

Talent Education Trust

Annual Report and Financial Statements

Year ended 31 August 2021



(A Company Limited by Guarantee)
Company Registration Number: 10036154 (England and Wales)

Talent Education Trust

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Talent Education Trust

Reference and Administrative Details

Members	Gonçalo Caetano Alves Carlos Abrunhosa Emily Kathrin Fitch Mark Andrew Hunt
Trustees	Carlos Brito Regina Duarte, Chair of Trustees Rachel Martin (appointed 4 October 2020) Nuno Paralta Andrade Ana Silva Charles Skinner Bernard Stilwell Christopher Toye Pedro Xavier (appointed 4 October 2020)
Senior Leadership Team	Marta Correia, Principal and Accounting Officer Mike Giddings, Consultant Chief Financial Officer
Company Name	Talent Education Trust
Principal and Registered Office	C/O MLG Education Services LTD Unit 7 Home Farm Courtyard Meriden Road Coventry United Kingdom CV7 7SH
Company Registration Number	10036154
Independent Auditor	Cooper Parry Group Limited One Central Boulevard Blythe Valley Park Solihull West Midlands B90 8BG
Bankers	Lloyds Bank Plc 39 Threadneedle Street London EC2R 8AU
Solicitors	Michelmores LLP Woodwater House Pynes Hill Exeter EX2 5WR

Talent Education Trust

Trustees' Report

The Trustees present their annual report together with the Financial Statements and Auditors' Report of Talent Education Trust '(the Academy Trust)' for the period 1 September 2020 to 31 August 2021. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report, including a Strategic Report, under Company Law.

Talent Education Trust (TET) is a single Academy Trust which brings together highly experienced practitioners in both the state and independent sectors to establish and oversee outstanding primary provision. TET was established in 2015 to oversee the development of a nurturing language immersive primary school for families who had expressed significant interest in the social, cultural and cognitive benefits of bilingual education. TET formally opened to pupils on 1 September 2020 and commenced operations under its Funding Agreement with the Secretary of State for Education from this date.

The Talent Education Trust continues to be supported by the Camões Institute, the Portuguese Embassy in London and the Portuguese Ministry of Education. As with all free schools, TET is state-funded and run on a not-for-profit basis.

Structure, Governance and Management

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 Talent Education Trust Limited are also the Directors of the Charitable Company for the purposes of Company Law. The Charitable Company is known as Talent Education Trust Limited.

Details of Trustees who served throughout the year are included in the Reference and Administrative Details on page 3.

Members' Liability

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

Trustees' Indemnities

The Academy Trust has opted into the Department of Education's Risk Protection Arrangement ('RPA'), an alternative to insurance where UK government funds cover losses that arise. The scheme protects Members, Trustees and the Local Academy Boards from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The scheme provides unlimited cover.

Method of Recruitment and Appointment or Election of Trustees

Trustees are appointed by advertising through Academy Ambassadors and through local adverts and professional contacts.

Policies and Procedures Adopted for the Induction and Training of Trustees

Trustees bring a variety of experience from a number of different backgrounds in not just education, but also industry and commerce. Where necessary, additional training will be provided on charity, educational, legal, safeguarding and financial matters. All Trustees are routinely involved with meetings, reports, plans and other information as necessary, to enable them to carry out their roles. Assistance and advice is always available from Academy Trust staff or professional advisors

Talent Education Trust

Trustees' Report (continued)

Organisational Structure

The organisational structure consists of a Trust Board. The Trust Board take responsibility for all finance matters and are responsible for holding the Headteachers to account for the monitoring of teaching, learning and safeguarding in their school. Full details can be found in the scheme of delegation on the Trust website.

The Principal is responsible for the performance of the Trust, including teaching, learning and safeguarding.

Arrangements for setting pay and remuneration of key management personnel

The Principal's pay is set by the Board of Trustees, using the guidance from the DfE and benchmarking information available for similar settings.

Related Parties and other Connected Charities and Organisations

The Academy Trust was established as a standalone company and does not have any external sponsors.

Objectives and Activities

Objectives and Aims

Our mission at Talent Education Trust is to establish an excellent school for inquisitive pupils where they will learn in both English and Portuguese languages. We will work hand-in-hand with the Lusophone community in London to establish a school that reflects the values and culture of English and Portuguese-speaking communities and cultures around the world.

Talent Education Trust delivers a broad and balanced curriculum that offers pupils the opportunity to communicate fluently in two languages while also acquiring the skills necessary to cooperate, learn, and interact with each other and the world. We believe that all students can make better than expected progress and attain high standards if they learn in a high-quality bilingual environment with outstanding teaching and enrichment available in all subject areas. Our approach to bilingual teaching will include a strong multicultural dimension, including the history and geography of both England and Portugal, and the countries where these languages are spoken.

Talent Education Trust has been established on the following core principles:

1. **Excellent curriculum** Our curriculum will be broad and balanced and will meet the needs of all pupils, leading to high standards of academic achievement and personal development. Fun and engagement will be key elements of all our learning experiences. Further, we expect that Talent Education Trust will be judged by Ofsted as 'Good' or better in its first Ofsted review.
2. **Bilingualism** Students will have Portuguese lessons each day and will have at least two supplementary subjects taught in Portuguese: history and geography. We seek to advance the number of bilingual speakers in London and globally and to instill utmost respect for multiculturalism in a city where the number of newcomers is rising.
3. **Child-centred curriculum** We will support all of our pupils to participate fully in learning and success by meeting the needs of each individual to maximise their later-life outcomes as bilingual adults.
4. **Excellent teaching** Our fully qualified teachers have been selected for their commitment to child-centred, academic excellence and will encourage and support pupils at every opportunity, in order to meet the high levels of achievement that we have committed to in both English and Portuguese.
5. **Strong community links** Community engagement is one of our priorities, and this is demonstrated by our efforts in the pre-opening stage. We strive to become a centre of community for Lusophone speakers in London which welcomes all families, including those who do not speak Portuguese.
6. **State-of-the-art facilities** The school facilities have been designed to promote the collaborative spirit and foster friendships among pupils. We will take full advantage of and maintain the excellent school site on which Talent Education Trust is built to ensure that it remains functional and beautiful.

Talent Education Trust Trustees' Report (continued)

7. **Homework** We will ensure that all work sent home with students is purposeful and gives children the opportunity to share their learning experiences with their parents and carers.
8. **Parent-friendly approach** We understand that our students come from working families and we will be offering wraparound care at school. From Monday to Friday throughout term time, Breakfast Club will begin at 7:45am until school begins. After-School Club will run from the end of school until 6:00pm.
9. **After-School Club** We see after-school activities as co-curricular activities. They will complement what pupils are learning throughout the school day and will broaden their in-class learning experience, help them to achieve a higher level of thinking, and engage in activities which will help them to develop personally and socially.
10. **Lusophone influence** Community groups in the Lusophone community such as the Camões Institute have offered us unique access to supplementary materials beyond the normal range of resources, such as additional Portuguese teachers and musical instruments. These will be used throughout the curriculum and during enrichment times to supplement pupils' learning and language skills.

The strategies for achieving these objectives and criteria to assess progress towards objectives were:

SUMMARY OF OVERALL EFFECTIVENESS (FROM SIA REPORT Summer 2021)		Self-Evaluation Grade
Quality of Education	<p>Evaluation:</p> <ul style="list-style-type: none"> - Outcomes that are above national averages (compared against 2019 data) have been achieved at APSOL this year. The Principal has undertaken an analysis of the end of year data and is using this to identify immediate priorities for the next academic year. - Given the various lockdowns and periods of absence due to covid-related or illness-related issues, Communication & Language (C&L) is the school's overall area for development as this is a barrier to other specific areas. This is mainly due to having a high number of pupils with no English on entry (ESL) as well as absence from school due to lockdowns. - Pupil outcomes overall are good, with 73% (19) achieving a Good Level of Development overall. <p>Curriculum</p> <ul style="list-style-type: none"> ● Knowledge organisers and project planners include visuals, clear outcomes and are in dual language format - key facts and key questions feature prominently ● Home learning project planner includes practical activities to support the school's ethos that 'every lesson is a language lesson' ● Core curriculum focus based on pupils not meeting expected standards in assessment reviews ● Small group interventions have focused on areas of the curriculum most impacted by school closure and form part of the effective 'catch up' strategy. ● A small number of changes have been implemented since the full reopening including reorganising of time table to ensure that late starters did not miss essential phonics work ● There continue to be a high priority on rewarding with early skills and whole text approach and stories read at various times throughout the day with modelled discussion to support comprehension skills in context ● Striver PE scheme introduced and training for staff - also includes mindfulness, nutrition, sleep and other wellbeing focus <p>Other Outcomes</p> <ul style="list-style-type: none"> ● assessments - 70% of pupils making strong progress from start using points - pupils not making strong progress receive additional input such as extra daily reading and additional phonics sessions ● Lowest group in reading scheme are already at end of Reception class expectations and a considerable number of pupils are comfortably reading within Y1 expectations ● 85% of pupils are at least 'on track' with reading Phonics ● Moderation of evidence was undertaken by the principal and a further moderation exercise was organised with another local school, St Anne's Primary, for GLD and EYFS profile 	G

Talent Education Trust

Trustees' Report (continued)

Behaviour and Safety	Evaluation: <ul style="list-style-type: none"> ● Pupil behaviour continues to be excellent as a result of the clear routines, high expectations and the warm, confident and assertive manner in which staff engage with pupils. ● Pupils' attitudes to learning have been extremely positive upon the full re-opening of the school following the period of lockdown and national restrictions. 	G
Personal Development	Evaluation: <ul style="list-style-type: none"> ○ Nurture and wellbeing are front and centre of the approach to working with pupils at APSoL ○ Pupils' personal development continued to have a high priority during lockdown with a focus around key literacy texts used to promote and stimulate discussion and understanding of personal and social development. ○ School staff have worked directly with parents and carers to support with specific development needs such as guidance around separation anxiety and supporting independence. 	G
Leadership and Management	Evaluation: <ul style="list-style-type: none"> ○ The principal has continued to implement a program of monitoring and feedback, both formally and informally, to ensure the continued high standards in teaching and learning at APSoL. ○ Evidence from monitoring observations demonstrate a drive for excellence; even when observations are of outstanding practice, teachers are supported to identify ways to ensure that all pupils continue to make progress 	G
EYFS	Evaluation: <ul style="list-style-type: none"> - Standards of teaching and learning in the EYFS are good. Progress is evident in pupils' books, triangulation of evidence. - The delivery of remote learning was in line with the EYFS curriculum that would have been taught in school. - 'Return to school' assessments were carried out using assessment for learning methods and these have been used to plan next steps for pupils. - The monitoring of teaching indicates that teaching at APSoL is currently good or better. - The principal works alongside the teachers and provides regular feedback and targets professional development accordingly. - The development of the EYFS setting and the school site supports the pupils' learning experiences. 	G
Overall Effectiveness	Good (July 2021 in liaison with School Improvement Advisor)	

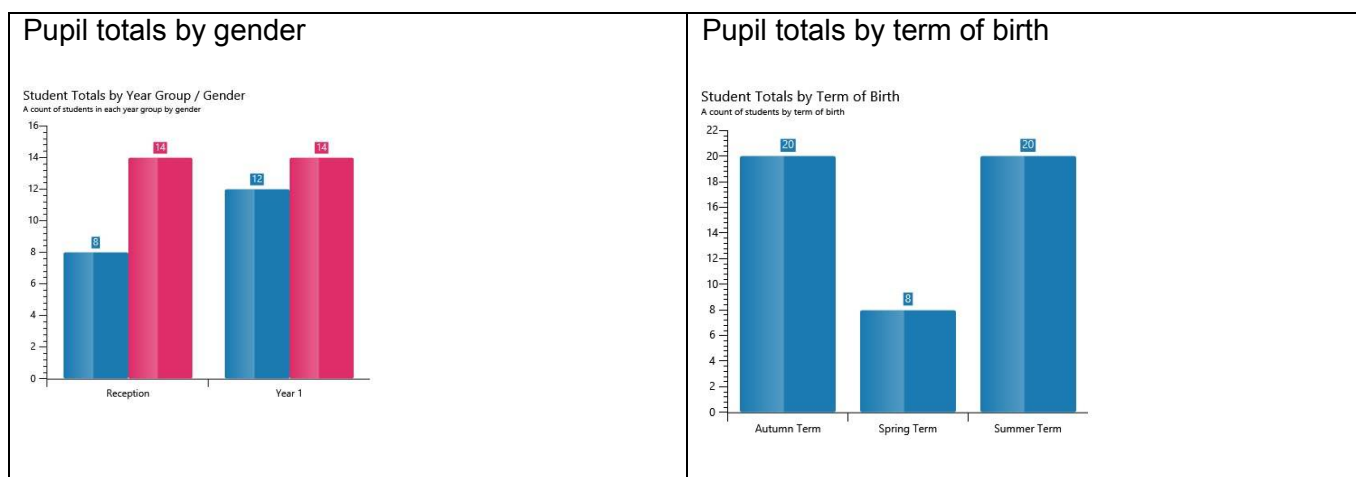
Public Benefit

In setting the objectives and planning activities the Trustees have given careful consideration to ensuring compliance with the Charity Commission's general guidance on public benefit.

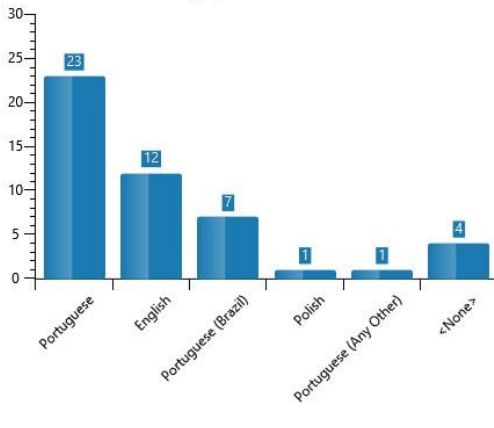
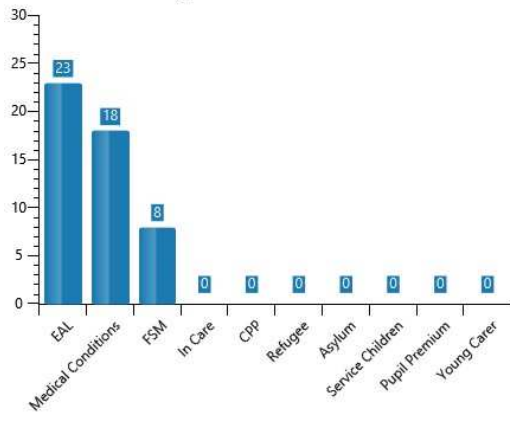
Strategic Report

Achievements and Performance

Key Performance Indicators



Talent Education Trust Trustees' Report (continued)

<p>Pupil totals by first language</p> <p>Student Totals by First Language A count of students with each first language</p>  <table border="1"> <caption>Student Totals by First Language</caption> <thead> <tr> <th>First Language</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Portuguese</td> <td>23</td> </tr> <tr> <td>English</td> <td>12</td> </tr> <tr> <td>Portuguese (Brazil)</td> <td>7</td> </tr> <tr> <td>Polish</td> <td>1</td> </tr> <tr> <td>Portuguese (Any Other)</td> <td>1</td> </tr> <tr> <td><None></td> <td>4</td> </tr> </tbody> </table>	First Language	Count	Portuguese	23	English	12	Portuguese (Brazil)	7	Polish	1	Portuguese (Any Other)	1	<None>	4	<p>Pupil totals by pastoral factors</p> <p>Student Totals by Key Pastoral Factors A count of students with each key pastoral factor</p>  <table border="1"> <caption>Student Totals by Key Pastoral Factors</caption> <thead> <tr> <th>Key Pastoral Factor</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>EAL</td> <td>23</td> </tr> <tr> <td>Medical Conditions</td> <td>18</td> </tr> <tr> <td>FSM</td> <td>8</td> </tr> <tr> <td>In Care</td> <td>0</td> </tr> <tr> <td>CPP</td> <td>0</td> </tr> <tr> <td>Refugee</td> <td>0</td> </tr> <tr> <td>Asylum</td> <td>0</td> </tr> <tr> <td>Service Children</td> <td>0</td> </tr> <tr> <td>Pupil Premium</td> <td>0</td> </tr> <tr> <td>Young Carer</td> <td>0</td> </tr> </tbody> </table>	Key Pastoral Factor	Count	EAL	23	Medical Conditions	18	FSM	8	In Care	0	CPP	0	Refugee	0	Asylum	0	Service Children	0	Pupil Premium	0	Young Carer	0
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Pupil Attendance: As per 20/09/2021		
Year group	Attendance %	National Averages (AUT 2019)
Reception (all children)	93.27% year to date	95.07%
Statutory age (5 years+)		95.07%
Reception authorised absence		3.61%
Reception unauthorised absence		1.32%
Pupils whose overall absence is greater than 10%		13.14%

Talent Education Trust Trustees' Report (continued)

Admissions for September 2021

Reception 2021

Wandsworth allocated 24 Reception places. 23 accepted to start this September, 1 deferred entry for September 2022 and one couldn't join due to family not being able to relocate near the school.

All children have settled in well. SENCO (Principal) has carried out observations and identified need ensuring that external assessments are carried out promptly. EP will visit APSOL in September as a result of early intervention.

Commentary: Pending and recurring issue for the school which needs Governor attention and involvement.

APSoL was in the Local Authority admissions brochure for this year. Publications about the school were done before National Offer Day. Other publications include regular posts on social media, flyer distribution, communication on the school website. Tours and Open days published. However, still attracting mainly, children from Portuguese speaking backgrounds. External advisors and visitors, report their misconception about the school's provision due to the name.

Governance need to consider factors presented which may affect sustainability of the school.

- Limited profile – we don't yet have an Ofsted report or published data
- Admissions – school mainly attracting Portuguese families or those with from a Portuguese speaking background. HT has published lots of information about the school being a community school.
- General misconceptions from families surrounding the area that the school just teaches in Portuguese, and that they want their child to learn English.

In-year admissions:

Year 1 – This September, we gained 2 new children (one was with us in Reception Autumn term but moved temporarily abroad and another joined from another school). We lost 2 children: 1 due to living in Newham and eldest sibling needing special education, another purely because of long commute.

Governors to consider 50% admissions from out-of-borough as many parents find the journey extremely difficult (Wandsworth is very busy and the school is located directly on the South Circular) posing lots of traffic issues.

Overall effectiveness including the promotion of pupils SMSC

Links with parents, school community

SMSC opportunities by class / curriculum enrichment. See SIA report.

This September: new assembly schedule, trip for year 1, curriculum meetings for parents of children in both year groups. Assemblies are structured as follows: whole school theme (value/seasonal), Portuguese assembly (story/cultural), Music assembly (thematic/seasonal/ composer knowledge), class assembly PSHE focus, Achievement assembly.

Music lessons have been a huge success this term for children in Reception and Year 1. Our music teacher is from the Wandsworth Music service, providing whole class instrumental tuition from year 1.

This year we have fully implemented Jigsaw PSHE curriculum in Reception and Year 1 as it is in line with 2020 Framework, promotes wellbeing as it has a mindfulness approach teaching children strategies to support their emotional needs and citizenship skills.

Talent Education Trust Trustees' Report (continued)

Quality of Education					
See SIA report summer 2020.					
We now have a new staff member, and ECT (Early Career Teacher) who was trained at Herbert Morrison (Lambeth Teaching School Alliance) and was a nursery teacher prior to that. Monitoring shows that the ECT is settling in well and regardless of the challenges with the needs of the children, she is proving to be on track to become a good teacher.					
Our Year 1 teacher is experienced and the head has been supporting with curriculum implementation as well as teacher expectations given that the children are now in Year 1. The teacher is managing the children's transition from Reception to year 1 well.					
We have adopted various schemes to support the teacher's subject knowledge and curriculum coverage. The schemes include:					
Whitrose Maths, Literacy Tree, Kent science scheme, Jigsaw PSHE, RE SACRE syllabus Wandsworth, Striver for PE and Music with the Wandsworth Music Syllabus.					
In terms of assessment, Year 1 use end of term assessments for maths following Whitrose, phonics termly assessments using RWinc. In Reception, the school has brought in a digital assessment and recording tool from the Early Excellence Centre called EEaXT. This provides staff with the opportunity to record observations, share with parents and create a digital learning journey. In terms of assessment, leaders can analyse data entered and quality of observations by pupil, by groups and whole cohort. This tool has been fully updated to be in line with new framework (new Early Learning Goals) and Development matters documents.					
8.2 School Targets 2022					
% on track to get GLD at the end of Reception. (22 children)					
2021 GLD		Baseline 2021		Target for summer 2022	
73%		73% showing Reception readiness		80+% expected to achieve GLD once they acquire English.	
Targets for year 1 summer 2022: (26 children)					
Reading		Writing		Maths	
Expected+	Exceeding	Expected+	Exceeding	Expected +	Exceeding
80%	23%	80%	20%	84%	27%
On track for passing Phonics screening:				Target for summer 2022:	
90% on track including those who are having intervention				85%+	

Talent Education Trust

Trustees' Report (continued)

Going Concern

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

Financial Review

Financial Performance

For the year ended 31 August 2021, being the first year of operation under its Funding Agreement, the Academy Trust's total income (excluding capital grants) was £409,061 while the total expenditure (excluding depreciation) was £387,132, resulting in a net surplus for the year of £21,929.

Total funds at 31 August 2021 were £107,338 of which £86,670 related to fixed assets. General revenue funds for the Trust at 31 August 2021 were £20,668.

Reserves Policy

The Board of Trustees will review the reserve levels annually. The review will encompass the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The minimum target for these reserves should be equal to one month's average operational costs such as salaries and pensions, occupancy costs and external services costs. The reason for this 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. This is outlined in the Reserves Policy.

The Academy Trust's current level of operating reserves at 31 August 2021 is £20,668, which is represented by the restricted income funds and the unrestricted income funds. Although the current level of reserves is slightly below the target level identified above, the year ended 31 August 2021 is the Academy Trust's first year of operation as a free school as the Trustees see the ongoing growth and development of the school as an opportunity to further build these reserves.

Investment Policy

The Trust does not currently have any investments. All funds are held in the Trust's bank account with its principal banker.

Principal Risks and Uncertainties

The trust has identified the following as a sample of the risks and uncertainties it faces and the means by which it intends to control against them:

Sub category	Specific	Likelihood of occurring (5=high, 1=low)	Impact if occurs (5=high, 1=low)	Overall risk rating = likelihood x Impact	Control procedures and target dates
Charitable objects risk	Academy is not operating within its Articles of Association	1	4	4	Governors keep under review. Accountant's monitor R&P to review Articles Annually
	Academy's Articles of Association become out of date/are no longer appropriate	1	1	1	Governors keep under review R&P to review Articles Annually
	Academy receives unfavourable Ofsted report	1	5	5	School improvement cycle including action plans and external moderation

Talent Education Trust Trustees' Report (continued)

Sub category	Specific	Likelihood of occurring (5=high, 1=low)	Impact if occurs (5=high, 1=low)	Overall risk rating = likelihood x Impact	Control procedures and target dates
Long term demand risk	Insufficient demand for Academy's services leaves it unsustainable	1	4	4	Ensure full school role SIP
Competition risk	Presence of other organisations with similar objects and little scope for differentiation	1	4	4	Outstanding Ofsted / school full with waiting list
	Other organisations competing for the same sources of income	1	4	4	Awareness of local nursery businesses and what they are able to offer. Try and ensure flexibility re parents requirements in order to remain competitive.
Stakeholder Risk	Beneficiaries/other stakeholders/don't consider that Academy provides a valuable/high quality service	1	5	5	Annual parental questionnaire. Maintaining high standards, consistent service, effective communication with stakeholders
Insurance Risk	Risk of financial loss/inability to replace items if Academy does not have adequate insurance cover	1	5	5	Adequately covered incl. absence ins/ Reviewed annually.
Macro-economic Risk	Risk of the impact an uncontrollable event will have on the Academy eg recession, war, oil crisis Covid 19	5	4	20	Manage reserves to reduce risks. Annual review of staffing. Income is reduced due to the temporary closure of the Extended Services Business, therefore this will impact on the overall academy reserves. Impact will be minimised by using furlough scheme run by HMRC for staff employed by Extended Services. Additional costs to the academy will also be incurred due to the health & safety resources required to make the school environment safe to staff & pupils. Due to self isolating & ensuring office space is safe ie distance measures. Procedures are in place to ensure authorisation processes are adhered to. This is carried out via email and meetings via Teams/Zoom.

Sub category	Specific	Likelihood of occurring (5=high, 1=low)	Impact if occurs (5=high, 1=low)	Overall risk rating = likelihood x Impact	Control procedures and target dates
Natural Disaster risk	Risk of the impact an uncontrollable event will have on the Academy eg fire/flood	2	4	8	Business Continuity policy EEASE Some risks transferred to insurers
Technology Risk	Information Security risk	3	4	12	ICT Policy/support package. Robust back up procedures
	Virus/Corruption of data risk	3	4	12	ICT Policy/ support package. Anti-virus software
	IT systems out of date/no longer supported	3	4	12	ICT Policy/support package/ICT planning
	Home Working due to COVID – risk re home computers being used for academy work (security Issues)	5	4	20	School Laptops are issued for home working purposes

Plans for future periods

The Academy Trust's plans for future periods are:

- To continue to grow the school with new year groups joining.
- Completion of the School building project.
- Consider future expansion plans once the school is more established.


Disclosure of Information to Auditors

In so far as the Trustees are aware:

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

The Trustees would like to propose that Cooper Parry Group Limited be reappointed as the auditors for Talent Education Trust for 2021 - 2022.

This report, incorporating a Strategic Report, was approved by order of the Board of Trustees on 31 December 2021 and signed on their behalf by:

DocuSigned by:

 6674A111E7DD4DB...

Regina Duarte
Chair of Board of Trustees

Talent Education Trust Governance Statement (Continued)

Scope of Responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Academy Trust and the Secretary of State for Education. The Principal is 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 5 times between 1 September 2020 and 31 August 2021. Attendance during the period at meetings of the Board of Trustees was as follows:

	MEETINGS ATTENDED	ELIGIBLE MEETINGS
Trustee		
Carlos Brito	0	5
Regina Duarte (Chair)	5	5
Rachel Martin	4	5
Nuno Paralta Andrade	3	5
Ana Silva	0	5
Charles David Skinner	3	5
Bernard Stilwell	5	5
Christopher Toyne	5	5
Pedro Xavier	1	5

In addition to these meetings, the Board of Trustees met for finance training in February 2021. The Accounting Officer meets with the finance team every month to review financial information for the Trust.

The Board of Trustees has established a Finance and Audit Committee as a sub-Committee to the main Board. The role of the Finance and Audit Committee has been fulfilled by the main Board in the year ended 31 August 2021 but will pass to the sub-Committee for the 2021-22 year onwards. The Board of Trustees plan to perform a wider governance review in 2021-22.

Review of Value for Money

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

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

- Working very closely with the finance team to ensure best value for money for all purchases is obtained.
- Finding creative solutions to problems to ensure that the financial impact on the Trust finances are kept to a minimum.
- Outsourcing certain roles, such as finance, where the employment of a person in the Trust would be too expensive.

Talent Education Trust

Governance Statement (Continued)

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The system of internal control has been in place in Talent Education Trust for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the Annual Report and Financial Statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the Annual Report and Financial Statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and monthly financial reports which are reviewed and agreed by the Accounting Officer;
- regular reviews by the Board of Trustees of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks; and
- an internal scrutiny review.

The Board of Directors has considered the need for a specific internal audit function and has appointed TIAA as internal auditors.

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

- Key financial controls.
- Payroll controls.
- Adherence to ESFA funding conditions.

The Board received one report during the financial year ended 31 August 2021.

Governance Statement (continued)

Review of Effectiveness

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. During the year ended 31 August 2021 the review has been informed by:

- the work of the internal auditor;
- the work of the external auditor;
- the financial management and governance self-assessment process, including the School Resource Management Self-Assessment Tool;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Board of Trustees and plans to address weaknesses and ensure continuous improvement of the systems is in place.

Approved by order of the Board of Trustees on 31 December 2021 and signed on its behalf by:

DocuSigned by:
Regina Duarte
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Regina Duarte
Chair of Board of Trustees

DocuSigned by:
Marta Correia
61AB8DEFFDF64CE...

Marta Correia
Accounting Officer

Talent Education Trust

Statement of Regularity, Propriety and Compliance

Statement of Regularity, Propriety and Compliance

As Accounting Officer of the Academy Trust, I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I, and the Academy Trust Board of Trustees, are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2020.

I confirm that no instances of material irregular, 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.

DocuSigned by:

Marta Correia

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Marta Correia
Accounting Officer

31 December 2021

Talent Education Trust

Statement of Trustees' Responsibilities

The Trustees (who are 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 Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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


- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and Academy Accounts Direction 2020 to 2021;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

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

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

Approved by order of the Board of Trustees on 31 December 2021 and signed on its behalf by:

DocuSigned by:

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Regina Duarte
Chair of Board of Trustees

Talent Education Trust

Independent Auditor's Report on the Financial Statements to the Members of Talent Education Trust

Opinion

We have audited the financial statements of Talent Education Trust (the 'Academy Trust') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education & 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Talent Education Trust

Independent Auditor's Report on the Financial Statements to the Members of Talent Education Trust (continued)

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditor's report thereon. Other information includes the Reference and administrative details, the Trustees' report including the Strategic Report, and the Governance 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 including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Talent Education Trust

Independent Auditor's Report on the Financial Statements to the Members of Talent Education Trust (continued)

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Our assessment focussed on key laws and regulations the Academy Trust has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, the Academies Financial Handbook 2020, the Academies Accounts Direction 2020 to 2021, taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities, including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Academy Trust and how the Academy Trust is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Academy Trust's control environment and how the Academy Trust has applied relevant control procedures, through discussions with Trustees and other management and by reviewing the reports on the internal scrutiny work commissioned by the trust in relation to the year and by performing walkthrough testing over key areas;
- obtaining an understanding of the Academy Trust's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Other matters

The financial statements of the Academy Trust for the year ended 31 August 2020 were not audited.

Use of our report

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

A handwritten signature in black ink that reads "Simon Atkins" followed by a flourish.

Simon Atkins FCA (Senior Statutory Auditor)

for and on behalf of
Cooper Parry Group Limited

Chartered Accountants
Statutory Auditor
One Central Boulevard
Blythe Valley Park
Solihull
West Midlands
B90 8BG

Date: 31 December 2021

Talent Education Trust

Independent Reporting Accountant's Assurance Report on Regularity to Talent Education Trust and the Education Skills Funding Agency

In accordance with the terms of our engagement letter dated 3 September 2021 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Academy Trust during the year 1 September 2020 to 31 August 2021 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 Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Academy Trust's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Academy Trust's funding agreement with the Secretary of State for Education dated 28 May 2020 and the Academies Financial Handbook, extant from 1 September 2020, 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 2020 to 2021. 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 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter. The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion. Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Academy's income and expenditure.

The work undertaken to draw our conclusions included:

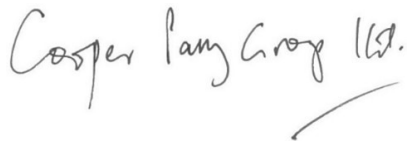
- Reviewing the internal control policies and procedures implemented by the Academy Trust and evaluating their design and effectiveness to understand how the Academy Trust has complied with the framework of authorities, including reviewing the reports on the internal scrutiny work commissioned by the trust in relation to the year.
- Reviewing the minutes of meetings of the Trustees, relevant sub-committees and other evidence made available to us, relevant to our consideration of regularity;
- Enquiries of the Accounting Officer, including reviewing the work undertaken by the Accounting Officer in relation to their Statement on Regularity, Propriety and Compliance; and
- Detailed testing of the income and expenditure of the Academy Trust based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit of the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

Talent Education Trust

Independent Reporting Accountant's Assurance Report on Regularity to Talent Education Trust and the Education Skills Funding Agency (Continued)

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Reporting Accountant
Cooper Parry Group Limited

Chartered Accountants
Statutory Auditor
Park View
One Central Boulevard
Blythe Valley Park
Solihull
West Midlands
B90 8BG

Date: 31 December 2021

Talent Education Trust

Statement of Financial Activities for the Year Ended 31 August 2021 (including Income and Expenditure Account)

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total 2021	Total 2020	
Income from:	£	£	£	£	£	
Donations and capital grants	3	-	-	108,299	108,299	29,566
Charitable activities:						
Funding for the academy trust's educational operations	4	-	400,540	-	400,540	184,512
Other trading activities	5	8,521	-	-	8,521	2,418
Total	8,521	400,540	108,299	517,360	216,496	
Expenditure on:						
Raising funds	6	4,255	-	-	4,255	-
Charitable activities:						
Academy trust educational operations	6	-	382,877	22,890	405,767	216,496
Total		4,255	382,877	22,890	410,022	216,496
Net income / (expenditure)		4,266	17,663	85,409	107,338	-
Transfers between funds	15	-	(1,261)	1,261	-	
Net movement in funds	15	4,266	16,402	86,670	107,338	-
Reconciliation of funds						
Total funds brought forward	15	-	-	-	-	-
Total funds carried forward	15	4,266	16,402	86,670	107,338	-

The notes on pages 28 to 43 form part of these financial statements.


Talent Education Trust

Balance Sheet as at 31 August 2021

Company Number: 10036154

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	11		86,670		-
Current assets					
Stock	12	7,000		-	
Debtors	13	62,741		58,733	
Cash at bank and in hand		50,838		17,017	
		<u>120,579</u>		<u>75,750</u>	
Liabilities					
Creditors: Amounts falling due within one year	14	(99,911)		(75,750)	
Net current assets			<u>20,668</u>		<u>-</u>
Total assets less current liabilities			107,338		-
Total assets			<u>107,338</u>		<u>-</u>
Funds of the academy trust:					
Restricted funds					
. Fixed asset fund	15	86,670		-	
. Restricted income fund	15	16,402		-	
Total restricted funds			103,072		-
Unrestricted income funds	15		4,266		-
Total funds			<u>107,338</u>		<u>-</u>

The financial statements on pages 25 to 43 were approved by the Board of Trustees, and authorised for issue 31 December 2021 and are signed on their behalf by:

DocuSigned by:

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 Mr Regina Duarte
 Chair of Trustees

The notes on pages 28 to 43 form part of these financial statements.

Talent Education Trust

Statement of Cash Flows for the Year Ended 31 August 2021

	Notes	2021	2020
		£	£
Cash flows from operating activities			
Net cash provided by (used in) operating activities	17	35,082	(12,549)
Cash flows from investing activities	18	(1,261)	29,566
		33,821	17,017
Change in cash and cash equivalents in the reporting period		33,821	17,017
Cash and cash equivalents at the 1 September 2020		17,017	-
Cash and cash equivalents at the 31 August 2021	19 / 20	50,838	17,017

The notes on pages 28 to 43 form part of these financial statements.

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

1. Statement of Accounting Policies

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

Basis of Preparation

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency, the Charities Act 2011 and the Companies Act 2006.

Going Concern

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

Income

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

■ **Grants**

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

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

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

■ **Donations**

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

■ **Other Income**

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

■ **Transfer on conversion**

Where assets are received by the Trust on conversion to an Academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the Trust. An equal amount of income is recognised as Transfer on conversion within Donations and capital grant income.

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

1. Statement of Accounting Policies continued

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.

▪ **Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

Tangible Fixed Assets

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

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

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

Leasehold Property	2% (50 years)
Furniture and Equipment	10% (10 years)
Computer equipment	33% (3 years)

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

Stock

Stock, comprising unsold uniforms, are valued at the lower of cost or net realisable value.

Liabilities

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

Leased Assets

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

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

1. Statement of Accounting Policies (continued)

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 14. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Pensions Benefits

Retirement benefits to employees of the Academy trust are provided by the Teachers' Pension Scheme ('TPS').

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective unit credit method. As stated in Note 21, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

Fund Accounting

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

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

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

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

Tangible fixed assets are depreciated over their economic useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors.

Critical areas of judgment:

The classification of expenditure between restricted and unrestricted funds is considered a critical area of judgement as certain expenditure can be applied to both funds. Where this is the case and the amounts in question are considered material, the expenditure is apportioned to both funding streams on an appropriate basis.

The Academy Trust obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy Trust to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

3. Donations and capital grants

	Unrestricted Funds	Restricted Funds	Restricted Fixed Asset Funds	Total 2021	Total 2020
	£	£	£	£	£
Capital Grants	-	-	108,299	108,299	29,566
	-	-	108,299	108,299	29,566
Total 2020	-	-	29,566	29,566	

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

(continued)

4. Funding for the Academy Trust's Educational Operations

	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	£	£	£	£
DfE / EFA grants				
General Annual Grant (GAG)	-	345,106	345,106	-
Pupil Premium		10,760	10,760	-
UIFSM		7,781	7,781	-
Teachers Pay and Pension grant		21,400	21,400	-
Other DfE/EFA grants	-	14,233	14,233	184,512
	<u>-</u>	<u>399,280</u>	<u>399,280</u>	<u>184,512</u>
Covid-19 additional funding (DFE / ESFA)				
Catch-up premium	-	1,260	1,260	-
	<u>-</u>	<u>400,540</u>	<u>400,540</u>	<u>-</u>
Total 2020	<u>-</u>	<u>184,512</u>	<u>184,512</u>	<u>184,512</u>

- The Academy Trust received £1,260 of funding for Covid -19 catch-up premium and costs incurred in respect of this funding totalled £1,260.

5. Other Trading activities

	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	£	£	£	£
Other Income	8,521	-	8,521	2,418
	<u>8,521</u>	<u>-</u>	<u>8,521</u>	<u>2,418</u>
Total 2020	<u>2,418</u>	<u>-</u>	<u>2,418</u>	

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

6. Expenditure

	Staff Costs	Non Pay Expenditure		Total	Total
		Premises	Other	2021	2020
	£	£	£	£	£
Expenditure on raising funds	-	-	4,255	4,255	-
Academy's educational operations:					
. Direct costs	224,478	-	22,409	246,887	48,854
. Allocated support costs	-	7,741	151,139	158,880	167,642
	<u>224,478</u>	<u>7,741</u>	<u>177,803</u>	<u>410,022</u>	<u>216,496</u>
Total 2020	<u>48,854</u>	-	<u>167,642</u>	<u>216,496</u>	

7. Net expenditure for the period includes:

	2021	2020
Depreciation	22,890	-
Fees payable to auditor for:		
- audit	5,000	-
- other services	1,250	-

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

8. Charitable Activities - Academy's Educational operations

	Total 2021	Total 2020
	£	£
Direct costs – educational operations	246,887	48,854
Support costs – educational operations	158,880	167,642
	<u>405,767</u>	<u>216,496</u>

Analysis of support costs	Educational operations	Total 2021	Total 2020
	£	£	£
Depreciation and amortisation	22,890	22,890	-
Technology costs	8,928	8,928	15,805
Premises costs	7,741	7,741	-
Bank Charges	75	75	-
Other Expenses	218	218	-
DBS checks - teachers	-27	-27	-
Staff training - teachers	1,185	1,185	-
Hospitality	36	36	-
Rates	13,333	13,333	-
Electricity	5,000	5,000	-
Breakfast Club Expenses	285	285	-
Subscriptions	176	176	-
Admin Supplies & Stationery	1,050	1,050	-
Advertising	5,288	5,288	35,870
Postage and Carriage	273	273	-
Telephone Costs	1,259	1,259	-
Mobile Phones	104	104	-
Admin Furniture	140	140	-
Admin ICT	150	150	-
Consultancy - Finance	23,996	23,996	20,898
Catering contract	24,059	24,059	-
Financial	400	400	-
Project Management & Education	21,709	21,709	76,885
Personnel/HR	3,123	3,123	-
Legal	-	-	2,031
Recruitment	-	-	3,010
Governance costs	16,766	16,766	-
Other support costs	722	723	13,143
Total support costs	<u>158,880</u>	<u>158,880</u>	<u>167,642</u>

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

9. Staff

a. Staff costs

Staff costs during the period were:

	Total	Total
	2021	2020
	£	£
Wages and salaries	165,933	38,820
Social security costs	19,252	3,439
Operating costs of defined benefit pension schemes	39,293	6,595
	224,478	48,854

b. Non statutory/non contractual staff severance payments

There were no staff severance payments in the current or previous year.

c. Staff numbers

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

	2021	2020
	No.	No.
Teachers	2	1
Management	1	-
	3	1

The average number of full time equivalent employed by the academy during the period was as follows:

	2021	2020
	No.	No.
Teachers	2	-
Management	1	1
	3	1

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

d Higher paid staff

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

	2021	2020
	No.	No.
£70,001-£80,000	1	-

e Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy Trust was £106,224.

The Academy Trust has entered into an "off-payroll" arrangement with a third-party organisation for the provision of the services of the Academy Trust's Chief Financial Officer. The total amount paid by the Academy Trust during the year for these services was £4,325.

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

(continued)

10. Trustees' and Officers' Insurance

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

11. Tangible Fixed Assets

	Furniture and Equipmen t	Computer Equipment	Total
	£	£	2021 £
Cost			
Additions	18,470	91,090	109,560
At 31 August 2021	<u>18,470</u>	<u>91,090</u>	<u>109,560</u>
Depreciation			
At 1 September 2020	-	-	-
Charged for the period	1,530	21,360	22,890
At 31 August 2021	<u>1,530</u>	<u>21,360</u>	<u>22,890</u>
Net book values			
At 31 August 2021	<u>16,940</u>	<u>69,730</u>	<u>86,670</u>

12. Stock

	2021	2020
Clothing	<u>7,000</u>	<u>-</u>

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

13. Debtors

	2021	2020
	£	£
Trade debtors	1,951	-
VAT recoverable	9,599	32,425
Prepayments and accrued income	51,191	26,308
	<u>62,741</u>	<u>58,733</u>

14. Creditors: Amounts Falling due within one year

	2021	2020
	£	£
Trade creditors	20,788	34,743
Other taxation and social security	5,004	2,538
Other creditors	29,381	9,742
Accruals and deferred income	44,738	28,727
	<u>99,911</u>	<u>75,750</u>

Deferred income

	2021	2020
	£	£
Deferred income at 1 September 20	23,727	-
Released from previous years	(23,727)	-
Resources deferred in the year	4,539	23,727
Deferred Income at 31 August 2021	<u>4,539</u>	<u>23,727</u>

Deferred income at 31 August 2021 related to Universal Infant Free School Meal income received from the ESFA.

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

15. Funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
Restricted general funds					
General Annual Grant (GAG)	-	345,106	(327,443)	(1,261)	16,402
Pupil Premium	-	10,760	(10,760)	-	-
UIFSM	-	7,781	(7,781)	-	-
Teachers pay and pension grant	-	21,400	(21,400)	-	-
Covid-19 catch up premium	-	1,260	(1,260)	-	-
Other DFE / ESFA grants	-	14,233	(14,233)	-	-
	-	400,540	(382,877)	(1,261)	16,402
Restricted fixed asset funds					
DfE/EFA capital grants	-	108,299	(22,890)	1,261	86,670
Total restricted funds	-	508,839	(405,767)	-	103,072
Total unrestricted funds	-	8,521	(4,255)	-	4,266
Total funds	-	517,360	(410,022)	-	107,338

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

The General Annual Grant represents funding received from the Education and Skills Funding Agency during the period to fund the continuing activities of the school. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to limits on the amount of that it could carry forward at 31 August 2021.

The balance of £16,402 on the Restricted general funds (excluding the pension reserve) will be used for educational purposes in accordance with the restrictions attached to the funding.

Pupil Premium income is included within restricted funds and relates to the funding provided by the ESFA for the Academy Trust to provide additional support to pupils from low income families.

Restricted fixed asset funds relate to funding received and utilised for fixed assets including improvements and new buildings.

The unrestricted funds represent the accumulated surplus generated by the Academy Trust from conversion to an Academy trust and ongoing ancillary activities such as hire of facilities.

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

(continued)

15. Funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
Restricted general funds					
Other DFE / ESFA grants	-	184,512	(214,078)	29,566	-
	-	184,512	(214,078)	29,566	-
Restricted fixed asset funds					
DfE/EFA capital grants	-	29,566	-	(29,566)	-
Total restricted funds	-	29,566	-	(29,566)	-
Total unrestricted funds	-	2,418	(2,418)	-	-
Total funds	-	216,496	(216,496)	-	-

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

16. Analysis of Net Assets between Funds

Fund balances at 31 August 2021 are represented by:

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£	£	£	£
Tangible fixed assets	-	-	86,670	86,670
Current assets	4,266	116,313	-	120,579
Current liabilities	-	(99,911)	-	(99,911)
Total net assets	4,266	16,402	86,670	107,338

17. Reconciliation of Net Income/(expenditure) to Net Cash Flow from Operating Activities

	2021	2020
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	107,338	-
Adjusted for:		
Depreciation charges (note 13)	22,890	-
Capital grants from DfE and other capital income	(108,299)	(29,566)
(Increase) in stocks	(7,000)	-
(Increase) in debtors	(4,008)	(58,733)
Increase in creditors	24,162	75,750
Net cash provided by Operating Activities	35,082	(12,549)

18. Cash Flows from Investing Activities

	2021	2020
	£	£
Purchase of tangible fixed assets	(109,560)	-
Capital grants from DfE/EFA	108,299	29,566
Net cash provided by / (used in) investing activities	(1,261)	29,566

19. Analysis cash and cash equivalents

	At 31 August 2021	At 31 August 2020
	£	£
Cash in hand and at bank	50,838	17,017
Total cash and cash equivalents	50,838	17,017

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021 (continued)

20. Analysis of changes in net debt

	Cash Flows £	At 31 August 2021 £	At 31 August 2020 £
Cash	50,838	50,838	17,017
Total	50,838	50,838	17,017

21. Pension and Similar Obligations

The Academy Trust's employees belong to one principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff.

The latest actuarial valuation of the TPS was 31 March 2016.

Contributions amounting to £4,781 (2020 £9,741) were payable to the scheme at 31 August 2021 and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury 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.

Talent Education Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

(continued)

22. Pension and Similar Obligations (continued)

The employer's pension costs paid to TPS in the period amounted to £39,293 (2020: £6,595)

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

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

23. Related Party Transactions

No related party transactions took place in the current or previous year.

24. Members Liability

Each Member of the Academy Trust undertakes to contribute to the assets of the Trust 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.