,593	10,153	9,924	10,098
Projected Service Cost for next year	1,314	1,279	1,350	1,314	1,339
Projected Net Interest Cost for next year	171	176	177	172	176

23. Capital commitments

	2019	2018
	£'000	£'000
Contracted but not provided for in the financial statements	179	31

24. Related party disclosures

Owing to the nature of the Trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

During the year the Trust was provided with services by the Diocesan Board of Education. The services related to SLA/training totalling £2,920 (2018: SLA/training - £4,744, capital projects - £33,754).

There were no other related party transactions for the year ended 31 August 2019 other than certain trustees' remuneration and expenses already disclosed in note 9.

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

25. New schools joining the Trust

Burlish Park Primary School

On 1 October 2018 Burlish Park Primary School converted to academy status and joined Rivers CofE Multi Academy Trust under the Academies Act 2010. All the operations, assets and liabilities were transferred to Rivers CofE Multi Academy Trust from Worcestershire County 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 headings with a corresponding net amount recognised as a net gain in the Statement of Financial Activities as transfers in – academies joining the Trust.

North Worcester Primary Academy

In addition to the above, North Worcester Primary, a brand new free school joined the trust during the year. The build cost of the school totalling £5,450,000, as advised by the ESFA, was transferred into the Trust during the year ahead of the school opening on 1 September 2019.

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

	Unrestricted Funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Funds £'000	Total £'000
Burlish Park Primary School				
Tangible fixed assets				
- Leasehold land and buildings	-	-	6,270	6,270
Budget surplus on LA funds	-	281	-	281
LGPS pension (deficit)	-	(1,343)	-	(1,343)
	-	(1,062)	6,270	5,208
North Worcester Primary				
Tangible fixed assets				
- Leasehold buildings	-	-	5,450	5,450
	-	-	5,450	5,450
Total	-	(1,062)	11,720	10,658

THE RIVERS C OF E MULTI ACADEMY TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2019

26. Teaching school trading account

	2018/19 £'000	2018/19 £'000	2017/18 £'000	2017/18 £'000
Income				
<u>Direct income</u>				
NCTL income	40		46	
SLE income	-		2	
<u>Other income</u>				
Fundraising and other trading activities	117		82	
	<hr/>		<hr/>	
Total income		157		130
Expenditure				
<u>Direct costs</u>				
Direct staff costs	66		64	
Staff development	3		7	
Other direct costs	35		20	
	<hr/>		<hr/>	
Total direct costs		(104)		(91)
<u>Other costs</u>				
Support staff costs	54		50	
Technology costs	2		2	
Recruitment and support	1		4	
Other support costs	9		9	
	<hr/>		<hr/>	
Total other costs		(66)		(65)
		<hr/>		<hr/>
Total expenditure		170		156
Surplus/(Deficit) from all sources		(13)		(26)
Balance at 1 September 2018		28		54
		<hr/>		<hr/>
Balance at 31 August 2019		15		28

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

	2019 £'000	2018 £'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	10,529	638
Adjustments for:		
Depreciation	645	484
Capital grants from DfE/ESFA	(456)	(716)
Transfer from Local Authority on conversion	(10,658)	(1,464)
Interest received	(2)	(1)
Decrease/(increase) in debtors	296	(339)
Increase in creditors	425	139
Difference between pension charge and cash contributions	390	586
	<hr/>	<hr/>
Net cash provided by (used in) operating activities	1,169	(673)