

Company Registration Number: 07670511 (England & Wales)

**PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY
LEARNING PARTNERSHIP)**
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

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PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY TRUST, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2019

Members	Mrs J Moore Mrs L Pruden Mr A Bindley Peterborough Diocese Church Schools
Trustees	Mrs J Moore Mr A Bindley, Chair until 17/09/2018 Mrs L Pruden, Chair from 17/09/2018 Mr B Steers (resigned 14 September 2018) Mrs A Davey*, Accounting Officer Mrs D Simpson (appointed 16 November 2018, resigned 15 July 2019) Mr C Charteris (appointed 16 November 2018) Mr A Cummings (appointed 8 January 2019) Mrs J Edwards (appointed 8 July 2019) Mrs J Woods (appointed 10 May 2019) Mrs A Ashcroft (appointed 14 October 2019) Mr K Malde (appointed 19 September 2019) Mrs M Mottram (appointed 8 October 2019)
Company registered number	07670511
Company name	Pathfinder School
Principal and registered office	Greening Road Rothwell Kettering Northamptonshire NN14 6BB
Company secretary	Mr P Leaver*

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY TRUST, ITS TRUSTEES AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Local Governing Bodies

Mrs J Moore, (Chair of School Improvement Board, Montsaye Academy)
Mrs S Perkins, (Chair of Governors, Montsaye Academy from 9 May 2019)
Mrs M Gabbi*, (Montsaye Academy Principal)
Mrs H Henry, (Chair of Governors, Havelock Schools)
Mrs A Davey, (Head, Havelock Schools)
Mrs T Jones, (Chair of Governors, Loatlands Primary School)
Mr A Izzard Snape*, (Head, Loatlands Primary School)
Mrs L Pruden, (Chair of Governors, Rushton Primary School)
Mrs A Willis *, (Head, Rushton Primary School)
Mr I Jelley, (Chair of Governors, Rothwell Victoria Primary Learning Partnership to 25 March 2019)
Mrs J Freeman, (Chair of Governors, Rothwell Victoria Primary Learning Partnership from 25 March 2019)
Mr L Hurling *, (Executive Head, Rothwell Victoria Primary Learning Partnership until 31 May 2019, role performed by Mr A Izzard Snape from 31 May 2019)
Mrs C Holden, (Chair of Governors, Wilbarston CofE Primary School)
Mrs A Green*, (Head, Wilbarston CofE Primary School)
Mrs J Brookes, (Chair of Governors, Hawthorn Community Primary School, from 1 April 19)
Mrs J Clubley*, (Head, Hawthorn Community Primary School, from 1 April 19)

* Identified as senior management team

Independent auditor

Mazars LLP
Chartered Accountants
6 Dominus Way
Meridian Business Park
Leicester
LE19 1RP

Bankers

Lloyds Banking Group
3-4 Market Street
Kettering
Northamptonshire
NN16 0AH

Solicitors

Winckworth Sherwood LLP
Minerva House
5 Montague Close
London
SE1 9BB

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2019

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2019. The Annual Report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates 7 primary schools, 1 secondary school and a trading subsidiary called the Montsaye Community Sports Centre Limited all serving Rothwell, Desborough and surrounding villages in north of Northamptonshire. On 1 April 2019, Hawthorn Community Primary School in Kettering joined the trust having formerly been a local authority maintained school taking the total number of schools to 9. The MAT including Hawthorn has a combined student capacity of 3,938 (including nursery places) and had 3,164 on roll in the Summer 2019 census.

Structure, governance and management

a. Constitution

The academy trust is a company limited by guarantee (registration number 07670511) and an exempt charity.

The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Pathfinder Schools are also the directors of the charitable company for the purposes of company law. The charitable company is known as Pathfinder Schools having changed company name from Montsaye Community Learning Partnership in May 2019. Montsaye Community Sports Centre Limited (registration number 08239294) is a separate trading subsidiary and is wholly owned by the trust.

The Members of the company comprise the Chair of Governors/Chair of School Improvement Board at Montsaye Academy, the Chair of the Trust Board, the Chair of the former Strategic Advisory Board and the Peterborough Diocese Church Schools Trust. In January 2017, the Strategic Advisory Board was dissolved and the incumbent Chair remained as a member.

The Partnership has a Scheme of Delegation in place that empowers the affairs of the organisation to be managed through the Trust Board that contains eight trustees. The trustees are supported and advised by the two committees which comprise the Principal/Headteachers and Chairs of Governors from each of the constituent schools who are:

Montsaye Academy	Havelock Infant School	Havelock Junior School
Loatlands Primary School	Rothwell Junior School	Rothwell Victoria Infant School
Rushton Primary School	Wilbarston C of E Primary School	Hawthorn Community Primary School

Due to the Ofsted grading for Montsaye Academy after inspection in December 2016, the Local Governing Body was replaced by a School Improvement Board. In May 2019, after a successful Ofsted inspection, the Local Governing Body was reformed.

Rothwell Victoria Infant School and Rothwell Junior School have federated as Rothwell Victoria Primary Learning Partnership have Havelock Infant School and Havelock Junior School have federated as Havelock Schools, the remaining schools each having a Local Governing Body.

Details of who served the Partnership throughout the period are included in the Reference and Administrative details on pages 1 and 2.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Structure, governance and management (continued)

b. Members' liability

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

c. Trustees' indemnities

A trustee and a member of any Local Governing Body may benefit from any indemnity insurance purchased at the trust's expense to cover the liability of the trustees and members of the Local Governing Body which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the trust: Provided that any such insurance shall not extend to: (i) any claim arising from any act or omission which trustees or the Local Governing Body knew to be a breach of trust or breach of duty or which was committed by the trustees or members of the Local Governing Body in reckless disregard to whether it was a breach of trust or breach of duty or not; and (ii) the costs of any unsuccessful defence to a criminal prosecution brought against the trustees or the Local Governing Body in their capacity as trustees of the Company. Further, this Article does not authorise a trustee or a member of a Local Governing Body to benefit from any indemnity insurance that would be rendered void by any provision of the Companies Act 2006, the Charities Act 2011 or any other provision of law.

d. Method of recruitment and appointment or election of Trustees

The members of the trust were appointed by election from the members of the antecedent trust. Three of the positions are tied to appointments within the trust and are stated in the Reference details.

The members may agree unanimously in writing to appoint such additional members as they think fit in accordance with the Articles.

The recruitment of new members is a process controlled by the members, in consultation with the Trust Board, which is handled through the medium of general meetings. The recruitment of the initial trustees for the Multi Academy Trust was conducted by a panel of governors from schools within the proposed Multi Academy Trust and approved by the members. During the year the trust has recruited a number of new trustees; some sourced locally and some through our arrangement with Academy Ambassadors. The trust continues to seek additional trustees to supplement the skills of the existing trustees.

Additional and co-opted trustees may be appointed by the trustees in accordance with the Articles of Association which require there to be a minimum of three trustees. The trust requires that relevant professional advisors are consulted in the process of recruitment to ensure that the trustees possess the necessary skills and experience. In year, this process is supported using the expertise of the New Schools Network to identify suitable candidates.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Structure, governance and management (continued)

e. Policies and procedures adopted for the induction and training of Trustees

The initial trustees were all serving on governing bodies before conversion to Multi Academy Trust status, some with prior experience as trustees and members. Trustees have attended briefings provided by professional legal and financial advisors concentrating on the aspects of Company Law and Charities Law that affect their roles as trustees as well as specific financial responsibilities derived from the Academies Financial Handbook.

There have been five new trustees during the year.

The clerk to the trustees is responsible for arranging a programme of induction and training. Typically this is provided internally by trust staff but is complemented by professional legal and financial advisors, external courses and meetings. The trust has purchased an online governance training package that is suitable for trustees and Local Governing Bodies on the more general aspects of school governance as well as membership of the National Governance Association to supplement development.

f. Organisational structure

The Members have overall responsibility for the trust. Through the Scheme of Delegation, the decision making for the trust has been delegated to the trustees on the Trust Board with the members retaining the responsibility to amend the governing instruments of the trust only.

The Trust Board has overall responsibility and ultimate decision making authority for all the work of the trust, including the establishing and running of schools. This is largely exercised through strategic planning and the setting of policy. It is managed through business planning, monitoring of budgets, performance management, the setting of standards and the implementation of quality management processes. The Trust Board has the power to direct change where required.

Operational management is delegated through the Scheme of Delegation to the Local Governing Bodies including their Principal/Head Teachers and senior managers. The Executive Headteacher of Havelock Schools is the CEO and has been appointed Accounting Officer.

The trust structure also encompasses two strategic committees which are made up of the Principals/Heads and Chair of Governors of each constituent school. It provides a non executive function advising the trustees on matters affecting all schools within the MAT and any localised issues.

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

The MAT has remained with the national terms and conditions for all teachers and support staff including those that are key management personnel. Each school has a pay committee, supported by independent professional advisors for headteachers, to determine the pay and remuneration arrangements for all key management personnel.

h. Trade union facility time

There were no relevant union officials during the relevant period and therefore no further information is provided in this report.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Structure, governance and management (continued)

i. Connected organisations, including related party relationships

The trust has a number of informal arrangements with other academies and trusts with an aim to improve standards particularly at secondary level. There are no formal collaborations.

Montsaye Community Sports Centre Ltd (Company number 08239294) is a wholly owned trading subsidiary of the trust.

Objectives and activities

a. Objects and aims

The trust's principal activities are set out in its articles of association and state that the objects are restricted to the following:

- To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.
- To promote for the benefit of the inhabitants of the local community who have need by reason of their youth, age, infirmity or disability, financial hardship or social and economic circumstances or for the public at large the provision of facilities for recreation or other leisure time activities in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Objectives and activities (continued)

b. Objectives, strategies and activities

Trust priorities

Overarching plan: To further develop the Trust Board and central team in order to ensure it is in a position to successfully oversee the growth of MCLP and is confident that structures and procedures are in place to support the development of the Trust Board and the individual academies

Rationale for support:

- Impending growth of MCLP – taking on RI school and growing 2 existing schools
- Results of NGA audit tool

Anticipated impact of support:

- Trustees clear on vision and strategic priorities for 3-5 years
- SoD user friendly and shared by all – risks identified and dealt with in a transparent way
- TB supported by clerk and confident in its practices when compared with other TB
- Feedback from stakeholders shows that communications are effective and useful
- Accountability systems in place for executive team and compliance with necessary responsibilities
- All academies continue to improve in terms of pupil outcomes

School Priorities

Overarching plan: To further develop the key areas identified in the self-assessment framework in order to move MCLP to the next stage in its development and ensure that it is in a strong position to both attract and take on new schools and challenge and support existing schools.

Rationale for plan:

Self-assessment framework has highlighted key areas for development as outlined in each section below:

Vision, Culture & Ethos	People and Partners	Teaching and Learning	Curriculum and assessment	Quality assurance and accountability
Clarity of purpose AR	Building capacity for improvement AG	Approach to pedagogy AG	Curriculum structure and alignment AR	Knowing schools quantitatively AG
Understanding of need AG		Leadership of teaching AG		Knowing schools qualitatively AR
Leading a culture of improvement AG	Recruiting, developing and retaining talent AR	Evidence based professional learning AR	Intentional use of assessment	

Anticipated Impact of Support:

Amber green (AG) areas to move to green (G)

Amber red (AR) areas to move to amber green (AG)

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Objectives and activities (continued)

c. Public benefit

The trustees have considered the Charity Commission's guidance on public benefit. The key public benefit delivered by the trust is the maintenance and development of the high quality education provided by the schools, to the young people of the community. In doing this the trust not only offers a broadly based academic education but aims to educate the whole individual. A wide range of extra curricular activities, educational trips, visits and visiting artists are offered.

Montsaye Community Sports Centre offers swimming to primary schools and a full range of sporting facilities which are available to the wider community outside of school hours. The range of facilities available in the centre has expanded in furtherance of academy objects and now include a fitness centre and dance studio

Strategic report

Achievements and performance

Havelock Schools

OFSTED

Date:	HIS March 2016	HJS June 2017
Grading:	HIS Outstanding	HJS Good

2018/19 SDP Priorities

Priority 1 LEADERSHIP AND MANAGEMENT

Priority: To ensure there is sufficient budget to drive forward the work of the school in monitoring and improving standards of education, whilst being mindful of staff wellbeing. Increasingly support parents, governors and pupils to be involved in shaping the further development of the schools.

Priority 2: QUALITY OF TEACHING AND LEARNING

Priority: To further develop a varied cross curricular approach to learning which engages children's thinking skills and encourages independent learners who acquire the ability to apply their writing skills in order to boost progress and attainment.

Priority 3: PERSONAL DEVELOPMENT BEHAVIOUR AND WELFARE

Priority: To develop outstanding SEN provision from Yr R to Yr 6 which is tracked to ensure children's needs are met. To ensure that positive behaviour management encourages physically and mentally healthy life styles including actively teaching how to develop constructive relationships

Priority 4: OUTCOMES

Priority: To continue to raise standards at the end of EYFS, KS1 and KS2 for all pupils by ensuring pupils are fully challenged in their learning and make progress in line with their different starting points.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

2019/20 SDP Priorities

SDP Priority 1: QUALITY OF EDUCATION including INTENT, IMPLEMENTATION AND IMPACT

To ensure the curriculum is clearly defined, progressive in skills, knowledge and vocabulary and enables children to develop as well rounded citizens of the future. Outcomes for all pupils are at least in line with National figures in all subjects.

SDP Priority 2: BEHAVIOUR AND ATTITUDES

To establish a relationships based approach to behaviour that ensures all needs are catered for in an inclusive and respectful learning environment. Attendance rates are improved for all groups of pupils.

SDP Priority 3: PERSONAL DEVELOPMENT

To ensure healthy minds and bodies are a central part of the curriculum for all pupils.

SDP Priority 4: LEADERSHIP AND MANAGEMENT

To make all leaders throughout the school accountable for the delivery of the whole curriculum. To ensure the school is financially viable for the future by continuing to increase pupil numbers.

Any significant changes in staffing

New Executive Head teacher in post September 2019

New Senior leadership team structure started September 2019. 1 Deputy Head and 2 Assistant Heads.

KS2 results 2019										
	Reading		Writing		Maths		GSP		Combined	
	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher
HJS 2019	76%	19%	77%	14%	78%	28%	73%	23%	71%	6%
HJS 2018	82%	26%	84%	18%	83%	18%	82%	426%	73%	7%
HJS 2017	73%	18%	84%	26%	78%	24%	76%	22%	64%	4%
N2019	73%		78%		79%		78%		65%	
N2018	75%	28%	78%	20%	76%	24%	78%		64%	10%
N2017	71%	25%	76%	18%	75%	23%	77%	31%	61%	9%

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

KS1 results 2019						
	Reading		Writing		Maths	
	Expected	GDS	Expected	GDS	Expected	GDS
HIS 2019	74%	23%	64%	12%	76%	26%
HIS 2018	73%	29%	63%	14%	75%	25%
HIS 2017	76%	28%	68%	19%	78%	16%
N2019						
N2018	75%	25%	70%	16%	76%	21%
N2017	76%	25%	68%	16%	75%	21%

EYFS GLD			Yr 1 Phonics	
	Expected	Expected +	HIS 2019	90%
HIS 2019	73%	1%	HIS 2018	95%
HIS 2018	78%	2%	HIS 2017	83%
HIS 2017	71%	1%	N2019	
N2019			N2018	81%
N2018	71%		N2017	81%
N2017	71%			

Hawthorn Community Primary School

OFSTED

Date: 17th March 2017

Grading: Requires Improvement

2018/19 SDP Priorities and state whether met or not met

Priority 1 LEADERSHIP AND MANAGEMENT

To improve Leadership and Management at all levels to ensure a positive impact on standards

- Senior and middle leaders effectively monitor and evaluate teaching and learning and pupil outcomes.
- Improvement targets and actions are regularly reviewed, evidence and outcomes evaluated and reports on impact of actions provided termly to governors.
- Senior and middle leaders are clear on the strengths and weaknesses in their area of responsibility and actions they take to improve teaching and learning, and progress and attainment of pupils.
- Governing body monitoring is rigorous and holds school leaders to account.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

Priority 2: QUALITY OF TEACHING AND LEARNING

To improve the quality of teaching and learning across all phases to ensure that all teaching is at least 'good' with a growing percentage of 'outstanding' teaching and learning.

- Teaching and learning improves so that by July 2019 it is 100% good or better.
- 85% of children meeting or exceeding end of year age related expectations by July 2019.
- Teaching assistants are used effectively to facilitate learning with pupils of all abilities.

Priority 3: PERSONAL DEVELOPMENT BEHAVIOUR AND WELFARE

To ensure that all children are supported in a safe and encouraging environment, and are provided with opportunities to challenge their learning and to direct themselves to reach greater goals. To embed this culture of high expectations and positive attitudes to learning among pupils and staff across the school.

Priority 4: OUTCOMES

To ensure that expectations are raised to enable ALL pupils to make at least expected progress and reach at least national expectations in all areas. Focus particularly on increasing the number of children achieving above age expected levels.

2019/20 SDP Priorities

SDP Priority 1: QUALITY OF EDUCATION including INTENT, IMPLEMENTATION AND IMPACT

To ensure that all pupils make at least expected progress from starting points in all year groups. To ensure that identified disadvantaged pupils make accelerated progress. To continue to embed an enriched and appropriate curriculum with high quality teaching and learning, where children are encouraged to be independent, self-motivated and active learners.

SDP Priority 2: BEHAVIOUR AND ATTITUDES

To provide a happy, caring and secure learning environment where everyone thrives through feeling safe, confident and valued and the wellbeing of each and every individual is a priority.
To nurture children who show respect, consideration and responsibility for others and their environment at all times, both within the school and the wider community.

SDP Priority 3: PERSONAL DEVELOPMENT

To encourage and inspire all pupils to achieve their true potential academically, socially, emotionally and physically through effective inclusive practice.

SDP Priority 4: OUTCOMES

To ensure that ALL pupils to make at least expected progress and reach at least national expectations in all areas, with a particular focus on improving outcomes in EGPS and Reading.
Additional focus on increasing the number of children achieving above age expected levels and ensuring that vulnerable groups are narrowing the gap between themselves and their peers.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

Any significant changes in staffing

No significant changes.

KS2 results 2019										
	Reading		Writing		Maths		GSP		Combined	
	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher
H2019	73.3%	20.0%	84%	29%	86.7%	40.0%	73.3%	35.6%	64.4%	13.3%
H2018	89%	27%	82%	33%	64%	18%	76%	18%	58%	9%
H2017	76%	20%	80%	16%	76%	20%	80%	13%	62%	4%
N2019	%	%	%	%	%	%	%	%	%	%
N2018	75%	28%	78%	20%	76%	24%	78%	34%	64%	10%
N2017	72%	25%	76%	18%	75%	23%	77%	31%	61%	9%

KS1 results 2019						
	Reading		Writing		Maths	
	Expected	Higher	Expected	Higher	Expected	Higher
H2019	65%	28%	73%	20%	75%	15%
H2018	82%	29%	80%	20%	78%	27%
H2017	73%	24%	71%	22%	80%	31%
N2019	%	%	%	%	%	%
N2018	75%	25%	70%	16%	76%	21%
N2017	76%	25%	68%	16%	75%	21%

EYFS GLD		
	Expected	Expected +
H2019	61%	%
H2018	60%	%
H2017	58%	%
N2019	%	%
N2018	71%	
N2017	71%	

Year 1 Phonics		
	Year 1	Year 2
H2019	71%	88%
H2018	74%	96%
H2017	78%	100%
N2019	%	%
N2018	82%	92%
N2017	81%	92%

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

Loatlands Primary School

OFSTED

Date: 29.06.2016

Grading: Good

2018/19 SDP Priorities

Priority 1 LEADERSHIP AND MANAGEMENT

To implement the new leadership structure to ensure impact on standards

Progress towards this priority has been good and the new leadership structure has been effective at supporting a growing school.

Priority 2: QUALITY OF TEACHING AND LEARNING

To plan and implement a skills based enquiry curriculum for foundation subjects which reflects pupils' interests

The introduction of a clear and revised curriculum model has been effective and good progress has been made as a result.

Priority 3: PERSONAL DEVELOPMENT BEHAVIOUR AND WELFARE

To raise standards for vulnerable learners in order to accelerate progress and close gaps

Progress towards this priority has been satisfactory and progression rates are improving as a result although remain variable across different year groups.

Priority 4: OUTCOMES

To raise standards to ensure that pupil outcomes are in line or better than the national average

2019/20 SDP Priorities

SDP Priority 1: QUALITY OF EDUCATION including INTENT, IMPLEMENTATION AND IMPACT

To further improve the quality of teaching of Reading in order to further drive standards.

This priority area has been identified following analysis of Reading across the whole school, in particular regarding exit points for children in KS2 because these outcomes continue to be a challenge due to more demanding content. In addition, the progress of 'emerging' and 'expected' learners from EYFS to KS1 continue to need further development in order to ensure that all targeted pupils convert to the expected standard and the end of KS1. Staff confidence in the identification of the different strategies required to support the varying needs of pupils is also a need and it has been identified that wider reading across all curriculum areas would further strengthen pupil's achievement in this area through development of their reading fluency.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

SDP Priority 2: QUALITY OF EDUCATION including INTENT, IMPLEMENTATION AND IMPACT

To further develop teaching strategies that challenge higher attaining pupils to ensure that a greater proportion of pupils are working a greater depth in Reading, Writing and Maths.

This priority area has been identified following analysis of end of KS1 and KS2 data. While GDS data in Y2 is strong with Reading, Writing and Maths all achieving percentages of pupils achieving GDS higher than the 2018 national figures, KS2 data shows that the percentage of pupils working at GDS across all 3 areas combined is significantly below national figures at only 3%. While this figure is in line with school data from 2017, it represents a significant decline from the much improved levels achieved in 2018. Maths continues to be an area of strength, with a greater proportion of higher attaining pupils achieving GDS at the end of KS2 in comparison to national, both reading and writing remain areas for development in which significantly fewer pupils achieved GDS than those that achieved in nationally thus having an impact of the percentage achieving in all 3 subject areas combined.

SDP Priority 3: QUALITY OF EDUCATION including INTENT, IMPLEMENTATION AND IMPACT

To ensure that the EYFS environment provides opportunities to develop early writing in both the indoor and outdoor environments.

This priority area has been identified following particularly low levels of pupils achieving GLD at the end of EYFS in July 2019 of 56%. Prior to this, the school had achieved 70% GLD in line with national. It has been recognised that this is largely due to poor results in Writing and leaders have identified that this is largely due to fewer opportunities for independent, self-directed writing within both the indoor and outdoor areas of the EYFS setting.

SDP Priority 4: PERSONAL DEVELOPMENT

To raise the profile of the Vision and Values of the school to ensure that they are understood by the whole school community.

This priority area has been identified following a substantial piece of work during the last academic year with all stakeholders to establish a new Vision and Values for the school. However, further focus is now needed to ensure that these are embedded throughout the school and have a positive impact on the life of the school and its community.

Any significant changes in staffing

New HT in post from 1st September 2019.

Additional class teacher and teaching assistant appointed due to planned school growth.

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TRUSTEES' REPORT (CONTINUED)
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Strategic report (continued)

Achievements and performance (continued)

KS2 results 2019										
	Reading		Writing		Maths		GSP		Combined	
	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher
LPS 2019	63%	17%	70%	10%	80%	33%	67%	27%	60%	3%
LPS 2018	79%	24%	83%	14%	90%	37%	79%	41%	69%	14%
LPS 2017	83%	7%	93%	14%	90%	21%	79%	24%	79%	3%
N2019	73%		78%		79%		78%		65%	
N2018	75%	28%	78%	20%	76%	24%	78%		64%	10%
N2017	71%	25%	76%	18%	75%	23%	77%	31%	61%	9%

KS1 results 2019							
	Reading		Writing		Maths		Science
	Expected	Higher	Expected	Higher	Expected	Higher	Expected
L2019	82%	37%	74%	21%	82%	28%	86%
L2018	81%	37%	73%	21%	83%	27%	92%
L2017	66%	20%	64%	14%	58%	9%	
N 2019							
N 2018	75%	26%	70%	16%	76%	21%	83%
N2017	76%	25%	68%	16%	75%	21%	83%

EYFS GLD	Expected	Expected +	Y1 Phonics	
LPS 2019	56%	0%	L2019	86%
LPS 2018	70%	2%	L2018	87%
LPS 2017	70%	3%	L2017	86%
Nat 2019			N2019	
Nat 2018	71%		N2018	83%
Nat 2017	71%		N2017	81%

Montsaye Academy

OFSTED

Date: 23/01/19
Grading: Good

2018/19 SDP Priorities

PATHFINDER SCHOOLS (FORMERLY MONTSAIE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

Priority 1 LEADERSHIP AND MANAGEMENT

The values of ERA will develop broader skills outside of the classroom and attributes in students that will ensure, they are on appropriate courses and well informed future citizens in modern Britain
To get the school out of special measures to good

Priority 2: QUALITY OF TEACHING AND LEARNING

Teaching, learning and assessment, will be at least good, leading to good progress overtime. Effective differentiation that meets the needs the of all learners at all levels will be explicit in all lessons

Priority 3: Personal development, behaviour and welfare:

Attendance will demonstrate an improving trend and be at on or above the national average. PA will be below NA.

Priority 4: OUTCOMES

All DIS/SEND/Middle Ability students will make progress in line with their peers and the gap will close
EVERY learner will be stretched and challenged in their learning to achieve their target grade and above

2019/20 SDP Priorities

SDP Priority 1: QUALITY OF EDUCATION including INTENT, IMPLEMENTATION AND IMPACT

All DIS/SEND/MA students will make progress in line with their peers and the gap will continue to close. Improve outcomes by the end of key stage 4 by ensuring that all pupils, particularly middle-ability and disadvantaged pupils, make consistently strong progress across the curriculum.

EVERY learner will be stretched and challenged in their learning to achieve their FFT 20/5 target (RR+1 sixth form).

Teaching, learning and assessment, will be at least good, leading to good progress overtime. Effective differentiation that meets the needs the of all learners at all levels will be explicit in all lessons, and ensure that the curriculum is fit for purpose and intent, implementation and impact are high priority.

SDP Priority 2: BEHAVIOUR AND ATTITUDES

Attendance will demonstrate an improving trend and be at on or above the national average. PA will be below NA
Further reduce the proportion of pupils, especially disadvantaged pupils, who are regularly absent from school

SDP Priority 3: PERSONAL DEVELOPMENT

The values of ERA (Excellence, resilience and aspiration) will develop broader skills outside of the classroom and attributes in students that will ensure that they are on appropriate courses and well informed future citizens in modern Britain

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

SDP Priority 4:

To ensure that transition from key stage 2-3 is a high priority within the academy and across the trust (student numbers to increase)

To ensure that all leaders at every level are focussed on ensuring that progress is moving rapidly

Any significant changes in staffing

A number of new staff and trainees from different routes including apprenticeship and SKITT trainees

New Head of Maths

No other significant leadership changes

PATHFINDER SCHOOLS (FORMERLY MONT SAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

KS4 outcomes 2019

Attainment / Progress Measure	KS4 National 2018	KS4 Results 2018 Montsaye	KS4 Results 2019 Cohort has high prior attainment in line with the national average on entry (29)	KS4 Results 2019 Minus Outliers (6)
Progress 8	-0.02	-0.23	-0.35	-0.25
Average Attainment 8	46.53	43.70	43	44.43
Basics Percentage Achieving A*-C in Eng & Maths (4-9)	64%	51%	53.8%	55.8%
Basics Percentage Achieving 5-9 in Eng & Maths	43%	33.6%	28.1%	29%
Percentage Achieving 5+ A*-C GCSEs (or equivalents) including Eng & Maths (9-4)	Not available	47%	50.9%	52.7%
Percentage Achieving A*-C in Eng (4-9)	Not available	63.3%	67.8%	70.3%
Percentage Achieving 5-9 in Eng (B-A* in 2016)	Not available	47.3%	47.4%	49.1%
Percentage Achieving A*-C in Maths (4-9)	Not available	58.7%	62.6%	64.8%
Percentage Achieving 5-9 in Maths (B-A* IN 2016)	Not available	40.7%	36.8%	38.2%
Disadvantaged	P8: -0.44 A8: 36.70 EM 4+: 71% EM 5+: 24.9%	P8: -0.54 A8: 38.07 EM 4+: 43.3% EM 5+: 23.3%	P8: -0.52 A8: 39.84 EM 4+: 37.9% EM 5+: 20.7%	P8: -0.41 A8: 41.05 EM 4+: 39.2% EM 5+: 21.4%
Boys High Prior Att	Not available	P8: -0.32 A8: 57.04 EM 4+: 77% EM 5+: 73%	P8: -0.28 A8: 55.54 EM 4+: 82.3% EM 5+: 67.6%	P8: -0.17 A8: 57.22 EM 4+: 84.3% EM 5+: 68.7%
Girls	P8: 0.22 A8: 49.35 EM 4+: 68% EM 5+: 47%	P8: -0.08 A8: 45.54 EM 4+: 60.3% EM 5+: 38.2%	P8: -0.23 A8: 45.57 EM 4+: 63.9% EM 5+: 26.5%	P8: -0.19 A8: 45.55 EM 4+: 64.6% EM 5+: 26.8%

PATHFINDER SCHOOLS (FORMERLY MONTSAIE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

	<u>2018 Aug Result</u>	<u>2019 Aug Result</u>
Cohort information for students at the end of 16-18 studies		
Number of students at the end of 16-18 studies	64	40
A level cohort and results		
Number of students at the end of 16-18 study with an A level exam entry	62	40
Average point score per A level entry expressed as a grade	C-	C-
Average point score per A level entry	25.15	27.6
A level – Level 3 Value Added		
A level value added score	-0.14	-0.35 (unvalidated)
Disadvantage Measures		
A level cohort – Disadvantaged		
Number of students at the end of 16-18 study with an A level exam entry	8	5
Average point score per A level entry expressed as a grade	D+	D+

Rothwell Victoria Primary Learning Partnership

OFSTED

Date: July 2016 RVIS January 2019 RJS

Grading: Good Good

2018/19 SDP Priorities

Priority 1 LEADERSHIP AND MANAGEMENT

Leadership and management structure and strategies in place to effectively monitor and drive T & L to ensure that end of year progress and attainment outcomes secure positive progress measures at the end of KS2. The main focus for this year will be to ensure that 100% of those children who were middle prior attainers at KS1, and who achieved expected, reach expected at the end of KS2 in reading writing and maths. In addition, an increased number of middle prior attainers reach GD at the end of KS2 (2017 – 18 figure 7% in R W & M)

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

Priority 2: QUALITY OF TEACHING AND LEARNING

Teaching and Learning Vision: To create a clear, consistent and coherent pathway from Nursery to Year 6 where all children reach their potential, through a relevant, contextualised, creative, cross-curriculum enabling children to use transferable skills they require for the 21st Century.

Priority 3: PERSONAL DEVELOPMENT BEHAVIOUR AND WELFARE

To track the wellbeing of all children in school and to intervene when necessary to improve a child's wellbeing.
To manage the behaviour of the few children for whom Restorative Justice is not effective
To ensure all children attend school regularly and on time.
To ensure that all children have a good understanding of how to keep safe online.
To ensure all children are respectful of the different ways people live their lives.

Priority 4: OUTCOMES

No separate action plan or priority written for this-see all the actions above

2019/20 SDP Priorities

SDP Priority 1: To further strength the collaborative relationship between the schools

New streamlined leadership team in place alongside a new EHT and new year leaders in post
Further opportunity to improve the journey for pupils from YN to Y6
Currently aspects of the school organisation and vision remain separate so a clear consistent approach in all aspects of the collaboration is needed

SDP Priority 2: To design and trial a child-led interest-based curriculum

Introduce a purposeful and effective curriculum that supports the development of the whole child
Establish clear clarity around the organisation's curriculum intent, implementation and impact to further support the schools' new vision and values

SDP Priority 3: To raise standards and close the gap for disadvantaged pupils through the implementation of an effective disadvantaged strategy

School achievement outcomes and internal assessment data still highlight areas of significant underachievement compared to all pupils for disadvantaged students.

SDP Priority 4: To improve English standards through the implementation of an across school agreed teaching approach

Outcomes for Reading and Writing remaining around national for KS1 and below national at KS2
Progress measure at KS2 are below national

Any significant changes in staffing

The EHT retired in May 2019. The leadership team has been restructured and streamlined to include an Executive HT, Deputy HT and SENCO across both schools as well as an AHT based at each site to oversee the day to day running.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

KS2 results 2019										
	Reading		Writing		Maths		GPS		Combined	
	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher
RJS 2019	63%	13%	72%	14%	73%	19%	71%	27%	56%	4%
RJS 2018	73%	18%	81%	19%	65%	20%	71%	27%	54%	9%
RJS 2017	70%	23%	77%	17%	71%	14%	73%	20%	58%	8%
N2019	73%		78%		79%		78%		65%	
N2018	75%		78%		76%		78%		64%	
N2017	71%	25%	76%	18%	75%	23%	77%	31%	61%	9%

KS1 results 2019						
	Reading		Writing		Maths	
	Expected	GDS	Expected	GDS	Expected	GDS
RIS 2019	76%	19%	72%	8%	75%	14%
RIS 2018	80%	32%	74%	20%	82%	29%
RIS 2017	77%	33%	71%	17%	80%	21%
N2019						
N2018	75%	25%	70%	16%	76%	21%
N2017	76%	25%	68%	16%	75%	21%

EYFS GLD		
	Expected	Expected +
RIS 2019	75%	
RIS 2018	60%	
RIS 2017	77%	1%
N2019		
N2018	71%	
N2017	71%	

Yr1 Phonics	
RIS 2019	75%
RIS 2018	87%
RIS 2017	89%
N2019	
N2018	81%
N2017	81%

Rushton Primary School

OFSTED

Date: February 2019
Grading: Good

2018/19 SDP Priorities

Priority 1:

To raise attainment and progress in Reading and Writing across the school to be above the national in KS1 & KS2 with a focus on developing greater depth thinking. (Outcomes)

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

Priority 2:

To move teaching and learning from good to outstanding with a focus on nurture and challenge (Leadership and Management)

Priority 3:

To develop curriculum opportunities that increase the children's ability to explore, create and investigate with independence (Quality of T&L)

Priority 4:

To raise attainment and progress in maths across the school to be above national in KS1 & KS2 (Outcomes and reflection on results)

2019/20 SDP Priorities

Priority 1:

To raise attainment and progress in Reading, Writing and Maths across the school to be above the national in EYFS, KS1 & KS2 with a focus on developing greater depth thinking. (Outcomes)

Priority 2:

To move teaching and learning from good to outstanding with a focus on challenge but keeping a mentally healthy school (Leadership and Management)

Priority 3:

To develop the school's curriculum so that children have a secure set of skills and a deep knowledge base that prepares them for the next stage in their education. (Ofsted)

Priority 4:

To improve the technical accuracy of low and middle attaining children's independent writing, specifically their spelling and punctuation. (Outcomes and reflection on results) (Sarah NPQML)

Any significant changes in staffing

A supply TA covering a maternity position in reception / year 1 until January
A new site supervisor

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

KS2 results 2019										
	Reading		Writing		Maths		GSP		Combined	
	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher
R2019	73%	40%	80%	33%	80%	33%	87%	47%	60%	20%
R2018	100%	25%	84%	17%	75%	17%	92%	25%	75%	0
R2017	47%	13%	80%	20%	60%	7%	60%	20%	40%	0
R2016	67%	0%	67%	0%	80%	7%	87%	0%	47%	0
N2019	73%	28%	78%	20%	79%	24%	78%	34%	64%	10%
N2018	75%	28%	78%	20%	76%	24%	78%	34%	64%	10%
N2017	71%	25%	76%	18%	75%	23%	77%	31%	61%	
N2016	66%	19%	74%	15%	70%	17%	72%	26%	53%	5%

KS1 results 2019						
	Reading		Writing		Maths	
	Expected	GDS	Expected	GDS	Expected	GDS
R2019	72%	36%	72%	29%	79%	29%
R2018	80%	27%	73%	20%	73%	27%
R2017	80%	27%	73%	20%	80%	20%
R2016	86%	0%	50%	0%	86%	0%
Nat 2018	75%	25%	70%	16%	76%	21%
Nat 2017	76%	25%	68%	16%	75%	21%
Nat 2016	74%	24%	66%	13%	73%	18%

EYFS GLD	Expected	Expected +
Rush 2019	73%	
Rush 2018	71%	
Rush 2017	75%	
Rush 2016	85%	
Nat 2018	71%	
Nat 2017	71%	
Nat 2016	69%	

Yr 1 Phonics	
Rush 2019	93%
Rush 2018	87%
Rush 2017	88%
Rush 2016	80%
Nat 2018	83%
Nat 2017	81%
Nat 2016	81%

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

Wilbarston C of E Primary School

OFSTED

Date: March 2019

Grading: Good

2018/19 SDP Priorities

Priority 1 LEADERSHIP AND MANAGEMENT

To develop a wider understanding and perspective of educational matters. Met

To develop the public profile of the school so that numbers increase. Met

To further develop improvements in FS and KS1 so that pupils exceed national standards in all subjects.

FS Met KS1 Met at GD but not expected standard so ongoing

Priority 2: QUALITY OF TEACHING AND LEARNING

To improve the teaching of reading and writing so that standards exceed national at all measures. (AG)

FS expected Met KS1 met at GD but not expected - ongoing

To improve the teaching of mathematics so that children gain exceeding and/or remain on track for exceeding.
Not met

Priority 3: PERSONAL DEVELOPMENT BEHAVIOUR AND WELFARE

To improve the wellbeing and mental health of pupils and staff. Met

To develop worship so that pupils are more engaged and proactive. Not met

To develop a prayer space in school for spiritual reflection. Met

Priority 4: OUTCOMES

Linked with Priority 2

2019/20 SDP Priorities

SDP Priority 1: QUALITY OF EDUCATION including INTENT, IMPLEMENTATION AND IMPACT

To improve staff and student skills to enable improved progress measures at KS1 and KS2 whilst delivering a broad and balanced curriculum to all.

SDP Priority 2: BEHAVIOUR AND ATTITUDES

To improve the behaviour and attitude of pupils by reviewing our policy and practice for behaviour and anti-bullying.

SDP Priority 3: PERSONAL DEVELOPMENT

For pupils to develop strong inter and intra personal skills which lead to good levels of wellbeing and understanding about themselves and others.

PATHFINDER SCHOOLS (FORMERLY MONT SAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

SDP Priority 4: LEADERSHIP AND MANAGEMENT

To continue to develop leadership skills (at all levels) in school so that pupils make good progress, develop strong skills and achieve well whilst ensuring that staff at school maintain a good level of wellbeing.

Any significant changes in staffing

None.

KS2 results 2019										
	Reading		Writing		Maths		GSP		Combined	
	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher	Expected	Higher
W2019	85%	15%	85%	21%	100%	31%	92%	46%	77%	7%
W2018	89%	32%	89%	15%	95%	63%	95%	37%	89%	10%
W2017	75%	15%	80%	15%	80%	20%	80%	20%	70%	10%
N 2019	73%		85%		79%		78%		65%	
N2018	76%	28%	78%	20%	76%	24%	78%	34%	64%	10%
N2017	75%	25%	76%	18%	75%	23%	77%	31%	61%	9%

KS1 results 2019						
	Reading		Writing		Maths	
	Expected	Higher	Expected	Higher	Expected	Higher
W2019	76%	48%	65%	49%	71%	42%
W2018	72%	28%	66%	22%	72%	39%
W2017	78%	36%	64%	14%	71%	36%
N2019						
N2018	75%	25%	70%	16%	76%	21%
N2017	75%	25%	68%	16%	75%	21%

EYFS GLD	Expected
W2019	79%
W 2018	83%
W 2017	75%
N2018	71%
N2017	71%

Yr 1 Phonics	Pass
W2019	93%
W2018	100%
W 2017	80%
N2018	83%
N2017	81%

Montsaye Community Sports Centre

Montsaye Community Sports Centre continues to provide excellent facilities for school use during term time and an excellent range of facilities for the community outside of school hours. It continues to be profitable generating income that can be utilised in furtherance of the trust's aims.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

a. Key performance indicators

A summary of the key financial performance indicators for the trust is given below:

Indicator	Target	Actual	Prior Year Actual
All staff costs as a percentage of total income*	75%	74%	78%
Percentage of academies graded good or outstanding	100%	89%	87.5%
Pupil Teacher Ratio	19.75	20.6	19.25
Contact ratio	0.78	0.80	0.74
Pupil numbers in relation to capacity	95%	80%	80%
Spend per pupil on all staff*		£4,050	£4,208
Spend per pupil on non-staff costs*		£1,235	£1,351

* Does not include Hawthorn Community Primary School who joined in April 19.

b. Going concern

After making appropriate enquiries, the trustees have 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 can be found in the Statement of Accounting Policies.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Financial review

The continuing challenging financial environment has led to staff restructuring in a number of our schools during the year and despite the promise of increased funding from 2020, further restructuring is most likely in the next year. 6 out of the 9 schools recorded in-year deficit budgets despite these restructures and the significant efforts made to set balanced budgets. Schools generally tend to have reasonable levels of reserves which provides some stability during the transition to new structures. This will continue to be the case in the next year with only 3 schools able to set balanced budgets. The erosion of reserves is significant however and the trust will need to ensure further remedial action is taken going forward when the full extent of increased school funding is known and factored into planning.

Hawthorn Community Primary School joined the trust in April 19 and brought with them a healthy reserve which masks the overall position for the trust somewhat. Taking this out of the equation, the trust had an in year surplus (excluding depreciation, fixed asset fund movements and LGPS pension deficit) of around £400,000.

The Community Sports Centre is focussed on ensuring it generates sufficient funds to enable it to replace the All Weather Pitch and the general centre facilities as they become due. Some of these costs are substantial for which the trust holds a sinking fund in order to comply with the conditions of grant funding received in 2005 that enabled regeneration of the facilities. Unfortunately, the severe financial challenges at the co located school have eroded much of this fund which will require remedial action. The Centre continues to be a hub for the community receiving over 100,000 visits per annum and providing first class facilities for students.

a. Reserves policy

Generally, the trust aims to carry forward a prudent level of resources from Restricted and Unrestricted Funds to cover the medium and long term needs for renewal and replacement, for major unforeseen contingencies, to stabilise demographic trends and to contribute to major capital developments. The impact of pension and national insurance costs along with pay awards, without compensating funding increases, has forced revision of some development and premises plans with reserves expected to drop significantly over the next two to three years. The amount to be carried forward from the General Annual Grant is no longer subject to the restrictions previously operated by the Department for Education.

Trust wide, there was an in year surplus of £661k resulting in balances held in these funds as follows:

- General Annual Grant £400k
- General Non GAG Restricted Fund £Nil
- General Unrestricted Fund £1,237k

The LGPS pension deficit for Montsaye Academy has increased by £1,275,000 from £807,000 to £2,082,000 due mainly to changes in financial assumptions made by the actuary.

The seven primary schools were valued separately from Montsaye Academy due to timing of joining the MAT and have added Hawthorn Community Primary School this year. Their combined deficit has increased by £2,220,000 from £2,504,000 to £4,724,000 due to the new school joining and the changes in financial assumptions made by the actuary.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Financial review (continued)

b. Investment policy

The trustees and governors are firmly committed to ensuring that all funds under their control are administered in such a way as to maximise return while minimising risk. Close management of cash flow ensures that there are always sufficient funds in the main bank accounts to cover operational costs. Trustees will seek to ensure that any cash not required for operating expenses is placed on deposit at the most favourable rate however these opportunities are minimal. During this year surplus funds have been deposited in high interest deposit accounts. Future arrangements for deposits will be kept under review in the coming year when future funding levels have been promulgated and further longer term planning is undertaken and approved.

c. Principal risks and uncertainties

Trustees have identified the following principal risk and uncertainties facing the trust:

Financial Risk

The trust's routine activities seek to minimise risk. Through careful management, cash flow risk is limited to ensure the trust has sufficient funds available to meet debts as they fall due. The trust maintains prudent cash reserves at all times.

The trust is operating in a period of considerable financial change and change with regard to public funding. Financial planning is focused on maintaining the breadth and quality of future work in the context of diminishing budgets and a reducing student demographic.

Trustees have also given due consideration to the risks associated with financial mismanagement and/or compliance failures along with the consequences of ageing resources.

The Trustees acknowledge the defined benefit pension scheme deficit, which is set out in this annual report. It considers that the trust is able to meet its known contribution commitments for the foreseeable future.

Failures in Governance and/or Management or statutory compliance

Trustees and governors continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational Risk

The continuing success of the schools within the trust depends on maintaining the highest educational standards in order to continue to attract applicants in sufficient numbers. Trustees are clearly focused on monitoring and reviewing the achievement and success of students.

Trustees continue to give due consideration to other aspects of activities where there could be a reputational risk, including discipline, safeguarding, health and safety and the local and national educational environment.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Financial review (continued)

Safeguarding and Child Protection Risks

Trustees continue to ensure that the highest standards are maintained in the selection and monitoring of staff and volunteers, the operation of child protection policies in all schools and in training and support, in order to protect the vulnerable young people in its care.

Disaster Risk

Trustees continue to ensure systems and procedures are in place, with particular regard to safety, to mitigate potential for disaster scenarios and maintain a business continuity plan.

We are aware that the uncertainty currently surrounding Brexit could potentially impact our operations, service users and suppliers. We are reviewing and monitoring the impact of this on an ongoing basis.

Fundraising

The trust does not have a centralised policy on fundraising and therefore each school is responsible for co-ordinating its own fundraising efforts. Most schools enjoy the support of a Parent Teacher Association or similar but do not contract with professional or commercial providers. Therefore fundraising is relatively low in profile and in funds raised when compared to other charities and does not justify close monitoring or display unreasonable intrusive practices. There were no complaints received by the trust during the year regarding its fundraising activities.

Plans for future periods

Future developments

Overarching plan: For the Trust Board to be confident that Pathfinder Schools are seen as an employer and educational establishment of choice by the community and are in a position to successfully cater for the educational needs of a growing community with continually improving standards in line with the new OFSTED framework. For Pathfinder Schools to be self-sufficient both financially and in terms of school improvement and to be outward looking in terms of both community and National agenda in order to make the most of opportunities as they arise for both students and employees

Rationale for support:

- Based on 4 year development plan (see attached)
- Results of NGA audit tool 0619 (see attached)
- Results of River Learning Trust Review 0219 (RLT review)
- Meetings with marketing consultant, Chair of Trust and CEO 06 and 10/19

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Anticipated impact of support:

- Pathfinder Schools have clear priorities and a plan for building growth in order to cater for area growth over the coming 5-10 years and LGBs are invested in this. The organisation has fully explored the growth fund and are actively working on merger to acquire another secondary school
- The community have a positive image of Pathfinder Schools both as a place to work and a place for pupils to learn as seen in growth of pupil numbers
- Existing staff see Pathfinder schools as a good place to work as seen in employment statistics eg staff turnover, number of vacancies
- The TB are able to hold the schools and LGB to account in order to mitigate against potential risks and LGB are fully aware of their roles and responsibilities and how these fit into the overall organisation
- All trustees are active participants, aware of their role as a representative of Pathfinder Schools and acting as Pathfinder ambassadors in schools and the community
- School improvement work both within and beyond the Trust has a positive impact on school standards and financial viability and links with other sectors are providing opportunities for staff PD and students experience and employment
- All schools are moving towards the next stage in their development both quantitatively and qualitatively and have fully adopted the TB curriculum principles in line with OFSTED guidance

Heads Development Plan

Outcome of Plan: To further develop Pathfinder vision to ensure it is lived and breathed throughout the organisation thereby ensuring that Pathfinder Schools attract and keep the best in order to best serve their community. To further develop a broad and balanced linked curriculum based on research findings in order to enable coordinated learning from nursery to 6th form thereby providing the best education for all through meaningful collaboration and systematic procedures whilst allowing independence and unique qualities to thrive.

Rationale for plan:

- Self-assessment framework has highlighted key areas for development as outlined in each section below
- RLT review 0219
- Marketing Plan 0619
- Heads Away Day 0619

Anticipated Impact of Support:

- Self-assessment at end of year shows that heat map amber red (AR) areas moved to amber green (AG) and amber green areas moved to green (G)

Vision, Culture & Ethos	People and Partners	Teaching and Learning	Curriculum and assessment	Quality assurance and accountability
Clarity of purpose AG	Building capacity for improvement AR	Approach to pedagogy AR	Curriculum structure and alignment AG	Knowing schools quantitatively AG
Understanding of need AG	Recruiting, developing and retaining talent AG	Leadership of teaching AR		
Leading a culture of improvement AG		Evidence based professional learning AR	Intentional use of assessment	Knowing schools qualitatively AG

Funds held as custodian on behalf of others

No funds are held by the academy as Custodian Trustee.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Employee involvement and employment of the disabled

The trust has adopted an equality in employment policy which demonstrates commitment to supporting, developing and promoting diversity and equality in all of its employment practices and activities. It aims to establish an inclusive culture free from discrimination by committing to making reasonable adjustments to try to ensure that a disabled person is not disadvantaged compared to other employees who do not have a disability. This includes considering changes to job criteria or work practice, removing or altering physical features and providing auxiliary aids and adaptations.

The trust has a communications policy that details how it will keep its employees informed on matters of concern to them. Principally information is cascaded through the management team structure through meetings or through regular communication updates. The trust encourages the involvement of its employees or their representatives in any consultation process and welcomes professional advisors to meetings to ensure employees' views are represented.

Disclosure of information to auditor

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- that Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information

Auditor

The auditor, Mazars LLP, has indicated its willingness to continue in office. The Designated Trustees will propose a motion re appointing the auditor at a meeting of the Trustees.

The Trustees' Report, incorporating a strategic report, was approved by order of the board of Trustees, as the company directors, on 12/12/19 and signed on its behalf by:


.....
Mrs L Pruden
Chair of Trustees

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that Pathfinder Schools (formerly Montsaye Community Learning Partnership) has an effective and appropriate system of control, financial and otherwise. However such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The board of trustees has delegated the day to day responsibility to the CEO, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Pathfinder Schools (formerly Montsaye Community Learning Partnership) and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 7 times during the year.

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

Trustee	Meetings attended	Out of a possible
Mrs J Moore	6	7
Mr A Bindley, Chair until 17/09/2018	7	7
Mrs L Pruden, Chair from 17/09/2018	7	7
Mrs L Brooks	1	1
Mr B Steers	0	0
Mrs A Davey*, Accounting Officer	7	7
Mrs D Simpson	2	4
Mr C Charteris	5	6
Mr A Cummings	5	5
Mrs J Edwards	1	1
Mrs J Woods	3	3
Mrs A Ashcroft	0	0
Mr K Malde	0	0
Mrs M Mottram	0	0

Throughout this year, the trustees' along with professional legal support, have worked on updating the governance structure and governing instruments to ensure that they meet the needs of the trust and its schools going forward with a view to achieving a more independent member/trustee structure. This and the revised governing instruments are expected to be adopted in the first term of the new academic year. The trust recognises the need to continually review the effectiveness of the trust structure and this work will develop further in the next year.

The Finance Committee function is fulfilled as a sub-committee of each Local Governing Body. Each governing body is required to inform, via Chairs of Governors/Headteachers, financial performance within their school. The purpose of these committees is to assist the decision making of the governing body, by enabling more detailed consideration to be given to the best means of fulfilling the governing body's responsibility to ensure sound management of the academy's finances and resources, including proper planning, monitoring and probity. The committees are required to meet at least once per term.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The Audit and Risk Committee of the Trust Board has convened to review the annual accounts and audit recommendations for 2017/2018, to set the audit plan for the next year and to review Internal Audit reports across the schools. The committee is comprised of two trustees and a member from a local governing body who has appropriate professional qualifications and experience to support the work of the committee.

Review of value for money

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

The Accounting Officer considers how the academy'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 has delivered improved value for money during the year by:

- Sharing of staffing resources across schools
- Pooling Condition Improvement Funding to increase purchasing power
- Reviewing staffing structures to better serve school needs
- Increasing the profile of collaborative purchasing and contracts
- Exploring opportunities for further centralisation
- Reviewing effectiveness of systems
- Benchmarking both internally and externally

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy 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 Pathfinder Schools for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the trust's significant risks, that has been in place for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

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

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

The board of trustees has considered the need for a specific internal audit function and has decided to appoint SBM Consultancy Limited to carry out the internal audit function across the trust.

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

- Testing of payroll systems
- Testing of purchasing systems
- Testing of banking arrangements
- Review of compliance with Academies Financial Handbook
- Review of trust governance arrangements

Review of effectiveness

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

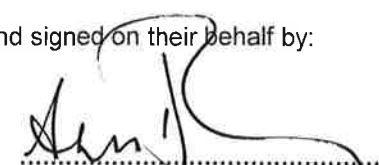
- the work of the Responsible Officer;
- the work of the external auditor;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

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


.....
Mrs L Pruden
Chair of Trustees

Date: 12.12.19


.....
Mrs A Davey
Accounting Officer

Date: 12.12.19

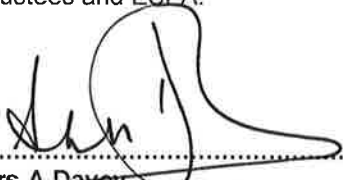
PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Pathfinder Schools (formerly Montsaye Community Learning Partnership) I have considered my responsibility to notify the Academy Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

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

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



Mrs A Davey
Accounting Officer

Date: 12.12.19

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2019

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Education & 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 group and the charitable company and of their incoming resources and application of resources, including their 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 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the group and the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the group and 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 group and 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 their conduct and operation the group and the charitable company apply 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 group's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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


.....
Mrs L Pruden
Chair of Trustees

Date: 12/12/19

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)**

Opinion

We have audited the financial statements of Pathfinder Schools (formerly Montsaye Community Learning Partnership) (the 'parent Academy Trust') and its subsidiaries (the 'group') for the year ended 31 August 2019 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Academy Trust Balance Sheet, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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.

The impact of uncertainties due to Britain exiting the European Union on our audit

The Trustees' view on the impact of Brexit is disclosed on page 29.

The terms on which the United Kingdom may withdraw from the European Union are not clear, and it is therefore not currently possible to evaluate all the potential implications to the Academy Trust's operations, service users, suppliers and the wider economy.

We considered the impact of Brexit on the Academy Trust as part of our audit procedures, applying a standard firm wide approach in response to the uncertainty associated with the Academy Trust's future prospects and performance.

However, no audit should be expected to predict the unknowable factors or all possible implications for the Academy Trust and this is particularly the case in relation to Brexit.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)**
(CONTINUED)

Conclusions relating to going concern

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)**
(CONTINUED)

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and the parent Academy 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:

- the parent Academy Trust has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Academy Trust 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 set out on page 36, the Trustees (who are also the directors of the Academy Trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

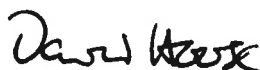
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)**
(CONTINUED)

Use of the audit report

This report is made solely to the Academy 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 Academy Trust's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy Trust and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



David Hoose (Senior Statutory Auditor)
for and on behalf of
Mazars LLP

Chartered Accountants
Statutory Auditor

6 Dominus Way
Meridian Business Park
Leicester
LE19 1RP

Date: 18/12/19

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP) AND THE
EDUCATION & SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 30 August 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Pathfinder Schools (formerly Montsaye Community Learning Partnership) during the year 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Pathfinder Schools (formerly Montsaye Community Learning Partnership)'s Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Pathfinder Schools (formerly Montsaye Community Learning Partnership)'s funding agreement with the Secretary of State for Education dated 25 February 2015 and the Academies Financial Handbook, extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- Planning our assurance procedures including identifying key risks;
- Carrying out sample testing on controls;
- Carrying out substantive testing including analytical review; and
- Concluding on procedures carried out.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO
PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP) AND THE
EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

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 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Mazars LL

Mazars LLP

6 Dominus Way
Meridian Business Park
Leicester
LE19 1RP

Date: *18/12/19*

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2019

		Unrestricted funds 2019 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	Total funds 2019 £000	Total funds 2018 £000
Income from:						
Donations and capital grants:	3					
Transfer from Local Authority on conversion		260	(412)	1,672	1,520	-
Other donations and capital grants		16	-	327	343	566
Charitable activities	4	231	14,445	-	14,676	14,412
Other trading activities	5	578	-	-	578	395
Investments	6	2	-	-	2	2
Total income		1,087	14,033	1,999	17,119	15,375
Expenditure on:						
Raising funds	7	530	-	-	530	433
Charitable activities	7	273	14,746	961	15,980	16,842
Total expenditure		803	14,746	961	16,510	17,275
Net movement in funds before other recognised gains/(losses) carried forward						
		284	(713)	1,038	609	(1,900)

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	Total funds 2019 £000	Total funds 2018 £000
Net movement in funds before other recognised gains/(losses) brought forward	284	(713)	1,038	609	(1,900)
Other recognised gains/(losses):					
Actuarial (losses)/gains on defined benefit pension schemes	-	(2,405)	-	(2,405)	1,234
Net movement in funds	284	(3,118)	1,038	(1,796)	(666)
Reconciliation of funds:					
Total funds brought forward	953	(3,311)	25,866	23,508	24,174
Net movement in funds	284	(3,118)	1,038	(1,796)	(666)
Total funds carried forward	1,237	(6,429)	26,904	21,712	23,508

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07670511

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2019

		2019 £000	2018 £000
Fixed assets			
Tangible assets	14	26,904	25,866
		<u>26,904</u>	<u>25,866</u>
Current assets			
Debtors	16	336	307
Cash at bank and in hand		2,206	1,491
		<u>2,542</u>	<u>1,798</u>
Creditors: Amounts falling due within one year	17	(921)	(834)
Net current assets		<u>1,621</u>	<u>964</u>
Total assets less current liabilities		<u>28,525</u>	<u>26,830</u>
Creditors: Amounts falling due after more than one year	18	(7)	(11)
Net assets excluding pension liability		<u>28,518</u>	<u>26,819</u>
Defined benefit pension scheme liability	26	(6,806)	(3,311)
Total net assets		<u><u>21,712</u></u>	<u><u>23,508</u></u>
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	19	26,904	25,866
Restricted income funds	19	377	-
Restricted funds excluding pension liability	19	<u>27,281</u>	<u>25,866</u>
Pension reserve	19	<u>(6,806)</u>	<u>(3,311)</u>
Total restricted funds	19	<u>20,475</u>	<u>22,555</u>
Unrestricted income funds	19	<u>1,237</u>	<u>953</u>
Total funds		<u><u>21,712</u></u>	<u><u>23,508</u></u>

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2019

The financial statements on pages 43 to 78 were approved by the Trustees, and authorised for issue and are signed on their behalf, by:



Mrs L Pruden
Chair of Trustees

Date: 12.12.19

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07670511

ACADEMY TRUST BALANCE SHEET
AS AT 31 AUGUST 2019

		2019	2018
		£000	£000
Fixed assets			
Tangible assets	14	26,904	25,866
		<u>26,904</u>	<u>25,866</u>
Current assets			
Debtors	16	358	324
Cash at bank and in hand		2,194	1,472
		<u>2,552</u>	<u>1,796</u>
Creditors: Amounts falling due within one year	17	(932)	(821)
Net current assets		<u>1,620</u>	<u>975</u>
Total assets less current liabilities		<u>28,524</u>	<u>26,841</u>
Creditors: Amounts falling due after more than one year	18	(7)	(11)
Net assets excluding pension liability		<u>28,517</u>	<u>26,830</u>
Defined benefit pension scheme liability	26	(6,806)	(3,311)
Total net assets		<u><u>21,711</u></u>	<u><u>23,519</u></u>
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	19	26,904	25,866
Restricted income funds	19	377	-
Restricted funds excluding pension liability	19	<u>27,281</u>	<u>25,866</u>
Pension reserve	19	(6,806)	(3,311)
Total restricted funds	19	<u>20,475</u>	<u>22,555</u>
Unrestricted income funds			
Unrestricted funds excluding pension asset	19	-	964
Total unrestricted income funds	19	<u>1,236</u>	<u>964</u>
Total funds		<u><u>21,711</u></u>	<u><u>23,519</u></u>

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

ACADEMY TRUST STATEMENT OF FINANCIAL POSITION (CONTINUED)
AS AT 31 AUGUST 2019

The financial statements on pages 43 to 78 were approved by the Trustees, and authorised for issue and are signed on their behalf, by:



Mrs L Pruden
Chair of Trustees

Date: 12/12/19

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £000	2018 £000
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	21	133	(975)
Cash flows from investing activities	23	586	530
Cash flows from financing activities	22	(4)	(13)
Change in cash and cash equivalents in the year		715	(458)
Cash and cash equivalents at the beginning of the year		1,491	1,949
Cash and cash equivalents at the end of the year	24	<u>2,206</u>	<u>1,491</u>

The notes on pages 50 to 78 form part of these financial statements.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy 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 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Pathfinder Schools (formerly Montsaye Community Learning Partnership) meets the definition of a public benefit entity under FRS 102.

The Consolidated Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the Academy Trust and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Academy Trust has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

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 Academy 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 Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

Grants are included in the Consolidated 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 Consolidated Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

- **Donations**

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

- **Other income**

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

- **Transfer on conversion**

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.4 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Consolidated 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 Consolidated 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:

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.5 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Leasehold property	- Over 50 years on a straight line basis
Furniture and equipment	- Over 7 years on a straight line basis
Plant and machinery	- Over 25 years on a straight line basis
Computer equipment	- Over 5 years on a straight line basis

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 Consolidated Statement of Financial Activities.

1.6 Liabilities

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

1.7 Provisions

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

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

1.8 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.9 Operating leases

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

1.10 Pensions

Retirement benefits to employees of the group 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 group 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 group 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 Consolidated 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.

1.11 Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the academy trust does not have control over the charitable application of the funds. The academy trust can use up to 10% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 29.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.12 Fund accounting

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

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

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

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

2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

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 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

3. Income from donations and capital grants

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Total funds 2019 £000	Total funds 2018 £000
Donations				
Transfer on conversion from Local Authority	260	1,260	1,520	-
Donations	16	-	16	13
Capital Grants	-	327	327	553
Subtotal	16	327	343	566
Total 2019	276	1,587	1,863	566
Total 2018	3	563	566	

4. Funding for the Academy Trust's educational operations

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Total funds 2019 £000	Total funds 2018 £000
DfE/ESFA grants				
General Annual Grant	-	12,128	12,128	11,895
Start Up Grants	-	25	25	-
Other DfE Group Grants	-	1,299	1,299	1,204
	-	13,452	13,452	13,099
Other government grants				
Local Authority Grants	-	533	533	656
	-	533	533	656
Other Funding				
Other income from the academy trust's educational operations	231	460	691	657
Total 2019	231	14,445	14,676	14,412
Total 2018	161	14,251	14,412	

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

5. Income from other trading activities

	Unrestricted funds 2019 £000	Total funds 2019 £000	Total funds 2018 £000
Hire of facilities	402	402	389
Income from other charitable activities	4	4	5
Income from ancillary trading activities	172	172	1
Total 2019	578	578	395

In 2018, of the total income from other trading activities, £395k was to unrestricted funds and £Nil was to restricted funds.

6. Investment income

	Unrestricted funds 2019 £000	Total funds 2019 £000	Total funds 2018 £000
Short term deposits	2	2	2

In 2018, of the total investment income, £2k was to unrestricted funds and £Nil was to restricted funds.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

7. Expenditure

	Staff Costs	Premises	Other	Total	Total
	2019	2019	2019	2019	2018
	£000	£000	£000	£000	£000
Expenditure on raising voluntary income	407	-	123	530	433
Academy Trust's educational operations:					
Direct costs	9,827	472	1,649	11,948	12,352
Allocated support costs	2,349	734	949	4,032	4,490
Total 2019	12,583	1,206	2,721	16,510	17,275
Total 2018	12,942	1,789	2,544	17,275	

8. Charitable activities

	2019	2018
	£000	£000
Direct costs - educational operations	11,948	12,352
Support costs - educational operations	4,032	4,490
	15,980	16,842
	2019	2018
	£000	£000
Support costs		
Support staff costs	2,349	2,306
Depreciation	165	149
Technology costs	279	266
Premises costs	734	1,317
Other support costs	364	306
Governance costs	141	146
	4,032	4,490

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2019	2018
	£000	£000
Operating lease rentals	27	29
Depreciation of tangible fixed assets - owned by the charitable group	637	621
Fees paid to auditor for:		
- audit	15	20
- other services	5	4

10. Staff costs

a. Staff costs

Staff costs during the year were as follows:

	Group	Group	Academy	Academy
	2019	2018	Trust	Trust
	£000	£000	2019	2018
	£000	£000	£000	£000
Wages and salaries	9,318	9,323	9,084	9,080
Social security costs	811	774	801	763
Pension costs	2,287	2,329	2,245	2,288
	<u>12,416</u>	<u>12,426</u>	<u>12,130</u>	<u>12,131</u>
Agency staff costs	160	195	160	195
Staff restructuring costs	7	321	7	321
	<u>12,583</u>	<u>12,942</u>	<u>12,297</u>	<u>12,647</u>

Staff restructuring costs comprise:

	Group	Group	Academy	Academy
	2019	2018	Trust	Trust
	£000	£000	2019	2018
	£000	£000	£000	£000
Redundancy payments	7	206	7	206
Severance payments	-	115	-	115
	<u>7</u>	<u>321</u>	<u>7</u>	<u>321</u>

PATHFINDER SCHOOLS (FORMERLY MONTSAIE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

10. Staff costs (continued)

b. Non-statutory/non-contractual staff severance payments

Included in staff redundancy costs are non statutory/non contractual staff severance payments totalling £Nil (2018: £115k).

c. Staff numbers

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

	Group 2019 No.	Group 2018 No.
Teachers	157	171
Administration and support	299	328
Management	24	23
	<u>480</u>	<u>522</u>

d. Higher paid staff

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

	Group 2019 No.	Group 2018 No.
In the band £60,001 - £70,000	3	3
In the band £70,001 - £80,000	-	4
In the band £80,001 - £90,000	1	1
In the band £100,001 - £110,000	-	1
	<u>-</u>	<u>1</u>

e. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £623,715 (2018: £517,159).

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

11. Trustees' remuneration and expenses

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

		2019	2018
		£000	£000
Mrs A Davey, Accounting Officer	Remuneration	85 - 90	75 - 80
	Pension contributions paid	10 - 15	10 - 15

During the year ended 31 August 2019, travel expenses totalling £1,096 were reimbursed to 1 trustee (2018: £528 to 1 trustee).

12. Trustees' and Officers' insurance

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5 million on any one claim and the cost for the year ended 31 August 2019 was £940 (2018: £940).

PATHFINDER SCHOOLS (FORMERLY MONT SAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

13. Central services

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

- financial services
- legal services
- other costs as arising

The group charges for these services on the following basis:

A flat percentage of income of 3% - 3.5%

The actual amounts charged during the year were as follows:

	2019	2018
	£000	£000
Havelock Infants School	29	26
Havelock Junior School	42	37
Rothwell Victoria Infants School	40	40
Rothwell Junior School	50	44
Loatlands Primary School	40	35
Rushton Primary School	14	13
Wilbarston Primary School	15	16
Hawthorn Community Primary School	15	-
Montsaye Academy	162	154
Total	407	365

PATHFINDER SCHOOLS (FORMERLY MONT SAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

14. Tangible fixed assets

Group and Academy Trust

	Long-term leasehold property £000	Motor vehicles £000	Fixtures and fittings £000	Computer equipment £000	Total £000
Cost or valuation					
At 1 September 2018	27,983	23	846	616	29,468
Additions	-	-	-	3	3
Acquisitions	1,672	-	-	-	1,672
At 31 August 2019	29,655	23	846	619	31,143
Depreciation					
At 1 September 2018	2,893	23	227	459	3,602
Charge for the year	491	-	63	83	637
At 31 August 2019	3,384	23	290	542	4,239
Net book value					
At 31 August 2019	26,271	-	556	77	26,904
At 31 August 2018	25,090	-	619	157	25,866

15. Investments

Pathfinder Schools (formerly Montsaye Community Learning Partnership) has a subsidiary undertaking, Montsaye Community Sports Centre Limited, which is a company Limited by guarantee and registered in England and Wales.

The registered office of Montsaye Community Sports Centre Limited is Greening Road, Rothwell, Northants, NN14 6BB.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

16. Debtors

	Group 2019 £000	Group 2018 £000	Academy Trust 2019 £000	Academy Trust 2018 £000
Due within one year				
Trade debtors	5	23	1	13
Amounts owed by group undertakings	-	-	28	28
VAT Recoverable	126	117	126	117
Prepayments and accrued income	205	167	203	166
	<u>336</u>	<u>307</u>	<u>358</u>	<u>324</u>

17. Creditors: Amounts falling due within one year

	Group 2019 £000	Group 2018 £000	Academy Trust 2019 £000	Academy Trust 2018 £000
Other loans	4	4	4	4
Trade creditors	116	56	115	54
Other taxation and social security	201	199	196	195
Other creditors	223	274	223	274
Accruals and deferred income	377	301	394	294
	<u>921</u>	<u>834</u>	<u>932</u>	<u>821</u>

	Group 2019 £000	Group 2018 £000	Company 2019 £000	Company 2018 £000
Deferred income				
Deferred income at 1 September 2018	198	210	198	210
Resources deferred during the year	230	198	230	198
Amounts released from previous years	(198)	(210)	(198)	(210)
Deferred income at 31 August 2019	<u>230</u>	<u>198</u>	<u>230</u>	<u>198</u>

At 31 August 2019 deferred income was made up of £171k (2018: £146k) in relation to Universal Infant Free School Meals, £38k (2019: £35k) in relation to Rates Relief, £3k (2018: £Nil) in relation to Other Grants and £18k (2018: £17k) in relation to trips.

PATHFINDER SCHOOLS (FORMERLY MONTSAYE COMMUNITY LEARNING PARTNERSHIP)
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

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

	Group 2019 £000	Group 2018 £000	Academy Trust 2019 £000	Academy Trust 2018 £000
Other loans	7	11	7	11
	<u>7</u>	<u>11</u>	<u>7</u>	<u>11</u>

Included within the above are amounts falling due as follows:

	Group 2019 £000	Group 2018 £000	Company 2019 £000	Company 2018 £000
Between one and two years				
Other loans	4	4	4	4
	<u>4</u>	<u>4</u>	<u>4</u>	<u>4</u>
Between two and five years				
Other loans	3	7	3	7
	<u>3</u>	<u>7</u>	<u>3</u>	<u>7</u>

Other loans includes £11k in relation to an approved ESFA loan via the Salix loan program for capital projects. The loan is interest free, unsecured and repayable via a General Annual Grant sacrifice.

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19. Statement of funds

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 August 2019 £000
Unrestricted funds					
General Funds	953	1,087	(803)	-	1,237
Restricted general funds					
General Annual Grant (GAG)	-	12,128	(11,751)	-	377
Start Up Grants	-	25	(25)	-	-
Pupil Premium	-	709	(709)	-	-
Other grants	-	1,583	(1,583)	-	-
Pension reserve	(3,311)	(412)	(678)	(2,405)	(6,806)
	(3,311)	14,033	(14,746)	(2,405)	(6,429)
Restricted fixed asset funds					
Transfer on conversion	23,952	1,672	(480)	-	25,144
DfE Group capital grants	1,691	327	(463)	-	1,555
Capital expenditure from other funds	223	-	(18)	-	205
	25,866	1,999	(961)	-	26,904
Total Restricted funds	22,555	16,032	(15,707)	(2,405)	20,475
Total funds	23,508	17,119	(16,510)	(2,405)	21,712

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19. Statement of funds (continued)

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

- Unrestricted funds represent those resources which may be used towards meeting any of the charitable objects of the academy at the discretion of the Trustees;
- Restricted funds (excluding pension and other restricted reserves) represent funds received from the Department for Education and is specifically spent on the running of the Academy Trust;
- Pension reserve represents the Local Government Pension Scheme liability;
- Other restricted reserve represents funds which are restricted by the donor including school trip income;
- Restricted fixed asset funds represent resources which are applied to specific capital purposes imposed by the Department for Education where the asset acquired or created is held for a specific purpose.

The Pension Reserve is a fund in deficit as this relates to the Local Government Pension Scheme, the Trustees review the deficit on a regular basis and are advised by an external actuary.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2019.

Total funds analysis by academy

Fund balances at 31 August 2019 were allocated as follows:

	2019	2018
	£000	£000
Havelock Infants School	119	172
Havelock Junior School	156	20
Rothwell Victoria Infants School	67	32
Rothwell Junior School	82	(9)
Wilbarston Primary School	116	125
Rushton Primary School	117	95
Loatlands Primary School	259	268
Hawthorn Community Primary School	293	-
Montsaye Academy	232	115
Montsaye Community Sports Centre	-	(11)
Montsaye Community Learning Partnership	173	146
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	1,614	953
Restricted fixed asset fund	26,904	25,866
Pension reserve	(6,806)	(3,311)
	<hr/>	<hr/>
Total	21,712	23,508
	<hr/>	<hr/>

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19. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2019 £000	Total 2018 £000
Havelock Infants School	859	192	45	162	1,258	1,200
Havelock Junior School	1,006	180	65	118	1,369	1,579
Rothwell Victoria Infants School	974	228	39	198	1,439	1,643
Rothwell Junior School	1,307	207	63	218	1,795	1,977
Wilbarston Primary School	341	63	58	87	549	593
Rushton Primary School	329	64	42	84	519	541
Loatlands Primary School	1,105	230	104	243	1,682	1,571
Hawthorn Community Primary School	382	78	39	64	563	-
Montsaye Academy	3,525	1,228	281	872	5,906	6,295
Montsaye Community Sports Centre	-	286	-	123	409	398
Central services	-	-	-	384	384	857
Academy Trust	9,828	2,756	736	2,553	15,873	16,654

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

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

	Balance at 1 September 2017 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2018 £000
Unrestricted funds						
General Funds	1,199	561	(593)	(214)	-	953
Restricted general funds						
General Annual Grant (GAG)	-	11,895	(12,109)	214	-	-
Pupil Premium	122	716	(838)	-	-	-
Other grants	-	1,650	(1,650)	-	-	-
Pension reserve	(3,835)	-	(710)	-	1,234	(3,311)
	<u>(3,713)</u>	<u>14,261</u>	<u>(15,307)</u>	<u>214</u>	<u>1,234</u>	<u>(3,311)</u>
Restricted fixed asset funds						
Transfer on conversion	24,420	-	(468)	-	-	23,952
DfE Group capital grants	2,029	553	(891)	-	-	1,691
Capital expenditure from other funds	239	-	(16)	-	-	223
	<u>26,688</u>	<u>553</u>	<u>(1,375)</u>	<u>-</u>	<u>-</u>	<u>25,866</u>
Total Restricted funds	<u>22,975</u>	<u>14,814</u>	<u>(16,682)</u>	<u>214</u>	<u>1,234</u>	<u>22,555</u>
Total funds	<u>24,174</u>	<u>15,375</u>	<u>(17,275)</u>	<u>-</u>	<u>1,234</u>	<u>23,508</u>

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NOTES TO THE FINANCIAL STATEMENTS
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20. Analysis of net assets between funds

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	Total funds 2019 £000
Tangible fixed assets	-	-	26,904	26,904
Current assets	1,237	1,305	-	2,542
Creditors due within one year	-	(921)	-	(921)
Creditors due in more than one year	-	(7)	-	(7)
Provisions for liabilities and charges	-	(6,806)	-	(6,806)
Total	1,237	(6,429)	26,904	21,712

Analysis of net assets between funds - prior year

	Unrestricted funds 2018 £000	Restricted funds 2018 £000	Restricted fixed asset funds 2018 £000	Total funds 2018 £000
Tangible fixed assets	-	-	25,866	25,866
Current assets	953	845	-	1,798
Creditors due within one year	-	(834)	-	(834)
Creditors due in more than one year	-	(11)	-	(11)
Provisions for liabilities and charges	-	(3,311)	-	(3,311)
Total	953	(3,311)	25,866	23,508

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

	Group 2019 £000	Group 2018 £000
Net income/(expenditure) for the year (as per Statement of Financial Activities)	609	(1,900)
Adjustments for:		
Depreciation charges	637	621
Capital grants from DfE and other capital income	(327)	(553)
Transfer on conversion fro Local Authority	(1,520)	-
Defined benefit pension scheme cost less contributions payable	578	608
Defined benefit pension scheme finance cost	100	102
Investment income	(2)	(2)
(Increase)/decrease in debtors	(29)	2
Increase in creditors	87	147
Net cash provided by/(used in) operating activities	133	(975)

22. Cash flows from financing activities

	Group 2019 £000	Group 2018 £000
Repayments of borrowing	(4)	(13)
Net cash used in financing activities	(4)	(13)

23. Cash flows from investing activities

	Group 2019 £000	Group 2018 £000
Investment income	2	2
Purchase of tangible fixed assets	(3)	(25)
Cash transferred on conversion from Local Authority	260	-
Capital grants from DfE Group	327	553
Net cash provided by investing activities	586	530

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24. Analysis of cash and cash equivalents

	Group 2019 £000	Group 2018 £000
Cash in hand	2,206	1,491
Total cash and cash equivalents	2,206	1,491

25. Conversion to an academy trust

On 1 April 2019 Hawthorn Community Primary School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Pathfinder Schools (formerly Montsaye Community Learning Partnership) from Northamptonshire County Council for £NIL consideration.

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

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

	Unrestricted funds £000	Restricted funds £000	Restricted fixed asset funds £000	Total funds £000
Tangible fixed assets				
Leasehold land and buildings	-	-	1,672	1,672
Current assets				
Cash - representing budget surplus on LA funds	260	-	-	260
LGPS liability	-	(412)	-	(412)
Net assets/(liabilities)	260	(412)	1,672	1,520

26. Pension commitments

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

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

Contributions amounting to £199k were payable to the schemes at 31 August 2019 (2018 - £193k) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

Scheme Changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

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26. Pension commitments (continued)

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

The employer's pension costs paid to TPS in the year amounted to £959k (2018 - £995k).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £822k (2018 - £826k, of which employer's contributions totalled £650k (2018 - £659k and employees' contributions totalled £ 172k (2018 - £167k. The agreed contribution rates for future years are 18 per cent for employers and 5.5 to 12.5 per cent for employees.

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

Principal actuarial assumptions

	2019	2018
	%	%
Rate of increase in salaries	2.6	2.6
Rate of increase for pensions in payment/inflation	2.3	2.3
Discount rate for scheme liabilities	1.9	2.8
Commutation of pensions to lump sums	50	50

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

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26. Pension commitments (continued)

	2019 Years	2018 Years
<i>Retiring today</i>		
Males	21.2	22.1
Females	23.3	24.2
<i>Retiring in 20 years</i>		
Males	22.3	23.9
Females	24.7	26.1

Sensitivity analysis

	2019 £000	2018 £000
Discount rate -0.5%	2,225	1,517
Salary increase +0.5%	269	214
CPI rate +0.5%	1,916	1,287

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

	At 31 August 2019 £000	At 31 August 2018 £000
Equities	6,742	5,900
Bonds	1,592	1,196
Property	843	638
Cash	187	239
Total market value of assets	9,364	7,973

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

	2019 £000	2018 £000
Current service cost	(1,172)	(1,267)
Past service cost	(56)	-
Interest income	233	181
Interest cost	(333)	(283)
Total amount recognised in the Consolidated Statement of Financial Activities	(1,328)	(1,369)

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26. Pension commitments (continued)

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

	2019	2018
	£000	£000
At 1 September	11,284	10,693
Conversion of academy trusts	662	-
Current service cost	1,172	1,267
Interest cost	333	283
Employee contributions	172	167
Actuarial losses/(gains)	2,596	(1,031)
Benefits paid	(105)	(95)
Past service costs	56	-
At 31 August	<u>16,170</u>	<u>11,284</u>

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

	2019	2018
	£000	£000
At 1 September	7,973	6,858
Conversion of academy trusts	250	-
Interest income	233	181
Actuarial gains	191	203
Employer contributions	650	659
Employee contributions	172	167
Benefits paid	(105)	(95)
At 31 August	<u>9,364</u>	<u>7,973</u>

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NOTES TO THE FINANCIAL STATEMENTS
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27. Operating lease commitments

At 31 August 2019 the total of the group's future minimum lease payments under non cancellable operating leases was:

	2019 £000	2018 £000
Group		
Amounts payable:		
Within 1 year	27	27
Between 1 and 5 years	72	60
	<u>99</u>	<u>87</u>

At 31 August 2019 the academy had annual commitments under non cancellable operating leases as follows:

	2019 £000	2018 £000
Academy		
Amounts payable:		
Within 1 year	27	27
Between 1 and 5 years	72	60
	<u>99</u>	<u>87</u>

28. Members' liability

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

29. Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2019 the trust received £8k (2018: £11k) and disbursed £8k (2018: £11k) from the fund. An amount of £Nil (2018: £Nil) is included in other creditors relating to undistributed funds that is repayable to ESFA.

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30. Related party transactions

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

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