

Company registration number 09093035 (England and Wales)

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

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ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

REFERENCE AND ADMINISTRATIVE DETAILS

Members

S Dennis
G Blair
E Martin (Resigned 13 September 2022)
J Richardson (Resigned 1 April 2023)
D Haigh (Appointed 1 April 2023)

Trustees

J Haigh (Accounting Officer) (Resigned 31 August 2023)
A Page
A Taylor (Vice Chair)
Y Dean (Chair)
K Knight
A Paulson (Appointed 10 October 2023)
K Sheppard (Appointed 10 October 2023)
H Robinson (Appointed 10 October 2023 and resigned 26 October 2023)
J Freeman (Appointed 10 October 2023)

Senior management team

J Haigh - Chief Executive Officer
J Richardson - Chief Finance Officer (Appointed 1 April 2023)
A Pole (SAAF) - Chief Finance Officer (Resigned 1 April 2023)
A Burton - Principal, Sawley Junior School
M Harral - Co Principal, Sawley Infant & Nursery School
R Morley - Co Principal, Sawley Infant & Nursery School
S Houseman - Principal, Dovedale Primary School
K Magner - Principal, Shardlow Primary School
G Boyd - Accounting Officer (Appointed 1 September 2023)
M Thompson - Director of Education (Appointed 1 September 2023)
R Lambert - Chief Operating Officer (Appointed 1 September 2023)
J Clifton - HR Manager (Appointed 1 September 2023)
B Skirton - Headteacher Southwark (Appointed 1 September 2023)
P Fowle - Headteacher Arnbrook (Appointed 1 September 2023)
E Burke - Headteacher Derwent (Appointed 1 September 2023)
N Harris - Headteacher Abbey (Appointed 1 September 2023)

Company registration number

09093035 (England and Wales)

Registered office

Wilmot Street
Long Eaton
Nottinghamshire
NG10 3DQ

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

REFERENCE AND ADMINISTRATIVE DETAILS

Independent auditor UHY Hacker Young
14 Park Row
Nottingham
NG1 6GR

Bankers Lloyds Bank
Old Market Square
Nottingham
NG1 6FD

Solicitors Flint Bishop LLP
St Michaels Court
St Michaels Lane
Derby
DE1 3HQ

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their annual report together with the accounts and auditor's report of the Academy Trust for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The academy trust operates primary academies in Derbyshire. Its academies have a combined pupil capacity of 1,155 plus 96 full-time equivalent nursery places and had a roll of 1,063 plus 48 nursery pupils in the school census in April 2023.

Changes from 1 September 2023

On the 14 December 2022 approval was received from the RSC Advisory Board for the four schools held within Believe Academy Trust to join ONE Academy Trust on the 1 September 2023.

Due diligence processes took place throughout 2022/23 and included; finance, governance, human resources, staffing, external contracts, legal, estates and land. No conflicts of interest were identified and the due diligence merger process progressed smoothly.

The CFO appointed in April 2023 worked across both trusts to complete the financial due diligence and to align the financial systems at Believe Academy Trust with those of ONE Academy Trust.

Consultation with Believe Academy Trust staff and unions took place between 26 April and the 21 June 2023. No concerns or issues were identified and consultation was completed on the 21 June 2023.

Browne Jacobson were appointed to complete the legal process for the merger of Believe with ONE Academy Trust. All legal documentation was completed and submitted to the DFE before the 1 September deadline.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity, and its memorandum and articles of association are the primary governing documents of the trust.

The trustees of ONE Academy Trust (previously Willows Academy Trust) are also the directors of the academy trust for the purposes of company law. The academy trust is known as One Academy 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 academy trust 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.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Trustees' indemnities

The Academy Trust maintains Directors liability insurance which gives appropriate cover for any legal action brought against its Directors. The Academy Trust has also granted indemnities to each of its Directors to the extent permitted by law. Qualifying third party indemnity provisions (as defined by section 234 of the Companies Act 2006) were in force during the period and remain in force, in relation to certain losses and liabilities which the Directors or other officers may incur to third parties in the course of acting as Directors of the Academy Trust.

Details of the insurance cover are provided in note 11 to the financial statements.

Method of recruitment and appointment or election of trustees

Under the terms of its Articles, the Academy Trust shall have the following Trustees:

- 6 Community Directors
- 1 Trust employee Director

The term of office for any Director shall be 4 years, this time limit shall not apply to the Academies Director. Subject to remaining eligible to be a particular type of Director, any Directors may be reappointed or re-elected.

Directors are recruited from local businesses and stakeholders associated with the academies. Skills required are identified following a skills audit and any areas of need identified are targeted. The trusts website, community newsletters, business colleagues and a direct approach to businesses is used to recruit new directors. An interview process is conducted to ascertain suitability and to identify the candidate skills set.

Policies and procedures adopted for the induction and training of trustees

During the year under review the Board of Directors met seven times via Microsoft Teams due to the ongoing issues associated with the coronavirus pandemic. The training and induction provided for new Directors depends on their previous experience. All new directors are offered a tour of the schools and the chance to meet with staff and students (when it is permissible). All Directors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Directors. All directors complete the safeguarding training online via the Hays training portal. All Directors have secure access to the Trust portal whereby all documentation can be easily accessed.

The chair of the board of directors meets with the chair of governing bodies termly to discuss the strategic direction of the trust and to ensure the sharing of information and the identification of any issues remain a key focus.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Organisational structure

The organisational structure consists of three levels: The Members and Directors of the Academy which includes the chief executive officer who acts as the accounting officer for the trust, the Academy Governing Body and Senior Leadership Team at each school. The aim of the management structure is to devolve responsibility via the Trusts scheme of delegation and encourage involvement in decision making at individual Academy level.

The directors are responsible for the general control and management of the administration of the trust. In accordance with the memorandum and articles of association and its funding agreement, the board of directors take responsibility for all statutory functions for the performance of all the schools within the trust, and approves the written scheme of delegation of financial powers that maintains the robust internal control arrangements. In addition, it carries out the three core governance functions.

1. Ensure clarity of vision, ethos and strategic direction
2. Hold the Chief Executive Officer to account for the educational performance of the Trust's schools and their pupils and the performance management of staff.
3. Oversee the financial performance of the Trust and make sure its money is well spent

The Governors at each school are responsible for setting general policy, recruiting support staff, teachers and adopting an annual plan. Directors are responsible for ratifying the decisions made by an Academy Governing body. Directors monitor the academy use of budgets and make major decisions about the direction of the Academy, the performance of schools, capital expenditure and senior staff appointments.

The Senior Leadership Team is determined at local level. These managers control each academy at an executive level implementing the policies laid down by the Directors and Governors and reporting back to them. As a group each Senior Leadership Team are responsible for the authorisation of spending up to a level delegated to them within agreed budgets and the appointment of staff, although appointment boards for teaching posts always contain a Governor. Some spending control is devolved to members of the Middle Management Team, with limits above which a member of the Senior Leadership Team must countersign.

The Middle Management Team includes curriculum area leaders. Along with the Senior Management Team these managers are responsible for the day to day operation of the Academies, in particular the design of the curriculum, provision for pupils, organising the support staff, facilities and professional development.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Arrangements for setting pay and remuneration of key management personnel

The key management personnel of the academy trust comprise the Directors and members as disclosed on page 1.

The remuneration policy, setting the terms and conditions for the key management personnel, was developed and approved by the board of directors, after taking advice from the headteachers and following guidance from the relevant professional pay review bodies. Naturally the headteachers were not involved in setting their own remuneration package.

Only the director who is the chief executive officer, is remunerated, and they only receive remuneration in respect of services they provide under their contracts of employment, and not in respect of their role as trustee.

The day to day running of the remuneration policy is delegated to the headteachers and monitored by the academy governing body and discussed and reviewed by the board of directors. All details for setting pay and remuneration of key management personnel are set out in the Pay Policy which is reviewed annually by the board of directors.

Remuneration of key management personnel is set at an individual level, and where possible the directors have taken external professional advice. Senior management salaries are linked to pay spines, helping directors conclude that each individual remuneration is at an appropriate level. As such salaries are linked to factors such as length of service and experience. Total remuneration packages include employer pension contribution rates at specific approved rates.

The board always bear in mind the charitable status of the academy trust and recognise the fact the trust receives funding under a funding agreement with the Secretary of State for Education, and therefore ensure the remuneration paid to senior management personnel never exceeds a reasonable amount that provides value for money to the trust. The performance of senior management personnel is reviewed on a regular basis to ensure continuing value for money. Benchmarking is conducted annually using Kreston and UHY benchmarking reports.

Total remuneration paid to senior management personnel is set out in note 10.

Trade union facility time

ONE Academy Trust does not employ any trade union officials and consequently no funding is provided for trade union facility time.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Engagement with employees

Although the Trust has less than 250 employees, ONE Academy Trust considers communication and engagement with employees vital for a successful trust. Engagement involves; visits into school to engage with staff and to be available for discussions. The Chief Executive Officer produces a termly letter to keep employees informed of any developments within the Trust and to share employee and school successes.

Face to face consultation took place with all staff regarding a merger with Believe Academy Trust and their input with regard to the values that were most important to them.

ONE Academy Trust provides an employee assistance programme for employees to access a variety of services confidentially if required. Representatives from the company have visited schools to ensure employees are aware of the range of services on offer.

Employees are encouraged to contribute to the Trusts performance through the half termly network meetings and forums. Monthly meetings take place with headteachers and issues and concerns are a standard agenda item ensuring they are dealt with promptly.

Staff questionnaires are completed annually and shared with directors and governors.

The Trusts Equality and Diversity Policy ensures that all employees are treated fairly and equitably from recruitment to career development and promotion. This is reviewed and updated annually to ensure the policy is fit for purpose. Equality and diversity are a standard item on the CEO report and any breaches of which there have been none reported in 2022/23 is reported on half termly.

Engagement with suppliers, customers and others in a business relationship with the academy trust

The Trust does not meet the criteria for a large Trust but ONE Academy Trust considers their relationship with suppliers vital in obtaining the best value for money for their schools. The Chief Financial Officer and Saaf (Schools Academy and Finance) since February 2022 have reviewed all contracts at their point of renewal to negotiate a favourable deal and has succeeded in making savings in a number of areas.

Ongoing communication with suppliers such as; ESPO, Saaf, Lloyds, AiT, Busy Bees, Derbyshire Traded Services and SchoolPro has ensured a strong working professional relationship.

The schools in the Trust work closely with parents and carers providing an annual survey to ascertain opinions and to identify any emerging issues. Reports are provided for the directors for discussion.

The Trust produces a termly newsletter for parents to keep them informed of developments at Trust and school level. Consultation takes place if there are any major changes to the Trust structure.

Towards the end of the summer term tenders were sought via the DFE ICT framework for IT provision across all schools. Interviews took place with three providers AiT, ERGO and InfoTech and AiT appointed for the 2023/24 academic year.

Related parties and other connected charities and organisations

Individual Academies work closely with the Derbyshire Schools Forum, Derbyshire Safeguarding Children's Board, Erewash Sports Partnership, Nottingham Trent University, Derby University, Spencer Teaching Hub and the local cluster of schools. Trust leaders work closely with other Multi-Academy Trusts and the Confederation of School Trusts to access training, expertise and to share resources. The Chief Executive Officer is contracted as an OFSTED inspector and also represents academies across Derbyshire on the Local Authorities Schools Forum. Each academy has a charitable group at local level focussed on fundraising and charitable events for the individual Academy.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Objectives and activities

Objects and aims

The Academy Trust's object ("the Object") is specifically restricted to the following:

To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum or educational institutions which are principally concerned with providing full-time or part-time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them.

Objectives, strategies and activities

ONE Academy Trusts' pupils are central to all our endeavours. We will judge everything that takes place in our schools according to its impact on the pupils. We embrace the Academy Trust's key areas of:

Aspire

- To aspire to the highest quality education in an inspirational, learning environment.
- To raise pupils' aspirations and enable all individuals in our Trust community to achieve their potential and 'dream big'.
- To inspire children to develop a love of learning and grasp new experiences. Look back with pride and forward with confidence.

Achieve

- To continually strive to raise the achievement and attainment of all children in the Trust and local community.
- To provide innovative opportunities for staff performance and progression to develop their potential and nurture leaders of the future.
- To support all children to develop character, resilience, life skills, social skills, problem-solving and conflict resolution.

Thrive

- To develop a culture which actively promotes all aspects of pupils' welfare.
- To develop an excellent understanding of how to keep themselves safe in a range of situations and circumstances.
- To enable pupils to mature into confident, motivated learners who actively contribute to the wider community and develop a wider understanding of the world through direct personal experiences.

These are integral to the work with all pupils in achieving a successful Multi Academy Trust. Regular monitoring of the finance systems and the quality of teaching and learning takes place throughout the year. This ensures that provision at all levels is of the highest quality.

Decisions will be made in accordance with the prime directive that Willows Academy Trust is a place of learning for the whole school community.

The Directors recognise that equal opportunities should be an integral part of good practice within the workplace. The Academy Trust aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Public benefit

The Directors confirm that they have complied with the Charities Act 2006 to have due regard to the Charities Commission's general guidance on public benefit and in particular to its supplementary public benefit on advancing education. The aims and objectives have been reviewed to inform future planning. In particular, the Directors consider how planned activities will contribute to the aims and objectives they have set.

ONE Academy Trust is a Multi Academy Trust catering for children aged 3 to 11 and strives to promote and support the advancement of education within a local context. The schools provide an extensive programme of educational and recreational activity - all designed to contribute to the overall education of the pupils in areas such as academic distinction, music, the arts and sport. For example, some of the Academies adopt a specialist teacher model in PE and Music; work in conjunction with external organisations e.g. sporting clubs, peripatetic music teachers to enhance the curriculum experiences for the children; provide excellent links with local secondary schools and nurseries to help the transition of pupils. Schools also work within the local community to ensure that it is central to community cohesion i.e. via the participation in the Long Eaton Carnival, Christmas Light switch on and the Chinese New Year parade.

Wherever possible the individual academies also aim to contribute to the benefit of the wider public, by making available the premises to third parties for the provision of educational and other opportunities. For example: Local and national elections, swimming lessons, Local Beaver, Scout and football groups to support children.

In setting objectives and planning activities the Directors have given careful consideration, to the Charity Commission's general guidance on public benefit. The Directors believe that the Academy Trust's aims, together with the activities outlined above, are demonstrably to the public benefit.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Strategic report

Achievements and performance

The key areas for development across the trust for 2022/23 were to;

- Increase the percentage of pupils attaining ARE in writing so they are in-line with national expectations by July 2023.
- Diminish the gap between disadvantaged and non-disadvantaged pupils reading, writing and mathematics.

Pupil Premium and the Recovery Premium Grant has been used by schools to deliver a range of strategies and activities to support pupils to diminish the gap in their learning this included;

- Developing the Reading Teacher role to enhance the delivery of group sessions and ensure the consistent teaching of phonics.
- Ruth Miskin's Read, Write, Inc. training delivered across the trust and has had significant impact on pupils decoding and comprehension
- In phonics, pupils identified as 'Spotlight' children by the Reading Teacher and tracked half termly to boost children as early as possible.
- SumDog maths online programme to give targeted, tailored activities for all pupil premium children.
- Intervention provided for children in year 1 who did not meet the ELG for reading, writing and maths.
- Intervention provided for children in year 2 who did not pass the phonics screening check in year 1 and those who are below standard in writing and maths.
- Staff training to further raise the profile of pupil premium children as a group and to raise the profile for attainment- including greater depth.
- Staff training on dyslexia in the autumn term to enable targeted support against the barriers to learning that these may present for identified individuals.
- Parents invited to a reading and phonics session in the summer term before the start of the new academic year.

Ofsted Inspections

- Section 5 inspections took place at Shardlow Primary School and Dovedale Primary School both achieving an overall good grading.
- A Section 8 inspection took place at Sawley Junior School retaining a good grading.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Key performance indicators

End of Summer 2023 Assessment Data:

	EYFS	Phonics	KS1			KS2		
			Reading	Writing	Maths	Reading	Writing	Maths
			EXP/GD	EXP/GD	EXP/GD	EXP/GD	EXP/GD	EXP/GD
Dovedale Primary KS1: Y2 (59) KS2: (Y6) (60)	YR: 64%	Y1:83%	80% 23%	73% 10%	82% 22%	73% 35%	77% 22%	70% 30%
Dis: KS1: Y2 (8) KS2: Y6 (11)			44% 0%	33% 0%	56% 0%	62% 15%	62% 0%	46% 15%
RWM combined			All EXP: 70%, GD: 8% Dis EXP: 33%, GD: 0%			All EXP 65%, GD: 10% DIS: EXP 46%, GD: 8%		
Sawley Infant & Nursery KS1: Y2 (76)	YR:48%	Y1: 73%	75% 17%	61% 0%	75% 14%			
Dis: Y2 (18)			47% 5%	26% 0%	42% 5%			
RWM combined			All: EXP: 59%, GD: 0% Dis: EXP: 26%, GD: 0%					
Sawley Junior School KS2: Y6 (90)						57% 15%	69% 16%	71% 4%
Dis: Y6 (26)						35% 0%	52% 3%	58% 0%
RWM combined						All EXP: 51%, GD: 1% Dis: EXP: 23%, GD: 0%		
Shardlow Primary School KS1:Y2 (12) KS2: Y6 (16)	YR: 81%	Y1: 87%	75% 3%	83% 8%	92% 25%	63% 9%	63% 13%	75% 13%
Dis KS1:Y2 (3) KS2: Y6 (5)			33% 33%	67% 0%	67% 0%	60% 20%	80% 0%	60% 0%
RWM combined			All: EXP: 67%, GD: 8% Dis: EXP: 33%, GD 0%			All EXP: 50%, GD: 0% Dis: EXP: 60%, GD: 0%		

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Key financial performance indicators

The directors and academy governing bodies consider that the following are key performance indicators for the Academy Trust:

- Pupils numbers (leading directly to the Education Schools Funding Agency ("ESFA") funding levels;
- Pupils attendance data
- General financial stability - aim for staffing ratios to match pupil numbers in each year group;
- Percentage of income received from EFSA spent on total staff costs;
- Income spent per pupil;
- Staff costs as a percentage of grant income;
- Staff costs as a percentage of total costs;
- Ofsted inspection results;
- Capital expenditure per pupil;
- Foundation pupil intake;
- Financial benchmarking;
- Inflation rates impacting on cost of energy and resources
- Energy costs
- Trust growth

Going concern

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

Schools self-generated income activities such as; The WRAP around club and swimming lettings have begun to improve after being adversely affected by the Covid pandemic.

The day to day funded element of the Trust is still in line with the original budgets set, this will constantly be reviewed to ensure we have the most up to date information to make informed decisions that will impact the future of the Trust.

As a Trust we are happy that the reserve policy we have in place ensures the Trust remains a going concern, the loss of self-generated income is expected to be clawed back over the next 2-4 years.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Financial review

Most of the Academy Trust's recurrent income is obtained from the ESFA in the form of grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2023 and the associated expenditure are shown as restricted funds in the statement of financial activities.

During the year ended 31 August 2023, incoming resources totalled £7,254,012 (2022: £7,855,746) and total expenditure was £6,807,001 (2022: £6,774,529), creating a surplus of £447,011 (2022: surplus of £1,081,217). When the fixed asset net surplus of £474,974 (2022: net surplus of £1,435,130) and movements on the local government pension scheme of £85,000 (2022: £565,000) are excluded there was a surplus of £57,037 (2022: £211,067).

The combined balance on restricted income funds and unrestricted income funds (excluding the pension reserve) as at 31 August 2023 was £923,523, compared to £953,074 as at 31 August 2022. The movement of £29,551 (2022: £130,701) consists of the in-year surplus of £57,037 (2022: £211,067 surplus) and the transfer to the restricted fixed asset fund of £86,588 (2022: £80,366).

At 31 August 2023, the net book value of fixed assets was £9,278,326 (2022: £8,009,339) and movements in tangible fixed assets are shown in note 13 to the financial statements. During the period the assets were used exclusively for providing education and the associated support services to the pupils of the Academy Trust.

Reserves policy

The directors review the reserve levels of the Academy Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The directors will always try to match income with expenditure in the current year (set and manage a balanced budget), will only carry forward reserves that it considers necessary and will have a clear plan for how it will be used to benefit the pupils.

The trustees have determined that the appropriate level of free reserves should be equivalent to one month's staffing expenditure cost, approximately £428,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grant income and to provide a cushion to deal with unexpected emergencies such as urgent maintenance or long-term sickness where unforeseen costs are incurred.

The reserve policy in place is effective and has ensured that the Trust is still financially viable. With the loss of self-generated income due to the ongoing issues associated with the coronavirus pandemic, increased energy costs and price increases for resources the reserves position will be lower than originally budgeted, however they will still be in-line with the Trust Reserve policy. The trustees will monitor the level of reserves to ensure that they are maintained at the required level. In the event that they are partly used the trust will strive to rebuild free reserves up to the level needed.

Investment policy

The Academy Trust does not hold any investments.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Principal risks and uncertainties

The main risks that the Academy is exposed to are summarised below. For each of these risks the probability, impact and seriousness have been considered together with appropriate action and management plans:

- **Operational and reputational** - this covers risks to the running of the Academy (including the capacity of staff and buildings to meet the needs of pupils) and its performance in delivering the curriculum. The school buildings are used to generate income via the before and after school clubs, the use of the swimming pool to provide swimming lessons to the general public. The business continuity plan in place ensure that the business and the subsequent financial controls continue to operate effectively.
- **Financial** - covering risks to the Academy Trust's financial position, including revenue streams, cost control and cash management. Risk registers included the impact of Covid on the trusts financial position. Increased energy and a more than 3% expected incremental pay award have impacted on the trusts financial position.
- **Estates** - the directors recognise the importance of maintaining the Trusts estate and have put appropriate policies in place to maintain this.
- The risks to which the Academy Trust is exposed arise both internally and externally. External risks include those in respect of future funding levels, pupil numbers, competition, changes to rules and regulations, financial position of the staff pension schemes, increased energy costs and pay awards. The day to day funded element of the Trust is still in line with the original budgets set, this will continue to be reviewed to ensure we have the most up to date information to make informed decisions that will impact the future of the Trust.

Fundraising

Individual schools participate in fundraising events primarily organised by each Parent Teacher Association. Although these events generate a substantial amount of additional income for schools the Trust never budgets for this income and is treated as 'Bonus Income'.

Headteachers and governing bodies reported on fundraising activities during the autumn term to the board of directors. Directors delegate fundraising to individual school governing bodies and ensure they adhere to the 6 principles of fundraising;

1. Plan effectively
2. Supervise fundraisers
3. Protect the trusts reputation and assets
4. Identify and comply with the laws on fundraising
5. Identify and recognise fundraising standards
6. Be open and accountable

Ensuring the Trust meets it legal obligations. All fundraising activities are monitored by the Directors.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Plans for future periods

The aims and key objectives set for future periods are;

- Ensure the smooth transition of Believe Academy Trust into Willows forming ONE Academy Trust from the 1 September 2023.
- Implement a ONE Academy Trust development strategy and action plan to ensure it meets the needs of pupils, staff, governors and directors.
- Review the Trusts Growth Strategy for expansion in-line with the central government policy on academy conversion, mergers and the opening of free schools.
- Continue to work in partnership with the RSC (Regional Schools Commissioners Office)
- Complete the IT on boarding processes for the schools not previously part of ONE Academy Trust
- Review and align all trust central policies for the two trusts
- CFO to align all the financial processes for all the new schools joining the trust
- Review all expenditure ensuring this correlates with pupil numbers and staffing levels at each school.
- Complete an external review of governance
- Review of the key performance indicators to ensure schools remain financially viable and resources impact directly on pupil outcomes
- Continue developing the CPD programme ensuring mentoring and training for all staff at all levels and the growth of middle and senior leaders ensuring the trust retains experienced and exemplary staff
- Bulk purchasing across the newly merged ONE Academy Trust.
- Review of service level agreements held by individual academies
- Expansion of facilities to accommodate increasing pupil numbers at some schools.
- The use of the Trust's assets i.e. school buildings to generate income via the further development of before and after school childcare provision at Sawley and the local community use of the swimming pool.
- Ensure the mental and physical well-being of staff and pupils remain a key focus.

Funds held as custodian trustee on behalf of others

The Academy Trust does not currently hold any funds on behalf of others. A resolution proposing that UHY Hacker Young be reappointed as auditor of the charitable company will be put to the members.

Auditor

In so far as the trustees are aware:

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

A resolution proposing that UHY Hacker Young be reappointed as auditor of the charitable company will be put to the members.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 20/12/23 and signed on its behalf by:


.....
Y Dean
Chair

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that ONE Academy Trust (Previously Willows 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 or loss.

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

The board of trustees has delegated the day-to-day responsibility to the chief executive, 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 ONE Academy 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 Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 7 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
J Haigh (Accounting Officer) (Resigned 31 August 2023)	7	7
A Page	5	7
A Taylor (Vice Chair)	7	7
Y Dean (Chair)	6	7
K Knight	6	7
A Paulson (Appointed 10 October 2023)	0	0
K Sheppard (Appointed 10 October 2023)	0	0
H Robinson (Appointed 10 October 2023 and resigned 26 October 2023)	0	0
J Freeman (Appointed 10 October 2023)	0	0

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

The skills audit was reviewed at the beginning of the academic year and the composition of the key skills of the board clearly identified. The audit identified where there were gaps this included human resources and as a consequence a new director was recruited with these skills in mind following the resignation of a director.

The directors have reviewed the trusts key operating documentation and amended were appropriate to ensure the smooth running of the Trust.

The Trusts vision and aims and scheme of delegation have been reviewed and updated along with key policies operational at Trust and school level.

The trust arranged training for new academy governing bodies on the roles and responsibilities of a governor. Governors also have access to training via the NGA (National Governance Association) The chair of governors' forum is led by the chair of the board and has included sharing information on governors monitoring in schools, the merger process and governance structure.

Performance data has been shared with directors' half termly along with moderation and monitoring information where appropriate. This has ensured the directors are fully informed about the standards and achievement at each of the academies.

Monthly financial accounts have been shared with directors ensuring they are fully informed about the financial position of each academy and the Trust. This has been a challenging year financially for trusts but the directors are happy with the way the finances have been managed and the trust remains financially viable.

Directors have ratified decisions made by the Finance and Audit Committee including the Condition and Improvement Funding and contributions to be made by schools.

Directors have been actively seeking expansion opportunities to strengthen the ongoing development and the future of the trust. As a consequence they have approved the merger with Believe Academy Trust and its schools joined ONE Academy Trust in September 2023.

Conflicts of Interest

All directors and governors are required to complete a register of interests and this is updated annually. Any potential new contracts or services are checked against the register to avoid conflict. Any declaration of interest identified during the year are minuted and the register updated.

During the recruitment process any potential business conflicts of interests are explored and discussed. Family members of employees are not permitted on the board of directors or governing bodies to avoid any conflicts of interest.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Governance reviews

All directors complete a skills and competency audit to ascertain areas of expertise. Careful consideration was given at the election stage to the skills required by the directors. Self-evaluation is scheduled into the first meeting of the Board of Trustees each year. Board meetings conclude with 'What have we achieved' and feedback given to academy governing bodies.

Skills and competency audits have also been completed by each academy board of governors and action plans created for training purposes. New governors received training centrally on the roles and responsibilities of a governor. They also have access to training via the NGA (National Governance Association) The chair of governors' forum is led by the chair of the board and has included sharing information on governors monitoring in schools, the merger process and governance structure.

At school level governors have received training on safeguarding, using data to hold leaders to account and monitoring curriculum areas. The trust provides a comprehensive Governor Handbook that contains a wealth of information for governors to enable them to execute their roles and responsibilities.

360 reviews of the chairs of governors are completed by their governing bodies and shared with the board of directors.

An external governance review was not undertaken in the year ended 31 August 2023 due to the work being done in anticipation of the merger which happened on 1 September 2023. A full review of governance in the newly merged trust will be arranged in the next 18 months.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

The Finance and Audit Committee

This is a sub-committee of the main board of trustees. Its purpose is;

- Keep under review the strategic management of the Trust's finances, including the long-term deployment of resources
- Ensure that the Trust operates within the financial guidelines of the Funding Agency
- In consultation with the Chief Executive Officer (CEO), the Chief Finance Officer (CFO) and Saaf, to draft the formal budget plan for the financial year, before approval by the Board of Directors
- Consider a budget position statement, including virement decisions at least termly and report significant anomalies from the anticipated position to the Board
- Receive headline financial information and monthly monitoring reports from the Chief Finance Officer at each meeting to ensure that it is able to effectively monitor the annual expenditure against the agreed budget
- Review decisions in respect of service level agreements or in-house provision and to monitor the effectiveness of these services
- Draft the annual accounts for the Directors of the Trust, to be sent to the Secretary of State, Companies Registry and Charities Commission
- Review the staffing structure of the Trust based on plans presented by the CEO and/or CFO/Saaf and funds available for the Trust, and make recommendations to the Board
- Ensure that a consistent approach to headteacher and staff performance management is adopted across the Trust
- Consider and recommend a pay policy for the Trust to be agreed by the Board and ensure that a consistent approach to pay review is in place across the Trust
- Ensure that the Trust adopts an appropriate range of personnel procedures e.g. disciplinary, grievance, capability and remuneration.

A small part of the committee's work has included;

- Agreeing proposals for the condition improvement funding bids and ensuring school buildings meet health and safety requirements approving expenditure where required.
- Reviewing the trusts health and safety provision and recommending the appointment of an external H&S consultant via Derbyshire County Council to support schools.
- Reviewing the risk registers and the financial scheme of delegation.
- Approving annual school budgets
- Reviewing monthly management accounts
- Appointing a permanent chief financial officer
- Tendering for the IT provision across the trust
- Approving the 5 year budget plan for the newly merged trust
- Appointing internal auditors

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
J Haigh (Accounting Officer) (Resigned 31 August 2023)	6	6
A Page	6	6
A Taylor (Vice Chair)	5	6
Y Dean (Chair)	6	6
K Knight	6	6

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Review of value for money

As accounting officer, the chief executive officer has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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 academy trust has delivered improved value for money during the year by:

- Purchasing shared human resources services across the MAT.
- Purchasing shared legal services with no increased cost
- Purchasing shared health and safety
- Purchasing shared IT services
- Purchasing shared data protection consultancy
- Renegotiated the Employee Assistance Programme contract
- Recovery Funding grant used to provide intervention to support pupils learning
- MAT contracts in place for purchasing of Education Resources providing a reduction in cost
- MAT contracts for facilities management i.e. PAT testing
- Outsourcing condition improvement bid writing to AMR Consult resulting in successful bids for 3 out of 4 schools for building works.
- Benchmarking carried out across the MAT
- MAT online safeguarding training
- MAT subject network groups to disseminate good practice
- MAT professional network groups (subject leaders, deputy heads and headteachers, administration and teaching assistants)
- Robust Finance Policy with clear purchasing guidelines to ensure procedures are followed correctly.
- All contracts are assessed before renewal to ensure value for money.
- The CEO conducts reviews of school data and school performance rather than outsourcing
- Headteacher performance management conducted by the CEO rather than outsourcing
- MAT training via Trust INSET days
- MAT Governor Training
- Review of Internal Scrutiny Services
- Review of External Audit Services

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 academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in ONE Academy for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The risk and control framework

The academy trust's system of internal financial control is based on a framework of regular management 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 board of directors of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines.
- delegation of authority and segregation of duties;
- identification and management of risks.

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

- to appoint PKF Smith Cooper as internal auditors

The option has been chosen because the internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular the checks carried out in the current period included:

- Purchasing
- Expense claims
- Charge card transactions
- Connected party transactions
- Financial Reporting and control account reconciliations
- Submission of ESFA returns and other compliance matters

On an annual basis, the auditor reports to the board of trustees through the finance & audit committee on the operation of the systems of control and on the discharge of the financial responsibilities of the board of trustees, On an annual basis the auditor prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

Review of effectiveness

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

- the work of the internal auditor;
- the academy chief financial officer and SAAF (Schools Academy and Finance)
- 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.
- Correspondence from ESFA

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

The accounting officer has been advised of the implications of the result of the internal and external audits following the review of the systems of the financial controls. They ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 20/12/23 and signed on its behalf by:



Y Dean
Chair



G Boyd
Accounting Officer

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2023

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

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

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



G Boyd
Accounting Officer

20 December 2023

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees (who are also the Directors of ONE Academy Trust (previously Willows Academy Trust) for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2022 to 2023 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts 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 that grants received from ESFA/DfE have been applied for the purposes intended.

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

Approved by order of the members of the board of trustees on 20/12/23 and signed on its behalf by:



Y Dean
Chair

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ONE ACADEMY TRUST
(PREVIOUSLY WILLOWS ACADEMY TRUST)**

FOR THE YEAR ENDED 31 AUGUST 2023

Opinion

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

In our opinion the accounts:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ONE ACADEMY TRUST
(PREVIOUSLY WILLOWS ACADEMY TRUST) (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2023

Other information

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ONE ACADEMY TRUST
(PREVIOUSLY WILLOWS ACADEMY TRUST) (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2023

Auditor's responsibilities for the audit of the accounts

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

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

Based on our understanding of the charitable company and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to:

- child protection,
- the funding agreement,
- academies accounts direction 2022-2023,
- the Academy Trust Handbook 2022,
- employment and health and safety regulation,
- anti-bribery, corruption and fraud,

We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to inflated income and surplus. Audit procedures performed included:

- review of the financial statement disclosures to underlying supporting documentation,
- enquiries of management,
- testing of journals and evaluating whether there was evidence of bias by the senior leadership team that represented a risk of material misstatement due to fraud
- evaluation of the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- review of correspondence and reports to the regulator, including correspondence with the Education and Skills Funding Agency and
- review of internal audit reports in so far as they related to the financial statements.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ONE ACADEMY TRUST
(PREVIOUSLY WILLOWS ACADEMY TRUST) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

Elizabeth Searby

**Elizabeth Searby (Senior Statutory Auditor)
for and on behalf of UHY Hacker Young**

20 December 2023

**Chartered Accountants
Statutory Auditor**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON
REGULARITY TO ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY
TRUST) AND THE EDUCATION AND SKILLS FUNDING AGENCY
FOR THE YEAR ENDED 31 AUGUST 2023**

In accordance with the terms of our engagement letter dated 17 August 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by ONE Academy Trust (previously Willows Academy Trust) during the period 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of ONE Academy Trust (previously Willows Academy Trust)'s accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of ONE Academy Trust (previously Willows Academy Trust)'s funding agreement with the Secretary of State for Education dated 30 October 2014 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON
REGULARITY TO ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY
TRUST) AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity and impropriety within the trust.
- Testing of those areas identified through risk assessment, including reviewing internal controls, analytical review and enquiries of management.
- Consideration of the evidence and concluding on the work carried out.

In line with the Framework and guide for External Auditors and Reporting Accountants of Academy Trusts issued April 2023, we have not performed any additional procedures regarding the academy trust's compliance with safeguarding, health and safety and estates management.

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 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

UHY Hacker Young

Reporting Accountant

UHY Hacker Young
14 Park Row
Nottingham
NG1 6GR

Dated: 20 December 2023

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

**STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2023 £	Total 2022 £
Income and endowments from:						
Donations and capital grants	3	-	14,678	726,878	741,556	1,661,080
Charitable activities:						
- Funding for educational operations	4	-	6,175,171	-	6,175,171	5,836,002
Other trading activities	5	216,043	121,106	-	337,149	358,536
Investments	6	136	-	-	136	128
Total		<u>216,179</u>	<u>6,310,955</u>	<u>726,878</u>	<u>7,254,012</u>	<u>7,855,746</u>
Expenditure on:						
Charitable activities:						
- Educational operations	9	134,592	6,420,505	251,904	6,807,001	6,774,529
Total	7	<u>134,592</u>	<u>6,420,505</u>	<u>251,904</u>	<u>6,807,001</u>	<u>6,774,529</u>
Net income/(expenditure)		81,587	(109,550)	474,974	447,011	1,081,217
Transfers between funds	18	-	(86,588)	86,588	-	-
Other recognised gains/(losses)						
Actuarial gains on defined benefit pension schemes	20	-	368,000	-	368,000	3,464,000
Net movement in funds		<u>81,587</u>	<u>171,862</u>	<u>561,562</u>	<u>815,011</u>	<u>4,545,217</u>
Reconciliation of funds						
Total funds brought forward		<u>590,772</u>	<u>13,302</u>	<u>8,891,617</u>	<u>9,495,691</u>	<u>4,950,474</u>
Total funds carried forward		<u>672,359</u>	<u>185,164</u>	<u>9,453,179</u>	<u>10,310,702</u>	<u>9,495,691</u>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

**STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted funds £	Restricted funds: General Fixed asset		Total 2022 £
		£	£	£	£
Income and endowments from:					
Donations and capital grants	3	-	4,621	1,656,459	1,661,080
Charitable activities:					
- Funding for educational operations	4	-	5,836,002	-	5,836,002
Other trading activities	5	210,664	147,872	-	358,536
Investments	6	128	-	-	128
Total		<u>210,792</u>	<u>5,988,495</u>	<u>1,656,459</u>	<u>7,855,746</u>
Expenditure on:					
Charitable activities:					
- Educational operations	9	128,919	6,424,301	221,309	6,774,529
Total	7	<u>128,919</u>	<u>6,424,301</u>	<u>221,309</u>	<u>6,774,529</u>
Net income/(expenditure)		81,873	(435,806)	1,435,150	1,081,217
Transfers between funds	18	-	(80,366)	80,366	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	20	-	3,464,000	-	3,464,000
Net movement in funds		81,873	2,947,828	1,515,516	4,545,217
Reconciliation of funds					
Total funds brought forward		508,899	(2,934,526)	7,376,101	4,950,474
Total funds carried forward		<u>590,772</u>	<u>13,302</u>	<u>8,891,617</u>	<u>9,495,691</u>


ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	13		9,278,326		8,009,339
Current assets					
Stock	14	15,770		3,793	
Debtors	15	785,084		1,186,251	
Cash at bank and in hand		1,180,230		1,580,347	
			<u>1,981,084</u>		<u>2,770,391</u>
Current liabilities					
Creditors: amounts falling due within one year	16	(882,708)		(935,039)	
Net current assets			<u>1,098,376</u>		<u>1,835,352</u>
Net assets excluding pension liability			<u>10,376,702</u>		<u>9,844,691</u>
Defined benefit pension scheme liability	20		(66,000)		(349,000)
Total net assets			<u><u>10,310,702</u></u>		<u><u>9,495,691</u></u>
Funds of the academy trust:					
Restricted funds	18				
- Fixed asset funds			9,453,179		8,891,617
- Restricted income funds			251,164		362,302
- Pension reserve			(66,000)		(349,000)
Total restricted funds			<u>9,638,343</u>		<u>8,904,919</u>
Unrestricted income funds	18		<u>672,359</u>		<u>590,772</u>
Total funds			<u><u>10,310,702</u></u>		<u><u>9,495,691</u></u>

The accounts on pages 31 to 58 were approved by the trustees and authorised for issue on 20/12/23 and are signed on their behalf by:



 Y Dean
 Chair

Company registration number 09093035 (England and Wales)

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Net cash (used in)/provided by operating activities	21		(115,978)		799,454
Cash flows from investing activities					
Dividends, interest and rents from investments		136		128	
Capital grants from DfE Group		1,236,616		773,043	
Purchase of tangible fixed assets		(1,520,891)		(854,547)	
Net cash used in investing activities			<u>(284,139)</u>		<u>(81,376)</u>
Net (decrease)/increase in cash and cash equivalents in the reporting period			(400,117)		718,078
Cash and cash equivalents at beginning of the year			1,580,347		862,269
Cash and cash equivalents at end of the year			<u>1,180,230</u>		<u>1,580,347</u>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

The ONE Academy Trust is a charitable company limited by guarantee incorporated in England and Wales. The registered office is Sawley Junior School, Wilmot Street, Long Eaton, Derbyshire, NG10 3DQ.

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

1.1 Basis of preparation

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

1.2 Going concern

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

1.3 Income

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

Grants

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

General Annual Grant is recognised in full in the statement of financial activities in the period 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.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

Sponsorship income

Sponsorship income provided to the academy trust 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 the receipt is probable and it can be measured reliably.

Donations

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

Other income

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

Donated goods, facilities and services

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

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are exclusive of recoverable VAT.

Expenditure on raising funds

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

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

Charitable activities

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

1.5 Tangible fixed assets and depreciation

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Long leasehold land & buildings	50 years
Long leasehold land	Over the remaining term of the lease
Assets under construction	
Computer equipment	2-3 years
Fixtures, fittings & equipment	3-5 years

Where there are specific conditions attached to the funding requiring the continued use of the asset, 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.

1.6 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 of services it must provide.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies (Continued)

1.7 Leased assets

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

1.8 Financial instruments

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

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. 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. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.9 Stock

Unsold uniform and unused educational supplies are valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provisions are made for obsolete and slow moving stock where appropriate.

1.10 Taxation

The academy 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 academy 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.

1.11 Pensions benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 20, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers consequently the TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

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

1.12 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy 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 and Skills Funding Agency/Department for Education 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 and Skills Funding Agency/Department for Education.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

2 Critical accounting estimates and areas of judgement

(Continued)

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions.

The assumptions used in determining the net cost or income for pensions include the discount rate. Under FRS102 the discount rate is determined by reference to market yields at the year-end date on high quality corporate bonds. On this basis the trust's actuary has calculated a discount rate of 5.2% at 31 August 2023 which is higher than the discount rate used at 31 August 2022. Any changes in these assumptions, which are disclosed in note 20, will impact the carrying amount of the pension liability.

Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions balance at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The ultimate responsibility for setting the assumptions is that of the Academy Trust, as the employer, however each year the LGPS actuary proposes a standard set of assumptions as part of the valuation exercise, using their expert opinion, and which comply with the accounting requirements. The Academy Trust has, in practice with most employers, adopted the recommended actuarial assumptions following further consultation with its auditors to ensure these assumptions are reasonable and in line with those adopted by other academy trusts.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Capital grants	-	726,878	726,878	1,656,459
Other donations	-	14,678	14,678	4,621
	<u>-</u>	<u>741,556</u>	<u>741,556</u>	<u>1,661,080</u>

Donations and capital grants totalled £741,556 (2022: £1,661,080), of which £Nil related to unrestricted funds (2022: £Nil), £14,678 related to other restricted funds (2022: £4,621), and £726,878 related to restricted fixed assets (2022: £1,656,459).

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
DfE/ESFA grants				
General annual grant (GAG)	-	4,784,931	4,784,931	4,708,067
Other DfE/ESFA grants:				
- UIFSM	-	130,503	130,503	135,271
- Pupil premium	-	365,678	365,678	344,396
- Teachers' pay & pension grants	-	-	-	14,210
- Others	-	408,030	408,030	223,543
	-	5,689,142	5,689,142	5,425,487
Other government grants				
Local authority grants	-	486,029	486,029	410,515
Total funding	-	6,175,171	6,175,171	5,836,002

Funding for academy trust's education operations in year ended 31 August 2023 totalled £6,175,171 (2022: £5,836,002) of which £Nil (2022: £Nil) was unrestricted and £6,175,171 was restricted (2022: £5,836,002).

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Trip income	-	39,222	39,222	76,891
Catering income	-	81,884	81,884	70,981
Other income	216,043	-	216,043	210,664
	216,043	121,106	337,149	358,536

The income from other trading activities in the year ended 31 August 2023 totalled £337,149 (2022: £358,536), of which £216,043 was unrestricted (2022: £210,664) and £121,106 was restricted (2022: £147,872).

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Short term deposits	136	-	136	128

Investment income in year ended 31 August 2023 totalled £136 (2022: £128), of which £136 (2022: £128) related to unrestricted funds and £Nil related to restricted funds (2022: £Nil).

7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2023 £	Total 2022 £
Academy's educational operations					
- Direct costs	4,411,538	-	202,592	4,614,130	4,417,353
- Allocated support costs	905,024	594,323	693,524	2,192,871	2,357,176
	<u>5,316,562</u>	<u>594,323</u>	<u>896,116</u>	<u>6,807,001</u>	<u>6,774,529</u>

Net income/(expenditure) for the year includes:

	2023 £	2022 £
Operating lease rentals	29,994	14,777
Depreciation of tangible fixed assets	251,904	221,309
Fees payable to auditor for audit services	16,200	16,200
Net interest on defined benefit pension liability	16,000	58,000

8 Central services

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

- human resources;
- financial services;
- legal services;
- educational support services;
- others as arising.

The academy trust charges for these services on the following basis:

- flat percentage of GAG (6%) (2022: 6%).

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

8 Central services (Continued)

The amounts charged during the year were as follows:	2023	2022
	£	£
Dovedale Primary School	104,919	103,580
Sawley Junior School	88,118	88,108
Sawley Infant School	62,534	61,987
Shardlow Primary School	31,525	28,808
Willows Academy Trust	-	-
	<u>287,096</u>	<u>282,483</u>

9 Charitable activities

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Direct costs				
Educational operations	35,925	4,578,205	4,614,130	4,417,353
Support costs				
Educational operations	98,667	2,094,204	2,192,871	2,357,961
	<u>134,592</u>	<u>6,672,409</u>	<u>6,807,001</u>	<u>6,775,314</u>

	2023	2022
	£	£
Analysis of support costs		
Support staff costs	905,024	1,255,870
Depreciation	251,904	221,309
Premises costs	342,419	266,874
Legal costs	109,598	90,971
Other support costs	568,117	505,952
Governance costs	15,809	16,200
	<u>2,192,871</u>	<u>2,357,176</u>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

10 Staff

Staff costs

Staff costs during the year were:

	2023	2022
	£	£
Wages and salaries	3,985,209	3,618,650
Social security costs	353,631	316,447
Pension costs	930,603	1,295,482
	<hr/>	<hr/>
Staff costs - employees	5,269,443	5,230,579
Agency staff costs	47,119	83,383
	<hr/>	<hr/>
Staff development and other staff costs	5,316,562	5,313,962
	15,270	23,655
	<hr/>	<hr/>
Total staff expenditure	5,331,832	5,337,617
	<hr/> <hr/>	<hr/> <hr/>

Staff numbers

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

	2023	2022
	Number	Number
Teachers	64	72
Administration and support	124	137
	<hr/>	<hr/>
	188	209
	<hr/> <hr/>	<hr/> <hr/>

Higher paid staff

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

	2023	2022
	Number	Number
£60,000 - £70,000	2	2
£70,000 - £80,000	2	1
£90,000 - £100,000	1	1
	<hr/> <hr/>	<hr/> <hr/>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

10 Staff

(Continued)

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £645,040 (2022: £596,140).

11 Trustees' remuneration and expenses

One or more Trustees have been paid remuneration or have received other benefits from an employment with the Academy Trust. Staff only receive remuneration in respect of services they provide undertaking the role of staff members under their contract of employment.

J Haigh (Chief Executive Officer)

Remuneration £95,000 - £100,000 (2022: £90,000 - £95,000)

Employer's pension contributions paid £20,000 - £25,000 (2022: £20,000 - £25,000)

No expenses were reimbursed or paid directly to Trustees in either the current or prior year..

12 Trustees' and officers' insurance

The academy 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 academy 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.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

13 Tangible fixed assets

	Long leasehold land & buildings £	Assets under construction £	Computer equipment £	Fixtures, fittings & equipment £	Total £
Cost					
At 1 September 2022	8,743,429	263,706	315,829	324,674	9,647,638
Transfer to long leasehold land & buildings	263,706	(263,706)	-	-	-
Additions	1,399,362	-	113,359	8,170	1,520,891
At 31 August 2023	10,406,497	-	429,188	332,844	11,168,529
Depreciation					
At 1 September 2022	1,130,758	-	272,362	235,179	1,638,299
Charge for the year	190,224	-	34,459	27,221	251,904
At 31 August 2023	1,320,982	-	306,821	262,400	1,890,203
Net book value					
At 31 August 2023	9,085,515	-	122,367	70,444	9,278,326
At 31 August 2022	7,612,671	263,706	43,467	89,495	8,009,339

Included in long leasehold land and buildings is land of £597,000 (2022: £597,000).

The long leasehold land and buildings occupied by Sawley Infant School, Sawley Junior School and Dovedale Primary School were transferred by Derbyshire County Council to Willows Academy Trust at the date the three schools converted to academy status. The land and buildings are held under the terms of three 125-year lease agreements at nil rental. The land at Shardlow Primary School is held under a 125-year lease with the local authority. The buildings at Shardlow Primary School are owned by the Diocese of Derbyshire and are occupied under a 5 year lease commencing May 2023.

The land and buildings were valued at depreciated replacement cost at 31 March 2015.

14 Stock

	2023 £	2022 £
Stock	15,770	3,793

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 AUGUST 2023**

15 Debtors	2023	2022
	£	£
Trade debtors	2,104	7,232
VAT recoverable	99,811	172,777
Other debtors	1,723	1,234
Prepayments and accrued income	681,446	1,005,008
	<u>785,084</u>	<u>1,186,251</u>

16 Creditors: amounts falling due within one year	2023	2022
	£	£
Trade creditors	395,830	745,188
Other creditors	539	1,420
Accruals and deferred income	486,339	188,431
	<u>882,708</u>	<u>935,039</u>

17 Deferred income	2023	2022
	£	£
Deferred income is included within:		
Creditors due within one year	<u>104,072</u>	<u>80,269</u>
Deferred income at 1 September 2022	80,269	110,427
Released from previous years	(80,269)	(110,427)
Resources deferred in the year	<u>104,072</u>	<u>80,269</u>
Deferred income at 31 August 2023	<u>104,072</u>	<u>80,269</u>

At the balance sheet date, the deferred income provision of £104,072 (2022: £80,269) includes £79,919 (2022: £80,269) universal infant free school meals grant, £10,484 (2022: £nil) rates relief and £13,669 (2022: £nil) trip income.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

18 Funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	362,302	4,784,931	(4,809,481)	(86,588)	251,164
UIFSM	-	130,503	(130,503)	-	-
Pupil premium	-	365,678	(365,678)	-	-
Other DfE/ESFA grants	-	408,030	(408,030)	-	-
Other government grants	-	486,029	(486,029)	-	-
Other restricted funds	-	135,784	(135,784)	-	-
Pension reserve	(349,000)	-	(85,000)	368,000	(66,000)
	<u>13,302</u>	<u>6,310,955</u>	<u>(6,420,505)</u>	<u>281,412</u>	<u>185,164</u>
Restricted fixed asset funds					
DfE group capital grants	8,872,186	726,878	(242,188)	86,588	9,443,464
Donated fixed assets	19,431	-	(9,716)	-	9,715
	<u>8,891,617</u>	<u>726,878</u>	<u>(251,904)</u>	<u>86,588</u>	<u>9,453,179</u>
Total restricted funds	<u>8,904,919</u>	<u>7,037,833</u>	<u>(6,672,409)</u>	<u>368,000</u>	<u>9,638,343</u>
Unrestricted funds					
General funds	<u>590,772</u>	<u>216,179</u>	<u>(134,592)</u>	<u>-</u>	<u>672,359</u>
Total funds	<u>9,495,691</u>	<u>7,254,012</u>	<u>(6,807,001)</u>	<u>368,000</u>	<u>10,310,702</u>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

18 Funds

(Continued)

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

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Academy 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 DfE/ESFA where the asset acquired or created is held for a specific purpose. Donated fixed assets relate to IT equipment donations from the DfE. The restricted fixed asset fund includes £174,853 (2022: £883,416) of unspent capital grants in respect of ongoing capital works.

Restricted general funds comprise all other restricted funds received and include grants from the DfE/ESFA, such as the general annual grant (GAG), Universal infant free school meals (UIFSM), Pupil Premium (PP), Teachers' pay grant (TPG), Teachers' pension grant (TPECG), and others.

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

Transfers of £86,588 (2022: £80,366) were made from the GAG fund to the restricted fixed asset fund to cover capital expenditure not covered by capital grant income.

The pension reserve held within restricted funds was in deficit by £66,000 at 31 August 2023. This does not mean that an immediate liability for this amount crystallises. The Trust has entered into an agreement with Derbyshire County Council to make contributions in addition to normal funding levels for the next 16 years, if needed. No additional contributions were made for the year to 31 August 2023 (2022: £Nil).

From April 2017, employer contributions percentages increased rather than the Trust paying over separate additional contributions. The contribution rates are as follows:

Dovedale Primary	20.9% (2022: 20.9%)
Sawley Juniors	21.2% (2022: 21.2%)
Sawley Infants	22.0% (2022: 20.0%)
Shardlow Primary	21.3% (2022: 23.3%)

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

18 Funds

(Continued)

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

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
Restricted general funds					
General Annual Grant (GAG)	275,244	4,708,067	(4,540,643)	(80,366)	362,302
UIFSM	-	135,271	(135,271)	-	-
Pupil premium	-	344,396	(344,396)	-	-
Other DfE/ESFA grants	38,230	237,753	(275,983)	-	-
Other government grants	-	410,515	(410,515)	-	-
Other restricted funds	-	152,493	(152,493)	-	-
Pension reserve	(3,248,000)	-	(565,000)	3,464,000	(349,000)
	<u>(2,934,526)</u>	<u>5,988,495</u>	<u>(6,424,301)</u>	<u>3,383,634</u>	<u>13,302</u>
Restricted fixed asset funds					
DfE group capital grants	7,346,954	1,656,459	(211,593)	80,366	8,872,186
Private sector capital sponsorship	29,147	-	(9,716)	-	19,431
	<u>7,376,101</u>	<u>1,656,459</u>	<u>(221,309)</u>	<u>80,366</u>	<u>8,891,617</u>
Total restricted funds	<u>4,441,575</u>	<u>7,644,954</u>	<u>(6,645,610)</u>	<u>3,464,000</u>	<u>8,904,919</u>
Unrestricted funds					
General funds	508,899	210,792	(128,919)	-	590,772
	<u>508,899</u>	<u>210,792</u>	<u>(128,919)</u>	<u>-</u>	<u>590,772</u>
Total funds	<u>4,950,474</u>	<u>7,855,746</u>	<u>(6,774,529)</u>	<u>3,464,000</u>	<u>9,495,691</u>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

18 Funds

(Continued)

Total funds analysis by academy

	2023	2022
	£	£
Fund balances at 31 August 2023 were allocated as follows:		
Dovedale Primary School	209,581	149,413
Sawley Junior School	705,995	663,315
Sawley Infant School	77,036	167,331
Shardlow Primary School	(37,546)	(8,954)
Willows Academy Trust	(31,543)	(18,031)
	<hr/>	<hr/>
Total before fixed assets fund and pension reserve	923,523	953,074
Restricted fixed asset fund	9,453,179	8,891,617
Pension reserve	(66,000)	(349,000)
	<hr/>	<hr/>
Total funds	<u>10,310,702</u>	<u>9,495,691</u>

The Willows Academy Trust central function is currently in a deficit position. It was decided for the 2022/23 financial year that charges for central services would not increase, remaining at 6% of GAG income. For the 2023/24 financial year, the trust is forecasting an in-year surplus position and a plan is in place to ensure the Trust achieves sufficient surplus reserves in future years.

Shardlow Primary School is currently in a deficit reserve position; the main reason for this is the historic staffing structure. The staffing structure has been revised and there is a long term plan in place to ensure that the school achieves surplus reserves.

Total cost analysis by academy

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

	Teaching and educational support staff	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2023	Total 2022
	£	£	£	£	£	£
Dovedale Primary School	1,470,306	324,982	79,254	396,993	2,271,535	2,338,495
Sawley Junior School	1,179,199	216,005	52,223	348,383	1,795,810	1,808,133
Sawley Infant School	1,203,873	213,154	30,490	288,318	1,735,835	1,759,923
Shardlow Primary School	419,108	90,072	40,626	177,917	727,723	666,790
Willows Academy Trust	139,049	60,810	-	111,428	311,287	262,366
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	<u>4,411,535</u>	<u>905,023</u>	<u>202,593</u>	<u>1,323,039</u>	<u>6,842,190</u>	<u>6,835,707</u>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

18 Funds

(Continued)

Total cost analysis by academy- prior year

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

	Teaching and educational support staff	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2021
	£	£	£	£	£
Dovedale Primary School	1,363,467	479,533	125,073	370,422	2,338,495
Sawley Junior School	1,105,104	295,887	120,973	286,169	1,808,133
Sawley Infant School	1,120,832	314,104	38,265	286,722	1,759,923
Shardlow Primary School	364,905	118,957	51,295	131,633	666,790
Willows Academy Trust	127,439	47,391	-	87,536	262,366
	<u>4,081,747</u>	<u>1,255,872</u>	<u>335,606</u>	<u>1,162,482</u>	<u>6,835,707</u>

19 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	9,278,326	9,278,326
Current assets	672,359	821,559	487,166	1,981,084
Creditors falling due within one year	-	(570,395)	(312,313)	(882,708)
Defined benefit pension liability	-	(66,000)	-	(66,000)
Total net assets	<u>672,359</u>	<u>185,164</u>	<u>9,453,179</u>	<u>10,310,702</u>

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	8,009,339	8,009,339
Current assets	590,772	1,297,341	882,278	2,770,391
Creditors falling due within one year	-	(935,039)	-	(935,039)
Defined benefit pension liability	-	(349,000)	-	(349,000)
Total net assets	<u>590,772</u>	<u>13,302</u>	<u>8,891,617</u>	<u>9,495,691</u>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

20 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2020, and that of the LGPS related to the period ended 31 March 2022.

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

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers in academy trusts. All teachers have the option to opt out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary. These contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 30 October 2023.

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including 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 £262,000 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million giving a notional past service deficit of £39,800 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 1.7% above the rate of CPI, and is based on the Office for Budget Responsibility's forecast for long-term GDP growth.

The revised employer contribution rate, arising from the 2020 valuation, is due to be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

20 Pension and similar obligations

(Continued)

The employer's pension costs paid to the TPS in the period amounted to £541,803 (2022: £510,707).

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 contributions are as noted below. The agreed contribution rates for future years are 28.6% for employers and 7.4% to 11.7% for employees.

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

Total contributions made	2023	2022
	£	£
Employer's contributions	318,000	274,000
Employees' contributions	83,000	74,000
	<hr/>	<hr/>
Total contributions	401,000	348,000
	<hr/> <hr/>	<hr/> <hr/>

Principal actuarial assumptions	2023	2022
	%	%
Rate of increase in salaries	4.0	3.8
Rate of increase for pensions in payment/inflation	3.0	3.1
Discount rate for scheme liabilities	5.2	4.25
Inflation assumption (CPI)	3.0	3.1
Commutation of pensions to lump sums	60.0	50.0
	<hr/> <hr/>	<hr/> <hr/>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

20 Pension and similar obligations

(Continued)

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

	2023	2022
	Years	Years
Retiring today		
- Males	20.8	21.1
- Females	23.8	23.8
Retiring in 20 years		
- Males	21.6	22.2
- Females	25.3	25.6
	<u> </u>	<u> </u>

Scheme liabilities would have been affected by changes in assumptions as follows:

	2023	2022
	£'000	£'000
0.1% decrease in Real Discount Rate	100	108
0.1% increase in Salary Increase Rate	15	14
0.1% increase in Pension Increase Rate	86	93
1 year increase in member life expectancy	160	275
	<u> </u>	<u> </u>

The academy trust's share of the assets in the scheme

	2023	2022
	Fair value	Fair value
	£	£
Equities	2,633,000	2,520,000
Bonds	865,000	790,000
Cash	118,000	113,000
Property	314,000	338,000
	<u> </u>	<u> </u>
Total market value of assets	3,930,000	3,761,000
	<u> </u>	<u> </u>

The actual return on scheme assets was a deficit of £(202,000) (2022: £(218,000) deficit).

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 AUGUST 2023**

20 Pension and similar obligations	(Continued)	
Amount recognised in the statement of financial activities	2023	2022
	£	£
Current service cost	387,000	781,000
Interest income	(168,000)	(63,000)
Interest cost	184,000	121,000
Total operating charge	<u>403,000</u>	<u>839,000</u>
Changes in the present value of defined benefit obligations	2023	2022
	£	£
At 1 September 2022	4,110,000	6,902,000
Current service cost	387,000	781,000
Interest cost	184,000	121,000
Employee contributions	83,000	74,000
Actuarial gain	(738,000)	(3,745,000)
Benefits paid	(30,000)	(23,000)
At 31 August 2023	<u>3,996,000</u>	<u>4,110,000</u>
Changes in the fair value of the academy trust's share of scheme assets	2023	2022
	£	£
At 1 September 2022	3,761,000	3,654,000
Interest income	168,000	63,000
Actuarial loss	(370,000)	(281,000)
Employer contributions	318,000	274,000
Employee contributions	83,000	74,000
Benefits paid	(30,000)	(23,000)
At 31 August 2023	<u>3,930,000</u>	<u>3,761,000</u>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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

	Notes	2023 £	2022 £
Net income for the reporting period (as per the statement of financial activities)		447,011	1,081,217
Adjusted for:			
Capital grants from DfE and other capital income		(726,878)	(1,656,459)
Investment income receivable	6	(136)	(128)
Defined benefit pension costs less contributions payable	20	69,000	507,000
Defined benefit pension scheme finance cost	20	16,000	58,000
Depreciation of tangible fixed assets		251,904	221,309
(Increase)/decrease in stocks		(11,977)	13,604
(Increase) in debtors		(108,571)	(96,918)
(Decrease)/increase in creditors		(52,331)	671,829
Net cash (used in)/provided by operating activities		<u>(115,978)</u>	<u>799,454</u>

22 Analysis of changes in net funds

	1 September 2022 £	Cash flows £	31 August 2023 £
Cash	1,580,347	(400,117)	1,180,230
	<u>1,580,347</u>	<u>(400,117)</u>	<u>1,180,230</u>

23 Operating leases

At 31 August 2023 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2023 £	2022 £
Amounts due within one year	20,941	18,590
Amounts due in two and five years	60,149	5,325
	<u>81,090</u>	<u>23,915</u>

ONE ACADEMY TRUST (PREVIOUSLY WILLOWS ACADEMY TRUST)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

24 Capital commitments

	2023	2022
	£	£
Expenditure contracted for but not provided in the accounts	151,531	750,284
	<u> </u>	<u> </u>

25 Related party transactions

Owing to the nature of the academy trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which trustees have an interest. All transactions involving such organisations are conducted at arms length and in accordance with the academy trust's financial regulations and normal procurement procedures. The following related party transactions took place in the financial period.

Expenditure Related Party Transactions

The academy trust reimbursed J Richardson, CFO (appointed 1 April 2023), £nil (2022: £nil) for travel expenses at no more than cost.

All transactions involving related parties are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

26 Post balance sheet events

On 1 September 2023 the four schools within Believe Academy Trust transferred into One Academy Trust.

27 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 or she is a Member, or within one year after he or she ceases to be a Member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a Member.