

**THE HARROW ACADEMIES TRUST**

**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2023**

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

|                                        |                                                                                                                                                                                                                                                                      |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Members</b>                         | The Bentley Wood Trust<br>Canons High School<br>Harrow High School<br>Hatch End High School<br>Nower Hill High School<br>Park High School<br>Tithe Academy<br>J Howkins                                                                                              |
| <b>Trustees</b>                        | J Howkins, Chair of Trustees<br>A Ahmed<br>J Varley (resigned 31 August 2023)<br>D Fahy<br>R Patel, Accounting Officer (appointed 1 September 2022)<br>P Patel (appointed 14 July 2023)                                                                              |
| <b>Company registered number</b>       | 09026369                                                                                                                                                                                                                                                             |
| <b>Company name</b>                    | The Harrow Academies Trust                                                                                                                                                                                                                                           |
| <b>Principal and registered office</b> | The Harrow Academies Trust<br>Pinner High School<br>Beaulieu Drive<br>Pinner<br>London<br>HA5 1NB                                                                                                                                                                    |
| <b>Senior Leadership Team</b>          | T Metcalfe, Assistant Headteacher<br>E Hindmarsh, Deputy Headteacher<br>E Pacey, Deputy Headteacher<br>C Tarling, Chief Financial Officer<br>H Ford, Head of Operations<br>H Pandya, Assistant Headteacher<br>B Hobbs, Assistant Headteacher<br>R Patel, Headteacher |
| <b>Independent Auditors</b>            | Price Bailey LLP<br>Chartered Accountants<br>Statutory Auditors<br>Causeway House<br>1 Dane Street<br>Bishop's Stortford<br>Hertfordshire<br>CM23 3BT                                                                                                                |

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

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

The Trustees present their Annual Report together with the financial statements and Auditor's Report of Harrow Academies Trust ("the Trust" or "the Charitable Company") for the year to 31 August 2023. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust has a remit to operate academies for pupils aged 4 to 19 in the London Borough of Harrow. The first Academy, Pinner High School, opened in September 2016 with one year group. The Academy has a pupil capacity of 1162 including 250 sixth form places and had a roll of 1,109 in the School census on 6th October 2022.

**Structure, Governance and Management Constitution**

The Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents. The Trustees of Harrow Academies Trust are also the Directors of the Charitable Company for the purposes of company law. The Charitable Company operates as Pinner High School ("the Academy" or "the School").

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

**Members' Liability**

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

**Trustees' and Officers' Indemnities**

The Trust has opted to be covered under the Government's Risk Protection Arrangements (RPA) scheme to protect Trustees and Officers, from claims arising from negligent acts, omissions or errors whilst performing Trust business.

**Method of Recruitment and Appointment or Election of Trustees**

Trustees are appointed for a fixed term. The Headteacher is an ex officio member of the Board of Trustees. The Trust looks to ensure a mix of skills and selects new Trustees on the basis of background, experience and specialist skills. Trustees are drawn from across the local community.

**Policies and Procedures Adopted for the Induction and Training of Trustees**

The Trust is committed to providing adequate opportunities for Trustees to undertake and receive suitable training so as to enable them to perform their role effectively. To this end the Trust provides internal training led by School staff and also links with a number of local training providers as required.

The induction programme for new Trustees is tailored according to need, and includes a meeting with the Chair of Trustees and staff, and a tour of the Academy. Introductory sessions, mentoring and formal training courses are provided as required. All Trustees are provided with copies of key documents that are appropriate to the role they undertake as Trustees with particular emphasis on the committee work that they will undertake.

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

**Organisational Structure**

The governance of the Trust is defined in the Memorandum and Articles of Association together with the Funding Agreement with the Department of Education.

The Board of Trustees meets at least three times per year and is responsible for the strategic direction of the Trust. The Trustees are responsible for setting strategic policy, adopting an annual plan and budget, monitoring the Trust by the use of those budgets and making major decisions about the direction of the Trust, capital expenditure, senior staff appointments and executive pay.

The Board of Trustees delegates responsibilities to an Audit & Compliance Committee, which meets three times per year, as well as to the Local Governing Body of Pinner High School. The Local Governing Body meets at least three times per year and is responsible for implementing strategic policy, ensuring the appropriateness of annual budgets and capital expenditure projects for the Academy, and monitoring performance against budget and authorised capital limits. The Local Governing Body delegates responsibilities to sub-committees for Finance & Resources and Students, Standards & Achievement. Each committee works under the guidance of a chairperson, appointed at the first committee meeting of the academic year.

The Headteacher is the designated Accounting Officer and has overall responsibility for the day to day financial management of the Trust. The Headteacher has delegated responsibility for low values of expenditure to specific budget holders who are responsible for managing their own departments within their allocated budgets. A system of financial controls is in place to manage this process.

The Headteacher manages the Trust on a daily basis supported by a Senior Leadership Team (SLT). The SLT is responsible for the day to day operation of the Academy, in particular organising staff, resources and students. The SLT meets frequently to discuss emerging matters and to help to develop strategies for future development to be put to the Headteacher and the Local Governing Body or Board of Trustees as required for approval. Each member of the SLT has specific responsibilities to assist the Headteacher to manage certain aspects of the Academy.

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

Key management personnel include Trustees, Governors and the SLT, which comprises the Headteacher, two Deputy Headteachers, Chief Financial Officer, Head of Operations, and four Assistant Headteachers. Trustees and Local Governors do not receive remuneration.

Pay and remuneration of the SLT is decided by a variety of contributory factors, such as pay scales for each role and the level of experience of each staff member. In addition, pay levels may be affected by nationally agreed pay awards, the ability to recruit and retain in post, all of which are in accordance with the Trust's appointment and pay policies.

The Board of Trustees sets the pay range for leadership posts in accordance with the School Teachers Pay and Conditions Document, and also sets the pay range for the Chief Financial Officer. Detailed remuneration, including progression, is determined by the Pay Committee (or Headteacher Performance Committee for the Headteacher) in accordance with the Scheme of Delegation and Pay Policy.

**Trade Union Facility Time**

During the year, no employees of the Trust acted as a union official.

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

**Related Parties and other Connected Charities and Organisations**

The Members of the Trust comprise seven academy trusts, all located in the London Borough of Harrow, and the Chair of Trustees. Academies in Harrow work collaboratively across a range of activities including school to school support. It is inevitable that from time to time transactions will take place with organisations in which a Trustee may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any transaction where the Trustee may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle described in the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required.

The Trust cooperated with a number of these member academy trusts during the year, details of which can be found in note 26, and does not have a formal sponsor.

**Objectives and Activities - Objects and Aims**

The principal object and aim of the Trust is the operation of academies to provide free education and care for pupils of different abilities between the ages of 4 and 19. All students who apply are admitted up to the capacity of the Academy, with no selection.

Within the objects, the Trust aims to create an environment to nurture students, to get the best from them, and to allow them to develop and fulfil their potential. The Trust aims to provide students with a first-class education and a wide range of opportunities. This is done in a way which is consistent with the ethos that every student will be valued, respected and cared for, and through a daily moral purpose to provide the best learning experience for all.

**Objectives, Strategies and Activities**

During the year the Trust has worked towards these aims by:

- ensuring that every child enjoys the same high-quality education in terms of resourcing, tuition and care;
- raising the standard of educational achievement of all students;
- developing resilient, resourceful students;
- adapting and applying skills for flexible life-long learning;
- improving the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- providing value for money for the funds expended; and
- conducting the Academy's business in accordance with the highest standards of integrity.

Our success in fulfilling our aims can be measured by:

- high levels of attainment in class and public examinations;
- high numbers of students on roll;
- high numbers of applications to join the Academy;
- high levels of attendance at the Academy; and
- positive inspection reports.

**Public Benefit**

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

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

**Strategic Report**

**Achievements and Performance**

During the year, the Trust educated approximately 1109 students aged 11-18 at Pinner High School. The School had a successful seventh year and there continues to be a high demand for places.

Specific achievements were as follows:

- Successful first set of A Level results, highlights include:
- 30% of grades at an A\*/A
- 57% of grades A\*-B
- 79% of grades A\*-C
- 98% of grades A\*-E

Successful set of GCSE results, highlights include:

- Pupils with 5 grades 4-9 84%
- Grade 5+ Eng & Ma 73%
- Grade 4+ Eng & Ma 85%
- Attainment 8 57.28
- Grades 7-9 35%
- Grade 5-9 73%
- Grades 4-9 85%
- Grades 7-9 Eng 39%
- Grades 7-9 Ma 47%
- Application numbers again showed the Academy as the most oversubscribed in Harrow for Year 7 entry.

**Key Performance Indicators (KPI)**

Financial

As funding is based on pupil numbers this is a KPI. Pupil numbers for 2022/23 were 1109 against a budget of 1116. A further KPI is staffing costs as a percentage of total recurring income. For 2022/23 this was 81% against set parameters of 78%-82%. The Board of Trustees is confident that staffing levels are closely monitored to agreed Full Time Equivalent and staffing structures are all approved by them.

Throughout the year, the Finance & Resources Committee, a sub-committee of the Local Governing Body, also monitors other KPIs including premises costs to General Annual Grant (GAG) income, capitation spend for curriculum departments to GAG income, total income less grants, and cash flow, to ensure that the budget is set and managed appropriately.

Non-Financial

Pinner High School was rated Outstanding in all categories in its first Ofsted inspection in May 2019. Pupil attendance data continues to be above the national average, remaining at about 96% over the year.

For entry into Year 7 in 2023, Pinner High School received the highest number of applications per place of any high school in Harrow.

The school has undergone a full refurbishment of the building over the past two years which has now been completed. Additionally, the school staff population has also grown from 100 in 2019 to 152 in September 2023. Pinner High School continues to work collaboratively across Harrow and is a part of the Harrow Collegiate Alliance promoting professional development for all teaching staff.

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

**Going Concern**

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

**Financial Review**

The principal source of funding for the Trust is the GAG and other grants that it receives from the Education and Skills Funding Agency (ESFA). For the year ended 31 August 2023 the Trust received £8,561,286 of GAG and other income. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust spent a total of £9,025,589 including capital projects.

A summary of the Trust's financial results are set out below:

The main financial challenges for the trust in future years relate to government funding for education and to economic factors such as inflation and energy prices. Recruitment and retention remains a national and professional concern, however the Academy began September 2023 fully staffed.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Academy is recognising a pension fund deficit of £31,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years. While there has been a reduction in the opening deficit of £162,000 resulting from the application of actuarial assumptions, this does not guarantee that contribution rates will reduce and ease the cash flow effect on the Trust.

|                                  | Restricted<br>General<br>Funds | Unrestricted<br>Funds | Fixed Asset<br>Fund | Pension<br>Reserve | Total       |
|----------------------------------|--------------------------------|-----------------------|---------------------|--------------------|-------------|
| Donation on transfer/conversion  | 197,206                        | -                     | 89,292              | -                  | 286,498     |
| Incoming Resources               | 8,191,881                      | 82,907                | -                   | -                  | 8,274,788   |
| Resources Expended               | (8,160,202)                    | (18,331)              | (89,290)            |                    | (8,267,823) |
| LGPS Charge                      |                                |                       |                     | (387,000)          | (387,000)   |
| Depreciation                     |                                |                       | (656,766)           |                    | (656,766)   |
| Employer contributions paid      |                                |                       |                     | 286,000            | 286,000     |
| Total Resources Expended         | (8,160,202)                    | (18,331)              | (746,056)           | (101,000)          | (9,025,589) |
| Assets Purchased from GAG        | (101,368)                      | -                     | 101,368             |                    | -           |
| Actuarial Gains                  |                                |                       |                     | 232,000            | 232,000     |
| Surplus / (Deficit) for the year | 127,517                        | 64,576                | (555,396)           | 131,000            | (232,303)   |
| Balance at 1 September 2022      | 716,730                        | 43,696                | 32,348,505          | (162,000)          | 32,946,931  |
| Balance at 31 August 2023        | 844,247                        | 108,272               | 31,793,109          | (31,000)           | 32,714,628  |

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

**Reserves Policy**

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year-end carry forward figures via the monthly reports from the Chief Financial Officer. The budget plan identifies how any carry forward will be allocated in the plan for the following academic year, including the identification of any funds earmarked for a specific project or purpose.

Pinner High School has been open for seven years and the Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £108,272, which has been built up from locally raised income. Trustees are committed to increasing free reserves as the Trust continues to grow, to enable it to deal with unexpected emergencies. The strategy for this includes increasing lettings of the Academy site. The target level of free reserves is currently £150,000.

The Trust's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2023 was £952,519. Restricted general funds includes £40,149 related to a start-up grant for Harrow View Primary School, which is now expected to open no earlier than September 2026.

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £1,439,709. A proportion of this cash is held against specific projects and is not available to meet normal recurring expenditure.

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

**Investment Policy**

An Investment Policy was approved by the Board of Trustees in summer 2022 and is reviewed every three years.

The aim of the policy is to ensure funds that the Trust does not immediately need to cover anticipated expenditure are invested to maximise the Trust's income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The Trustees do not consider the investment of surplus funds as a primary activity, rather as good stewardship and as and when circumstances allow.

**Principal Risks and Uncertainties**

The Trustees maintain a risk register identifying the major risks to which the Trust is exposed, and identifying actions and procedures to mitigate those risks. A formal review of the risk register is undertaken termly. The internal control systems and the exposure to said risks are monitored on behalf of the Trustees at each Audit & Compliance Committee meeting, as well as by the Finance & Resources Committee. The principal risks facing the Trust are outlined below; those facing the Trust at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As an Academy School, the level of financial risk is low. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

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

The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- the Trust has considerable reliance on continued Government funding through the ESFA and whilst there has been a small injection of additional funding this will not be enough to counteract the rise of the minimum wage, teacher and support staff pay awards, a potential teachers' pensions contribution rise and any other additional costs that the Government may choose to introduce;
- failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, estate, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks;
- reputational - the continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, Trustees ensure that student progress and outcomes are closely monitored and reviewed;
- staffing - the success of the Academy is reliant on the quality of its staff and the Trustees monitor and review policies, procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear retention and succession planning;
- safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline;
- school estate – a substantial refurbishment programme, funded by the DfE, was completed at the Academy in 2022. The Academy has a comprehensive programme of compliance and health & safety checks to ensure the school estate is safe, well maintained and complies with all relevant regulations. Trustees take a proactive approach to managing the trust's estate and regularly review the rolling 5-year capital plan.
- financial instruments – the Trust only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low;
- defined benefit pension liability – as the Government has agreed to meet the defined benefit pension liability of any school ceasing to exist the main risk to the Trust is the annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan;
- fraud and mismanagement of funds - the Trustees have appointed Alliotts to carry out a programme of internal scrutiny which includes independent and external checks on financial systems and records as required by the Academy Trust Handbook. The Chief Financial Officer is a chartered accountant, and all finance staff receive training to keep up to date with financial practice requirements and develop their skills in this area.

The Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

### **Fundraising**

The Trust does not fundraise from the public, nor does it work with commercial participators or professional fundraisers. Parental contributions are invited on a voluntary basis to contribute towards a range of extra-curricular trips and activities. Trustees are aware of their responsibilities, and any funds raised are managed responsibly with reasonable care and skill, and in line with school policies, acting in the best interests of the Academy.

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

**Plans for Future Periods**

The Trust's key objectives for 2023/24 are to continue the development and progress of Pinner High School and to continue to prepare for the opening of Harrow View Primary School. Pinner High School's Improvement Plan includes:

**Quality of Education**

- Continue to ensure that the well-planned ambitious curriculum is implemented
- Continue to adapt subject curriculum plans to meet the diverse needs of students
- Refine the assessment and feedback practices to ensure they are comprehensive, fair, and timely.
- Promote and prioritise the development of reading, literacy, oracy, and numeracy skills
- Continue to strengthen the Heads Challenge educational experience for all students

**Behaviour and Attitudes**

- Raise expectations in attendance and punctuality by implementing targeted strategies
- Implement a proactive and preventive positive behaviour management approach
- Continue to refine the behaviour monitoring and tracking system to identify patterns and trends
- Promote and prioritise mental fitness among students, staff, and the wider school community.

**Personal Development**

- Continue to strengthen and enrich the PSICHE/RSE education programs
- Cultivate a culture that values and acknowledges the contributions of student leaders
- Closely monitor and analyse safeguarding trends
- Develop a comprehensive and inclusive careers program for all students

**Leadership and Management**

- Strengthen the Leadership qualities & competencies of all teachers, middle leaders and senior leaders
- Further develop high-quality CPD opportunities
- Research the use of Artificial intelligence to reduce workload
- Enhance staff well-being and retention through initiatives that cultivate a positive work environment
- Improve engagement and communication systems
- Ensure that governors are equipped with the necessary knowledge, skills, and resources to carry out their roles effectively.

Trustees are pleased that plans for the building of Harrow View are progressing and the DfE have now appointed a project manager. Trustees continue to be proactive in their approach to other schools joining the trust. They are using the past experiences of networking with local primary schools to inform their planning for growing the Trust. The challenge of recruiting high-quality teaching and support staff is a national issue and has prompted some decisions to allocate resources to recruitment and retention.

**Funds Held as Custodian Trustee on Behalf of Others**

The Trust does not hold any funds on behalf of others.

**Provision of Information to Auditors**

Insofar as the Trustees are aware there is no relevant audit information of which the Charitable Company's Auditors are unaware, and the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

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

**Auditors**

The Auditors, Price Bailey LLP, are willing to continue in office and a resolution to appoint them will be proposed at the Annual General Meeting.

Insofar as the trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by the Board of Trustees, on 16 December 2023 and signed on its behalf by:

**J Howkins**  
Chair

**THE HARROW ACADEMIES TRUST**  
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**GOVERNANCE STATEMENT**

**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that The Harrow Academies 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 Headteacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Harrow Academies 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. The board met fewer than six times during the year and is satisfied that through the use of sub-committees it maintains effective oversight of funds. Details of two such sub-committees are noted below.

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**GOVERNANCE STATEMENT (CONTINUED)**

**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 3 times during the year. While the board met fewer than six times during the year, trustees are satisfied that through the use of relevant sub-committees they maintain effective oversight.

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

| Trustee                      | Meetings attended | Out of a possible |
|------------------------------|-------------------|-------------------|
| J Howkins, Chair of Trustees | 3                 | 3                 |
| A Ahmed                      | 3                 | 3                 |
| J Varley                     | 2                 | 3                 |
| D Fahy                       | 2                 | 3                 |
| R Patel, Accounting Officer  | 3                 | 3                 |

**Review of year**

There were no trustee changes during the year, one trustee stepped down at the year end.

The board has worked closely with the Headteacher, Senior Leadership Team and Local Governing Body during the year to manage the final stages of the refurbishment and to support the second year of the Sixth Form and the school's first set of public examinations.

The board continues to work with the Department for Education on the opening of Harrow View Primary School. A project manager has now been assigned by the DfE with the intention that building work should start in 2024.

The board receives monthly management accounts from the Chief Financial Officer, which include an income and expenditure statement, variation to budget report, balance sheet and cash flow. The board also receives detailed budgeting information and ad-hoc financial data as required throughout the year. Trustees are satisfied with the quality of financial information they receive.

The academy holds a detailed, up to date register of interests for all trustees, governors and key management personnel. Trustees and governors are asked to declare interests at the start of each meeting and the register is updated accordingly. Staff responsible for procurement refer to this information to ensure potential conflicts of interest are managed and avoided.

**Governance reviews**

Harrow Academies Trust is a single school Multi Academy Trust.

The Board considered its structure during the year and will continue to reflect on this during 2023-24 taking into consideration the future opening of Harrow View Primary School, the government's white paper on education, and DfE policy.

The Board are pleased that plans for Harrow View are moving forward. Trustees are continuing to speak with other schools about joining the trust and this work will be ongoing during 2023/24.

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**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

**Committees**

The Board of Trustees has established an Audit & Compliance Committee as a sub-committee of the main board and a Local Governing Body for Pinner High School. The Local Governing Body of Pinner High School has established two sub-committees responsible for Finance & Resources and for Students, Standards & Achievement.

The Audit and Compliance Committee is a sub-committee of the Board of Trustees. Its purpose is to maintain an oversight of the Trust governance, risk management, internal control and value for money framework.

During the year the following issues were dealt with by the committee:

- Oversight of risk register
- Oversight of internal scrutiny
- Oversight of health & safety issues relating to the refurbished site
- Liaison with external auditors regarding the year end audit and statutory accounts

There were no changes to the committee during the year.

Attendance during the year at meetings was as follows:

| Trustee  | Meetings attended | Out of a possible |
|----------|-------------------|-------------------|
| A Ahmed  | 3                 | 3                 |
| D Fahy   | 3                 | 3                 |
| J Varley | 2                 | 3                 |

**Review of value for money**

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

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

- Robust financial management including regular budget monitoring, mid to long-term financial planning and cash flow forecasting, benchmarking and business continuity planning, with regular reviews of the risk register;
- Making the best use of available resources, including targeted use of Pupil Premium and Recovery Premium funding and National Tutoring Programme funding;
- Working collaboratively with local schools to share resources and to achieve value for money on major contracts. Examples include membership of the Harrow Collegiate Alliance, secondment of teaching staff to local schools, and collaborative procurement of major contracts including HR & payroll services, health & safety services, cleaning and catering.

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**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 the Harrow Academies Trust for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The Board of Trustees has reviewed the key risks to which the 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 year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

**The risk and control framework**

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

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

The Board of Trustees has decided to buy-in an internal audit service from Alliot's.

This option has been chosen to take advantage of Alliot's' expertise in academy internal audit and their knowledge of the trust having worked with Pinner High School for a number of years.

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 reviews of:

- Governance
- Safeguarding and Whistleblowing
- Fraud Process
- Income Process

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

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

On a termly basis, the Internal Auditor reports to the Board of Trustees through the Audit and Compliance Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. 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.

The internal auditor has delivered their schedule of work as planned and there were no material control issues arising as a result of the internal auditor's work.

**Review of effectiveness**

As Accounting Officer, the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor;
- the work of the external auditor;
- the school resource management self-assessment tool; and
- the work of the senior team within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

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

**J Howkins**  
Chair of Trustees

**R Patel**  
Accounting Officer

Date: 16 December 2023

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

As Accounting Officer of The Harrow Academies Trust I have considered my responsibility to notify the Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2022, including responsibilities for estates safety and management.

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

**R Patel**  
Accounting Officer

Date: 16 December 2023

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

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

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

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

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

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

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

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

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

**J Howkins**  
Chair

Date: 16 December 2023

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
HARROW ACADEMIES TRUST**

**Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
HARROW ACADEMIES TRUST (CONTINUED)**

**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

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

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

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

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

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

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

**Responsibilities of Trustees**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the Directors of the Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE HARROW ACADEMIES TRUST (CONTINUED)**

**Auditors' responsibilities for the audit of the financial statements**

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

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

We gained an understanding of the legal and regulatory framework applicable to the Academy and the sector in which it operates and considered the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations in particular those regulations directly related to the financial statements, including financial reporting, and tax legislation. This included those regulations directly related to the financial statements, including compliance with Companies Act 2006, Charities Act 2011 and academy sector regulations.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness,
- We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.
- We reviewed minutes of Trustee Board meetings and other relevant sub-committees of the Board such as the Finance Committee.
- We agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of the Accounting Officer and senior management team to identify laws and regulations applicable to the Academy.
- We assessed details of any breaches where applicable in order to assess the impact upon the Academy.
- We reviewed legal fees incurred to identify any provisions or contingencies to be recognised in the financial statements.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
HARROW ACADEMIES TRUST (CONTINUED)**

**Use of our Report**

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

**Michael Cooper Davis FCCA ACA (Senior Statutory Auditor)**  
for and on behalf of  
**Price Bailey LLP**

Chartered Accountants  
Statutory Auditors  
Causeway House  
1 Dane Street  
Bishop's Stortford  
Hertfordshire  
CM23 3BT

18 December 2023

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

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

In accordance with the terms of our engagement letter dated 6 July 2022 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 The Harrow Academies Trust during the year 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to The Harrow Academies Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Harrow Academies 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 The Harrow Academies Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of The Harrow Academies Trust's Accounting Officer and the Reporting Accountant**

The accounting officer is responsible, under the requirements of The Harrow Academies Trust's funding agreement with the Secretary of State for Education dated 1 February 2011 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

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

**Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance.
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Trust, extending the procedures required or financial statements to include regularity, propriety and compliance.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

**Conclusion**

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

Reporting Accountant  
**Price Bailey LLP**

Date: 18 December 2023

**THE HARROW ACADEMIES TRUST**  
(A Company Limited by Guarantee)

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

|                                                                     | Note | Unrestricted<br>funds<br>2023<br>£ | Restricted<br>funds<br>2023<br>£ | Restricted<br>fixed asset<br>funds<br>2023<br>£ | Total<br>funds<br>2023<br>£ | Total<br>funds<br>2022<br>£ |
|---------------------------------------------------------------------|------|------------------------------------|----------------------------------|-------------------------------------------------|-----------------------------|-----------------------------|
| <b>Income from:</b>                                                 |      |                                    |                                  |                                                 |                             |                             |
| Donations and capital grants                                        | 3    | -                                  | 197,206                          | 89,292                                          | 286,498                     | 165,480                     |
| Other trading activities                                            | 5    | 80,850                             | 102,756                          | -                                               | 183,606                     | 141,320                     |
| Investments                                                         | 6    | 2,057                              | -                                | -                                               | 2,057                       | 221                         |
| Charitable activities                                               | 4    | -                                  | 8,089,125                        | -                                               | 8,089,125                   | 7,035,155                   |
| <b>Total income</b>                                                 |      | <b>82,907</b>                      | <b>8,389,087</b>                 | <b>89,292</b>                                   | <b>8,561,286</b>            | <b>7,342,176</b>            |
| <b>Expenditure on:</b>                                              |      |                                    |                                  |                                                 |                             |                             |
| Charitable activities                                               | 7    | 18,331                             | 8,350,492                        | 656,766                                         | 9,025,589                   | 8,511,472                   |
| <b>Total expenditure</b>                                            |      | <b>18,331</b>                      | <b>8,350,492</b>                 | <b>656,766</b>                                  | <b>9,025,589</b>            | <b>8,511,472</b>            |
| Transfers between funds                                             | 17   | -                                  | (12,078)                         | 12,078                                          | -                           | -                           |
| <b>Net movement in funds before other recognised gains/(losses)</b> |      | <b>64,576</b>                      | <b>26,517</b>                    | <b>(555,396)</b>                                | <b>(464,303)</b>            | <b>(1,169,296)</b>          |
| <b>Other recognised gains/(losses):</b>                             |      |                                    |                                  |                                                 |                             |                             |
| Actuarial gains on defined benefit pension schemes                  | 23   | -                                  | 232,000                          | -                                               | 232,000                     | 1,978,000                   |
| <b>Net movement in funds</b>                                        |      | <b>64,576</b>                      | <b>258,517</b>                   | <b>(555,396)</b>                                | <b>(232,303)</b>            | <b>808,704</b>              |
| <b>Reconciliation of funds:</b>                                     |      |                                    |                                  |                                                 |                             |                             |
| Total funds brought forward                                         |      | 43,696                             | 554,730                          | 32,348,505                                      | 32,946,931                  | 32,138,227                  |
| Net movement in funds                                               |      | 64,576                             | 258,517                          | (555,396)                                       | (232,303)                   | 808,704                     |
| <b>Total funds carried forward</b>                                  |      | <b>108,272</b>                     | <b>813,247</b>                   | <b>31,793,109</b>                               | <b>32,714,628</b>           | <b>32,946,931</b>           |

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 28 to 54 form part of these financial statements.

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 09026369**

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

|                                               | Note | 2023<br>£                | 2022<br>£                |
|-----------------------------------------------|------|--------------------------|--------------------------|
| <b>Fixed assets</b>                           |      |                          |                          |
| Tangible assets                               | 13   | 31,793,109               | 32,348,505               |
| <b>Current assets</b>                         |      |                          |                          |
| Debtors                                       | 14   | 213,594                  | 220,618                  |
| Investments                                   | 15   | 102,159                  | 100,262                  |
| Cash at bank and in hand                      |      | 1,439,709                | 1,104,113                |
|                                               |      | <u>1,755,462</u>         | <u>1,424,993</u>         |
| Creditors due within one year                 | 16   | (802,944)                | (664,567)                |
| <b>Net current assets</b>                     |      | <u>952,518</u>           | <u>760,426</u>           |
| <b>Net assets excluding pension liability</b> |      | <u>32,745,627</u>        | <u>33,108,931</u>        |
| Defined benefit pension scheme liability      | 23   | (31,000)                 | (162,000)                |
| <b>Total net assets</b>                       |      | <u><u>32,714,627</u></u> | <u><u>32,946,931</u></u> |
| <b>Funds of the Trust</b>                     |      |                          |                          |
| <b>Restricted funds:</b>                      |      |                          |                          |
| Fixed asset funds                             | 17   | 31,793,109               | 32,348,505               |
| Restricted income funds                       | 17   | 844,247                  | 716,730                  |
| Pension reserve                               | 17   | (31,000)                 | (162,000)                |
| <b>Total restricted funds</b>                 | 17   | <u>32,606,356</u>        | <u>32,903,235</u>        |
| <b>Unrestricted income funds</b>              | 17   | <u>108,271</u>           | <u>43,696</u>            |
| <b>Total funds</b>                            |      | <u><u>32,714,627</u></u> | <u><u>32,946,931</u></u> |

The financial statements on pages 25 to 54 were approved by the Trustees, and authorised for issue on 16 December 2023 and are signed on their behalf, by:

**J Howkins**  
Chair

The notes on pages 28 to 54 form part of these financial statements.

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

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

|                                                         | Note   | 2023<br>£        | 2022<br>£        |
|---------------------------------------------------------|--------|------------------|------------------|
| <b>Cash flows from operating activities</b>             |        |                  |                  |
| Net cash provided by operating activities               | 19     | 347,514          | 308,058          |
| <b>Cash flows from investing activities</b>             | 20     | (11,918)         | (30,308)         |
| <b>Change in cash and cash equivalents in the year</b>  |        | 335,596          | 277,750          |
| Cash and cash equivalents at the beginning of the year  |        | 1,104,113        | 826,363          |
| <b>Cash and cash equivalents at the end of the year</b> | 21, 22 | <u>1,439,709</u> | <u>1,104,113</u> |

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies**

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

The Trust is a company limited by guarantee. The Members of the Company are named on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member. The Trusts registered office is Pinner High School, Beaulieu Drive, Pinner, England HA5 1NB.

**1.1 Basis of preparation of financial statements**

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

The Harrow Academies Trust meets the definition of a public benefit entity under FRS 102.

The Trust's functional and presentational currency is Pounds Sterling.

**1.2 Going concern**

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

The Trust derives the majority of its income from local and national Government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Trust can continue operating for a period of at least 12 months following the date of this Report. The financial statements do not contain any adjustments that would be required if the Trust were not able to continue as a going concern.

**THE HARROW ACADEMIES TRUST**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.3 Income**

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

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

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

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

Donations 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.

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

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

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

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

**1. Accounting policies (continued)**

**1.6 Taxation**

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

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

**1.7 Tangible fixed assets**

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following bases:

|                         |            |
|-------------------------|------------|
| Freehold property       | - 50 years |
| Furniture and equipment | - 5 years  |
| Computer equipment      | - 4 years  |

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

**1.8 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.9 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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

**1. Accounting policies (continued)**

**1.10 Liabilities**

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

**1.11 Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.12 Operating leases**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

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

**1. Accounting policies (continued)**

**1.13 Pensions**

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

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

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

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

**1.14 Fund accounting**

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

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

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

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

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

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

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 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 HARROW ACADEMIES TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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

|                 | Restricted<br>funds<br>2023<br>£ | Restricted<br>fixed asset<br>funds<br>2023<br>£ | Total<br>funds<br>2023<br>£ | Total<br>funds<br>2022<br>£ |
|-----------------|----------------------------------|-------------------------------------------------|-----------------------------|-----------------------------|
| Other donations | 197,206                          | -                                               | 197,206                     | 26,077                      |
| Capital grants  | -                                | 89,292                                          | 89,292                      | 139,403                     |
|                 | <u>197,206</u>                   | <u>89,292</u>                                   | <u>286,498</u>              | <u>165,480</u>              |
| Total 2022      | <u>26,077</u>                    | <u>139,403</u>                                  | <u>165,480</u>              |                             |

In 2022, donations income was £26,077, all of which was attributable to restricted funds.

In 2022, income from capital grants was £139,403, all of which was attributable to restricted fixed asset funds.

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

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

|                                               | Restricted<br>funds<br>2023<br>£ | Total<br>funds<br>2023<br>£ | Total<br>funds<br>2022<br>£ |
|-----------------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| <b>DfE / ESFA grants</b>                      |                                  |                             |                             |
| General Annual Grant (GAG)                    | 6,804,910                        | 6,804,910                   | 5,980,259                   |
| <b>Other DfE/ESFA grants</b>                  |                                  |                             |                             |
| Pupil Premium                                 | 128,941                          | 128,941                     | 130,899                     |
| Teachers Pay Grant                            | 4,222                            | 4,222                       | 8,957                       |
| Teachers Pension Grant                        | 58,418                           | 58,418                      | 25,308                      |
| Rates Relief                                  | 25,847                           | 25,847                      | 23,221                      |
| Post Opening Grant                            | -                                | -                           | 72,500                      |
| Grant for Mandarin                            | 35,555                           | 35,555                      | 31,570                      |
| Mainstream Schools Additional Grant           | 82,818                           | 82,818                      | -                           |
| Early Careers Framework Grant                 | 13,000                           | 13,000                      | -                           |
| Senior Mental Health Lead Grant               | 1,200                            | 1,200                       | -                           |
| Supplementary Grant                           | 171,343                          | 171,343                     | 68,370                      |
|                                               | <u>7,326,254</u>                 | <u>7,326,254</u>            | <u>6,341,084</u>            |
| <b>Other Government grants</b>                |                                  |                             |                             |
| Local Authority grants                        | 708,765                          | 708,765                     | 633,931                     |
|                                               | <u>708,765</u>                   | <u>708,765</u>              | <u>633,931</u>              |
| <b>COVID-19 additional funding (DfE/ESFA)</b> |                                  |                             |                             |
| Other DfE/ESFA COVID-19 funding               | 54,106                           | 54,106                      | 60,140                      |
|                                               | <u>54,106</u>                    | <u>54,106</u>               | <u>60,140</u>               |
|                                               | <u>8,089,125</u>                 | <u>8,089,125</u>            | <u>7,035,155</u>            |
|                                               | <u>8,089,125</u>                 | <u>8,089,125</u>            | <u>7,035,155</u>            |
| Total 2022                                    | <u><u>7,035,155</u></u>          | <u><u>7,035,155</u></u>     |                             |

In 2022, income from DfE / ESFA grants was £6,341,084 all of which was restricted.

In 2022, income from other Government grants was £633,931 all of which was restricted.

In 2022, income from COVID-19 additional funding was £60,140 all of which was restricted.

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

**5. Income from other trading activities**

|                    | Unrestricted<br>funds<br>2023<br>£ | Restricted<br>funds<br>2023<br>£ | Total<br>funds<br>2023<br>£ | Total<br>funds<br>2022<br>£ |
|--------------------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Hire of facilities | 72,022                             | -                                | 72,022                      | 18,357                      |
| Sales income       | -                                  | 10,722                           | 10,722                      | 53,614                      |
| Other income       | 8,828                              | 92,034                           | 100,862                     | 69,349                      |
|                    | <u>80,850</u>                      | <u>102,756</u>                   | <u>183,606</u>              | <u>141,320</u>              |
| Total 2022         | <u>24,237</u>                      | <u>117,083</u>                   | <u>141,320</u>              |                             |

In 2022 hire of facilities income was £18,357, all of which was unrestricted.

In 2022 sales income was £53,614, all of which was restricted.

In 2022 other income was £69,349. £63,469 of this was restricted and £5,880 was unrestricted.

**6. Investment income**

|               | Unrestricted<br>funds<br>2023<br>£ | Total<br>funds<br>2023<br>£ | Total<br>funds<br>2022<br>£ |
|---------------|------------------------------------|-----------------------------|-----------------------------|
| Bank interest | <u>2,057</u>                       | <u>2,057</u>                | <u>221</u>                  |
| Total 2022    | <u>221</u>                         | <u>221</u>                  |                             |

In 2022 investment income was £221, all of which was unrestricted.

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

**7. Expenditure**

|                                 | Staff Costs<br>2023<br>£ | Premises<br>2023<br>£ | Other<br>2023<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|---------------------------------|--------------------------|-----------------------|--------------------|--------------------|--------------------|
| <b>Provision for Education:</b> |                          |                       |                    |                    |                    |
| Direct costs                    | 5,324,550                | -                     | 628,425            | 5,952,975          | 5,538,528          |
| Support costs                   | 1,390,491                | 1,188,489             | 493,634            | 3,072,614          | 2,972,944          |
|                                 | <u>6,715,041</u>         | <u>1,188,489</u>      | <u>1,122,059</u>   | <u>9,025,589</u>   | <u>8,511,472</u>   |
| Total 2022                      | <u>6,600,122</u>         | <u>1,147,377</u>      | <u>763,973</u>     | <u>8,511,472</u>   |                    |

In 2022, of total expenditure £7,785 was on unrestricted funds, £7,722,865 was on restricted funds and £780,822 was on restricted fixed asset funds.

In 2022, direct costs consisted of £5,216,626 staff costs and £321,902 other costs.

In 2022 support costs consisted of £1,383,496 staff costs, £1,147,377 premises costs and £442,071 other costs.

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

**8. Charitable activities**

|               | 2023<br>£        | 2022<br>£        |
|---------------|------------------|------------------|
| Direct costs  | 5,934,975        | 5,512,528        |
| Support costs | 3,090,614        | 2,998,944        |
| <b>Total</b>  | <u>9,025,589</u> | <u>8,511,472</u> |

|                                                        | 2023<br>£        | 2022<br>£        |
|--------------------------------------------------------|------------------|------------------|
| <b>Analysis of support costs</b>                       |                  |                  |
| Support staff costs                                    | 1,390,491        | 1,383,496        |
| Premises costs (excluding depreciation & amortisation) | 531,723          | 505,958          |
| Depreciation & amortisation                            | 656,766          | 641,419          |
| Technology costs                                       | 137,831          | 138,808          |
| Governance costs                                       | 48,964           | 20,166           |
| Other support costs                                    | 324,839          | 309,097          |
|                                                        | <u>3,090,614</u> | <u>2,998,944</u> |

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

Net income/(expenditure) for the year includes:

|                                       | 2023<br>£    | 2022<br>£    |
|---------------------------------------|--------------|--------------|
| Operating lease rentals               | 16,284       | 14,515       |
| Depreciation of tangible fixed assets | 656,766      | 641,419      |
| Fees paid to Auditors for:            |              |              |
| - audit                               | 8,115        | 7,160        |
| - other services                      | <u>3,100</u> | <u>2,755</u> |

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

**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

|                       | 2023<br>£               | 2022<br>£               |
|-----------------------|-------------------------|-------------------------|
| Wages and salaries    | 5,065,260               | 4,498,963               |
| Social security costs | 512,799                 | 458,009                 |
| Pension costs         | 1,116,884               | 1,617,801               |
|                       | <u>6,694,943</u>        | <u>6,574,773</u>        |
| Agency staff costs    | 20,098                  | 25,349                  |
|                       | <u>6,715,041</u>        | <u>6,600,122</u>        |
|                       | <u><u>6,715,041</u></u> | <u><u>6,600,122</u></u> |
|                       | 2023<br>£               | 2022<br>£               |
| Severance payments    | 19,341                  | -                       |
|                       | <u>19,341</u>           | <u>-</u>                |
|                       | <u><u>19,341</u></u>    | <u><u>-</u></u>         |

**b. Severance payments**

The Trust paid 2 severance payments in the year (2022 - Nil), disclosed in the following bands:

|                     | 2023<br>No.     | 2022<br>No.     |
|---------------------|-----------------|-----------------|
| <b>£0 - £25,000</b> | <u>2</u>        | <u>-</u>        |
|                     | <u><u>2</u></u> | <u><u>-</u></u> |

**c. Staff numbers**

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

|                            | 2023<br>No.       | 2022<br>No.       |
|----------------------------|-------------------|-------------------|
| Teachers                   | 76                | 69                |
| Administration and support | 70                | 74                |
| Management                 | 3                 | 3                 |
|                            | <u>149</u>        | <u>146</u>        |
|                            | <u><u>149</u></u> | <u><u>146</u></u> |

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

**10. Staff (continued)**

**c. Staff numbers (continued)**

The average headcount expressed as full-time equivalents was:

|                            | 2023<br>No. | 2022<br>No. |
|----------------------------|-------------|-------------|
| Teachers                   | 69          | 63          |
| Administration and support | 44          | 48          |
| Management                 | 3           | 3           |
|                            | <u>116</u>  | <u>114</u>  |

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FOR THE YEAR ENDED 31 AUGUST 2023**

**10. Staff (continued)**

**d. Higher paid staff**

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

|                                 | 2023<br>No. | 2022<br>No. |
|---------------------------------|-------------|-------------|
| In the band £60,001 - £70,000   | 9           | 4           |
| In the band £70,001 - £80,000   | 1           | 2           |
| In the band £80,001 - £90,000   | 1           | -           |
| In the band £100,001 - £110,000 | 1           | 1           |

**e. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £798,247 (2022 - £758,248).

Employer National Insurance contributions included within key management personnel remuneration was £72,660 (2022 - £69,959).

Employer pension contributions included within key management personnel remuneration was £133,596 (2022 - £127,281).

**11. Trustees' remuneration and expenses**

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

|                                                       |                            | 2023<br>£            | 2022<br>£            |
|-------------------------------------------------------|----------------------------|----------------------|----------------------|
| R Patel, Accounting Officer                           | Remuneration               | 100,000 -<br>105,000 |                      |
|                                                       | Pension contributions paid | 20,000 -<br>25,000   |                      |
| C Woolf, Accounting Officer (resigned 31 August 2022) | Remuneration               |                      | 100,000 -<br>105,000 |
|                                                       | Pension contributions paid |                      | 20,000 -<br>25,000   |

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

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

**12. Trustees' and Officers' insurance**

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

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

**13. Tangible fixed assets**

|                          | Freehold<br>property<br>£ | Assets under<br>construction<br>£ | Furniture and<br>equipment<br>£ | Computer<br>equipment<br>£ | Total<br>£        |
|--------------------------|---------------------------|-----------------------------------|---------------------------------|----------------------------|-------------------|
| <b>Cost or valuation</b> |                           |                                   |                                 |                            |                   |
| At 1 September 2022      | 33,099,333                | -                                 | 810,826                         | 653,729                    | 34,563,888        |
| Additions                | -                         | 8,715                             | 52,872                          | 39,783                     | 101,370           |
| At 31 August 2023        | <u>33,099,333</u>         | <u>8,715</u>                      | <u>863,698</u>                  | <u>693,512</u>             | <u>34,665,258</u> |
| <b>Depreciation</b>      |                           |                                   |                                 |                            |                   |
| At 1 September 2022      | 1,226,825                 | -                                 | 592,712                         | 395,847                    | 2,215,384         |
| Charge for the year      | 491,246                   | -                                 | 61,868                          | 103,652                    | 656,766           |
| At 31 August 2023        | <u>1,718,071</u>          | <u>-</u>                          | <u>654,580</u>                  | <u>499,499</u>             | <u>2,872,150</u>  |
| <b>Net book value</b>    |                           |                                   |                                 |                            |                   |
| At 31 August 2023        | <u>31,381,262</u>         | <u>8,715</u>                      | <u>209,118</u>                  | <u>194,013</u>             | <u>31,793,108</u> |
| At 31 August 2022        | <u>31,872,508</u>         | <u>-</u>                          | <u>218,114</u>                  | <u>257,883</u>             | <u>32,348,505</u> |

**14. Debtors**

|                                | 2023<br>£      | 2022<br>£      |
|--------------------------------|----------------|----------------|
| <b>Due within one year</b>     |                |                |
| Trade debtors                  | 7,462          | 1,563          |
| Prepayments and accrued income | 171,089        | 139,705        |
| VAT recoverable                | 35,043         | 79,350         |
|                                | <u>213,594</u> | <u>220,618</u> |

**15. Current asset investments**

|                             | 2023<br>£      | 2022<br>£      |
|-----------------------------|----------------|----------------|
| Cash equivalents on deposit | <u>102,159</u> | <u>100,262</u> |

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**FOR THE YEAR ENDED 31 AUGUST 2023**

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

|                                    | 2023<br>£      | 2022<br>£      |
|------------------------------------|----------------|----------------|
| Trade creditors                    | 166,756        | 159,559        |
| Other taxation and social security | 124,771        | 111,918        |
| Pension fund loan payable          | -              | -              |
| Other creditors                    | 123,407        | 106,989        |
| Accruals and deferred income       | 388,010        | 286,101        |
|                                    | <u>802,944</u> | <u>664,567</u> |

|                                        | 2023<br>£      | 2022<br>£      |
|----------------------------------------|----------------|----------------|
| <b>Deferred Income</b>                 |                |                |
| Deferred income at 1 September 2022    | 198,363        | 73,512         |
| Resources deferred during the year     | 170,584        | 198,363        |
| Amounts released from previous periods | (198,363)      | (73,512)       |
|                                        | <u>170,584</u> | <u>198,363</u> |

Balances in deferred income relate to funding received in advance of the 2023/24 financial year from the ESFA and Harrow Council.

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**17. Statement of funds**

|                                     | Balance at 1<br>September<br>2022<br>£ | Income<br>£             | Expenditure<br>£          | Transfers<br>in/out<br>£ | Gains/<br>(Losses)<br>£ | Balance at<br>31 August<br>2023<br>£ |
|-------------------------------------|----------------------------------------|-------------------------|---------------------------|--------------------------|-------------------------|--------------------------------------|
| <b>Unrestricted funds</b>           |                                        |                         |                           |                          |                         |                                      |
| Unrestricted funds                  | 43,696                                 | 82,906                  | (18,331)                  | -                        | -                       | 108,271                              |
| <b>Restricted general funds</b>     |                                        |                         |                           |                          |                         |                                      |
| General Annual Grant (GAG)          | 677,840                                | 6,802,455               | (6,741,556)               | (12,078)                 | -                       | 726,661                              |
| Start up grants                     | 40,149                                 | -                       | -                         | -                        | -                       | 40,149                               |
| Other DfE / ESFA grants             | (1,259)                                | 542,350                 | (463,654)                 | -                        | -                       | 77,437                               |
| Other Government grants             | -                                      | 744,320                 | (744,320)                 | -                        | -                       | -                                    |
| Other restricted funds              | -                                      | 299,962                 | (299,962)                 | -                        | -                       | -                                    |
| Pension reserve                     | (162,000)                              | -                       | (101,000)                 | -                        | 232,000                 | (31,000)                             |
|                                     | <u>554,730</u>                         | <u>8,389,087</u>        | <u>(8,350,492)</u>        | <u>(12,078)</u>          | <u>232,000</u>          | <u>813,247</u>                       |
| <b>Restricted fixed asset funds</b> |                                        |                         |                           |                          |                         |                                      |
| Restricted fixed asset fund         | 32,348,505                             | -                       | (656,766)                 | 101,370                  | -                       | 31,793,109                           |
| Other ESFA capital grants           | -                                      | 32,443                  | -                         | (32,443)                 | -                       | -                                    |
| Devolved Formula Capital            | -                                      | 56,849                  | -                         | (56,849)                 | -                       | -                                    |
|                                     | <u>32,348,505</u>                      | <u>89,292</u>           | <u>(656,766)</u>          | <u>12,078</u>            | <u>-</u>                | <u>31,793,109</u>                    |
| <b>Total Restricted funds</b>       | <u>32,903,235</u>                      | <u>8,478,379</u>        | <u>(9,007,258)</u>        | <u>-</u>                 | <u>232,000</u>          | <u>32,606,356</u>                    |
| <b>Total funds</b>                  | <u><u>32,946,931</u></u>               | <u><u>8,561,285</u></u> | <u><u>(9,025,589)</u></u> | <u><u>-</u></u>          | <u><u>232,000</u></u>   | <u><u>32,714,627</u></u>             |

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

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

**General Annual Grant (GAG):** This fund is for the purpose of running the Trust in accordance with the Funding Agreement with the Secretary of State and along guidelines as set out in the Academies Financial Handbook.

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

**Start up grants:** This fund has arisen from funding awarded to the Trust by the ESFA for the set-up of Harrow View Primary School.

**Post opening grants:** This fund has arisen from funding received by the Trust from the ESFA to reflect the additional costs of establishing a new publicly-funded school, which cannot be met through the general annual grant. The post-opening grant provides funding in two elements as the free school grows: non-staffing resources and a leadership grant.

**Other DfE / ESFA grants:** This fund has also arisen from funding received from the Department for Education and the Education and Skills Funding Agency for the furtherance of the Trust's activities that are not funded through the General Annual Grant.

**Other Government grants:** This fund has also arisen from funding received for the furtherance of the Trust's activities' that are funded by the Local Authority.

**Other restricted funds:** This restricted fund has arisen from other income that the Trust has received. The monies have to be used for the benefit of the Trust and there are restrictions on how these monies can be spent.

**Restricted donations:** This fund largely represents a donation in kind for maintenance work performed and contributions made by parents to the running of educational visits for the pupils of the Trust and the associated costs of running the trips.

**Pension reserve:** This liability has arisen from the Local Government Pension Scheme, which was inherited by the Academy Trust on conversion. See note 24 for further details on this liability.

**Restricted fixed asset funds:** These funds have arisen from the fixed assets acquired by the Trust. All assets held are specifically for the use of the Trust.

**DfE group funding:** This fund has arisen from capital funding received from the ESFA as part of the Department for Education's free schools programme. The capital grant provides funding for the Trust to purchase ICT and Furniture, Fixtures and Equipment (FFE) as Pinner High School grows to capacity.

**Devolved Formula Capital (DFC):** This represents funding received from ESFA for the maintenance and improvement of the Trust's buildings and facilities.

**Unrestricted funds:** These have arisen from activities carried out by the Trust for raising funds and are unrelated to any form of Government assistance and therefore the Trust can choose to spend it however it chooses.

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

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

|                                    | Balance at<br>1 September<br>2021<br>£ | Income<br>£             | Expenditure<br>£          | Transfers<br>in/out<br>£ | Gains/<br>(Losses)<br>£ | Balance at<br>31 August<br>2022<br>£ |
|------------------------------------|----------------------------------------|-------------------------|---------------------------|--------------------------|-------------------------|--------------------------------------|
| <b>Unrestricted funds</b>          | 27,023                                 | 24,458                  | (7,785)                   | -                        | -                       | 43,696                               |
| <b>Restricted general funds</b>    |                                        |                         |                           |                          |                         |                                      |
| General Annual Grant (GAG)         | 643,607                                | 5,980,759               | (5,776,697)               | (169,829)                | -                       | 677,840                              |
| Start up grants                    | 40,149                                 | -                       | -                         | -                        | -                       | 40,149                               |
| Other DfE / ESFA grants            | 44,353                                 | 388,895                 | (434,507)                 | -                        | -                       | (1,259)                              |
| Other Government grants            | -                                      | 665,501                 | (665,501)                 | -                        | -                       | -                                    |
| Other restricted funds             | -                                      | 143,160                 | (143,160)                 | -                        | -                       | -                                    |
| Pension reserve                    | (1,437,000)                            | -                       | (703,000)                 | -                        | 1,978,000               | (162,000)                            |
|                                    | <u>(708,891)</u>                       | <u>7,178,315</u>        | <u>(7,722,865)</u>        | <u>(169,829)</u>         | <u>1,978,000</u>        | <u>554,730</u>                       |
| <b>Restricted fixed asset fund</b> | 32,820,095                             | -                       | (641,419)                 | 169,829                  | -                       | 32,348,505                           |
| Other ESFA capital grants          | -                                      | 122,119                 | (122,119)                 | -                        | -                       | -                                    |
| Devolved Formula Capital           | -                                      | 17,284                  | (17,284)                  | -                        | -                       | -                                    |
|                                    | <u>32,820,095</u>                      | <u>139,403</u>          | <u>(780,822)</u>          | <u>169,829</u>           | <u>-</u>                | <u>32,348,505</u>                    |
| <b>Total Restricted funds</b>      | <u>32,111,204</u>                      | <u>7,317,718</u>        | <u>(8,503,687)</u>        | <u>-</u>                 | <u>1,978,000</u>        | <u>32,903,235</u>                    |
| <b>Total funds</b>                 | <u><u>32,138,227</u></u>               | <u><u>7,342,176</u></u> | <u><u>(8,511,472)</u></u> | <u><u>-</u></u>          | <u><u>1,978,000</u></u> | <u><u>32,946,931</u></u>             |

**THE HARROW ACADEMIES TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS  
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**18. Analysis of net assets between funds**

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

|                                        | Unrestricted<br>funds<br>2023<br>£ | Restricted<br>funds<br>2023<br>£ | Restricted<br>fixed asset<br>funds<br>2023<br>£ | Total<br>funds<br>2023<br>£ |
|----------------------------------------|------------------------------------|----------------------------------|-------------------------------------------------|-----------------------------|
| Tangible fixed assets                  | -                                  | -                                | 31,793,109                                      | 31,793,109                  |
| Current assets                         | 108,272                            | 1,647,190                        | -                                               | 1,755,462                   |
| Creditors due within one year          | -                                  | (802,944)                        | -                                               | (802,944)                   |
| Provisions for liabilities and charges | -                                  | (31,000)                         | -                                               | (31,000)                    |
| <b>Total</b>                           | <b>108,272</b>                     | <b>813,246</b>                   | <b>31,793,109</b>                               | <b>32,714,627</b>           |

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

|                                        | Unrestricted<br>funds<br>2022<br>£ | Restricted<br>funds<br>2022<br>£ | Restricted<br>fixed asset<br>funds<br>2022<br>£ | Total<br>funds<br>2022<br>£ |
|----------------------------------------|------------------------------------|----------------------------------|-------------------------------------------------|-----------------------------|
| Tangible fixed assets                  | -                                  | -                                | 32,348,505                                      | 32,348,505                  |
| Current assets                         | 43,696                             | 1,381,297                        | -                                               | 1,424,993                   |
| Creditors due within one year          | -                                  | (664,567)                        | -                                               | (664,567)                   |
| Provisions for liabilities and charges | -                                  | (162,000)                        | -                                               | (162,000)                   |
| <b>Total</b>                           | <b>43,696</b>                      | <b>554,730</b>                   | <b>32,348,505</b>                               | <b>32,946,931</b>           |

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**NOTES TO THE FINANCIAL STATEMENTS  
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**19. Reconciliation of net expenditure to net cash flow from operating activities**

|                                                                         | 2023<br>£      | 2022<br>£      |
|-------------------------------------------------------------------------|----------------|----------------|
| Net expenditure for the year (as per Statement of Financial Activities) | (464,303)      | (1,169,296)    |
| <b>Adjustments for:</b>                                                 |                |                |
| Depreciation                                                            | 656,766        | 641,419        |
| Capital grants from DfE and other capital income                        | (89,292)       | (139,403)      |
| Interest receivable                                                     | (2,057)        | (221)          |
| Pension adjustments                                                     | 101,000        | 703,000        |
| Decrease in debtors                                                     | 7,023          | 169,368        |
| Increase in creditors                                                   | 138,377        | 103,191        |
| <b>Net cash provided by operating activities</b>                        | <b>347,514</b> | <b>308,058</b> |

**20. Cash flows from investing activities**

|                                              | 2023<br>£       | 2022<br>£       |
|----------------------------------------------|-----------------|-----------------|
| Interest received                            | 2,057           | 221             |
| Purchase of tangible fixed assets            | (101,370)       | (169,829)       |
| Purchase of investments                      | (1,897)         | (103)           |
| Capital grants from DfE Group                | 89,292          | 139,403         |
| <b>Net cash used in investing activities</b> | <b>(11,918)</b> | <b>(30,308)</b> |

**21. Analysis of cash and cash equivalents**

|                                        | 2023<br>£        | 2022<br>£        |
|----------------------------------------|------------------|------------------|
| Cash in hand and at bank               | 1,439,709        | 1,104,113        |
| <b>Total cash and cash equivalents</b> | <b>1,439,709</b> | <b>1,104,113</b> |

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**NOTES TO THE FINANCIAL STATEMENTS  
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**22. Analysis of changes in net debt**

|                                  | At 1<br>September<br>2022<br>£ | Cash flows<br>£ | At 31 August<br>2023<br>£ |
|----------------------------------|--------------------------------|-----------------|---------------------------|
| Cash at bank and in hand         | 1,104,113                      | 335,596         | 1,439,709                 |
| Cash equivalents held on deposit | 100,262                        | 1,897           | 102,159                   |
|                                  | <u>1,204,375</u>               | <u>337,493</u>  | <u>1,541,868</u>          |

**23. Pension commitments**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2022.

Contributions amounting to £118,025 were payable to the schemes at 31 August 2023 (2022 - £105,586) and are included within creditors.

**Teachers' Pension Scheme**

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

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

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**23. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The 31 March 2016 TPS actuarial valuation results were implemented from 1 September 2019. The key elements of the valuation and subsequent consultation were:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy);
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million; and
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The latest actuarial TPS valuation results, as at 31 March 2020, were released in October 2023. The revised employer contribution rate, arising from this valuation, is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £736,926 (2022 - £652,911).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £380,000 (2022 - £378,000), of which employer's contributions totalled £286,000 (2022 - £286,000) and employees' contributions totalled £ 94,000 (2022 - £92,000). The agreed contribution rates for future years are 18.5% per cent for employers and 5.5-12.5% per cent for employees.

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

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

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**NOTES TO THE FINANCIAL STATEMENTS  
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**23. Pension commitments (continued)**

**Principal actuarial assumptions**

|                                                    | 2023<br>% | 2022<br>% |
|----------------------------------------------------|-----------|-----------|
| Rate of increase in salaries                       | 3.95      | 3.75      |
| Rate of decrease for pensions in payment/inflation | 2.95      | 3.05      |
| Discount rate for scheme liabilities               | 5.20      | 4.25      |
| Inflation assumption (CPI)                         | 2.95      | 3.05      |

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

|                      | 2023<br>Years | 2022<br>Years |
|----------------------|---------------|---------------|
| Retiring today       |               |               |
| Males                | 21.5          | 22.0          |
| Females              | 24.1          | 24.4          |
| Retiring in 20 years |               |               |
| Males                | 22.0          | 23.3          |
| Females              | 26.1          | 26.7          |

**Sensitivity analysis**

|                                        | 2023     | 2022     |
|----------------------------------------|----------|----------|
| Discount rate +0.1%                    | (10,860) | (12,320) |
| Discount rate -0.1%                    | 10,860   | 12,320   |
| Mortality assumption - 1 year increase | 14,480   | 12,320   |
| Mortality assumption - 1 year decrease | (14,480) | (12,320) |
| CPI rate +0.1%                         | 10,860   | 9,240    |
| CPI rate -0.1%                         | (10,860) | (9,240)  |

**Share of scheme assets**

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

|                                     | At 31 August<br>2023<br>£ | At 31 August<br>2022<br>£ |
|-------------------------------------|---------------------------|---------------------------|
| Equities                            | 1,263,000                 | 965,000                   |
| Gilts                               | 231,000                   | 289,000                   |
| Property                            | 249,000                   | 110,000                   |
| Cash and other liquid assets        | 36,000                    | 14,000                    |
| <b>Total market value of assets</b> | <b>1,779,000</b>          | <b>1,378,000</b>          |

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**23. Pension commitments (continued)**

The actual return on scheme assets was £29,000 (2022 - £(89,000)).

The amounts recognised in the Statement of Financial Activities are as follows:

|                                                                         | 2023<br>£      | 2022<br>£      |
|-------------------------------------------------------------------------|----------------|----------------|
| Current service cost                                                    | 378,000        | 960,000        |
| Interest income                                                         | (66,000)       | (21,000)       |
| Interest cost                                                           | 75,000         | 50,000         |
| <b>Total amount recognised in the Statement of Financial Activities</b> | <b>387,000</b> | <b>989,000</b> |

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

|                        | 2023<br>£        | 2022<br>£        |
|------------------------|------------------|------------------|
| <b>At 1 September</b>  | 1,540,000        | 2,526,000        |
| Current service cost   | 378,000          | 960,000          |
| Interest cost          | 75,000           | 50,000           |
| Employee contributions | 94,000           | 92,000           |
| Actuarial gains        | (272,000)        | (2,088,000)      |
| <b>At 31 August</b>    | <b>1,815,000</b> | <b>1,540,000</b> |

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

|                        | 2023<br>£        | 2022<br>£        |
|------------------------|------------------|------------------|
| <b>At 1 September</b>  | 1,378,000        | 1,089,000        |
| Interest income        | 66,000           | 21,000           |
| Actuarial losses       | (40,000)         | (110,000)        |
| Employer contributions | 286,000          | 286,000          |
| Employee contributions | 94,000           | 92,000           |
| <b>At 31 August</b>    | <b>1,784,000</b> | <b>1,378,000</b> |

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**24. Operating lease commitments**

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

|                                              | 2023<br>£     | 2022<br>£     |
|----------------------------------------------|---------------|---------------|
| Not later than 1 year                        | 16,284        | 14,515        |
| Later than 1 year and not later than 5 years | 29,240        | 19,966        |
|                                              | <u>45,524</u> | <u>34,481</u> |

**25. 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 they are a Member, or within one year after they cease to be a Member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before they cease to be a Member.

**26. Related party transactions**

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

During the year, the Trust purchased services from The Bentley Wood Trust, a Trust whose Accounting Officer until 31st August 2022 was J Howkins. Amounts paid to the Bentley Wood Trust totalled £4,200 (2022- £3,700). The balance due at year end was £NIL (2022 - £NIL).

During the year, the Trust purchased services from The Harrow Alternative Provision Academy Trust, a Trust whose Accounting Officer is J Reavley, who was a trustee of Harrow Academies Trust until 31st August 2022. Amounts paid to The Harrow Alternative Provision Academy Trust totalled £15,120 (2022 - £14,400). The balance due at year end was £NIL (2022 - £NIL).

No other related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in Note 11.

**27. Agency arrangements**

The academy distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2023 the Academy received £5,923 (2022 - £2,994) and disbursed £1,801 (2022 - £1,735) from the fund. An amount of £5,380 (2022 - £1,259) is in other creditors.