

**Company Registration Number: 07899393 (England & Wales)**

**EASTERN LEARNING ALLIANCE (FORMERLY MORRIS EDUCATION  
TRUST)**

**(A company limited by guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**

---

**CONTENTS**

---

	Page
<b>Reference and administrative details</b>	1 - 2
<b>Trustees' report</b>	3 - 12
<b>Governance statement</b>	13 - 16
<b>Statement on regularity, propriety and compliance</b>	17
<b>Statement of Trustees' responsibilities</b>	18
<b>Independent auditor's report on the financial statements</b>	19 - 21
<b>Independent reporting accountant's report on regularity</b>	22 - 23
<b>Consolidated statement of financial activities incorporating income and expenditure account</b>	24 - 25
<b>Consolidated balance sheet</b>	26 - 27
<b>Academy balance sheet</b>	28 - 29
<b>Consolidated statement of cash flows</b>	30
<b>Notes to the financial statements</b>	31 - 64

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**REFERENCE AND ADMINISTRATIVE DETAILS**

---

<b>Members</b>	Huw Jones Julian Mellor Hildegard O'Kane Martin Rigby
<b>Trustees</b>	Robert Campbell, CEO (resigned 31 August 2020) Joanne Garner David Jenkins Martin Rigby, Chairman Alan Rodger (deceased 3 January 2020) Keith Thomson Victoria Stubbs Rick Carroll (appointed 14 January 2020, resigned 15 July 2020) Lucy Scott, CEO (appointed 1 September 2020)
<b>Company registered number</b>	07899393
<b>Company name</b>	Eastern Learning Alliance (FORMERLY MORRIS EDUCATION TRUST)
<b>Principal and registered office</b>	Impington Village College New Road Impington Cambridge Cambridgeshire CB24 9LX

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

<b>Company secretary</b>	Fran Difranto Jenna Bickley
<b>Chief executive officer</b>	Robert Campbell (Resigned 31 August 2020)
<b>Senior management team</b>	Robert Campbell, Chief Executive Officer (CEO) and Accounting Officer (Resigned 31 August 2020) Fran Difranto, Chief Operating Officer Ryan Kelsall, Principal Impington Village College Daniel Baxby, Principal Witchford Village College (Resigned 31 August 2020)
<b>Independent auditors</b>	MHA MacIntyre Hudson Chartered Accountants Statutory Auditors 1 The Forum Minerva Business Park Lynch Wood Peterborough PE2 6FT
<b>Bankers</b>	Barclays Bank PLC 9-11 St Andrews Street Cambridge CB5 3AA
<b>Solicitors</b>	Hewitsons LLP Shakespeare House 42 Newmarket Road Cambridge CB5 8EP

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

During the year, the Academy Trust operated 2 secondary academies in Eastern England.

Impington Village College (for students aged 11 to 18) has a pupil capacity of 1350 and serves a catchment area in South Cambridgeshire.

Witchford Village College (for students aged 11 to 16) has a pupil capacity of 850 and serves a catchment area in East Cambridgeshire.

**Structure, governance and management**

**a. Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust.

The Trustees of Eastern Learning Alliance are also the directors of the charitable company for the purposes of company law. The charitable company is known as Eastern Learning Alliance (Formerly Morris Education Trust).

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

**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. Further details can be found in note 26.

**c. Trustees' indemnities**

Trustees benefit from indemnity insurance to cover the liability of the Trustees 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 Academy Trust. Further details on this are provided in note 12.

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Structure, governance and management (continued)**

**d. Method of recruitment and appointment or election of Trustees**

The Members of the Academy Trust comprise of the Chairman of the Trustees, Martin Rigby and 4 other Members appointed by Ordinary Resolution. The Members are self-appointing.  
(One position vacant at the financial year end 31 August 2020).

The number of Trustees shall not be less than three but (unless otherwise determined by ordinary resolution) shall not exceed seven. The Academy Trust shall have the following Trustees:

- a. Up to 6 Trustees
- b. The Chief Executive Officer

The Members may appoint by ordinary resolution up to 6 Trustees.

The total number of Trustees including the Chief Executive Officer if they so choose to act as Trustee who are employees of the Trust shall not exceed one third of the total number of Trustees.

The Trustees shall ensure that at least 2 Parent Local Trustees shall be elected to each Local Governing Body or, if the number of parents, or individuals exercising parental responsibility, standing for election is less than the number of vacancies appointed (in accordance with the terms of reference determined by the Trustees from time to time).

In the event of a casual vacancy arising among the Trustees due to a retirement, resignation, removal or disqualification, the Trustees shall co-opt new Trustees to ensure the number of Trustees stays as set out in the Articles of Association. Any co-opted Trustees shall retire and submit themselves for election by Members at the next General Meeting.

The term of office for any Trustee shall be four years except for any ex officio post. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be re-elected at a General Meeting or Annual General Meeting.

In determining membership of the Trust Board the Members take into account skills, knowledge and experience of potential Trustees. In addition the members seek to ensure that all Trustees have a passion for education and a determination to assist the Trust Management in securing improvement of attainment in Trust schools. The Board similarly takes into account the skills, knowledge and experience of potential Trustees who could then be co-opted to join the Board.

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

Trustees are made aware of their responsibilities prior to appointment and provided with an induction pack prior to joining the Trust. Training is dependent on experience but active use of the National Governors association and Specialist Schools Academies Trust (SSAT) is drawn upon as necessary. All Trustees are provided with copies of policies, procedures, accounts, plans and any other documentation they will need to undertake their role as Trustees. In addition, introductory meetings for new Trustees with key staff employed by the Trust are arranged to ensure they have the opportunity to explore working practices and any other information they wish to access.

---

**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Structure, governance and management (continued)**

**f. Organisational structure**

The Trust has a clear organisational structure that consists of four levels; the Members, Trust Board, Academies and Local Governing Bodies.

The Members appoint Trustees on competence/skills based interviews and monitors progress of the Trust. The Members formally meet once a year or as need arises.

The Trust Board sets and monitors strategy, key objectives, budgets, HR policies, Schemes of Delegation. It also receives input from and reports to the Local Governing Bodies. Meetings of the Board are held monthly. In addition there is an Audit and Risk Committee, and Pay Review Committee which meet termly.

The Chief Executive is the Accounting Officer for the Trust.

The Academies deal with day to day management, standards, quality assurance, outcomes, community and parental engagement. Senior Leadership teams meet at least weekly.

Each Academy within the Trust will have its own Local Governing Body (LGB). The LGB monitors and assesses progress and outcomes of the local academy and communicates with stakeholders. The LGB meets circa every half term.

**g. Pay Policy for Key Management Personnel**

Arrangements for setting the pay and remuneration of the Academy Trust's key management personnel are reviewed by the Pay Review Committee and ratified by the full Board of Directors.

For key management staff employed directly by the Trust such as the Chief Executive Officer, Trustees from the Board will carry out an annual review of performance. Salaries are based on evaluation of individual roles and responsibilities of the post taking into account market rate factors, comparability of responsibilities and differentials. An annual performance pay appraisal is undertaken which is reported to the Trust Board and changes in salaries which result are with the Board's approval.

For key management staff in Academies an annual whole school pay policy is applied in which the Trust follows the pay and conditions arrangements from the national provisions used for maintained schools in England and Wales – both for teachers and support staff. The teachers' pay policy is based on the national agreed pay scale as outlined in the School Teachers Pay and Conditions Document. The Trust adheres to Local Government pay arrangements for support staff and follows the Local Government pay spines as they are applied in the Local Authority areas in which the academies are based.

The Trust is an equal opportunity employer and as such treats all applicants and employees, whether disabled or not on an equal basis. All staff who may be disabled or become disabled whilst in the employment of the Trust are supported through whatever needs arise including continuing their career progression with relevant continuing professional development (CPD).

The Trust aims to be a fair and responsible employer. Any material changes to policies, structure or material matters affecting employees of the Trust are consulted upon before implementation. This will include staff associations and unions if matters of policy change are outside standard agreed models.

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Structure, governance and management (continued)**

**h. Trade union facility time**

**Relevant union officials**

Number of employees who were relevant union officials during the year	5
Full-time equivalent employee number	4

**Percentage of time spent on facility time**

Percentage of time	Number of employees
0%	-
1%-50%	5
51%-99%	-
100%	-

**Percentage of pay bill spent on facility time**

	£	
Total cost of facility time	2,869	
Total pay bill	12,640,826	
Percentage of total pay bill spent on facility time	-	%

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours	100	%
---	-----	---

**i. Connected organisations, including related party relationships**

The Eastern Learning Alliance Trust currently comprises two Academies in Cambridgeshire (Impington Village College and Witchford Village College) on a not for profit basis. It also oversees the sports and leisure facilities at both Academies and owns the subsidiary company known as MET Living Limited.

There are no other financial connections with organisations however links with wider networks and organisations such as those listed below are drawn upon to enhance the educational and other activities of the Trust:

Morris Teaching School Alliance (MTSA)  
Cambridge Area Partnership (CAP)  
Cambridge and Suffolk Schools Association (CASSA)  
Cambridgeshire Secondary Heads Forum  
East and South Cambridgeshire Inclusion Partnership  
Cambridge University Faculty of Education  
Cambridge University



---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Structure, governance and management (continued)**

**j. Engagement with employees (including disabled persons)**

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The Group and the Academy carry out exit interviews for all staff leaving the organisation and have adopted a procedure of upward feedback for senior management and the Trustees.

The Group and the Academy have implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal opportunities policy
- Volunteers' policy
- Health & safety policy

In accordance with the Group and the Academy's equal opportunities policy, the Group and the Academy have long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Academy's offices.

**Objectives and activities**

**a. Objects and aims**

The Trust's objectives (the Objects) are specifically restricted to the following:

To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing as schools offering a broad and balanced curriculum.

To promote for the benefit of the inhabitants of Impington and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Objectives and activities (continued)**

**b. Objectives, strategies and activities**

The Trust's Development Plan for the period 2016 to 2019 sets out the ongoing plan and strategy with specific reference to the following strategic Aims:

1. To establish and grow a family of local schools operating successfully as a mixed phase/setting Multi-Academy Trust
2. To be an excellent Trust where students flourish and thrive as learners securing outstanding outcomes and all work in a climate of 'high challenge, low threat' (Myatt, 2016)
3. To ensure the Trust grows through efficient and effective use of all resources and maximises income generation through appropriate and ethical activities across the Trust
4. To communicate successfully and engage positively with all stakeholders of the Trust
5. To ensure the Trust continues to promote its role at the heart of the whole community and its composite local communities

The activities associated with the above aims form the basis for all Trust activity whilst also ensuring support for existing academies within the Trust is ongoing.

**c. Public benefit**

The Trustees have complied with their duty to have due regard to the guidance on Public Benefit in line with the guidance provided by the Charity Commission.

The charitable company's aims are set out in this report. The Trustees have complied with their duty to have due regard to public benefit guidance published by the Charity Commission and the Trustees have paid due regard to this guidance in deciding what activities the charitable company should undertake.

**Strategic report**

**Achievements and performance**

**a. Achievements and Performance**

2020 has been an exceptional year for the Trust, due to the impact of COVID-19 on the educational provision that could be delivered as well as on supporting operations. The Academies within the Trust were closed to all but vulnerable students and children of key workers for most of the four month closure period from March 2020. Under Government guidance, staff worked from home where possible, providing education for most students remotely, with key staff being on site to provide for those students attending school in person. Some costs were curtailed by the closure, but there were many additional and exceptional costs faced by schools in order to make their environments COVID safe and facilitate home working for students.

Students due to take examinations and assessments were unable to do so and were awarded Centre Assessed Grades in lieu of normal results. The Academies have ensured that their plans for the next academic year are designed to minimise adverse educational and welfare impact on their students.

MET Living ('METL'), the Trust's trading company encompassing sports and leisure, venue hire and adult learning, closed in March under Government rules and was unable to open until July, when some services restarted. This has had a detrimental impact on METL's income and the Trust's overall finances with accumulated reserves reduced by the impact of covering fixed operating costs during the closure. During the year a loss of £345,307 was realised in the accounts of METL. It is still a difficult time for the leisure industry, but

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Strategic report (continued)**

**Achievements and performance (continued)**

the board of METL have taken steps to minimise costs while maximising income. A provision has been made in these accounts with regards to the inter-company loan between METL and the Trust.

METL was able to access the Government's furlough scheme for directly employed staff in the sports centre, but this was not available to other staff employed by MET itself. The trading situation has been extremely difficult but activities and resources have been reorganised to ensure ongoing viability.

During this year the Trust has pursued a merger with Cambridgeshire Educational Trust, which took place on 1st September 2020.

**b. Key performance indicators**

The Trust KPIs are primarily focussed upon the setting and evaluation of targets at school level for pupil performance/outcomes and the quality of provision. These targets are regularly monitored and presented to the Trustees in the form of the Data Dashboard. The CEO will also meet and discuss performance with the Principal of each academy ensuring that the focus on addressing the development strategy is being achieved.

In addition financial KPIs are shown below for each Academy as at the end of August 2020: Ofsted Ratings:

Impington Village College (Good with outstanding features – March 2016)  
Witchford Village College (Good – October 2016)

There will not be any performance tables this year (or next year as it stands) due to the Governments Centre Assessed Grades for 2020. As such, the normal performance tables are not included in this section.

**The Cavendish School**

Following receipt of approval to open the special free school for children with autism, there have been delays in progressing the project. Planning consent has been a particular issue with delays following COVID 19 and other details requiring further clarification. This has now been resolved during the near future with contractors due to start on site in November 2020 and completion due October 2021.

Financial Indicators (2019/20)	Impington VC	Witchford VC
Teachers' Salaries (inc Supply teachers)	£5,498,339	£3,063,108
Total Employee cost	£6,955,436	£4,322,105
Funded Income	£7,753,913	£4,682,013
Total Income	£8,219,116	£5,052,597
Teachers' salaries as % of income	70.9%	65.4%
Employee costs as % of total income	84.6%	85.5%
Pupil/Teacher ratio	9.37	9.37

**c. Going Concern**

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

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Strategic report (continued)**

**Financial review**

**a. Reserves Policy**

The Trust is operating in surplus holding reserves from all Academies and subsidiary Sports centres within its oversight. These reserves are held for the benefit of the Trust as a whole and re-invested as agreed by Trustees to individual Academies after operating costs have been covered for each entity.

Ring fenced reserves are held on behalf of Sport England, Impington Sports Centre, Capital Grants and at Impington on behalf of ESCIP for whom they act as Banker.

The Trustees will review the reserve levels of the trust in accordance with the Academies Financial Handbook recommendations. This review encompasses the nature of income and expenditure streams, the need to match income commitment and the nature of reserves. The aim is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. However, most reserves held in the current year are not considered as revenue funds available for schools but held in for restricted purposes. The only available reserves held are those generated from the sports and leisure arm of the Trust. These reserves are held separately but Trustees can deploy them to Academies should they wish.

At 31 August 2020 the total funds comprised:

Unrestricted	£211,182
Restricted fixed assets	£14,381,830
Restricted pension deficit	£(6,524,000)
Restricted other	<u>£224,533</u>
Total	<u>£8,293,545</u>

Reserves held by individual academies are on a ring fenced basis only as below (excluding restricted fixed assets and pension) are::

Impington Village College	£426,215
Witchford Village College	£320,447

**b. Investment Policy**

The Trust has not set an investment policy for this year.

**c. Principal risks and uncertainties**

The Trust Board considers the principal risks and uncertainties which could impact on their objectives to be:

1. lack of resource expenditure in the short and medium term.
2. lack of capital investment in the short and medium term.
3. fall in student numbers

---

**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Strategic report (continued)**

**d. Financial Review**

The accounting policies adopted by the Trust are in line with the Academy Financial Handbook.

**Income:**

The Trust is principally funded by the General Annual Grant and subsidises this through its own activities to ensure that a balanced budget is achieved on an on-going basis. Income is based on national funding formulas but, despite recent government increases in funding, funding per pupil in Cambridgeshire remains lower than the national average.

**Expenditure:**

The predominant expenditure category, as in all schools, is salaries for teaching and non-teaching staff. This equates to approximately 90.7% of funding with the remainder applied to educational resources, administration and utility costs.

During the year ended 31 August 2020, total expenditure (excluding restricted fixed assets and pension) of £14,900,684 was covered by recurrent grant funding from the ESFA together with other incoming resources, including profit donated from the subsidiary. The excess of expenditure over income for the period (excluding restricted fixed assets and pension) was £910,599.

At 31 August 2020 the net book value of fixed assets was £14,262,754 and movements in tangible fixed assets are shown in the note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

The Trust held fund balances at 31 August 2020 of £8,293,545 comprising £224,533 of restricted funds, £14,381,830 of restricted fixed asset funds, £211,182 of unrestricted funds and a pension reserve deficit of £6,524,000.

In accordance with FRS102, the Academy received an actuarial assessment of pension scheme deficit. The deficit balance is included within the balance sheet as at 31 August 2020 and is shown in note 24 to the financial statements.

**Fundraising**

We do not engage with any professional fundraising organisations. All fundraising is monitored by the Trustees. We raise donations for specific charities and also fund raise for the Academy through various events.

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Plans for future periods**

**a. FUTURE DEVELOPMENTS**

The Trust is developing a Special Free School (The Cavendish School) for children with Autism which should open in September 2021.

The Trust merged with Cambridgeshire Educational Trust in September 2020. As a result a further two secondary academies (Chesterton Community College and Downham Market Academy) joined the trust. On the same date, Girton Glebe Primary School also joined the Trust.

On 16 October 2020 the members resolved to change the name of the Trust to the Eastern Learning Alliance.

Over the next four years the enlarged Trust has plans to develop a further free school (part of the government's 16 to 19 Specialist Maths School programme) as well as attracting further primaries to join.

**Funds held as custodian on behalf of others**

During 2019-20 the Trust, through IVC, acted as banker school for East and South Cambridgeshire Improvement Partnership (ESCIP) which represents 14 schools in the locality. Funding for provision of Education Other Than at School (EOTAS) is devolved by the local authority to this group to deliver this provision, the annual sum devolved can be found in note 29.

Funds were held in a control account within the Trust's accounting software and reported on at the regular ESCIP meetings and an annual statement was agreed by the committee. These transactions and balances were included as part of the external audit.

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- 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 auditors are aware of that information.

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

  
.....  
**Martin Rigby**  
Chairman

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**GOVERNANCE STATEMENT**

---

**Scope of responsibility**

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

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

The board of Trustees has delegated the day-to-day responsibility to the Chief Executive, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Eastern Learning Alliance 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 11 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
Robert Campbell, CEO (resigned 31 August 2020)	11	11
Joanne Garner	12	13
David Jenkins	12	13
Martin Rigby, Chairman	13	13
Alan Rodger (deceased 3 January 2020)	3	4
Keith Thomson	12	13
Victoria Stubbs	12	13
Rick Carroll (appointed 14 January, resigned 15 July 2020)	9	9
Lucy Scott, CEO	0	0

The Trust continues to evaluate its performance and effectiveness. Its latest appointment comes with a background in Risk, an area requiring expertise on the Board. It is working with Academy Ambassadors to seek the appointment of a Trustee with school educational leadership expertise. It is already confident in its use and interrogation of all school-level data, but feels this expansion would support further its ability to support and challenge the CEO.

The Pay Review Committee meets twice a year. Its purpose is to review the trust pay policy, approve pay awards and pay for key personnel such as the CEO.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Keith Thomson	1	1
Robert Campbell, CEO (resigned 31 August 2020)	1	1
Joanne Garner	1	1

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**GOVERNANCE STATEMENT (CONTINUED)**

---

**Governance (continued)**

Alan Rodger (deceased 3 January 2020) 1 1

The Audit Committee is also a sub-committee of the main board of Trustees. Its purpose is to meet termly at least to ensure financial audit and controls:

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Joanne Garner	4	4
Alan Rodger (deceased 3 January 2020)	2	2
David Jenkins	3	4
Robert Campbell, CEO (resigned 31 August 2020)	4	4
Victoria Stubbs	2	2

**Review of value for money**

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

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

1. Applying the four principles of best value (challenge, compare, consult, competition);
2. Applying those principles when making decisions about allocation and use of resources;
3. Making comparisons with other/similar academies using available data to ensure the MET's use of funds is at least in line with other similar organisations, or using such data to highlight areas for improvement;
4. Challenging proposals, examining them for efficiency and cost;
5. Reviewing staffing structures annually with each principal to ensure deployment is effective and best value for money;
6. Considering best use of premises to ensure the best environment for teaching and learning and assessing opportunities to generate income from the premises assets;
7. Having clear processes for purchasing, with procedures for assessing need, and obtaining goods and services which provide best value in terms of suitability, efficiency, time and cost;
8. Reviewing the quality of the environment in order to provide a safe working environment for pupils, staff and visitors.

These areas are monitored for best value by:

1. Departmental reviews by the Principals and senior leadership teams;
2. Target setting meetings between CEO and Principals;
3. Annual performance management;
4. Annual budget planning;
5. Feedback from auditors (internal and external);
6. Analysis of individual academy performance data;
7. Benchmarking across the Trust with similar schools;
8. Trustee committee meetings.



**GOVERNANCE STATEMENT (CONTINUED)**

---

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the Eastern Learning Alliance for the year 1 September 2019 to 31 August 2020 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 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees and the Audit and Risk Committee.

**The risk and control framework**

The Trust's'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;
- monthly reviews by the board which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines.
- identification and management of risks.

The board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed MHA MacIntyre Hudson, the external auditors, to perform additional checks.

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

- testing of payroll systems;
- testing of purchase systems;
- testing of control account/ bank reconciliations.

On a termly basis, the external auditors report to the board of Trustees through the Audit and Risk committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**GOVERNANCE STATEMENT (CONTINUED)**

---

**Review of effectiveness**


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

- the work of the external auditors;
- the work of the executive managers within the Trust's who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Audit and Risk committee and a plan to address 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:

  
.....  
**Martin Rigby**  
Chairman of Trustees

  
**Lucy Scott**  
CEO and Accounting Officer

Date: *22 January 2021*

22nd January 2021

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

---

As accounting officer of Eastern Learning Alliance I have considered my responsibility to notify the Academy 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, under the funding agreement in place between the Academy 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 2019.

I confirm that I and the Academy board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook 2019.

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.



.....  
**Lucy Scott**  
CEO and Accounting Officer

Date: 22nd January 2021

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

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

Company law requires the Trustees to prepare financial statements for each financial . 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 2019 in the Academy Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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:



.....  
**Martin Rigby**  
Chairman

Date: *22 January 2021*

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
EASTERN LEARNING ALLIANCE**

---

**Opinion**

We have audited the financial statements of Eastern Learning Alliance (the 'parent Academy') and its subsidiaries (the 'Group') for the year ended 31 August 2020 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Academy balance sheet, the Consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Academy's affairs as at 31 August 2020 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

**Basis for opinion**

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

**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'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.

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF EASTERN LEARNING ALLIANCE (CONTINUED)**

---

**Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Trustee's Annual report, other than the financial statements and our Auditors' report thereon. Other information includes the Reference and Administrative details, Trustees Report, incorporating the Strategic Report and the Directors Report, the Governance Statement, the Statement on Regularity, Propriety and Compliance and the Trustees Responsibilities Statement. 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 (incorporating the Strategic Report and the Trustees' directors Report) including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements and;
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

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

In the light of our knowledge and understanding of the Group and the parent Academy 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 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 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.

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF EASTERN LEARNING ALLIANCE (CONTINUED)**

---

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' responsibilities, the Trustees (who are also the directors of the academy 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 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 Trust or to cease operations, or have no realistic alternative but to do so.

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

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

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

**Use of our report**

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

**Rebecca Hughes BSc(Hons) FCCA (Senior statutory auditor)**

for and on behalf of

**MHA MacIntyre Hudson**

Chartered Accountants and Statutory Auditors

1 The Forum

Minerva Business Park

Lynch Wood

Peterborough

PE2 6FT

Date:

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO EASTERN LEARNING ALLIANCE AND THE EDUCATION AND SKILLS FUNDING AGENCY**

---

In accordance with the terms of our engagement letter dated 17 June 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Eastern Learning Alliance during the year 1 September 2019 to 31 August 2020 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 Eastern Learning Alliance and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Eastern Learning Alliance 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 Eastern Learning Alliance and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Eastern Learning Alliance's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Eastern Learning Alliance's funding agreement with the Secretary of State for Education dated 23 January 2012 and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. 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 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.



---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO EASTERN LEARNING ALLIANCE AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

---

**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 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's income and expenditure.

The work undertaken to draw to our conclusion includes:

- reviewing the Minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity
- a review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy
- testing of a sample of payroll payments to staff
- testing of a sample of payments to suppliers and other third parties
- consideration of governance issues and
- evaluating the internal control procedures and reporting lines, testing as appropriate and making appropriate enquiries of the Accounting Officer.

**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 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

**MHA MacIntyre Hudson**  
Chartered Accountants and Statutory Auditors  
1 The Forum  
Minerva Business Park  
Lynch Wood  
Peterborough  
PE2 6FT

Date:

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>Income from:</b>						
Donations and capital grants	3	-	114,955	356,727	471,682	1,588,913
Charitable activities	4	-	12,516,327	27,366	12,543,693	12,400,267
Teaching schools	31	-	138,880	-	138,880	53,125
Other trading activities	5	762,709	266,724	-	1,029,433	1,540,969
Other income		44,812	296,514	-	341,326	697,508
<b>Total income</b>		<b>807,521</b>	<b>13,333,400</b>	<b>384,093</b>	<b>14,525,014</b>	<b>16,280,782</b>
<b>Expenditure on:</b>						
Raising funds		1,103,032	66,215	-	1,169,247	1,236,501
Charitable activities		15,953	14,480,473	1,637,325	16,133,751	14,329,747
Teaching School Expenditure	31	-	139,011	-	139,011	69,612
<b>Total expenditure</b>	6	<b>1,118,985</b>	<b>14,685,699</b>	<b>1,637,325</b>	<b>17,442,009</b>	<b>15,635,860</b>
<b>Net expenditure</b>		<b>(311,464)</b>	<b>(1,352,299)</b>	<b>(1,253,232)</b>	<b>(2,916,995)</b>	<b>644,922</b>
Transfers between funds	17	4,257	(155,093)	150,836	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(307,207)</b>	<b>(1,507,392)</b>	<b>(1,102,396)</b>	<b>(2,916,995)</b>	<b>644,922</b>
<b>Other recognised losses:</b>						
Actuarial losses on defined benefit pension schemes	25	-	(521,000)	-	(521,000)	(2,522,000)
<b>Net movement in funds</b>		<b>(307,207)</b>	<b>(2,028,392)</b>	<b>(1,102,396)</b>	<b>(3,437,995)</b>	<b>(1,877,078)</b>

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Note					
<b>Reconciliation of funds:</b>					
Total funds brought forward	518,389	(4,271,075)	15,484,226	11,731,540	13,608,618
Net movement in funds	(307,207)	(2,028,392)	(1,102,396)	(3,437,995)	(1,877,078)
<b>Total funds carried forward</b>	<b>211,182</b>	<b>(6,299,467)</b>	<b>14,381,830</b>	<b>8,293,545</b>	<b>11,731,540</b>

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 31 to 64 form part of these financial statements.

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)  
REGISTERED NUMBER: 07899393

**CONSOLIDATED BALANCE SHEET**  
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	13	<b>14,262,754</b>	14,618,832
		<u>14,262,754</u>	<u>14,618,832</u>
<b>Current assets</b>			
Debtors	14	<b>762,378</b>	1,236,490
Cash at bank and in hand	22	<b>958,153</b>	2,033,230
		<u>1,720,531</u>	<u>3,269,720</u>
Creditors: amounts falling due within one year	15	<b>(1,096,234)</b>	(983,542)
<b>Net current assets</b>		<u><b>624,297</b></u>	<u>2,286,178</u>
<b>Total assets less current liabilities</b>		<u><b>14,887,051</b></u>	<u>16,905,010</u>
Creditors: amounts falling due after more than one year	16	<b>(69,506)</b>	(74,470)
<b>Net assets excluding pension liability</b>		<u><b>14,817,545</b></u>	<u>16,830,540</u>
Defined benefit pension scheme liability	25	<b>(6,524,000)</b>	(5,099,000)
<b>Total net assets</b>		<u><u><b>8,293,545</b></u></u>	<u><u>11,731,540</u></u>
<b>Funds of the Academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	<b>14,381,830</b>	15,484,226
Restricted income funds	17	<b>224,533</b>	827,925
		<u>14,606,363</u>	<u>16,312,151</u>
Restricted funds excluding pension asset	17	<b>14,606,363</b>	16,312,151
Pension reserve	17	<b>(6,524,000)</b>	(5,099,000)
		<u>8,082,363</u>	<u>11,213,151</u>
<b>Total restricted funds</b>	17	<b>8,082,363</b>	11,213,151
<b>Unrestricted income funds</b>	17	<b>211,182</b>	518,389
		<u>8,293,545</u>	<u>11,731,540</u>
<b>Total funds</b>		<u><u><b>8,293,545</b></u></u>	<u><u>11,731,540</u></u>

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)  
REGISTERED NUMBER: 07899393

---

**CONSOLIDATED BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2020**

---

The financial statements on pages 24 to 64 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....  
**Martin Rigby**  
Chairman

*22 January 2021*

Date:

The notes on pages 31 to 64 form part of these financial statements.

**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07899393**

**ACADEMY BALANCE SHEET**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	13	<b>14,062,515</b>	14,379,765
		<u>14,062,515</u>	<u>14,379,765</u>
<b>Current assets</b>			
Debtors	14	<b>932,501</b>	2,001,057
Cash at bank and in hand		<b>921,880</b>	1,478,730
		<u>1,854,381</u>	<u>3,479,787</u>
Creditors: amounts falling due within one year	15	<b>(984,533)</b>	(954,541)
<b>Net current assets</b>		<b>869,848</b>	2,525,246
<b>Total assets less current liabilities</b>		<b>14,932,363</b>	16,905,011
Creditors: amounts falling due after more than one year	16	<b>(69,507)</b>	(74,470)
<b>Net assets excluding pension liability</b>		<b>14,862,856</b>	16,830,541
Defined benefit pension scheme liability	25	<b>(6,524,000)</b>	(5,099,000)
<b>Total net assets</b>		<b>8,338,856</b>	11,731,541

**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07899393**

**ACADEMY BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Funds of the Academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	<b>14,381,830</b>	15,484,226
		-	-
Restricted income funds	17	<b>192,017</b>	827,927
Restricted funds excluding pension liability	17	<b>14,573,847</b>	16,312,153
Pension reserve	17	<b>(6,524,000)</b>	(5,099,000)
<b>Total restricted funds</b>	17	<b>8,049,847</b>	11,213,153
Unrestricted funds excluding pension asset	17	-	518,388
<b>Total unrestricted income funds</b>	17	<b>289,009</b>	518,388
<b>Total funds</b>		<b>8,338,856</b>	11,731,541

The financial statements on pages 24 to 64 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

  
 .....  
**Martin Rigby**  
 Chairman of Trustees

Date: *22 January 2021*

The notes on pages 31 to 64 form part of these financial statements.

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

	<b>Note</b>	<b>2020</b> <b>£</b>	<b>2019</b> <b>£</b>
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	19	<b>(1,303,370)</b>	(502,251)
<b>Cash flows from investing activities</b>	21	<b>233,257</b>	1,509,649
<b>Cash flows from financing activities</b>	20	<b>(4,964)</b>	-
<b>Change in cash and cash equivalents in the year</b>		<b>(1,075,077)</b>	1,007,398
Cash and cash equivalents at the beginning of the year		<b>2,033,230</b>	1,025,832
<b>Cash and cash equivalents at the end of the year</b>	22, 23	<b>958,153</b>	<b>2,033,230</b>

The notes on pages 31 to 64 form part of these financial statements



**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**1. Accounting policies**

The Eastern Learning Alliance (FORMERLY MORRIS EDUCATION TRUST) is a private company limited by guarantee, incorporated in England. Its registered number and address of registered office are detailed on page 1. The nature of the academy trust's operations and principal activity are detailed in the Trustees Report.

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

The financial statements are prepared in £ sterling, rounded to the nearest £1.

**1.1 Basis of preparation of financial statements**

The financial statements of the Academies, which are 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Eastern Learning Alliance meets the definition of a public benefit entity under FRS 102.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Academy and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

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

**1.3 Income**

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**1. Accounting policies (continued)**

**1.3 Income (continued)**

• **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.

• **Sponsorship income**

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

• **Donations**

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

• **Other income**

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

**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.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

**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 Basis of consolidation**

The financial statements consolidate the accounts of the Eastern Learning Alliance and all of its subsidiary undertaking ('subsidiaries').

The income and expenditure account for the year can be broken down as follows:

Impington Village College	£(721,847)
Witchford Village College	£(460,373)
MET (Central Services)	£616,930
MET Living	£(345,307)
Pension movements (P&L)	£(904,000)
Restricted Fixed Asset movements	<u>£(1,102,396)</u>
Sub-total	£(2,916,995)
Pension actuarial gains	<u>£(521,000)</u>
Total movement for the year	<u>£(3,437,995)</u>

**1.6 Taxation**

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

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

**1.7 Tangible fixed assets**

All assets costing more than £5,000 for both Impington Village College and Witchford Village College are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**1. Accounting policies (continued)**

**1.7 Tangible fixed assets (continued)**

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold buildings	- 50 years straight line
Leasehold buildings	- 50 years straight line
Furniture and fixtures	- 10 years straight line
Plant and equipment	- 5 and 10 years straight line
Freehold and Leasehold land	- not depreciated

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.

**1.8 Debtors**

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

**1.9 Cash at bank and in hand**

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

**1.10 Liabilities**

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

**1.11 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.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**1. Accounting policies (continued)**

**1.12 Financial instruments**

The academy 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 14. Prepayments are not financial instruments. Amounts due to the Academy'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 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

**1.13 Operating leases**

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

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

---

**1. Accounting policies (continued)**

**1.14 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.

**1.15 Agency arrangements**

The academy trust acts as an agent for East and South Cambridgeshire Improvement Partnership (ESCIP) which represents 14 schools in the locality. ESCIP payments received and subsequent disbursements are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The funds received and paid, and any balances held at the year end are disclosed in note 29

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**1. Accounting policies (continued)**

**1.16 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 judgment**

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

Critical accounting estimates and assumptions:

The Academy 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 25, 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 2020. 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.

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

	<b>Restricted funds 2020</b>	<b>Restricted fixed asset funds 2020</b>	<b>Total funds 2020</b>	<b>Total funds 2019</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Government grants	114,955	356,727	<b>471,682</b>	1,588,913
Total 2019	77,722	1,511,191	<b>1,588,913</b>	

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**4. Funding for the Academy's education operations**

	<b>Restricted funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
General Annual Grant (GAG)	10,535,483	<b>10,535,483</b>	9,376,594
Pupil Premium	295,078	<b>295,078</b>	392,140
DfE/ESFA capital grants	27,366	<b>27,366</b>	-
Other DfE/ESFA grants	37,826	<b>37,826</b>	1,307,192
	<u>10,895,753</u>	<u><b>10,895,753</b></u>	<u>11,075,926</u>
<b>Other government grants</b>			
Local authority grants	1,292,785	<b>1,292,785</b>	974,682
Other government grants	350,841	<b>350,841</b>	246,742
	<u>1,643,626</u>	<u><b>1,643,626</b></u>	<u>1,221,424</u>
<b>Other funding</b>			
Other funding	4,314	<b>4,314</b>	102,917
	<u>12,543,693</u>	<u><b>12,543,693</b></u>	<u>12,400,267</u>
<b>Total 2020</b>	<u><u>12,543,693</u></u>	<u><u><b>12,543,693</b></u></u>	<u><u>12,400,267</u></u>
Total 2019	<u>12,400,267</u>	<u>12,400,267</u>	

The Academy Trust has been eligible to claim additional funding in the year from government support schemes in response to the coronavirus outbreak. The funding received is shown above within other government grants.

The Academy Trust furloughed 31 sports centre and 2 adult learning staff members under the government's CJRS. The funding received of £153,427 relates to staff costs in respect of staff members which are included within note 9 below as appropriate.

The Academy has also received £23,020 of exceptional costs funding from the DfE.



**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**5. Income from other trading activities**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Hire of facilities	141,846	-	<b>141,846</b>	165,118
Catering income	8,750	-	<b>8,750</b>	13,749
Other fundraising income	612,113	266,724	<b>878,837</b>	1,362,102
	<u>762,709</u>	<u>266,724</u>	<u><b>1,029,433</b></u>	<u>1,540,969</u>
Total 2019	<u>1,478,141</u>	<u>62,828</u>	<u>1,540,969</u>	

**6. Expenditure**

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £	Total 2019 £
Expenditure on raising voluntary income	783,656	-	385,591	<b>1,169,247</b>	1,236,501
Education operations:					
Direct costs	8,616,680	-	1,141,707	<b>9,758,387</b>	9,315,067
Allocated support costs	3,115,156	1,964,215	1,295,993	<b>6,375,364</b>	5,014,680
Other expenditure	-	-	139,011	<b>139,011</b>	69,612
	<u>12,515,492</u>	<u>1,964,215</u>	<u>2,962,302</u>	<u><b>17,442,009</b></u>	<u>15,635,860</u>
Total 2019	<u>11,667,801</u>	<u>355,447</u>	<u>3,612,612</u>	<u>15,635,860</u>	

**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**6. Expenditure (continued)**

In 2020, of the total expenditure £1,127,764 (2019: £1,507,775) was to unrestricted funds and £16,307,890 (2019: £14,128,085) was to restricted funds.

Expenditure on raising voluntary income was £1,111,811 (2019: £1,121,927) from unrestricted funds and £81,643 (2019: £114,574) from restricted funds.

**7. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2020 £</b>	<b>Support costs 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Education operations	9,758,387	6,375,364	<b>16,133,751</b>	14,329,747
Total 2019	9,315,067	5,014,680	14,329,747	

**Analysis of direct costs**

	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Staff costs	<b>8,616,680</b>	8,233,412
Technology costs	<b>62,826</b>	76,412
Educational supplies	<b>571,128</b>	687,457
Examination fees	<b>129,158</b>	147,830
Staff development	<b>43,593</b>	63,797
Educational consultancy	<b>115,077</b>	36,546
Other direct costs	<b>219,925</b>	69,613
	<b>9,758,387</b>	9,315,067

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**7. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Pension cost	<b>105,000</b>	62,000
Staff costs	<b>3,115,156</b>	2,631,588
Depreciation	<b>468,085</b>	580,235
Technology costs	<b>12,906</b>	6,262
Educational supplies	<b>8,389</b>	36,569
Examination fees	<b>56,825</b>	71,125
Staff development	<b>8,690</b>	13,809
Recruitment and support	<b>18,186</b>	30,662
Maintenance of premises & equipment	<b>1,496,130</b>	355,447
Cleaning	<b>290,227</b>	289,437
Rent and rates	<b>83,669</b>	79,390
Energy costs	<b>249,959</b>	251,811
Insurance	<b>66,444</b>	61,516
Security and transport	<b>21,157</b>	22,179
Catering	<b>192,638</b>	252,904
Bank interest and charges	<b>970</b>	683
Other support costs	<b>180,933</b>	269,063
	<b><u>6,375,364</u></b>	<b><u>5,014,680</u></b>

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**8. Net expenditure**

Net expenditure for the year includes:

	<b>2020</b>	2019
	£	£
Operating lease rentals	<b>31,546</b>	27,534
Depreciation of tangible fixed assets	<b>506,914</b>	616,158
Fees paid to auditors for:		
- audit	<b>21,220</b>	20,000
- other services	<b>6,900</b>	15,295
	<u><u>          </u></u>	<u><u>          </u></u>

**9. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>Group</b>	Group	<b>Academy</b>	Academy
	<b>2020</b>	2019	<b>2020</b>	2019
	£	£	£	£
Wages and salaries	<b>8,718,764</b>	8,651,671	<b>8,113,904</b>	8,009,014
Social security costs	<b>774,879</b>	738,657	<b>774,879</b>	738,657
Pension costs	<b>2,592,409</b>	1,912,785	<b>2,482,726</b>	1,788,954
	<u><u>12,086,052</u></u>	<u>11,303,113</u>	<u><u>11,371,509</u></u>	<u>10,536,625</u>
Supply teacher costs	<b>327,802</b>	270,660	<b>327,802</b>	270,660
Staff restructuring costs	<b>101,638</b>	94,028	<b>80,764</b>	94,028
	<u><u>12,515,492</u></u>	<u>11,667,801</u>	<u><u>11,780,075</u></u>	<u>10,901,313</u>

Staff restructuring costs comprise:

Severance payments	<b>101,638</b>	94,028	<b>80,764</b>	94,028
	<u><u>          </u></u>	<u>          </u>	<u><u>          </u></u>	<u>          </u>

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

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £97,425 (2019: £40,665). Individually, the payments were: £4,537, £7,754, £11,000, £35,000 and £18,260. Included within the £97,425 is a non-statutory/non-contractual severance payment made of £20,874 made out of the trading subsidiary, MET Living Limited.

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**9. Staff (continued)**

**c. Staff numbers**

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

	<b>Group 2020</b>	<b>Group 2019</b>
Teachers	<b>143</b>	169
Admin and support	<b>186</b>	189
Management	<b>17</b>	12
	<b>346</b>	370

**d. Higher paid staff**

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

	<b>Group 2020 No.</b>	<b>Group 2019 No.</b>
In the band £60,001 - £70,000	<b>2</b>	-
In the band £70,001 - £80,000	<b>1</b>	2
In the band £80,001 - £90,000	<b>2</b>	-
In the band £90,001 - £100,000	<b>2</b>	1
In the band £110,001 - £120,000	<b>1</b>	1

The above banding states employee remuneration before pension contributions from the employer. Seven (2019: Three) of the above employees participated in the Teachers' Pension Scheme in the year ended 31 August 2020, pension contributions for these employees amounted to £133,792 (2019: £46,644). The other employee participated in the Local Government Pension Scheme. Pension contributions for this employee amounted to £14,731 (2019: £14,969).

**e. Key management personnel**

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £513,162 (2019 £471,688).

Miss K Baxendale, the partner of the Chairman Martin Rigby, is employed by the academy. Her remuneration is discussed by the trustees and is in line with all other teaching staff of a similar grade. Mr M Rigby is not involved in the discussions relating to the remuneration of Miss K Baxendale. The remuneration of Miss K Baxendale is not included in the aggregate remuneration of Key Management Personnel disclosed above.

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**10. Central services**

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

- Human resources
- Financial services
- Legal services

The Group charges for these services on the following basis:

As a flat percentage of 6.06% of GAG income of each Academy in the Multi-Academy Trust.

The actual amounts charged during the year were as follows:

	2020 £	2019 £
Impington Village College	377,576	295,951
Witchford Village College	236,568	196,845
<b>Total</b>	<b>614,144</b>	<b>492,796</b>

**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, and not in respect of their role as trustees.

The value of trustees' remuneration and other benefits was as follows:

Robert Campbell (Chief Executive Officer and Accounting Officer)  
Remuneration £110,000 - £115,000 (2019: £110,000 - £115,000)  
Employer's pension contributions £25,000 - £30,000 (2019: £15,000 - £20,000)

During the year ended 31 August 2020, travel and subsistence expenses totalling £51 were reimbursed or paid directly to 1 Trustees (2019 - £824 to one Trustee).

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

In accordance with normal commercial practice, the Group has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim. The cost of this insurance in the year was £716.

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**13. Tangible fixed assets**

**Group**

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Plant and machinery £	Total £
<b>Cost</b>					
At 1 September 2019	11,412,000	4,810,577	738,509	747,228	17,708,314
Additions	-	-	-	150,836	150,836
At 31 August 2020	<u>11,412,000</u>	<u>4,810,577</u>	<u>738,509</u>	<u>898,064</u>	<u>17,859,150</u>
<b>Depreciation</b>					
At 1 September 2019	1,648,000	617,142	308,736	515,604	3,089,482
Charge for the year	206,000	124,302	72,848	103,764	506,914
At 31 August 2020	<u>1,854,000</u>	<u>741,444</u>	<u>381,584</u>	<u>619,368</u>	<u>3,596,396</u>
<b>Net book value</b>					
At 31 August 2020	<u>9,558,000</u>	<u>4,069,133</u>	<u>356,925</u>	<u>278,696</u>	<u>14,262,754</u>
At 31 August 2019	<u>9,764,000</u>	<u>4,193,435</u>	<u>429,773</u>	<u>231,624</u>	<u>14,618,832</u>

Included in land and buildings is freehold land at valuation of £1,112,000 (2019: £1,112,000) and leasehold land at a valuation of £1,107,712 (2019: £1,107,712), which is not depreciated.

The freehold and leasehold properties were valued on conversion to academy status for both Impington Village College and Witchford Village College by a RICS Registered Valuer using the Depreciated Replacement Cost Method.

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**13. Tangible fixed assets (continued)**

**Academy**

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Plant and machinery £	Total £
<b>Cost</b>					
At 1 September 2019	11,412,000	4,810,577	565,126	540,419	17,328,122
Additions	-	-	-	150,836	150,836
At 31 August 2020	<u>11,412,000</u>	<u>4,810,577</u>	<u>565,126</u>	<u>691,255</u>	<u>17,478,958</u>
<b>Depreciation</b>					
At 1 September 2019	1,648,000	617,142	239,781	443,434	2,948,357
Charge for the year	206,000	124,302	55,510	82,274	468,086
At 31 August 2020	<u>1,854,000</u>	<u>741,444</u>	<u>295,291</u>	<u>525,708</u>	<u>3,416,443</u>
<b>Net book value</b>					
At 31 August 2020	<u><u>9,558,000</u></u>	<u><u>4,069,133</u></u>	<u><u>269,835</u></u>	<u><u>165,547</u></u>	<u><u>14,062,515</u></u>
At 31 August 2019	<u><u>9,764,000</u></u>	<u><u>4,193,435</u></u>	<u><u>325,345</u></u>	<u><u>96,985</u></u>	<u><u>14,379,765</u></u>

Included in land and buildings is freehold land at valuation of £1,112,000 (2019: £1,112,000) and leasehold land at a valuation of £1,107,712 (2019: £1,107,712), which is not depreciated.

The freehold and leasehold properties were valued on conversion to academy status for both Impington Village College and Witchford Village College by a RICS Registered Valuer using the Depreciated Replacement Cost Method.



**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**14. Debtors**

	<b>Group</b> <b>2020</b> £	Group 2019 £	<b>Academy</b> <b>2020</b> £	Academy 2019 £
<b>Due within one year</b>				
Trade debtors	<b>83,984</b>	48,550	<b>78,499</b>	96,868
Amounts owed by group undertakings	-	-	<b>200,239</b>	734,419
Other debtors	<b>46,120</b>	75,441	<b>42,325</b>	68,970
Prepayments and accrued income	<b>632,274</b>	1,112,499	<b>611,438</b>	1,100,800
	<b>762,378</b>	1,236,490	<b>932,501</b>	2,001,057

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

	<b>Group</b> <b>2020</b> £	Group 2019 £	<b>Academy</b> <b>2020</b> £	Academy 2019 £
Trade creditors	<b>85,462</b>	(453)	<b>82,255</b>	(453)
Other taxation and social security	<b>197,265</b>	193,588	<b>194,765</b>	190,415
Other creditors	<b>123,514</b>	404,036	<b>118,435</b>	397,068
Accruals and deferred income	<b>689,993</b>	386,371	<b>589,078</b>	367,511
	<b>1,096,234</b>	983,542	<b>984,533</b>	954,541
	<b>Group</b> <b>2020</b> £	Group 2019 £	<b>Academy</b> <b>2020</b> £	Academy 2019 £
<b>Deferred income</b>				
Deferred income at 1 September 2019	<b>272,092</b>	267,656	<b>253,232</b>	243,218
Resources deferred during the year	<b>341,564</b>	272,092	<b>291,067</b>	253,232
Amounts released from previous periods	<b>(272,092)</b>	(267,656)	<b>(253,232)</b>	(243,218)
	<b>341,564</b>	272,092	<b>291,067</b>	253,232

Deferred income is made up of school trip income of £115,362 (2019: £168,607), rates relief of £39,095 (2019: £56,891), sports centre income of £50,496 (2019: £18,860) and other income of £136,611 (2019: £27,734).

---

**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**16. Creditors: Amounts falling due after more than one year**

	<b>Group</b> <b>2020</b> £	Group 2019 £	<b>Academy</b> <b>2020</b> £	Academy 2019 £
Other loans	<b>69,506</b>	74,470	<b>69,507</b>	74,470

Other loans of £69,506 (2019: £74,470) relate to 3 Salix loans given as part of the CIF funding for 2018/19. These loans are repayable at £9,930 per annum and will be fully repaid in September 2027.

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**17. Statement of funds**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
General Funds - all funds	518,389	807,521	(1,118,985)	4,257	-	211,182
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	10,535,483	(10,862,891)	327,408	-	-
Other DfE/ESFA Grants	-	295,078	(295,225)	147	-	-
Other Government Grants	-	2,126,721	(2,138,473)	11,752	-	-
Other Restricted Funds	827,925	376,118	(485,110)	(494,400)	-	224,533
Pension reserve	(5,099,000)	-	(904,000)	-	(521,000)	(6,524,000)
	<u>(4,271,075)</u>	<u>13,333,400</u>	<u>(14,685,699)</u>	<u>(155,093)</u>	<u>(521,000)</u>	<u>(6,299,467)</u>
<b>Restricted fixed asset funds</b>						
NBV of fixed assets	14,379,766	17,209	(468,086)	133,627	-	14,062,516
Unspent Capital Grants	1,104,460	366,884	(1,169,239)	17,209	-	319,314
	<u>15,484,226</u>	<u>384,093</u>	<u>(1,637,325)</u>	<u>150,836</u>	<u>-</u>	<u>14,381,830</u>
<b>Total Restricted funds</b>	<u>11,213,151</u>	<u>13,717,493</u>	<u>(16,323,024)</u>	<u>(4,257)</u>	<u>(521,000)</u>	<u>8,082,363</u>
<b>Total funds</b>	<u><u>11,731,540</u></u>	<u><u>14,525,014</u></u>	<u><u>(17,442,009)</u></u>	<u><u>-</u></u>	<u><u>(521,000)</u></u>	<u><u>8,293,545</u></u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

---

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

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

The Unrestricted General fund has been created to recognise the incoming and outgoing resources in respect of activities undertaken by the Academy Trust which fall outside the scope of its core activities, at the disposal of the Trustees.

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the Academy Trust via the Education and Skills Funding Agency (ESFA) by the Department for Education (DfE). The GAG fund has been established because the GAG must be used for the normal running costs of the Academy Trust.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to limits on the amount of GAG that it could carry forward at 31 August 2020.

The other restricted funds relate to various school and educational activities which are not funded by the GAG.

The Pension reserve has been created to separately identify the pension deficit inherited from the Local Authority upon conversion to Academy status, and through which all the pension scheme movements are recognised. The pension reserve is in deficit, but given the nature of the liability, it is not payable immediately.

The restricted fixed asset fund was predominately from funds inherited on conversion from Cambridgeshire County Council local authority and capital grants received for the acquisition of fixed assets. Depreciation of tangible fixed assets is allocated to this fund.

During the year, expenditure made out of brought forward unspent capital grant funds amounting to £1,169,239 have been made in relation to general building repairs. These have not been capitalised.

During the year, net funds transfers of £150,836 have been made made to the restricted fixed asset fund, which represents amounts capitalised during the year.

---

**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

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

**Total funds analysis by academy**

Fund balances at 31 August 2020 were allocated as follows:

	<b>2020</b>	2019
	<b>£</b>	<b>£</b>
Impington Village College	<b>48,640</b>	770,487
Witchford Village College	<b>83,880</b>	544,253
Morris Education Trust (Central Services)	<b>648,502</b>	31,574
MET Living Ltd	<b>(345,307)</b>	-
Total before fixed asset funds and pension reserve	<b>435,715</b>	1,346,314
Restricted fixed asset fund	<b>14,381,830</b>	15,484,226
Pension reserve	<b>(6,524,000)</b>	(5,099,000)
<b>Total</b>	<b>8,293,545</b>	11,731,540

**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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

**ANALYSIS OF ACADEMIES BY COST**

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

	<b>Teaching and educational support staff costs £</b>	<b>Other support staff costs £</b>	<b>Educational supplies £</b>	<b>Other costs excluding depreciation £</b>	<b>Total 2020 £</b>	<b>Total 2019 £</b>
Impington Village College	5,498,339	1,457,097	493,192	1,966,798	<b>9,415,426</b>	8,188,720
Witchford Village College	3,063,108	1,258,997	77,936	1,386,235	<b>5,786,276</b>	5,004,377
MET Living Limited	-	783,656	-	280,552	<b>1,064,208</b>	1,121,927
Morris Education Trust (Central Services)	171,788	399,061	-	98,337	<b>669,186</b>	678,601
	<u>8,733,235</u>	<u>3,898,811</u>	<u>571,128</u>	<u>3,731,922</u>	<u><b>16,935,096</b></u>	<u>14,993,625</u>

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Unrestricted funds</b>						
General Funds	335,668	1,690,497	(1,507,776)	-	-	518,389
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	9,520,667	(9,890,222)	369,555	-	-
Other DfE/ESFA Grants	-	1,636,343	(1,636,343)	-	-	-
Other Government Grants	53,989	1,183,868	(1,237,857)	-	-	-
Other Restricted Funds	299,136	738,217	(209,428)	-	-	827,925
Pension reserve	(2,003,000)	-	(574,000)	-	(2,522,000)	(5,099,000)
	<u>(1,649,875)</u>	<u>13,079,095</u>	<u>(13,547,850)</u>	<u>369,555</u>	<u>(2,522,000)</u>	<u>(4,271,075)</u>
<b>Restricted fixed asset funds</b>						
NBV of fixed assets	14,922,825	-	(580,235)	37,176	-	14,379,766
Unspent Capital Grants	-	1,511,191	-	(406,731)	-	1,104,460
	<u>14,922,825</u>	<u>1,511,191</u>	<u>(580,235)</u>	<u>(369,555)</u>	<u>-</u>	<u>15,484,226</u>
<b>Total Restricted funds</b>	<u>13,272,950</u>	<u>14,590,286</u>	<u>(14,128,085)</u>	<u>-</u>	<u>(2,522,000)</u>	<u>11,213,151</u>

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Total funds</b>	<u>13,608,618</u>	<u>16,280,783</u>	<u>(15,635,861)</u>	<u>-</u>	<u>(2,522,000)</u>	<u>11,731,540</u>

**18. Analysis of net assets between funds**

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	200,237	-	14,062,517	<b>14,262,754</b>
Current assets	8,362	1,392,856	319,313	<b>1,720,531</b>
Creditors due within one year	2,583	(1,098,816)	-	<b>(1,096,233)</b>
Creditors due in more than one year	-	(69,507)	-	<b>(69,507)</b>
Pension liability	-	(6,524,000)	-	<b>(6,524,000)</b>
<b>Total</b>	<u>211,182</u>	<u>(6,299,467)</u>	<u>14,381,830</u>	<u><b>8,293,545</b></u>

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

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	14,618,832	14,618,832
Current assets	1,380,060	1,024,266	865,394	3,269,720
Creditors due within one year	(787,199)	(196,341)	-	(983,540)
Creditors due in more than one year	(74,470)	-	-	(74,470)
Pension liability	-	(5,099,000)	-	(5,099,000)
Other unallocated	(1)	-	-	(1)
<b>Total</b>	<u>518,390</u>	<u>(4,271,075)</u>	<u>15,484,226</u>	<u>11,731,541</u>



**EASTERN LEARNING ALLIANCE**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**19. Reconciliation of net movement of funds to net cash flow from operating activities**

	<b>2020</b>	2019
	£	£
Net (expenditure)/income for the period (as per Statement of financial activities)	<b>(2,916,995)</b>	644,922
<b>Adjustments for:</b>		
Depreciation	<b>506,914</b>	616,158
Capital grants from DfE and other capital income	<b>(384,093)</b>	(1,588,913)
Defined benefit pension scheme cost less contributions payable	<b>799,000</b>	512,000
Defined benefit pension scheme finance cost	<b>105,000</b>	62,000
Decrease/(increase) in debtors	<b>474,112</b>	(1,145,695)
Increase in creditors	<b>112,692</b>	397,277
<b>Net cash used in operating activities</b>	<b>(1,303,370)</b>	(502,251)

**20. Cash flows from financing activities**

	<b>Group</b>	Group
	<b>2020</b>	2019
	£	£
Repayments of borrowing	<b>(4,964)</b>	-
<b>Net cash (used in)/provided by financing activities</b>	<b>(4,964)</b>	-

**21. Cash flows from investing activities**

	<b>Group</b>	Group
	<b>2020</b>	2019
	£	£
Purchase of tangible fixed assets	<b>(150,836)</b>	(79,264)
Capital grants from DfE Group	<b>384,093</b>	1,588,913
<b>Net cash provided by investing activities</b>	<b>233,257</b>	1,509,649

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**22. Analysis of cash and cash equivalents**

	<b>Group 2020 £</b>	<b>Group 2019 £</b>
Cash in hand	<b>958,153</b>	2,033,230
<b>Total</b>	<b>958,153</b>	2,033,230

The cash in hand includes a large proportion of cash which relates to capital and the Trust acting as a banker school for ESCIP.

**23. Analysis of changes in net debt**

	<b>At 1 September 2019 £</b>	<b>Cash flows £</b>	<b>At 31 August 2020 £</b>
Cash at bank and in hand	2,033,230	(1,075,077)	958,153
Debt due after 1 year	(74,470)	4,963	(69,507)
	<b>1,958,760</b>	<b>(1,070,114)</b>	<b>888,646</b>

**24. Capital commitments**

	<b>Group 2020 £</b>	<b>Group 2019 £</b>	<b>Academy 2020 £</b>	<b>Academy 2019 £</b>
<b>Contracted for but not provided in these financial statements</b>				
Building works	<b>349,384</b>	1,061,882	<b>349,384</b>	1,061,882
IT Equipment	-	64,220	-	64,220
	<b>349,384</b>	1,126,102	<b>349,384</b>	1,126,102

**25. Pension commitments**

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

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

---

**25. Pension commitments (continued)**

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

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

**Introduction**

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

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

**The Teachers' Pension Budgeting and Valuation Account**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

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

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £1,198,726 (2019 - £755,770).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The 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.

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**25. Pension commitments (continued)**

**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 2020 was £652,000 (2019 - £652,000), of which employer's contributions totalled £485,000 (2019 - £491,000) and employees' contributions totalled £ 167,000 (2019 - £161,000). The agreed contribution rates for future years are 19.4% and 17.4% per cent for employers and 5.5%-12.5% per cent for employees.

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

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

**Principal actuarial assumptions**

	<b>2020</b>	2019
	%	%
Rate of increase in salaries	<b>2.7</b>	2.6
Rate of increase for pensions in payment/inflation	<b>2.2</b>	2.3
Discount rate for scheme liabilities	<b>1.7</b>	1.9
Inflation assumption (CPI)	<b>1.8</b>	1.8
Commutation of pensions to lump sums	<b>64</b>	63

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

	<b>2020</b>	2019
	Years	Years
<i>Retiring today</i>		
Males	<b>22</b>	21.5
Females	<b>24</b>	23.5
<i>Retiring in 20 years</i>		
Males	<b>22.7</b>	22.4
Females	<b>25.5</b>	24.9

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**25. Pension commitments (continued)**

**Sensitivity analysis**

	2020 £000	2019 £000
Discount rate +0.5%	2,390,000	2,327,000
Discount rate -0.5%	(2,390,000)	(2,327,000)
Mortality assumption - 1 year increase	549,000	348,000
Mortality assumption - 1 year decrease	(549,000)	(348,000)
CPI rate +0.5%	2,194,000	1,933,000
CPI rate -0.5%	(2,194,000)	(1,933,000)

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

	2020 £	2019 £
Equities	8,236,000	8,429,000
Bonds	1,294,000	1,461,000
Property	1,765,000	1,236,000
Cash and other liquid assets	471,000	112,000
<b>Total market value of assets</b>	<b>11,766,000</b>	<b>11,238,000</b>

The actual return on scheme assets was £499,000 (2019 - £725,000).

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

	2020 £	2019 £
Current service cost	1,264,000	(949,000)
Past service cost	(20,000)	(54,000)
Interest income	219,000	293,000
Interest cost	(324,000)	(355,000)
	<b>1,139,000</b>	<b>(1,065,000)</b>

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**25. Pension commitments (continued)**

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

	2020 £	2019 £
<b>At 1 September</b>	<b>16,338,000</b>	12,185,000
Current service cost	1,264,000	949,000
Past service cost	20,000	54,000
Interest cost	324,000	355,000
Employee contributions	167,000	161,000
Actuarial losses	325,000	2,728,000
Benefits Paid	(149,000)	(94,000)
<b>At 31 August</b>	<b>18,289,000</b>	16,338,000

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

	2020 £	2019 £
<b>At 1 September</b>	<b>11,239,000</b>	10,182,000
Return on assets	219,000	293,000
Actuarial (losses)/Gains	(196,000)	206,000
Employer contributions	485,000	491,000
Employee contributions	167,000	161,000
Benefits paid	(149,000)	(94,000)
<b>At 31 August</b>	<b>11,765,000</b>	11,239,000

**Total remeasurements recognised in Other Comprehensive Income:**

	2020 £	2019 £
Changes in financial assumptions	506,000	3,645,000
Changes in demographic assumptions	(38,000)	(917,000)
Other remeasurements	53,000	(206,000)
	<b>521,000</b>	2,522,000

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

The amounts recognised in the Balance Sheet are as follows:

	2020 £	2019 £
Present value of funded obligations	(18,289,000)	(16,338,000)
Fair value of scheme assets	11,765,000	11,239,000
<b>Defined benefit pension liability</b>	<b>(6,524,000)</b>	<b>(5,099,000)</b>

**26. Operating lease commitments**

At 31 August 2020 the Group and the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2020 £	Group 2019 £	Academy 2020 £	Academy 2019 £
Not later than 1 year	81,906	63,939	81,906	63,939
Later than 1 year and not later than 5 years	237,750	321,151	237,750	321,151
Later than 5 years	1,170,855	968,328	1,170,855	968,328
	<b>1,490,511</b>	1,353,418	<b>1,490,511</b>	1,353,418

**27. Members' liability**

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**28. Related party transactions**

Owing to the nature of the Academy 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 Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy's financial regulations and normal procurement procedures relating to connected and related party transactions.

The following related party transactions took place in the period of account:

Sue Campbell is employed as the leader of personalised learning at Impington College. Sue Campbell's husband is Rob Campbell, the CEO of Morris Education Trust until 31 August 2020.

Rob Campbell had no involvement in determining the consideration paid to Sue Campbell. Payments of £40,194 (2019: £36,794) were made on normal commercial terms at the same rates as those for other staff in similar roles. There were no amounts outstanding at the balance sheet date.

Alison DiFranco is employed as an exams officer at Impington Village College. Alison DiFranco's husband is Fran DiFranco, the Chief Operations Officer of Morris Education Trust.

Fran DiFranco had no involvement in determining the consideration paid to Alison DiFranco. Payments of £19,455 (2019: £18,519) were made on normal commercial terms at the same rates as those for other staff in similar roles. There were no amounts outstanding at the balance sheet date.

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

**29. Post balance sheet events**

The Trust merged with Cambridgeshire Educational Trust on 1 September 2020. As a result a further two secondary academies (Chesterton Community College and Downham Market Academy) joined the trust. On the same date, Girton Glebe Primary School also joined the Trust.

On 16 October 2020, the members resolved to change the name of the Trust to the Eastern Learning Alliance.

**30. Agency arrangements**

The academy trust acts as an agent for East and South Cambridgeshire Improvement Partnership (ESCIP) which represents 14 schools in the locality. In the accounting period ending 31 August 2020 the trust received £1.7m and disbursed £2.0m from the fund. An amount of £10.3k (2019: £294k) is included in other creditors at 31 August 2020 relating to undistributed ESCIP funds repayable.



**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**31. Teaching school trading account**

	2020 £	2020 £	2019 £	2019 £
<b>Income</b>				
<b>Direct income</b>				
Other income	71,177		53,125	
<b>Other income</b>				
Fundraising and other trading activities	67,703		-	
<b>Total income</b>		<b>138,880</b>		53,125
<b>Expenditure</b>				
Direct staff costs	51,069		69,612	
Staff development	11,614		-	
<b>Total direct expenditure</b>	<b>62,683</b>		<b>69,612</b>	
<b>Other costs</b>				
Support staff costs	24,318		-	
Technology costs	2,462		-	
Recruitment and support	64		-	
Other support costs	49,484		-	
<b>Total other expenditure</b>	<b>76,328</b>		<b>-</b>	
<b>Total expenditure</b>		<b>139,011</b>		69,612
<b>Deficit from all sources</b>		<b>(131)</b>		(16,487)
<b>Teaching school balances at 1 September 2019</b>		<b>-</b>		16,487
<b>Teaching school balances at 31 August 2020</b>		<b>(131)</b>		-

---

**EASTERN LEARNING ALLIANCE**  
(A company limited by guarantee)

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

---

**32. Principal subsidiaries**

Subsidiary name	MET Living Limited
Company registration number	07912900
Basis of control	Guarantee
Equity shareholding %	N/A
Total assets as at 31 August 2020	£266,628
Total liabilities as at 31 August 2020	£(611,935)
Total equity as at 31 August 2020	£(345,307)
Turnover for the year ended 31 August 2020	£856,470
Expenditure for the year ended 31 August 2020	£(1,201,778)
Loss for the year ended 31 August 2020	£(345,307)