

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 22
Governance Statement	23 - 25
Statement on Regularity, Propriety and Compliance	26
Statement of Trustees' Responsibilities	27
Independent Auditor's Report on the Financial Statements	28 - 30
Independent Reporting Accountant's Report on Regularity	31 - 32
Consolidated Statement of Financial Activities Incorporating Income and Expenditure Account	33 - 34
Consolidated Balance Sheet	35
Academy Trust Balance Sheet	36
Consolidated Statement of Cash Flows	37
Notes to the Financial Statements	38 - 67

**THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)**

REFERENCE AND ADMINISTRATIVE DETAILS

Members

G Tyler
P Smart
D Pawlowski-Andrews
L Pearcey
E Morgan (appointed 1 April 2020)
L Taylor (resigned 19 October 2020)

Trustees

R Chapman, Chief Executive Officer, Principal and Accounting Officer
S Sherman, Chair (resigned 31 December 2020)
P Smart
D Pawlowski-Andrews
A Lynch-Pasztor (resigned 3 November 2020)
P Haggett
H Mohamed (resigned 7 January 2021)
A Tenn
J Davey (appointed 19 October 2020)
E Morgan (appointed 27 March 2020, resigned 10 September 2020)
A Simpson (appointed 19 October 2020)
N Lagan (appointed 19 October 2020)

Company registered number

09064864

Company name

Thrive Education Partnership

Principal and registered office

18-19 Bennetts Hill
Birmingham
B2 5QJ

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

Senior management team

Central Team - Thrive Education Partnership

R Chapman, CEO
A Miles, Chief Financial Officer
Z Allcott, Business Manager
M Olteanu, Finance Manager
J Jackson, HR Manager
A Rattigan, Finance Administrator

Calthorpe Academy

M Meghalsi, Headteacher
A Zaman, Acting Deputy Headteacher
L Marsden, Acting Assistant Headteacher
C McCartney, Assistant Headteacher
G Nicholls, Assistant Headteacher
T Ward, Acting Assistant Headteacher

Kingsbury Academy

C Bennett, Interim Headteacher
S Roberts, Deputy Headteacher
S Everitt, Assistant Headteacher

Independent auditor

Cooper Parry Group Limited
Chartered Accountants
Statutory Auditor
One Central Boulevard
Blythe Valley Business Park
Solihull
West Midlands
B90 8BG

Bankers

Lloyds
114-116 Colmore Row
Birmingham
B3 3SF

Solicitors

Browne Jacobson LLP
44 Castle Gate
Nottingham
NG1 7BJ

THRIVE EDUCATION PARTNERSHIP
(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 auditor's 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.

The Academy Trust operates two Academies; Calthorpe Academy educates pupils aged 2 to 19, serving the catchment area of Birmingham and the surrounding area. It has a pupil capacity of 450 and had a roll of 396 as of August 2020. Kingsbury Academy educates pupils aged 4 to 11, serving the catchment area of Coventry and the surrounding area. It has a pupil capacity of 84 and had a roll of 82 as of August 2020.

The Trust is opening a new autism specific satellite provision (January 2021) which will support approximately 40 primary aged pupils. This provision will be known as Belgravia School and is part of Calthorpe Academy. This has been predominantly funded by Birmingham City Council and will potentially increase pupils on roll by an additional 30-40 pupils.

The Trust has an established satellite unit based within a mainstream setting to accommodate pupils who are able to access a mainstream curriculum and social environment. Trust staff are based in the mainstream setting to support learning for both mainstream and pupils with special needs. They deliver GCSEs and accredited study programmes through a wide range of awarding bodies.

Structure, governance and management

a. Constitution

The Academy Trust is a Company limited by guarantee and is an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Trustees of Thrive Education Partnership are also the directors of the Charitable Company for the purposes of company law. The Charitable Company operates as Thrive Education Partnership.

The academies within the Trust is are known as Calthorpe Academy and Kingsbury Academy (as of 1st April 2020). Kingsbury Academy was formerly registered as RNIB Three Spires. The Academy's name was formerly changed prior to its transfer to Thrive Education Partnership on 1st April, 2020.

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.

c. Trustees' indemnities

The Trustees benefit from indemnity insurance purchased by the Academy Trust to cover the liability of the Trustees arising from negligent acts, errors or commissions occurring whilst on Academy Trust business. The limit of this indemnity is £5,000,000.

THRIVE EDUCATION PARTNERSHIP
(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 management of the Academy Trust is the responsibility of the Trustees who are elected and co opted under the terms of the Trust deed. The Trustees are directors of the Charitable Company for the purposes of the Companies Act 2006 and Trustees for the purposes of the charity legislation.

The term of office for any Trustee shall be four years, save that this time limit shall not apply to the Chief Executive Officer. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be re appointed or re elected. The Trustees who were in office during the year are listed on page 1.

The members of the Academy Trust are entitled to appoint 7 Trustees. The Chief Executive Officer (or Principal of Calthorpe Academy if there is no CEO), shall be a Trustee. Additionally, a minimum of 2 parent Trustees shall be appointed by the Trustees via an election process, or directly, should the number of parents standing for election be less than the number of vacancies.

Where recruitment of new Trustees is required, the Academy advertises this on its website and via letters home to parents. The Academy Trustees and members also use their extensive networks in order to obtain applications for potential specific new Trustee positions.

e. Policies adopted for the induction and training of Trustees

The training and induction provided for new Trustees will depend on their existing experience. Where required, induction will include training on educational, legal, safeguarding and financial matters. All new Trustees will be given the opportunity of a tour of the Academies, have the chance to meet with staff and students and are provided with copies of key documents, such as policies, procedures, accounts, budgets, plans and other documents they need to undertake their role as Trustees. As there is expected to be only a small number of new Trustees each year, induction is generally carried out informally and will be tailored specifically to the individual.

f. Organisational structure

At 31 August 2020, the Academy Trust comprised the following individual academies:

1. Calthorpe Academy
2. Kingsbury Academy

Thrive Education Partnership was set up with a management structure to support its education brief. The Trust's management structure consists of four levels: the Members, the Trustees, Local Boards and the Senior Leadership Teams.

The Trust members set the operational strategy of the Trust. The Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring its financial and operational performance and making strategic decisions about the direction of the Trust, approving major items of expenditure and making senior staff appointments. Local Governing bodies and Senior Leadership teams have delegated authority to manage day to day school operations within the academies within the Trust and this lies within the Scheme of Delegation.

The full Trustee body meets on a half-termly basis. Calthorpe Academy, until April 2020 was the only academy within the Trust; the local Governing Body structure is not currently in place although official formation is expected in January 2021. Kingsbury Academy transferred into the Academy Trust on 1st April 2020 and its existing Local Governing Body was maintained and further strengthened with additional governors.

There are 3 committees of the Board of Trustees as of 31 August 2020:

- Finance, Audit, Risk & Personnel
- Quality of Education & Welfare
- Health & Safety

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

Each committee has its own terms of reference detailing the responsibilities discharged to it.

The decisions are reserved for the full Board of Trustees:

- To consider any proposals for changes to the status or constitution of the Academy Trust and its committee structure;
- To appoint or remove the Chair and/or Vice Chair

The Trust continues to seek appropriate opportunities for expansion and during this accounting period, became a DfE approved sponsor; the Trustees have implemented a committee structure to improve the efficiency of Governance, along with ensuring that the Trust is set up appropriately for MAT growth. The Trust submitted a formal application to become the proprietor of a Local Presumption Special SEMH Free-School in Warwickshire due to open in September 2021. The application was successful and The Warwickshire Academy is due to open in September 2021. A formal funding agreement is likely to be signed in Spring 2021. The Academy will become the third Academy within the Trust and capacity is expected to be 80 pupils; year 4 to 14.

During the course of the 2019/20 year, the full Trustee body formally met 5 times.

The Trustees have approved a scheme of delegation, which clearly sets out the level of financial authority delegated to the Chief Executive Officer, Principals and other members of staff.

The Calthorpe Academy Senior Leadership Team (SLT) comprises of the Headteacher, one acting Deputy Headteacher, and four Assistant Headteachers, two of which are acting. The acting posts have been created to backfill roles of those who are deployed to the MAT Central Team. The SLT are responsible for day to day operation of Calthorpe Academy, in particular organising and directing the teaching staff, facilities and students. Heads of Departments have delegated budget and management responsibilities and the SLT cascade management of the Academy down through the Heads of Departments.

The Kingsbury Academy Senior Leadership Team (SLT) comprises of the Headteacher, one Deputy Headteacher, and two Assistant Headteachers. The SLT are responsible for day to day operation of Kingsbury Academy, in particular organising and directing the teaching staff, facilities and students. Lead Practitioners also have delegated budget and management responsibilities. A new Headteacher at Kingsbury Academy has been appointed with effect from 1st January 2021

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

Performance management and pay of the Local Headteachers is determined by the CEO of the Trust during their annual performance management review. The Academy Leadership Team are subject to performance management by the Academy Headteacher, who sets annual objectives and reviews performance against those objectives at the end of each year. The Academy Leadership Team remuneration (including the Headteacher) is based upon nationally recognised School Teachers Pay scales, which are reviewed by the Trustees and CEO from time-to-time to ensure that these scales remain appropriate. All key personnel remuneration changes are communicated to the Trustees.

No Trustees (other than the academy CEO) are in receipt of any remuneration, other than the refund of out of pocket expenses incurred in the line of performing their duties for the Trust.

Executive pay for the CEO of the Trust is based upon annual performance management appraisal by the Members, who utilise the expertise of an external consultant. Any pay recommendation thereafter is forwarded to the Finance Committee who act as the Executive Pay Committee.

**THRIVE EDUCATION PARTNERSHIP
(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	2
Full-time equivalent employee number	2

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	2
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time £000

Total cost of facility time	-
Total pay bill	9,180
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	- %
---	-----

i. Engagement with employees (including disabled persons)

The policy that has been applied in the year for giving full and fair consideration to applications for employment made by disabled persons, having regard to their particular aptitudes and abilities.

The policy that has been applied in the year for continuing the employment of, and arranging appropriate training for, employees who have become disabled during their period of employment.

The policy that has been applied in the year otherwise for the training, career development and promotion of people with disabilities.

Objectives and activities

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

Objectives and activities (continued)

a. Objects and aims

The Trust's objects are set out in its Articles of Association and referred to specifically on page 5 of its Articles. In summary its objective is to establish, maintain, manage and develop a school specially organised to make special educational provision for pupils with Special Educational Needs. The Academy Trust aims to promote, for the benefit of the inhabitants of Birmingham 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 said inhabitants. It seeks to deliver this objective through Calthorpe Academy and Kingsbury Academy.

In accordance with the Articles of Association the Academy has adopted a Funding Agreement approved by the Secretary of State for Education. The Funding Agreement specifies, amongst other things, the basis for admitting students to the Academies and the conditions of grant funding.

b. Objectives, strategies and activities

The vision of the Academy Trust is to continue to teach our learners 'the skills they need for the lives they want'. We ensure that our curriculum is diverse, personalised and enriched to meet the very individual needs of our learners. We will continue to develop and adapt our curriculum as the needs and aspirations of our children and young people change. We seek to ensure that we accommodate our learners in a safe, highly enriched and vibrant learning environment where everybody's voice is heard and the learner is at the centre of everything we do. Our activities are predicated upon the following aims, values and development priorities;

The Academy Trusts activities are predicated upon the following aims and values:

Aims:

- To challenge and inspire pupils to gain the highest standards in a vibrant, well-resourced and personalised learning environment.
- To encourage and inspire pupils to develop lively enquiring minds, enjoy learning and develop independent creative ideas to achieve their highest aspirations.
- To provide an educational environment that uses new technology as a mechanism to support learning, aid communication and raise standards.
- To ensure that self-evaluation is an ingrained aspect of practice for all staff and pupils.
- To encourage and prepare pupils and staff to become active & healthy citizens of the Academy Trust and the wider community.
- To work in a collaborative partnership with local, national and international organisations (such as business, industry and educational institutions), to share resources and expertise and to learn from them.
- Ensuring the SEND Legislation is truly in action: placing parents, families, children and young people at the heart of its decision-making.

Values:

- Academy Trust believes that all members of the Trust have a responsibility to act in a moral and respectful manner towards themselves, others and their environment, showing care, consideration, cooperation and respect for all.
- The Academy Trust believe that all members have the right to be safe, supported, valued and cared for at all times.
- The Academy Trust believes that all members of the Trust should be encouraged to develop their skills, expand their knowledge, embrace challenge and reach their full potential; believing in encouraging pupils and staff to take pride in their achievements and to celebrate their success.
- The Academy Trust support partnerships between pupils, parents and Academies to achieve high quality discipline and learning.
- The Academy Trust value all our staff and pupils, recognising that they deserve the highest respect and quality of resources in promoting achievement of aspirational targets.

**THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)**

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

Objectives and activities (continued)

- The Academy Trust believes in being fair, honest and compassionate in all our work as a school.

The Academy Trust believes in a model of early intervention including supporting families in the home. The Academy Trust believes in developing a multi-agency, collaborative culture to supporting families and their children; a practical example of this, is that the Trust currently employs a Behavioural Analyst who is able to advise families on approaches to behaviours that challenge within the home environment.

The Academy Trust continues to grow in a managed and strategic way; building long term sustainable foundations to the educational establishments that it serves. The Academy Trust has already established a highly effective central team that allows its settings to focus on their purpose; educating children and young people. The Academy Trust will be defined to the West Midlands region. The Academy Trust is committed to only take on new educational establishments, following the consolidation and improved performance of our initially adopted provisions.

The Academy has a strong commitment to raising standards, achievements and attainment for all its children and young people. It is committed to improving standards of teaching and learning through supporting a self-sustaining culture of aspiration for educational excellence and the sharing of expertise, talent, innovative practice and resources across all our educational settings.

**THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)**

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

Objectives and activities (continued)

c. Public benefit

The Academy Trust aims to advance for the public benefit education in the cities of Birmingham and Coventry and the surrounding area, offering a broad curriculum and an excellent education environment for its pupils. The Academy Trust also allows use of its facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of that community.

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy Trust's aims and objectives and in planning its future activities.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

Objectives and activities (continued)

Strategic report

a. Achievements and performance

Our Vision...				
is to provide exceptional education and developmental outcomes to meet every pupils' needs				
so that they can be the best that they can be				
in a school where				
every individual is valued				
measured through the quality of our...				
Leadership and management	Pupil development, behaviour and welfare	Teaching, learning and assessment	Outcomes for children	Early Years provision
built upon...				
a broad, balanced, relevant and challenging curriculum		effective assessment of learning which challenges pupils to move on to new learning in a timely way	pedagogy which expertly meets the needs of pupils with special educational needs	
Values and Beliefs				
Lead and Inspire	Deliver Results	Personal Impact	Engage Learners	Engage others

The vision for The Academy Trust is for all its children and young people to develop the skills for the life they want; to achieve their ultimate aspirations and to feel an integral part of their own communities. This is achieved through the researched/designed strategic implementation of innovative, evidence-based educational and pastoral strategies. We work closely with several Academics and SEND Professionals across various sectors including Universities, The British Institute for Learning Difficulties and Restraint Reduction Network (of which we represent the national SEND sector).

The Trust continues to work to its strategic approach of cross-sector collaboration, a model of specialist support (including therapies), inclusivity and integration. The Academy Trust believes all children and young people should be provided with the very best opportunity to play an independent role within their own communities, develop the skills they require and attain the qualifications they need to live the life they want; recognising the very specific and individual needs of its children and young people.

The Academy Trust is committed to providing a learning journey that develops the 'skills for the life our pupils want'. The Trust provides exceptional education and life opportunities to all of its children and young people. The Academy Trust ensures that each curriculum is diverse, personalised and enriched to meet the very individual needs of its pupils. It will continue to develop and adapt as the needs and aspirations of its children and young people change. The Academy Trust strides to ensure that it accommodates its pupils in a safe, highly enriched and vibrant learning environment where everybody's voice is heard, and the pupil is at the centre of everything decision that is made.

The Trust is passionate that all learners have the right to reach their potential. The curriculum evolves as the needs of its children change and with addition of new members within the Trust. This model lends itself to

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

Strategic report (continued)

(continued)

making effective connections across skill and subject boundaries. This creates meaningful opportunities to emphasise some key elements of learning and development that many pupils need over time i.e. developing consistent communication strategies and social & emotional wellbeing. Implicit in the curriculum planning is a focus on communication, independence, life and social skills, purposeful accreditation and a capacity for critical thinking which should support pupils to play a full and active role in the world; living as independently as possible and enabling choice making relevant in their adult lives.

The Academy Trust and its associated Academies and wider provisions provide equal opportunities to allow experience of a curriculum which is broad, balanced, relevant, and reflects cultural diversity. The curriculum and creative means of delivery reflects the Trusts' commitment to access and inclusion for all its pupils.

Accredited Learning (not exclusive)

- GCSE
- ASDAN
- AQA
- BTEC

Non-Accredited (not exclusive)

- Duke of Edinburgh
- Prince's Trust
- RARPA – Recognising and Recording Progress & Achievement (Ofsted recognised personalised study program framework)

It is an approach based on the pupil or student further improving their communicative and reasoning ability, as well as continuing to acquire early learning skills. The curriculum promotes the development of thinking skills, creative & expressive learning and is designed to be developmentally appropriate. It enables all pupils to take part in activities that are engaging, meaningful to them and provide relevant and challenging goals that ultimately benefit their lives.

It is a curriculum for pupils and students who learn best when learning is related to their own experiences. It is evidenced that many children & young people learn more effectively through functional activities or through topic-based approaches.

Impact of COVID-19 Pandemic on Calthorpe and Kingsbury Academies

“Systems to assess pupils’ progress are comprehensive. Leaders continually analyse and respond to the assessment information that staff provide. As a result, if pupils are not making the progress they should, intervention happens very quickly, and no one is allowed to fall behind” – Ofsted – November 2017

Assessment and Baselining

All staff are involved and aware of the need to assess children. Systems are in place to ensure the gathering of information to inform planning and assessment procedures including the extensive use of diagnostic testing – both paper and ICT based.

Progress and intervention reviews are held during the year and allow teachers to discuss the progress of their children. Teachers carry out detailed assessments of the pupils at the start of each year. Targets are generated and reviewed termly, and progress is recorded on one of assessment tools that the Academy uses. The Academy Trust is committed to preparing children for statutory testing including Key Stage 2 SAT's and Phonics Screening. The Academy Trust undertakes frequent reading age and mathematical diagnostic assessments.

Evidence of every pupil's work is collated throughout the year using an application named Evidence for Learning;

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

Strategic report (continued)

(continued)

workbooks and learning journeys are used where appropriate. This work is annotated to record the achievement of the child. Pupils progress is transferred onto the SLT lead for Progress & Outcomes where trends and inconsistencies can be monitored, and interventions are put in place if required. Pupils achieving less than expected progress in the autumn/spring term are placed on Action Plans which are monitored by the Progress Leads.

The MAT has developed a robust holistic system for tracking, developing and challenging teaching practice. Our T&L strategy places a high level of emphasis around personalisation approaches, in order to support the varied needs and abilities of pupils that attend our Academies.

The Academy Trust implements an Academy leadership structure which monitors the effectiveness of the delivery of specific lessons (subject specialists and coordinators) and additional lesson observations from the Senior Management and Leadership Team.

Information regarding pupil progress is communicated regularly to all stakeholders via: Weekly Team meetings, Whole Staff meetings, Annual Reviews, Curriculum Directors meetings and Pastoral meetings and SIP meetings.

The Academy Trust utilises multiple tools and data systems to triangulate information and produce the most accurate picture (self-evaluation) in order to drive improvement. Information will be used to devise a development plan, with school leaders being accountable for its implementation. To ensure greater validity of data, the Trust ensures there is moderation at every level – within school, school-to-school, school to external validation and MAT-to-MAT.

Safeguarding, Achievements and Performance

Throughout the pandemic, both academies remained open to those children deemed most vulnerable and to children of critical workers. Kingsbury Academy continued to support these children during the Easter holidays of 2020. Both Academies were running at full capacity up until the announcement of school closures in March 2020. Following the March 2020 lockdown, both Calthorpe and Kingsbury accommodated 20-40% of pupils and were running at a significantly reduced staff workforce due to self-isolation, illness and scheduled rotas to enable opportunity to socially distance and as per DfE guidance.

Formative pupil progress ceased in March 2020 due to the effects of the pandemic and practice shifted towards the care and safeguarding of pupils and providing good quality remote learning opportunities. Leaders continued to monitor pupils not attending through frequent phone calls, welfare visits and multi-agency collaboration. Teachers provided home learning packs and a number of online resources were produced and disseminated. Engagement was monitored and feedback provided. The Trust supported further ICT investment and sourced a number of ICT devices through various government backed schemes.

Staff Welfare

Staff welfare was closely guarded during this challenging period. All staff had equal opportunities to work from home and contact was maintained throughout. At various points, staff welfare was checked through various means including individual meetings, staff surveys and home phone calls. Required interventions were implemented in a timely manner. COVID specific risk assessments were produced, ratified and published for full accessibility. Those staff that were categorised at increased risk from COVID were able to request an individual risk assessment to help mitigate potential risks and provide further reassurance. All staff within The Academy Trust have full access to an external counselling service.

Both Trustee and Local Governance for Kingsbury Academy continued throughout this period; providing continued challenge and support to both entities although all meetings were held virtually. Attendance was not significantly impacted.

**THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)**

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

Strategic report (continued)

(continued)

Calthorpe Academy Overview

Calthorpe Academy is an all age Special School, located on the periphery of Birmingham City Centre. The academy caters for children aged from 2 to 19 years of age with severe, profound and complex learning difficulties. In addition, many have specific sensory, medical, behavioural and autistic spectrum conditions.

Pupils are admitted from all areas across the City as well as some out of authority. Approximately a third of the school's population are coming from as far away as 10 kilometres. Birmingham is ranked the third most deprived City and our pupils reflect the diverse range of socio economic backgrounds within Birmingham and the surrounding areas. It is significant that 60% of our pupils come from the most deprived areas of the City.

Calthorpe Academy is a good school with an outstanding leadership (Ofsted Nov 2017). The following are soundbites from the Ofsted Inspection report – November 2017: "Calthorpe has been transformed, The school is extremely well led. The principal, ably supported by leaders, has led the school very effectively through a period of rapid change. All aspects of the school are now good and are improving week by week. The school's work with parents is developing well. Parents are much better informed about their children's education than they have been. Leaders are committed to extending this work to include all parents. The Board of Trustees has been instrumental in enabling and supporting all the positive changes that have taken place in the school."

Calthorpe Academy has a purpose built Vocational Centre for Post 16. The centre accommodates approximately 60 learners and is designed to deliver a bespoke Vocational and Independence Curriculum to help better prepare our children and young people for adulthood and the World of Work; thus helping to achieve local and national targets in relation to young people with LDD in employment. Many of the young people who have accessed this provision have now gone on to access other Post 19 provisions, GFE or directly access other employment opportunities.

The Academy is a National Support School and the Principal is National Leader in Education. Calthorpe Academy, has also recently become an approved an Academy Sponsor – Approved by DFE. The role of an Academy Sponsor is to support an underperforming academy or group of academies.

The table below indicated key strengths priority intervention areas for 2019-20. Following school closures in March 2020 and the ongoing effect of the pandemic, these will continue to be worked towards.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

Strategic report (continued)

(continued)

The data presented demonstrates the progress made for all pupils of school age at Calthorpe Academy. Targets were set at the beginning of the year based on the progress made by the top 25% of pupils of the same need on CASPA (Most up to date database of 140 000 pupils).

Strengths (SEF future items):

The overall progress for both literacy and numeracy is good and the Academy is aspiring to reach 90% over the next 2 years which will represent an excellent performance.

The additional funding such as Incare or pupil premium has been spent strategically to support further progress for our most vulnerable pupils and both groups have made similar or better progress than their peers for both Literacy and Numeracy.

Middle leaders have focused on strategies to improve progress for Girls in Numeracy and the gap has been closed between Boys and Girls.

Areas of development (ADP future items):

The progress for pupils with PMLD as primary need is not as good as their peers (SLD / AS) in both literacy and numeracy. Further analysis has shown that a specific class has brought the progress data down for this cohort (Most able PMLD pupils following the SLD curriculum).

Progress in Literacy for KS4 (particularly year 11) is lower than other Key Stages.

Progress in Numeracy for KS1 (particularly year 2) is lower than other Key Stages.

Boys are underachieving compared to Girls in Literacy (4.62% gap).

**THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)**

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

Strategic report (continued)

(continued)

Ethnicity			NC Year / Keystage					
Ethnicity	Number	%	NC Year	Number	%			
ABAN	20	5.09	N1	1	0.25			
AIND	10	2.54	N2	3	0.76			
AKPA	5	1.27	R	5	1.27			
AMPK	7	1.78	1	8	2.04			
AOPK	158	40.2	2	10	2.54	Department	Number	%
AOTA	10	2.54	3	21	5.34	Autism	75	19.08
BAOF	30	7.63	4	19	4.83	Complex	68	17.3
BCRB	9	2.29	5	22	5.6	Post 16	73	18.58
BEUR	2	0.51	6	25	6.36	Primary	91	23.16
BGHA	1	0.25	7	38	9.67	Secondary	86	21.88
BOTB	13	3.31	8	41	10.43		393	100
BOTH	2	0.51	9	42	10.69			
BSOM	22	5.6	10	36	9.16	Primary Language		
MABL	1	0.25	11	32	8.14	Language	Number	%
MOTM	15	3.82	12	38	9.67	ARA	17	4.33
MWBA	1	0.25	13	18	4.58	BNG	21	5.34
MWBC	7	1.78	14	34	8.65	BSL	1	0.25
MWOE	1	0.25		393	100	ENB	2	0.51
OAFG	2	0.51				ENG	180	45.8
OARA	5	1.27				FRN	6	1.53
OIRN	1	0.25	Keystage	Number	%	GER	0	0
OIRQ	2	0.51	FOU	9	2.29	KAS	1	0.25
OKRD	2	0.51	KS1	18	4.58	OTH	24	6.11
OLAM	1	0.25	KS2	88	22.39	OTL	14	3.56
OOEG	6	1.53	KS3	120	30.53	PAT	14	3.56
OVIE	1	0.25	KS4	68	17.3	PNJ	17	4.33
OYEM	9	2.29	KS5	90	22.9	PNJM	16	4.07
REFU	1	0.25		393	100	SOM	22	5.6
WBRI	38	9.67				TAM	2	0.51
WEEU	1	0.25				URD	55	13.99
WENG	3	0.76				VIE	1	0.25
WOTW	4	1.02					393	100
WPOR	1	0.25						
WWEU	2	0.51						
	393	100						

* Calthirpe Academy - Pupil information

Kingsbury Academy Overview

Kingsbury Academy is a Special Educational Needs Academy based in the Coundon area of Coventry. The Academy educates primary aged children although is undertaking local consultation to extend into secondary provision. All pupils have a diagnosis of moderate to severe learning difficulties, autism and/or global developmental delay. The Academy was graded good by Ofsted in June 2019.

Following an extended period of due diligence undertaken by a number of internal and external stakeholders, the Board of Trustees of The Academy Trust agreed the transfer of the Academy on 1st April 2020. The Board of Trustees of Thrive agreed that the acquisition would further enable the Trust to achieve its overall objectives detailed within its Articles of Association.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

Strategic report (continued)

(continued)

Local Context

The Local Authority need for SEN school placements is school capacity and is a growing concern for the region as a whole. It is envisaged that by 2020, the demand for SEN placements will have outgrown the available supply across the Coventry region. There continues to be a significant number of children with SEN without a school placement across the local authority. This scenario has led to many complex young people being educated outside of the local authority at great cost. Coventry Local Authority consulted with the local school community on the proposed move to increase age designation of Kingsbury to enable the offer of secondary provision. The consultation was eventually postponed although it is expected to resume during 2021. If deemed appropriate, the Trust will submit an ESFA significant change application to increase age designation.

b. Key financial indicators

	2020	2019
Delegated High Needs funding % of total income	92%	90%
Other funding % of total income	8%	10%
Teaching staff costs as % of General Annual Grant/High Needs funding	34%	34%
Non-Teaching staff costs as % of General Annual Grant/High Needs funding	49%	52%
Total staff costs as % of General Annual Grant/High Needs funding	83%	86%

Delegated funding has increased as a proportion of overall income compared to 2018/19. This is partially down to the 16% uplift in LA Top up funding from September 2020. There is also a slight reduction in other income streams. Together this accounts for the 2% increase in delegated high needs funding as a percentage of overall income.

Teaching staffing costs have remained static in terms of their percentage of total delegated high needs funding/income, while the percentage cost of other staff as a proportion of delegated high needs funding/income has dropped compared to the prior year. This is significantly down to the increase in top up funding received during 2019/20 compared to previous years. So while non-teaching staffing costs have increased during the year, they have not increased in proportion to the extra funding received.

Expenditure for the period covered by this report was covered by the GAG received from the ESFA, Local Authority Top up funding, Pupil Premium funding and other income including, Transport, Insurance claims income.

The Trustees remain concerned with the level of deficit that the Local Government Pension Fund is reporting (See Note 26 of the Financial Statements). This year's actuarial valuations made under FRS 102 show an increase in the liability of £6,383k, to £13,802k. The continuing volatility and sometimes extreme fluctuations in the actuarial valuations, creates for very uncertain deficit repayment predictions and implications. The deficit repayments schedule received during the year increased those payments by 50% for Calthorpe Academy (along with a 2% increase in monthly pension contributions through the payroll). These figures remain fixed for three years, but from April 2023 could rise significantly again.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

Strategic report (continued)

(continued)

c. 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 they continue 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.

Financial review

a. Financial review

The majority of the Academy Trust's income is received from the Education and Skills Funding Agency ('ESFA') in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2020 and the associated expenditure of these grants are shown as restricted funds in the Statement of Financial Activities.

The Academy Trust also receives grants for fixed assets from the ESFA and other organisations / funders and these are shown as restricted fixed asset funds in the Statement of Financial Activities. The balance of the restricted fixed asset fund is reduced by the depreciation charges on the assets acquired using these funds.

For the year ended 31 August 2020, the Academy Trust's total income (excluding capital grants and the net assets transferred on conversion / net assets transferred from academies joining the Trust in the year) was £10,748k (2019: £9,189k) while the total expenditure (excluding depreciation and LGPS FRS102 pension cost charges) was £9,990 (2019: £8,792), resulting in a net surplus / deficit for the year of £758k (2019: £397k surplus).

The balance of reserves at 31 August 2020, excluding the restricted fixed asset funds and LGPS liability fund was £1,647k (2019: £1,217k), split between unrestricted general funds of £573k (2019: £657k) and restricted funds of £1,074k (2019: £560k)

The net book value of fixed assets at 31 August 2020 were £14,767k. The fixed assets held by the Academy Trust are used exclusively for providing education and associated support services to the pupils of the Academy Trust.

Land, buildings, other assets and the LGPS deficit were transferred to the Academy Trust from those academies joining the Trust during the year. The total value of these net assets transferred, as included in the Statement of Financial Activities, were £2,184k. The details of the net assets transferred and the basis of their valuations are set out in Note 27 to the financial statements.

The net book value of fixed assets at 31 August 2020 is £14,767k, which includes the value of land and buildings transferred from new academies joining the Trust during the year of £3,692k and depreciation charges for the period of £905k. The fixed assets held by the Academy Trust are used exclusively for providing education and associated support services to the pupils of the Trust.

Included within the Academy Trusts balance sheet at year end is a defined benefit pension scheme liability of £13,802k (2019: £7,419k), which arises from the deficit in the Local Government Pension Scheme ("LGPS") that is attributable to the Academies. Further details regarding the deficit in the LGPS at 31 August 2020 are set out in note 29 to the financial statements.

The key financial policies reviewed and adopted during the period included the Financial Procedures Policies and Manual, which lays out the framework for the Academy Trust's financial management, including financial responsibilities of the Board of Trustees, Chief Executive Officer, managers, budget holders and other staff, as

**THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)**

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

well as the delegated authorities for spending. The other financial policies reviewed and adopted during the period included Charges and Lettings, Asset Management and Insurance.

This was achieved owing to a series of circumstances, delivering both positive and negative financial outcomes. The reasons for this improvement were:

Calthorpe Academy:

- Additional 1:1 Pupil funding and unanticipated 16% increase in LA Top Up funding from April 2020
- Net gain as a result of COVID Closure/Reduction in pupil attendance. While extra costs were incurred due to COVID, there were greater savings made on reduction of curriculum related expenditure.
- LGPS Deficit recovery payments unexpectedly increased by around 50% from April 2020 owing to actuarial valuation amendments. This added £125,000 to budgeted costs.

Kingsbury Academy:

- Acquisition of new Academy to the Trust in March 2020 came with a required payment of £280,000.
- Unanticipated 16% increase in LA Top up funding from April 2020.
- Net gain as a result of COVID closure/Reduction in pupil attendance.

2020/21's revenue budget across the Trust has been set with a projected £94,000 in-year deficit, which will be funded from the above accumulated reserves. The reason for the projected deficit is due to the revenue contribution (from reserves) of £100,000 Calthorpe Academy is due to make towards its 20/21 Condition Improvement Fund (CIF) Roof Capital project.

b. Reserves policy

The Trustees Finance Committee believe that reserves should provide sufficient working capital to cover delays between spending and receipt of grants and also allow for unexpected situations such as urgent maintenance work. The Trustees ideally aim to maintain reserves of 7.5% of delegated funding as an appropriate contingency against unknown future funding settlements. Actual per pupil income has been increased by around 8% overall as a consequence of the LA Top ups increase in April 2020. This is very welcome after many years of flat per pupil funding. Although ESG funding reductions took effect again this year as the final element of this funding stream was removed by the ESFA in full in 2020/21.

Owing to the LA Top up funding increase and a further unanticipated rise in the number of our extremely vulnerable pupils receiving the highest level of funding, our reserves increased during 2019/20.

As at 31 August 2020 the academy had Total funds carried forward of £3,183k (2019: £5,128k), of which £1,647K were expendable reserves consisting of cash and other reserves of the Academy Trust, which are available for the academy to fulfil its objects. The majority of our true cash reserves have been retained and are from predecessor school funds.

Under Accounting Standard FRS102 it is necessary to charge projected deficits on the Local Government Pension Scheme that is provided for non teaching staff to a specific restricted reserve. As at 31 August 2020 the deficit on this reserve amounted to £13,802k. Repayments required to reflect the deficit increased by 50% from April 2020 and will continue to place additional financial strain on academy finances.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

c. Investment policy

The investment policy during the past 12 months continues to have been based upon considering short term treasury deposits (3 months to one year), which would be made based upon cash flow projections. The requirement to avoid any significant risk with the Academy Trust cash means that at present, the investment policy remains limited. While the cash flow of the Trust remains fairly healthy, returns available from our traditional investment options have virtually disappeared.

The enforced change of payroll provider from October 2020 has also meant that payments of monthly salary has been advanced, such that our use of cash for investment short term are reduced.

d. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Academy Trust is exposed, especially in the operational areas, such as teaching, health & safety, safeguarding and school trips, and in relation to the control of finances and strategic development of the Trust. They have introduced systems, including operational procedures and internal financial controls in order to minimise risk and have agreed a Risk Management Strategy and Risk Management Plan, which incorporates a Risk Register.

Where significant financial risk still remains, the Trustees have ensured the Academy Trust has adequate insurance cover in place. The Risk Management Plan is constantly reviewed in light of any new information and formally reviewed annually.

The principal risks and uncertainties facing the Academy Trust are as follows:

Educational

The continuing success of the Academy Trust is dependent on continuing to attract pupil applicants in sufficient numbers by maintaining the highest educational standards across all key stages. To mitigate this risk, the Trustees ensure that pupil success and achievement are closely monitored and reviewed, with corrective actions embedded at an early stage, and that relationships and partnerships with parents, the local community and other organisations and groups are maintained and are effective in producing a cohesive and supportive community.

Safeguarding and child protection

The Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.

Financial

The Academy Trust has considerable reliance on continued Government funding through the ESFA and Local Authority. In the year, approximately 92% of the Academy Trust's income (excluding amounts transferred on conversion from the Local Authority or amounts transferred from other academies joining the Trust) was ultimately Government funded. Whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms, particularly in light continuing changes in to the National Funding Formula for schools.

Continuing increases in employment costs, including pension costs association with both the Teachers' Pension Scheme and the Local Government Pension Scheme, and premises costs will also continue to place significant pressure on the Trust's financial position and its ability to deliver balance budgets in the future.

The Trustees examine the financial health of the Academy Trust formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Trustees and Finance and Resources Committee meetings.

Staffing

The success of the Academy Trust is reliant on the quality of its staff so the Trustees monitor and review policies

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Failures in governance and / or management

The risk in this area arises from the potential failure to effectively manage the Academy Trust's finances, internal controls, compliance with regulations and legislation, statutory returns etc. The Trustees continue to review and ensure appropriate measures are in place to mitigate these risks, which includes those relating to fraud and mismanagement of funds.

Fraud and mismanagement of funds

The Academy Trust has engaged Services for schools as internal auditor to perform additional checks and to perform a program of work aimed at checking and reviewing the financial systems and records as required by the Academies Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and to develop their skills in this area.

At the balance sheet date, the Academy Trust had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on the Academy Trust's liquidity.

The Trustees recognise that the LGPS deficit represents a significant potential liability to the Academy Trust. However, as the Trustees consider the Academy Trust is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

Fundraising

The Academy Trust has not undertaken any material fundraising activities during the year ended 31 August 2020.

Plans for future periods

The Academy Trust strives to continually improve levels of attainment for all pupils, equipping them with the qualifications, skills and character to follow their chosen pathway, whether it is into further and higher education or employment, as well as promoting the continued professional development of its staff.

The Academy Trust's plans for future periods are:

- Ensure that all mandatory safeguarding policies and procedures are continually met; including safer recruitment and embedding safeguarding into the curriculum.
- Ensure that the curriculum offer is diverse, personalised, enriched and regularly reviewed to meet the needs and aspirations of our learners; particularly those learners with most complex needs.
- To continue to develop the Academy's learning environment, in order to support and enhance the Academy's curriculum offer.
- To develop curriculum leadership; ensuring effective monitoring delivery of their subjects with a specific focus on feedback, accessibility of curriculum and accountability.
- To oversee the build of our additional premises in order to support the growing intake of Primary ASC learners.
- To continue to develop and expand the Board of Trustees through ongoing skills analysis, informed CPD and targeted recruitment.
- Further improve the quality of teaching and ensuring it is consistently good or better, ensuring all students make expected or better than expected progress.

**THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)**

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

Plans for future periods (continued)

- To develop our mental health strategy, assessment and staffing capacity in order to support learner/staff mental health and resilience.
- Develop our learning community by; growing our Multi Academy Trust, through our membership via BSSCT and through our National Support School designation.

Funds held as custodian on behalf of others

The Academy Trust and its Trustees do not act as Custodian Trustees of any other charity.

The Academy does however hold Post 16 Bursary Funds on behalf of the ESFA, which are distributed to students as required and in line with the terms and conditions of the funds.

Disclosure of information to auditor

Insofar as the Trustees are aware:

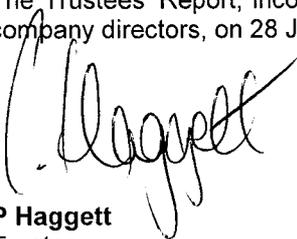
- there is no relevant audit information of which the charitable company's auditor is unaware, and
- that Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

On 1 October 2020, BDO LLP resigned as the Academy Trust's auditors. Cooper Parry Group Limited were appointed to fill the resulting vacancy. Cooper Parry Group Limited have expressed their willingness to continue in office as auditors and will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

The auditor, Cooper Parry Group Limited, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 28 January 2021 and signed on its behalf by:



P Haggett
Trustee

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

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 Chief Executive Officer, 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. 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 5 times during the year.

Two members L Taylor and G Tyler attended 5 and 1 meeting of the Board of Trustees respectively out of a possible 5. Trustee attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
R Chapman, Chief Executive Officer, Principal and Accounting Officer	5	5
S Sherman, Chair	5	5
P Smart	4	5
D Pawlowski-Andrews	4	5
A Lynch-Pasztor	3	5
P Haggett	3	5
H Mohamed	1	5
A Tenn	4	5
E Morgan	0	2
A Simpson	0	0
N Lagan	0	0

The Board of Trustees reviewed the Trust's governance structure during the year to evaluate its impact and effectiveness. The Board of Trustees has a wide range of skills that contribute to the successful governance of the Trust and are satisfied that the current structure in place is appropriate and effective for the Trust

Our Trustee board self evaluation process is ongoing and the board are taking care to identify gaps and direct recruitment to specified areas of need. The board have found it a challenge to attract new Trustee applicants who are deemed to be appropriate for the gaps identified in the respective roles, including a second parent trustee.

As the Board of Trustees has steadily begun to grow, the process of creating sub committees commenced during the 2018/19 academic year.

The Finance, Audit, Risk and Personnel Committee is a sub-Committee of the Board of Trustees. Its purpose is to provide oversight, guidance and assistance to the Board of Trustees on all matters related to finance, resources, premises and Health & Safety of the Academy Trust. This committee also acts as the Academy Trust's Audit Committee, where its purpose is to maintain an oversight of the Trust's governance, risk management, internal control and value for money framework.

- Oversee the management of the human and financial resources of the Trust with the aim of securing the best possible outcomes for our learners.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

- Receive, review and recommend the annual budget of the Trust to the Full Board for approval.
- Oversee ongoing budget prediction /projections via termly analysis of the approved budget against actual/predicted expenditure to ensure effective management of all financial resources available.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
P Haggett	3	3
R Chapman	3	3
A Tenn	3	3

Review of value for money

As Accounting Officer, the CEO 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 Academy Trusts 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:

- Successfully completing the capital project to upgrade a new facility at Belgravia Road, which will offer approximately 40 additional spaces for the young people of Birmingham with Special Educational Needs, currently without a school place.
- Successful acquisition of Kingsbury Academy, which provides increased educational benefit to young people of Coventry and the wider community. This also permits us to retain/recruit/develop the best staff and opportunities for those staff.
- Successful completion of a large CIF funded project to replace the remainder of Calthorpe Academy's life expired roof. This ensures the security of the building from flood and heat loss, which was a regular issue with the previous roof.

The purpose of the system of internal control

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

The risk and control framework

**THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)**

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

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

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

The Board of Trustees has decided to employ Services 4 Schools Limited as internal auditor.

The internal auditor's role includes giving advice on financial and other 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 monthly payroll and related procedures
- Checking of purchasing procedures
- Ensuring income is correctly accounted for
- Checking bank reconciliations
- Review of control accounts
- Reimbursed expenses

On a six-monthly basis, the enhanced assurance report is presented to the Board of Trustees through the finance committee which comments upon the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

The reviewer has delivered their program of work during the ended 31st August 2020 as planned.

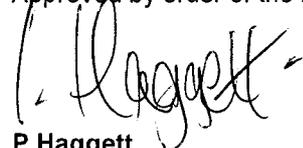
Review of effectiveness

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

- the work of the internal auditor;
- the work of the external auditor;
- the financial management and governance self-assessment process;
- 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 finance committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 28 January 2021 and signed on their behalf by:



P Haggett
Trustee



R Chapman
Accounting Officer

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

STATEMENT ON 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 2019.

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 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.



R Chapman
Accounting Officer
Date: 28 January 2021

THRIVE EDUCATION PARTNERSHIP
(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 year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the charitable company and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

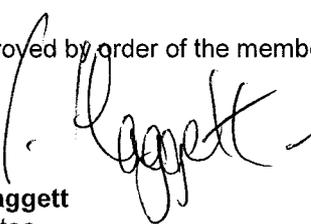
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 28 January 2021 and signed on its behalf by:


P Haggett
Trustee

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THRIVE EDUCATION PARTNERSHIP

Opinion

We have audited the financial statements of Thrive Education Partnership (the 'parent Academy Trust') 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 Trust 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 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 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 Trust'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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THRIVE
EDUCATION PARTNERSHIP (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 Group and the parent Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the Strategic Report.

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

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

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THRIVE
EDUCATION PARTNERSHIP (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities 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 Group's and the parent Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent Academy Trust or to cease operations, or have no realistic alternative but to do so.

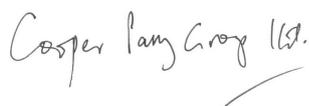
Auditor's responsibilities for the audit of the financial statements

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

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

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.



Simon Atkins (FCA) (Senior Statutory Auditor)

for and on behalf of

Cooper Parry Group Limited

Chartered Accountants

Statutory Auditor

One Central Boulevard

Blythe Valley Business Park

Solihull

West Midlands

B90 8BG

Date: 29 January 2021

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THRIVE
EDUCATION PARTNERSHIP AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 9 July 2020 and further to the requirements of the Education & 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 Thrive Education Partnership 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 Thrive Education Partnership and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Thrive Education Partnership and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Thrive Education Partnership and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Thrive Education Partnership's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Thrive Education Partnership's funding agreement with the Secretary of State for Education dated 27 August 2014 and subsequently amended by a deed of variation dated 20 November 2019 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.

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 Trust'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;
- 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

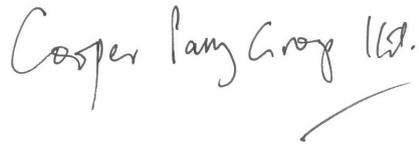
**THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)**

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

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.

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.

A handwritten signature in black ink that reads "Cospir Parry Group Ltd." with a horizontal line underneath.

Cooper Parry Group Limited
One Central Boulevard
Blythe Valley Business Park
Solihull
West Midlands
B90 8BG

Date: 29 January 2021

THRIVE EDUCATION PARTNERSHIP
(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 £000	Restricted funds 2020 £000	Restricted fixed asset funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Income from:						
Donations and capital grants:	3					
Transfer in of existing academy		(279)	(1,229)	3,692	2,184	-
Other donations and capital grants		-	-	1,036	1,036	104
Charitable activities	4	-	10,430	-	10,430	8,956
Other trading activities	5	5	-	-	5	1
Investments	6	17	-	-	17	7
Other income	7	296	-	136	432	261
		<u>39</u>	<u>9,201</u>	<u>4,864</u>	<u>14,104</u>	<u>9,329</u>
Expenditure on:						
Raising funds	8	60	-	-	60	24
Charitable activities	8,9	14	10,449	905	11,368	10,223
		<u>74</u>	<u>10,449</u>	<u>905</u>	<u>11,428</u>	<u>10,247</u>
Net (expenditure)/income						
Transfers between funds		<u>(35)</u>	<u>(1,248)</u>	<u>3,959</u>	<u>2,676</u>	<u>(918)</u>
Net movement in funds before other recognised gains/(losses)	21	(49)	-	49	-	-
Other recognised gains/(losses):		<u>(84)</u>	<u>(1,248)</u>	<u>4,008</u>	<u>2,676</u>	<u>(918)</u>
Actuarial losses on defined benefit pension schemes	29	-	(4,621)	-	(4,621)	(1,144)
Net movement in funds		<u>(84)</u>	<u>(5,869)</u>	<u>4,008</u>	<u>(1,945)</u>	<u>(2,062)</u>

THRIVE EDUCATION PARTNERSHIP
(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 £000	Restricted funds 2020 £000	Restricted fixed asset funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Note					
Reconciliation of funds:					
Total funds brought forward	657	(6,859)	11,330	5,128	7,190
Net movement in funds	(84)	(5,869)	4,008	(1,945)	(2,062)
Total funds carried forward	<u>573</u>	<u>(12,728)</u>	<u>15,338</u>	<u>3,183</u>	<u>5,128</u>
21					

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

The notes on pages 38 to 67 form part of these financial statements.

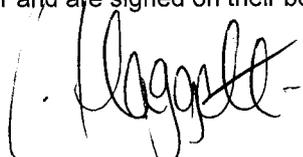
THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)
REGISTERED NUMBER: 09064864

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £000	2019 £000
Fixed assets			
Tangible assets	15	14,767	11,387
		14,767	11,387
Current assets			
Debtors	17	1,629	492
Investments	18	-	250
Cash at bank and in hand		1,764	1,377
		3,393	2,119
Creditors: amounts falling due within one year	19	(1,121)	(896)
Net current assets		2,272	1,223
Total assets less current liabilities		17,039	12,610
Creditors: amounts falling due after one year	20	(54)	(63)
Net assets excluding pension liability		16,985	12,547
Defined benefit pension scheme liability	29	(13,802)	(7,419)
Total net assets		3,183	5,128
 Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	21	15,338	11,330
Restricted income funds	21	1,074	560
Pension reserve	21	(13,802)	(7,419)
Total restricted funds	21	2,610	4,471
Unrestricted income funds	21	573	657
Total funds		3,183	5,128

The financial statements on pages 33 to 67 were approved by the Trustees, and authorised for issue on 28 January 2021 and are signed on their behalf, by:

P Haggett
Trustee



The notes on pages 38 to 67 form part of these financial statements.

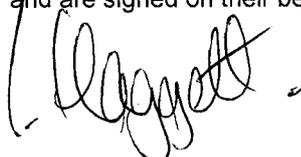
THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)
REGISTERED NUMBER: 09064864

ACADEMY TRUST BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £000	2019 £000
Fixed assets			
Tangible assets	15	14,767	11,387
		14,767	11,387
Current assets			
Debtors	17	1,722	563
Investments	18	-	250
Cash at bank and in hand		1,665	1,298
		3,387	2,111
Creditors: amounts falling due within one year	19	(1,119)	(890)
		2,268	1,221
Net current assets			
		17,035	12,608
Creditors: amounts falling due after one year	20	(54)	(63)
		16,981	12,545
Net assets excluding pension liability			
Defined benefit pension scheme liability	29	(13,802)	(7,419)
		3,179	5,126
Total net assets		3,179	5,126
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	21	15,289	11,329
Restricted income funds	21	1,010	558
Pension reserve	21	(13,802)	(7,419)
		2,497	4,468
Total restricted funds	21		
Unrestricted income funds	21	682	658
		3,179	5,126
Total funds		3,179	5,126

The financial statements on pages 33 to 67 were approved by the Trustees, and authorised for issue on 28 January 2021 and are signed on their behalf, by:

P Haggett
Trustee



The notes on pages 38 to 67 form part of these financial statements.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

	Note	2020 £000	2019 £000
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	23	(34)	1,058
Cash flows from investing activities			
	24	421	91
Change in cash and cash equivalents in the year		387	1,149
Cash and cash equivalents at the beginning of the year		1,377	228
Cash and cash equivalents at the end of the year	25, 26	1,764	1,377

The notes on pages 38 to 67 form part of these financial statements

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Group, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) Charities SORP 2019, the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

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

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

1.2 Going concern

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

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.

• **Grants**

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

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

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

• **Donations**

Donations are recognised on a receivable basis (where there are no performance-related conditions)

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.3 Income (continued)

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.

• **Transfer of existing academies into the Group**

Where assets and liabilities are received on the transfer of an existing academy into the Group, 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 Group. An equal amount of income is recognised for the transfer of an existing academy into the Group within 'Income from Donations and Capital Grants' to the net assets acquired.

1.4 Expenditure

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

• **Expenditure on raising funds**

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Interest receivable

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

1.6 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 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.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.7 Tangible fixed assets

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

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

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

Depreciation is provided on the following bases:

Long-term leasehold land	- 125 years
Long-term leasehold property	- 5% - 10%
Furniture and equipment	- 20%
Computer equipment	- 20%
Motor vehicles	- 20%

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to leasehold land and buildings.

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 Investments

Investments in subsidiaries are valued at cost less provision for impairment.

1.9 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.

1.10 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.

1.11 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.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 17. Prepayments are not financial instruments. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 19 and 20. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy Trust's wholly owned subsidiary are held at face value less any impairment.

1.13 Operating leases

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

1.14 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.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.15 Agency arrangements

The Academy Trust distributes 16-19 Bursary funds to students as an agent for the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable application of the funds.

The Academy Trust can use up to 5% of the allocation towards its own administrative costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at the year end are disclosed in note 34.

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.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 29, 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 2019 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.

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 judgement:

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.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

3. Income from donations and capital grants

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Restricted fixed asset funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Donations	-	-	8	8	49
Capital Grants	-	-	1,028	1,028	55
Assets transferred in from an existing academy joining the trust (see note 27)	(279)	(1,229)	3,692	2,184	-
Total 2020	(279)	(1,229)	4,728	3,220	104

4. Funding for the academy's educational operations

	Restricted funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
DfE/ESFA grants			
General annual grant	4,266	4,266	3,850
Other DfE/ESFA grants	57	57	99
Pupil Premium	215	215	182
	4,538	4,538	4,131
Other government grants			
Local authority grants	5,849	5,849	4,766
	5,849	5,849	4,766
Other income from academy's educational operations			
Catering	43	43	59
	43	43	59
Total 2020	10,430	10,430	8,956
Total 2019	8,956	8,956	

THRIVE EDUCATION PARTNERSHIP
(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 £000	Total funds 2020 £000	Total funds 2019 £000
Consultancy	5	5	1
Total 2019	<u>1</u>	<u>1</u>	

6. Investment income

	Unrestricted funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Bank interest received	5	5	7
Loan repayment income	12	12	-
Total 2020	<u>17</u>	<u>17</u>	<u>7</u>
Total 2019	<u>7</u>	<u>7</u>	

7. Other incoming resources

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
Recharges to Heart of Birmingham Vocational College	-	-	-	17
Other income	89	136	225	92
Calthorpe Academy Transport Services Limited - income	207	-	207	152
Total 2020	<u>296</u>	<u>136</u>	<u>432</u>	<u>261</u>
Total 2019	<u>223</u>	<u>38</u>	<u>261</u>	

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

8. Expenditure

	Staff Costs	Premises	Other	Total	Total
	2020	2020	2020	2020	2019
	£000	£000	£000	£000	£000
Expenditure on fundraising trading activities:					
Calthorpe Academy Transport Services Limited - expenditure	59	-	1	60	24
Educational operations:					
Direct costs	7,573	711	352	8,636	7,781
Allocated support costs	1,548	470	713	2,731	2,442
Total 2020	<u>9,180</u>	<u>1,181</u>	<u>1,066</u>	<u>11,427</u>	<u>10,247</u>
Total 2019	<u>7,959</u>	<u>1,102</u>	<u>1,186</u>	<u>10,247</u>	

9. Analysis of expenditure by activities

	Activities undertaken directly	Support costs	Total funds	Total funds
	2020	2020	2020	2019
	£000	£000	£000	£000
Educational operations	8,636	2,731	11,367	10,223
Total 2019	<u>7,781</u>	<u>2,442</u>	<u>10,223</u>	

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities	Total	Total
	2020	funds	funds
	£000	2020	2019
		£000	£000
LGPS FRS102 net interest cost	147	147	147
Staff costs	1,549	1,549	1,348
Depreciation	21	21	101
Technology costs	16	16	14
Staff development	60	60	61
Travel and subsistence	12	12	6
Maintenance of premises and equipment	237	237	146
Cleaning	117	117	100
Rent & rates	13	13	13
Energy costs	103	103	82
Insurance	122	122	90
Security & Transport	23	23	30
Catering	103	103	112
Other support costs	94	94	110
Audit remuneration	16	16	13
Legal and professional	91	91	59
Recruitment costs	6	6	7
Hospitality	1	1	3
	<u>2,731</u>	<u>2,731</u>	<u>2,442</u>
Total 2019	<u>2,442</u>	<u>2,442</u>	

Included within legal and professional is £12k legal fees in respect of conversion costs and other legal fees of £21k.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

10. Net (expenditure)/income

Net (expenditure)/income for the year includes:

	2020	2019
	£000	£000
Operating lease rentals	24	18
Depreciation of tangible fixed assets	907	967
Fees paid to auditor for:		
- audit	15	10
- other services	5	11
	24	18

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	Group	Group	Academy	Academy
	2020	2019	Trust	Trust
	£000	£000	£000	£000
Wages and salaries	6,547	5,880	6,490	5,880
Social security costs	548	507	547	507
Pension costs	1,851	1,408	1,850	1,408
	8,946	7,795	8,887	7,795
Agency staff costs	234	164	234	164
	9,180	7,959	9,121	7,959

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

11. Staff (continued)

b. Staff numbers

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

	Group 2020 No.	Group 2019 No.	Academy Trust 2020 No.	Academy Trust 2019 No.
Teachers	54	46	54	46
Administration and support	294	256	294	256
Management	9	7	9	7
	<u>357</u>	<u>309</u>	<u>357</u>	<u>309</u>

c. Higher paid staff

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

	Group 2020 No.	Group 2019 No.
In the band £60,001 - £70,000	3	1
In the band £70,001 - £80,000	2	2
In the band £80,001 - £90,000	1	1
In the band £120,001 - £130,000	1	1
	<u>7</u>	<u>5</u>

d. 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 and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £884,192 (2019 £602,982).

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

12. Central services

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

The Group charges for these services on the following basis:

Total central service costs amounted to £260k. These costs relate to central staffing costs and other governance related expenditure.

The actual amounts charged during the year were as follows:

	2020	2019
	£000	£000
Calthorpe Teaching Academy	220	-
Kingsbury Academy	40	-
Total	<u>260</u>	<u>-</u>

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

13. Trustees' remuneration and expenses

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

	2020	2019
	£000	£000
R Chapman, Principal and Accounting Officer		
Remuneration	125 - 130	120 - 125
Pension contributions paid	25 - 30	20 - 25

During the year ended 31 August 2020, expenses totalling £4,185 were reimbursed to 2 Trustees (2019 - £1,237 to 2 Trustees).

14. 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. It is not possible to quantify the Trustees' and Officers' indemnity element from the overall cost of the scheme.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

15. Tangible fixed assets

Group and Academy Trust

	Long-term leasehold property £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost or valuation					
At 1 September 2019	13,685	862	504	181	15,232
Additions	520	63	11	-	594
Transfer in of assets from academy joining the trust	3,690	2	-	-	3,692
At 31 August 2020	17,895	927	515	181	19,518
Depreciation					
At 1 September 2019	2,676	607	469	93	3,845
Charge for the year	711	145	21	30	907
At 31 August 2020	3,387	752	490	123	4,752
Net book value					
At 31 August 2020	14,508	175	25	58	14,766
At 31 August 2019	11,009	255	35	88	11,387

The net book value of assets under construction is £572,000 (2019: £Nil).

The land and buildings that were transferred into the trust during the year were independantly revalued on 1 April 2020 by DVS Property Specialists. The basis of the valuation was depreciated replacement cost and the comparative method of valuation for the non-specialised assets.

16. Fixed asset investments

Subsidiary undertakings

The Academy Trust owns 100% of the issued share capital of Calthorpe Academy Transport Services Limited, a private limited company, limited by shares, incorporated in England and Wales and domiciled in England. Its registered office is Darwin Street, Highgate, Birmingham, B12 0TP and its principal activity is the provision of the transport services. The total value of the investment in the subsidiary company is £1 (2019: £1). Further details in respect of the subsidiaries results are disclosed at note 35.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

17. Debtors

	Group 2020 £000	Group 2019 £000	Academy Trust 2020 £000	Academy Trust 2019 £000
Due after more than one year				
Other debtors	-	33	-	33
	<u>-</u>	<u>33</u>	<u>-</u>	<u>33</u>
Due within one year				
Trade debtors	383	117	336	76
Amounts owed by group undertakings	-	-	147	113
Other debtors	29	34	22	33
Prepayments and accrued income	1,047	276	1,047	276
VAT recoverable	170	32	170	32
	<u>1,629</u>	<u>492</u>	<u>1,722</u>	<u>563</u>

The Academy Trust had a loan outstanding from the Heart of Birmingham Vocational College at the year end of £Nil (2019: £65,000). Interest is charged on this loan at 1% above HSBC bank base rate. The loan is repayable in minimum annual instalments of £32,000 and was fully repaid in the year.

18. Current asset investments

	Group 2020 £000	Group 2019 £000	Academy Trust 2020 £000	Academy Trust 2019 £000
Cash deposits	-	250	-	250
	<u>-</u>	<u>250</u>	<u>-</u>	<u>250</u>

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

19. Creditors: Amounts falling due within one year

	Group	Group	Academy	Academy
	2020	2019	Trust	Trust
	£000	£000	2020	2019
			£000	£000
Other loans	9	9	9	9
Trade creditors	958	738	956	732
Other taxation and social security	15	-	15	-
Other creditors	15	1	15	1
Accruals and deferred income	124	148	124	148
	<u>1,121</u>	<u>896</u>	<u>1,119</u>	<u>890</u>

Other loans represent the amount outstanding from Salix Finance which is provided at 0% interest and repayable in equal instalments over 8 years.

	Group	Group	Academy	Academy
	2020	2019	Trust	Trust
	£000	£000	2020	2019
			£000	£000
Deferred income at 1 September 2019	4	5	4	5
Resources deferred during the year	22	4	22	4
Amounts released from previous periods	(4)	(5)	(4)	(5)
	<u>22</u>	<u>4</u>	<u>22</u>	<u>4</u>

At the balance sheet date the Academy Trust was holding income relating to the 2021 academic year in respect of Post-16 Bursary and Local Authority funding which is due to be expended in 2021.

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

	Group	Group	Academy	Academy
	2020	2019	Trust	Trust
	£000	£000	2020	2019
			£000	£000
Other loans	<u>54</u>	<u>63</u>	<u>54</u>	<u>63</u>

Other loans represent the amount outstanding from Salix Finance which is provided at 0% interest and repayable in equal instalments over 8 years.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

21. Statement of funds

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2020 £000
Unrestricted funds						
Unrestricted funds	657	39	(74)	(49)	-	573
Restricted general funds						
General Annual Grant (GAG)	-	4,266	(4,266)	-	-	-
Pupil Premium	-	215	(215)	-	-	-
Other grants and income	560	5,949	(5,435)	-	-	1,074
Pension reserve	(7,419)	(1,229)	(533)	-	(4,621)	(13,802)
	<u>(6,859)</u>	<u>9,201</u>	<u>(10,449)</u>	<u>-</u>	<u>(4,621)</u>	<u>(12,728)</u>
Restricted fixed asset funds						
Transfer on conversion	7,810	3,692	(441)	-	-	11,061
DfE / ESFA capital grants	602	593	(97)	-	-	1,098
Capital grant from local authority	1,158	435	(11)	-	-	1,582
Donated fixed assets	166	8	(23)	-	-	151
Assets purchased from academy funds	1,594	136	(333)	49	-	1,446
	<u>11,330</u>	<u>4,864</u>	<u>(905)</u>	<u>49</u>	<u>-</u>	<u>15,338</u>
Total Restricted funds	<u>4,471</u>	<u>14,065</u>	<u>(11,354)</u>	<u>49</u>	<u>(4,621)</u>	<u>2,610</u>
Total funds	<u><u>5,128</u></u>	<u><u>14,104</u></u>	<u><u>(11,428)</u></u>	<u><u>-</u></u>	<u><u>(4,621)</u></u>	<u><u>3,183</u></u>

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

The General Annual Grant funding must be used for the normal running costs of the Academy Trust in line with the Trust's charitable objects and the terms and conditions of the Trust's funding agreement.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

21. Statement of funds (continued)

The pupil premium funding must be used to support children from families on low income or children in care.

Other grants and income, which include other ESFA / DfE grants (including Universal Infant Free School Meal grants, Teacher Pay grants and Teachers' Pension grants), Local Authority funding, and other restricted income, are all used in accordance with the specific restrictions of the individual grants and funding provided.

The Pension reserve represents the Local Government Pension Scheme deficit.

Restricted fixed asset funds represent the investment in fixed assets, net of accumulated depreciation, and includes the value of fixed assets transferred to the Academy Trust on conversion of the Schools within the Academy Trust and the value of fixed assets transferred from academies joining the Trust in the current year, together with any capital expenditure funded from restricted or unrestricted funds. Unspent capital grants and capital income are also held in this fund and their use is restricted to the capital projects for which the grant awarded.

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

Total funds analysis by academy

Fund balances at 31 August 2020 were allocated as follows:

	2020 £000	2019 £000
Calthorpe Teaching Academy	1,743	1,217
Kingsbury Academy	(177)	-
Central	81	-
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	1,647	1,217
Restricted fixed asset fund	15,338	11,330
Pension reserve	(13,802)	(7,419)
	<hr/>	<hr/>
Total	3,183	5,128
	<hr/> <hr/>	<hr/> <hr/>

The following academy is carrying a net deficit on its portion of the funds as follows:

	Deficit £000
Kingsbury Academy	(177)
	<hr/> <hr/>

The Academy Trust is taking the following action to return the academy to surplus:

The overall position for Kingsbury Academy has improved from £280k deficit at the end of the previous year to a deficit of £177k. The budget for 20/21 has been set at an in-year surplus of £86k and the school should return to a surplus position in 21/22.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

21. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2020 £000	Total 2019 £000
Calthorpe Teaching Academy	7,067	1,385	69	1,138	9,659	9,282
Kingsbury Academy	409	69	1	62	541	-
Calthorpe Academy Transport Services Limited	-	59	-	1	60	-
Central services	96	95	-	72	263	-
Academy Trust	7,572	1,608	70	1,273	10,523	9,282

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

21. Statement of funds (continued)

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

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2019 £000
Unrestricted funds						
Unrestricted funds	644	233	(161)	(59)	-	657
Restricted general funds						
General Annual Grant	-	3,850	(3,850)	-	-	-
Pupil Premium	-	182	(182)	-	-	-
Other restricted	235	4,924	(4,599)	-	-	560
Pension reserve	(5,786)	-	(489)	-	(1,144)	(7,419)
	(5,551)	8,956	(9,120)	-	(1,144)	(6,859)
Restricted fixed asset funds						
Transfer on conversion	8,306	-	(496)	-	-	7,810
DfE/ESFA capital grants	664	55	(117)	-	-	602
Capital grant from local authority	1,166	-	(8)	-	-	1,158
Donated fixed assets	145	47	(26)	-	-	166
Assets purchased from academy funds	1,816	39	(320)	59	-	1,594
	12,097	141	(967)	59	-	11,330
Total Restricted funds	6,546	9,097	(10,087)	59	(1,144)	4,471
Total funds	7,190	9,330	(10,248)	-	(1,144)	5,128

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

22. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Restricted fixed asset funds 2020 £000	Total funds 2020 £000
Tangible fixed assets	-	-	14,767	14,767
Current assets	576	2,246	571	3,393
Creditors due within one year	(3)	(1,118)	-	(1,121)
Creditors due in more than one year	-	(54)	-	(54)
Provisions for liabilities and charges	-	(13,802)	-	(13,802)
Total	573	(12,728)	15,338	3,183

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	Total funds 2019 £000
Tangible fixed assets	-	-	11,387	11,387
Debtors due after more than one year	33	-	-	33
Current assets	629	1,416	41	2,086
Creditors due within one year	(5)	(856)	(35)	(896)
Creditors due in more than one year	-	-	(63)	(63)
Provisions for liabilities and charges	-	(7,419)	-	(7,419)
Total	657	(6,859)	11,330	5,128

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

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

	2020	2019
	£000	£000
Net income/(expenditure) for the period (as per Statement of Financial Activities)	2,676	(918)
	<hr/>	<hr/>
Adjustments for:		
Depreciation	907	967
Capital grants from DfE and other capital income	(1,028)	(55)
Interest receivable	(17)	(7)
Defined benefit pension scheme cost less contributions payable	386	341
Defined benefit pension scheme finance cost	147	147
Increase in debtors	(1,136)	(52)
Increase in creditors	215	673
Profit on the sale of fixed assets	-	(38)
Donations in respect of school joining the trust	(2,184)	-
	<hr/>	<hr/>
Net cash (used in)/provided by operating activities	(34)	1,058
	<hr/> <hr/>	<hr/> <hr/>

24. Cash flows from investing activities

	Group	Group
	2020	2019
	£000	£000
Interest received	17	7
Purchase of tangible fixed assets	(594)	(309)
Proceeds from the sale of tangible fixed assets	-	38
Purchase of new school	(280)	-
Capital grants from DfE Group	1,028	55
Movements in cash placed on deposit	250	300
	<hr/>	<hr/>
Net cash provided by investing activities	421	91
	<hr/> <hr/>	<hr/> <hr/>

25. Analysis of cash and cash equivalents

	Group	Group
	2020	2019
	£000	£000
Cash in hand	1,764	1,377
	<hr/>	<hr/>
Total cash and cash equivalents	1,764	1,377
	<hr/> <hr/>	<hr/> <hr/>

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

26. Analysis of changes in net debt

	At 1 September 2019 £000	Cash flows £000	At 31 August 2020 £000
Cash at bank and in hand	1,377	387	1,764
Debt due within 1 year	(9)	-	(9)
Debt due after 1 year	(63)	9	(54)
Cash deposits	250	(250)	-
	1,555	146	1,701
	1,555	146	1,701

27. Transfer of academy into the Trust

On 1 April 2020 Kingsbury Academy (formerly 'RNIB Three Spires Academy') transferred into Trust and all the operations, assets and liabilities were transferred for a consideration of £280,000.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Consolidated Balance Sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Consolidated Statement of Financial Activities as income from donations and capital grants - transfer in of existing academy.

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

	Unrestricted funds £000	Restricted funds £000	Restricted fixed asset funds £000	Total funds £000
Tangible fixed assets				
Leasehold land and buildings	-	-	3,683	3,683
Other tangible fixed assets	-	-	9	9
Current assets				
Cash - representing budget surplus on LA funds	2	-	-	2
Debtors due within 1 year	128	-	-	128
Current liabilities				
Creditors due within 1 year	(409)	-	-	(409)
Non-current liabilities				
Pension liabilities	-	(1,229)	-	(1,229)
	(279)	(1,229)	3,692	2,184
Net (liabilities)/assets	(279)	(1,229)	3,692	2,184

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

28. Capital commitments

	Group	Group	Academy	Academy
	2020	2019	Trust	Trust
	£000	£000	2020	2019
			£000	£000
Contracted for but not provided in these financial statements				
Acquisition of tangible fixed assets	968,096	-	968,096	-
	<u>968,096</u>	<u>-</u>	<u>968,096</u>	<u>-</u>

29. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £111,690 were payable to the schemes at 31 August 2020 (2019 - £60,624) and are included within creditors.

Teachers' Pension Scheme

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

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

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

29. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The 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 £540,400 (2019 - £352,986).

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.

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 £1,110,000 (2019 - £902,762), of which employer's contributions totalled £911,000 (2019 - £713,267) and employees' contributions totalled £ 199,000 (2019 - £189,495). The agreed contribution rates for future years are 18.1 per cent for employers and 5.5-12.5 per cent for employees.

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

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	2.13	1.00
Rate of increase for pensions in payment/inflation	2.23	2.15
Discount rate for scheme liabilities	1.63	1.90
	1.63	1.90

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

29. Pension commitments (continued)

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

	2020	2019
	Years	Years
Retiring today		
Males	21.9	20.9
Females	24.1	23.2
Retiring in 20 years		
Males	23.8	22.6
Females	26.0	25.1

Sensitivity analysis

	2020	2019
	£000	£000
Discount rate +0.1%	(574)	(311)
Discount rate -0.1%	592	320
Mortality assumption - 1 year increase	754	390
Mortality assumption - 1 year decrease	(726)	(376)

Share of scheme assets

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

	2020	2019
	£000	£000
Equities	3,501	2,252
Gilts	676	355
Corporate bonds	242	142
Property	469	306
Cash and other liquid assets	413	135
Other	930	556
Total market value of assets	6,231	3,746

The actual return on scheme assets was £483,000 (2019 - £204,000).

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

29. Pension commitments (continued)

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

	2020 £000	2019 £000
Current service cost	1,297	1,041
Interest income	(86)	(83)
Interest cost	231	231
Administrative expenses	2	1
Total amount recognised in the Consolidated Statement of Financial Activities	<u>1,444</u>	<u>1,190</u>

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

	2020 £000	2019 £000
At 1 September	11,165	8,502
Transferred in on existing academies joining the trust	2,024	-
Current service cost	1,297	1,041
Interest cost	231	231
Employee contributions	199	185
Actuarial losses	5,198	1,264
Benefits paid	(81)	(58)
At 31 August	<u>20,033</u>	<u>11,165</u>

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

	2020 £000	2019 £000
At 1 September	3,746	2,716
Transferred in on existing academies joining the trust	795	-
Interest income	86	84
Actuarial gains	577	120
Employer contributions	911	700
Employee contributions	199	185
Benefits paid	(81)	(58)
Administrative expenses	(2)	(1)
At 31 August	<u>6,231</u>	<u>3,746</u>

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

30. Operating lease commitments

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

	Group	Group	Academy	Academy
	2020	2019	Trust	Trust
	£000	£000	2020	2019
			£000	£000
Not later than 1 year	35	16	35	16
Later than 1 year and not later than 5 years	55	40	55	40
	<u>90</u>	<u>56</u>	<u>90</u>	<u>56</u>
	<u><u>90</u></u>	<u><u>56</u></u>	<u><u>90</u></u>	<u><u>56</u></u>

31. 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.

32. Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the 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 Trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial year:

Income related party transactions

During the year, amounts of £11,527 (2019: £Nil) were received from Heart of Birmingham Vocational College Ltd, connected by common directorship. No amounts were outstanding at the year end (2019: £Nil)

During the year, the Academy Trust recharged expenses totalling £146,814 (2019: £112,538) to Calthorpe Academy Transport Services Limited, a wholly-owned subsidiary of Thrive Education Partnership. At the balance sheet date amounts of £146,814 (2019: £112,538) were owed to the Academy.

33. Post balance sheet events

In September 2020 Thrive Education Partnership was approved as a sponsor to become the proprietor of a Local Presumption Special SEMH Free-School in Warwickshire due to open in September 2021. The application was successful and The Warwickshire Academy is due to open in September 2021. A formal funding agreement is likely to be signed in Spring 2021.

THRIVE EDUCATION PARTNERSHIP
(A Company Limited by Guarantee)

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

34. Agency arrangements

The Academy Trust distributes 16-19 bursary funds on behalf of the ESFA. In the accounting period ended 31 August 2020, the Trust received £6,000 (2019: £6,000) and disbursed £3,000 (2019: £4,000) from the fund. An amount of £6,000 (2019: £14,000) is included in other creditors relating to the undistributed funds that are repayable to the ESFA.

35. Principal subsidiaries

Calthorpe Academy Transport Services Limited

Subsidiary name	Calthorpe Academy Transport Services Limited
Company registration number	11559881
Basis of control	Directorship
Total assets as at 31 August 2020	£148,705
Total liabilities as at 31 August 2020	£(149,321)
Total equity as at 31 August 2020	£(616)
Turnover for the year ended 31 August 2020	£206,752
Expenditure for the year ended 31 August 2020	£(206,347)
Result for the year ended 31 August 2020	£(405)