

Registration number: 10571943

Hera Primary Academy Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2023



Edmund Carr LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

Hera Primary Academy Trust

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Reference and administrative details

Members	Mr N Taylor Mrs J Arnot Mrs I Bailey Mrs B Salmon
Trustees (Directors)	Mrs I Bailey Mr M Cummings Mrs N Nunn Mr A Montague Mrs D Baker (CEO & Accounting Officer) Mrs H O'Dea Mrs K Richardson Mr A Brown
Chief Executive Officer	Mrs D Baker
Senior Management Team	Mrs D Baker, CEO/Executive Headteacher Mrs S Partridge, CFO Mr M Poyton, Head of School Mrs K Riches, Head of School Mrs S Wilson, Deputy Head of School Mr A Chambers, Deputy Head of School
Principal and Registered Office	Lawford Mead Primary School Trent Road Chelmsford Essex CM1 2JH
Company Registration Number	10571943
Auditors	Edmund Carr LLP Chartered Accountants & Statutory Auditor 146 New London Road Chelmsford Essex CM2 0AW

Hera Primary Academy Trust

Reference and administrative details (continued)

Bankers	Lloyds Bank High Street Chelmsford 77 High Street Chelmsford Essex CM1 1DU
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Solicitors	Browne Jacobson 15th Floor 6 Bevis Marks London EC3A 7BA
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Hera Primary Academy Trust

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2022 to 31 August 2023. The Annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

The Trust consists of two primary schools, Lawford Mead Primary & Nursery School and Kings Road Primary School.

Each school is located in Chelmsford and both offer education for pupils from 4 - 11. Lawford Mead Primary School also offers pre-school education for 3 year olds. The trust has a pupil capacity of 840 plus 52 nursery places (26 FTE) and had a roll of 815 plus and 33 nursery (16.5 FTE) children in the school census of 18th May 2023.

Structure, governance and management

CONSTITUTION

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of HERA Primary Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as HERA Primary Academy Trust.

Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 2.

The principal objective of HERA Primary Academy Trust is the operation of Lawford Mead Primary School and Kings Road Primary School to provide education for pupils of varying abilities between the ages of three and eleven.

MEMBERS' LIABILITY

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

TRUSTEES' INDEMNITIES

Risk Protection Arrangement (RPA) is in place across the Trust. RPA is an alternative to insurance where UK government funds cover losses that arise.

The Governors Liability section of the RPA will indemnify *Governors, members of the governing body or board of governors of the Academy; Employees of the Academy acting in a managerial capacity and any employee named as a co-defendant in a claim made against a Governor.

Unfortunately we are unable to break down the overall £20/pupil RPA contribution to reflect the Governors element; therefore we are unable to disclose this amount.

*Governor' is defined as 'any governor of an Academy Trust. A director/trustee of an Academy Trust, or a person who sits on a local governing body (a committee established for an Academy by the Academy Trust in accordance with its Articles)'

METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF TRUSTEES

In accordance with the memorandum and articles of association Members may appoint by ordinary resolution up to 7 Member Appointed Trustees for up to a period of 4 years. These members are expected to be individuals with relevant expertise in finance, health & safety, school improvement and human resources. The Chairs of the Local Governing Boards are also included as Trustees. The Trustees also sit on the Finance, Risk

Hera Primary Academy Trust

TRUSTEES' REPORT(CONTINUED)

and Audit Committee and the H.R. & Pay Committee. In addition, the Members have appointed by the ordinary resolution the Chief Executive Officer, who is also the Accounting Officer, as a Trustee. The first Board of Trustees was established by the founding members of the Trust; subsequent recruitment is through a combination of approaches, including utilising the Inspiring Governance website, and focuses on recruiting trustees with the necessary skills to ensure effective governance.

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

All new Trustees are offered an induction programme and introduction to all schools, undergo safeguarding training and are encouraged to undertake additional, suitable training for their role. Existing Trustees undertake updated safeguarding training at regular intervals and are made aware of continuing professional development programmes available through the Trust, local authority and other training agencies. The Trust maintains a skills Matrix of all Trustees to enable the Board to assess the situation and validate that the Trustees collectively have the right experience and expertise required to meet their commitments to the Trust. All trustees sign the Trusts Code of Conduct on appointment and the Code is reviewed and signed annually by existing trustees and governors.

ORGANISATIONAL STRUCTURE

The Board and delegated committees meet regularly during the year. Minutes of all meetings of committees are circulated and uploaded to the secure area of the HERA Trust website with agendas and other papers, prior to the meeting of Trustees.

The CEO holds the position of Chair for the leadership committee, which is composed of the Head of School and Deputy Head of School from each school. The Leadership team continues to advise the board, and the other committees of the trust. The Position of Chair of the HR & Pay Committee is currently held by a Trustee. Likewise, the position of Chair for the Finance, Risk & Audit Committee is held by another Trustee. Each school has a Local Governing Committee that is also chaired by a Trustee.

The CEO is the Accounting Officer and works closely with Trustees, Governors and the senior staff of each school. The day-to-day management of individual member schools rests with the Head of School who has overall responsibility for the school.

The appointment of the CEO and Head of School is approved by the Board, as are strategic decisions in setting Trust objectives, monitoring performance etc.

ARRANGEMENTS FOR SETTING PAY AND REMUNERATION OF KEY MANAGEMENT PERSONNEL

The remuneration of the key management personnel of the schools follows the DfE Teachers Pay and Conditions Document and through this the CEO's pay is reviewed annually, following a Performance Management meeting. The Trust's Pay Policy requires an independent member to be a part of those Performance Management meetings, that all pay is within the nationally agreed Guidelines and that all increases are prior approved by the Board of Trustees. The Trust has not employed any key personnel outside of the individual school structures.

TRADE UNION FACILITY TIME

Relevant Union Officials

Number of employees who were relevant union officials during 2022-23	Full-time equivalent employee number
NONE	N/A

RELATED PARTIES AND OTHER CONNECTED CHARITIES AND ORGANISATIONS

Hera Primary Academy Trust

TRUSTEES' REPORT(CONTINUED)

Tanglewood Partnership

Both Kings Road and Lawford Mead schools are part of the Tanglewood Partnership which includes Writtle Infant & Junior Schools, Highwood County Primary School, Westlands Community Primary School, Margaretting C.of E. (VC) Primary School, Roxwell C.of E. (VC) Primary School, Hylands Secondary School and Tanglewood Nursery School. Regular meetings take place between the Headteachers to discuss school to school support, moderation of attainment and progress across the curriculum, transition projects between schools and phases and termly cluster meetings and updates are run for senior/middle leaders.

Chelmsford Schools Partnership

Both schools are members of the Chelmsford Schools Partnership, formerly the Chelmsford Schools Teaching Alliance. The partnership provides locally delivered CPD and opportunities for school to school collaboration and practice sharing. Current membership consists of 49 primary, 5 secondary and 1 special school based in and around Chelmsford. As a strategic partner of the Saffron Teaching School Hub, they are also able to provide member schools with access to even more local and regional development opportunities.

Essex Primary SCITT

Both schools are partner schools with Essex Primary SCITT, via the Chelmsford Schools Partnership and support teacher training students for various placements.

Chelmsford West Child and Family Wellbeing Hub

The Chelmsford West delivery site is a delivery centre and part of the Chelmsford Central Child and Family Wellbeing Hub. The organisation is based on the school site using premises leased from the Local Authority. The Hub is part of the new Essex Child and Family Wellbeing Service which Barnardo's are providing for Essex County Council in partnership with Virgin Care. They are working with partners to transform the way families receive care and support.

Lettings and Clubs

A variety of external clubs and providers that serve the local community use the Trust facilities. These include: the All Star Academy who provide before/after school care during term time, Meadow Youth Football Club, Steps Dance Academy, All Star Academy Football Club and Active8.

Other Community Involvement

The schools are involved in many community events throughout the year, for example harvest collections for the local foodbank. The schools have links with St. Andrews Church, Broomfield Road Evangelical Church, North Avenue Reformed Church and the Parish Church of Ascension with All Saints. This includes visits and inviting members of the Church into school for Assemblies and other Curriculum links. The School Councils organise a variety of fund raising events for identified charities throughout the year.

OBJECTIVES AND ACTIVITIES

OBJECTS AND AIMS

The charitable objectives, for which the Trust was established, are set down in the Articles of Association as follows:

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

Hera Primary Academy Trust

TRUSTEES' REPORT(CONTINUED)

In furtherance of the Objectives, the Trust may:

- operate bank accounts in the name of the Academy Trust;
- raise funds and invite and receive contributions provided that in raising funds the Academy Trust shall not undertake any substantial permanent trading activities and shall conform to any relevant statutory regulations;
- acquire, alter, improve and (subject to such consents as may be required by law) to charge or otherwise dispose of property;
- employ such staff as are necessary for the proper pursuit of the Objectives and to make all reasonable and necessary provisions for the payments of pensions and superannuation to staff and their dependents;
- co-operate with other charities, other independent and maintained schools, voluntary bodies and statutory authorities operating in furtherance of the Objectives and to exchange information and advice with them;
- establish subsidiary companies to carry on any trade or business for the purpose of raising funds for the Academy Trust;
- do all such other lawful things as are necessary for or are incidental to or conducive to the achievement of the Objectives.

OBJECTIVES, STRATEGIES AND ACTIVITIES

The principal objective of HERA Primary Academy Trust is the operation of Kings Road Primary School and Lawford Mead Primary and Nursery School to provide education for pupils of varying abilities between the ages of three and eleven.

The main objective for the schools in the HERA Primary Academy Trust 1st September 2022 to 31st August 2023 was to execute the vision of high aspirations and excellence for all. The aims of each member school are to:

- Promote excellence with all stakeholders through high expectations and aspirations for success.
- Equip every child with the skills and knowledge that they need to be successful.
- Fully understand the learning needs and barriers to learning for each child and to carefully monitor and guide their progress in collaboration with parents and any other specialist agencies.
- Make learning exciting, inspiring and relevant.
- Recruit, train and retain high quality staff at all levels, including governance, in order to maintain a consistently high level education for all children.
- Develop the Trust's own Terms & Conditions to address work-life balance, staff well-being and collaborative working across the Trust.
- Provide a sustainable professional development programme which will ensure high quality, first-class teaching by embedding a culture of coaching, mentoring and support at all levels across the Trust.
- Promote and develop levels of leadership to the highest possible standards and ensure succession planning meets the needs of the Trust.
- Embrace and develop strong partnerships for the benefit of all stakeholders, from both within and beyond the Trust to raise educational achievements through research and the development of new teaching methods that perpetuate our commitment to excellence in all that we do.
- Devolve greater responsibility to leaders and managers at all levels across the Trust, building in a robust system of accountability, to develop a more creative and proactive workforce.

Each member school's Development Plan is updated annually, in line with the Trust Development Plan, and sets out detailed plans and priorities for the next academic year. The principal aim is to continue developing the overall effectiveness of each school with particular regard to the achievement and progress of pupils, the quality of teaching and learning, achieving high levels of good behaviour and safety of pupils and a consistently high standard of leadership and management.

Hera Primary Academy Trust

TRUSTEES' REPORT(CONTINUED)

PUBLIC BENEFIT

The Academy provides education services to all children in the local area. The Trustees confirm that they have complied with the duty in the Charities Act to have due regard to the public benefit guidance provided by the Charity Commission.

BENEFITS AND BENEFICIARIES

In accordance with its charitable objectives, the Trust strives to advance the education of the pupils attending its member schools. The Trust's primary beneficiaries are therefore the pupils, and benefits to pupils are provided through continuing to maintain a high standard of education throughout the school.

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

STRATEGIC REPORT

Achievements and performance

KEY PERFORMANCE INDICATORS

The Trustees use the following key measures to assess the success of the activities of the Trust:

Statistical analysis of pupils' achievements and progress including Target Tracker, Analyse School Performance (ASP), IDSR, Phonics and SATs results.

Reports from the CEO, Heads of School and other senior members of staff.

Reports on the financial performance and management of the school including comparisons with similar trusts/schools using the Schools Financial Benchmarking charts and resources.

Feedback from all stakeholders, including parents.

The Finance, Risk & Audit Committee ensures that funding is allocated in line with School Development Plan priorities. The SRMSA was completed and submitted on 1st March and approved by the Board of Trustees. Outcomes were discussed at the Finance, Risk and Audit meeting on 8th March 2023 and Board of Trustees meeting on 27th March 2023.

During the academic year (2019-20) both schools underwent the first Section 5 OFSTED Inspection since academy conversion in March 2017 with the following outcomes:

	Kings Road Primary	Lawford Mead Primary & Nursery
Date of inspection	16 -17 January 2020	23 – 24 January 2020
Overall Effectiveness	Good	Good
Quality of Education	Good	Good
Behaviour & Attitudes	Good	Good
Personal Development	Good	Good
Leadership & Management	Good	Good
Early Years Provision	Requires Improvement	Good

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TRUSTEES' REPORT(CONTINUED)

Key Information

	Lawford Mead	Kings Road
Numbers on roll	400 (36 Nursery)	418
Number of pupils joined since September 2021 (Not including EYFS cohort 2021)	53	21
Number of pupils left since September 2021 (Not including Year 6 leavers July 2022)	46	23
% of disadvantaged pupils (entitled to pupil premium grant)	43.6%	36.5%
SEND (Nat. Average – 15.5%)	22.8%	24.1%
EHCP (Nat. Average 3.3%)	2.8%	2.2%
SEND Support (Nat. Average 12.1%)	20.0%	21.9%
% of Ethnic Minority Children (EMA)	33.5%	42.1%
% of Children with English as an additional Language (EAL)	15.1%	22.6%
%/Number of Looked After Children (LAC)	0.2%(1)	0.2%(1)
Number of fixed term exclusions	20(22.5 days in total)	21 (45 days in total)
Number of internal Trust exclusions	0	1
Number of permanent exclusions	0	0
Number of PDIs	3	15
Number of Subject Access requests	0	1
Number of FOI requests	1	1
Attendance	91.7%	91.8%

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TRUSTEES' REPORT(CONTINUED)

Pupil Outcomes

Data shown is for the academic year 1st September 2021 -31st August 2022.

	Kings Road		Lawford Mead		National	
EYFS (GLD)	68%		64%		TBC	
Phonics Y1	79%		72%		TBC	
Phonics Y2	85%		85%		TBC	
Year 2 SATs (TA)	ARE	GD	ARE	GD	ARE	GD
RWM Combined	52%	5%	45%	7%	56%	TBC
Reading	60%	10%	57%	20%	69%	TBC
Writing	55%	7%	45%	12%	61%	TBC
Maths	64%	17%	63%	22%	68%	TBC
Year 6 SATs (Test)	ARE	GD	ARE	GD	ARE	GD
RWM Combined	62%	13%	56%	6%	59%	8%
Reading	77%	33%	66%	27%	73%	29%
Writing	72%	17%	73%	11%	71%	13%
GPS	72%	23%	69%	31%	72%	30%
Maths	72%	27%	79%	23%	73%	24%
Progress					National	Floor Standard
Reading	+0.0		+0.0		0	TBC
Writing	+2.5		-0.9		0	TBC
Maths	+1.6		+0.4		0	TBC

Ongoing impact/challenges of COVID – 19

On-going issues related to persistent absence within identified families have been closely monitored and followed up by the attendance teams; where appropriate, families have been offered support and/or warning notices issued. If no improvement is seen and it is felt that it is appropriate, penalty notices are issued.

The WONDE system continues to be used to issue FSM funding to families during the school holidays.

Board and committee meetings were conducted both in-person and virtual which has led to an increase in attendance by the members.

Allocation of Recovery Funding:

In both schools, the funding was used to employ additional staff to deliver high quality interventions across all years groups with a focus on basic reading, writing and maths skills to close the gaps identified as a direct result of the pandemic. In addition, SEMH interventions were run alongside the academic support, for specific children, where it was deemed appropriate.

Allocation of School Led Tutoring (SLT) Funding:

Both schools used existing staff to deliver small group interventions, as breakfast or after school classes, throughout the school year. Termly Pupil Progress meetings were used to agree the nature of intervention needed and identify children who would benefit from SLT in either small groups or 1:1. Detailed information regarding the use of this funding is recorded in the Pupil Premium Plan and published on the school websites.

GOING CONCERN

After making appropriate enquires, the board of trustees feel that a going concern basis of preparation of the financial statements is no longer appropriate and therefore the financial statements have been prepared on a basis other than going concern. The two academies within the academy trust transferred to the Brickfields Multi Academy Trust on 1st September 2023 and therefore the academy trust will cease to trade. Further details regarding the Academy trust no longer being a going concern can be found in the Accounting Policies.

Hera Primary Academy Trust

TRUSTEES' REPORT(CONTINUED)

Financial Review

The principal source of funding for the Trust is the General Annual Grant (GAG) funding that it receives from the ESFA. For the year to 31st August 2023, the Trust received £3,682,608 in GAG funding. A high percentage of this funding is spent on wages and support costs to deliver the Trust's primary objective of the provision of high quality teaching and learning.

Other factors contributing to an increase in income in the year are an increase in lettings and catering which as well as educational trips and visits income increasing. The most notable impact of the pandemic on trust finances has been through the loss of income from lettings and take up of places in the trust run wrap-around care at Kings Road Primary.

FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Trust is mainly funded by the Education and Skills Funding Agency (ESFA). The majority of this funding is based on the number of pupils in each School. Each year the Directors prepare a budget with the aim of striking a correct balance between meeting the need to ensure a varied and interesting curriculum for the children by providing adequate staff and educational resources and also the necessity to establish and maintain reserves to meet unexpected future expenditure on the Trust's property and other assets.

The additional Recovery Funding and School Led Tutoring provided to schools, to assist in negating the impact of Covid-19 on pupils progress and attainment, was used to employ additional staff, increase the hours of existing part-time teachers and pay teaching staff to deliver high quality, targeted interventions, outside of the normal school day. This enabled schools in the trust to target the teaching of reading, phonics, writing and maths across the schools. Specific aspects of these areas, in a range of year groups, were identified by formal and informal assessments as the most widely impacted areas due to ongoing Covid-19 related absence and the lasting impact of lockdown periods.

RESERVES POLICY

The Trust has developed a Reserves Policy having regard to the risks identified in the operation of the Trust, as set out in the Risk Register and to generate reserves to provide funds to continue to enhance the educational facilities and services of the school, sustain and develop the staffing structure and to fund planned maintenance and improvement projects.

It is anticipated that it will take a number of years for the Trust to build the Reserves but it is their intention to focus its Reserves' Policy on the Academy's Net Current Assets and to build these over the short to medium term to protect the Trust against reductions in funding levels and/or a fall in pupil numbers and also to protect against operational issues including substantial building repairs and maintenance.

The Trustees will review the reserves level annually to ensure that these aims can be achieved and resources are available to ensure the maintenance of its assets alongside provision of high quality education and support for all of the pupils.

The Trust maintains a good level of reserves; these have not been negatively impacted by the Covid-19 pandemic.

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £570,922.

INVESTMENT POLICY AND PERFORMANCE

At the present time all of the Trust's cash is held on deposit with the Trust's bankers. The Trustees believe that this is appropriate until the Trust can build up its Reserves significantly above the minimum level indicated in the Reserves Policy.

PRINCIPAL RISKS AND UNCERTAINTIES

Hera Primary Academy Trust

TRUSTEES' REPORT(CONTINUED)

The principal financial risks and uncertainties are the ability of the Trust to continue to attract pupils, to maintain pupil numbers at the allowed levels and the maintenance of funding from the ESFA at the levels needed to attract suitably qualified teachers and other staff. Whilst this funding uncertainty is a general one in education, a particular concern is that of the pension funding deficit (due to be inherited from the local authority upon each Academy's establishment) in respect of non-teaching staff. It is planned that this deficit will be managed over the coming years

In addition, the Trust has a comprehensive Risk Register; the relevant sections are reviewed termly by the following committees and overseen by the Board of Trustees:

- Finance, Risk & Audit
- HR & Pay
- Local Governing Committee (Outcomes & Provision)

Trustee and local governor meetings were held through a mixture of in-person and virtual events during the 2022 -23 academic year. In addition, a variety of monitoring sessions were carried via both virtual and face-to-face. All committees continue to review the relevant section of the risk management plan at each meeting and the full plan was reviewed at each Board of Trustees meeting.

The FR&A Committee receive termly reports regarding estate management from the Facilities Manager and areas of high priority are discussed and funding allocated via the termly committee meetings. All matters discussed are reported back to the Board of Trustees at the subsequent BoT meeting. The Chair and Vice-Chair each carryout separate H&S audits, at each premises, alongside the Facilities Manager/CEO and/or an external auditor each year.

A 5-year Premises Development Plan has been produced for each school, this is reviewed at FR&A annually and is used to inform budget planning during the summer term. This ensures that required maintenance and facilities improvements can be effectively prioritised and an adequate level of funding is made available for the ongoing upkeep of each site.

Where larger projects are deemed necessary external surveyors are engaged to carry out surveys and assist in applying for relevant funding. In 2021-22 Kings Road Primary was successful in securing Condition Improvement Funding for the installation of a more efficient and reliable heating system. Work for this project is still ongoing.

During the autumn term of 2022-23, Kings Road Primary underwent an RPA Health & Safety Audit; the audit focused on the standard of risk management in place through a review of the following categories.

- Policy
- Competent Person
- Risk Assessment (including Covid-19)
- Accidents and Incidents
- Monitoring
- Service, Maintenance and Statutory Inspection
- Fire
- Asbestos
- Legionella
- Stress
- Security
- Employment Law
- Flood and Storm (if applicable)

An RPA Health and Safety Audit is scheduled for Lawford Mead for the academic year 2023 -24.

Hera Primary Academy Trust

TRUSTEES' REPORT(CONTINUED)

In addition, during 2022-23 as part of the Internal Controls Process, and external audit was commissioned by the Trust to review site security at both premises with a focus on the following areas:

- Review of current policies and procedures
- Detailed site survey to establish threats, challenges and weaknesses
- Alarms and monitoring systems
- Access control
- Visitor Management
- Lockdown Procedures
- Emergency Communications
- Premises Layout
- Crisis Response Plans

Governor training continued to be available online and regular meetings between the Chair, Vice-Chair and CEO and CFO ensured that effective support and financial monitoring was maintained.

FUNDRAISING

Each school within the trust requests voluntary contributions from parents to support with the enhancement of the day to day curriculum. In addition, parent volunteers fundraise on behalf of each school by running key events throughout the year. The pandemic has had a significant impact on these funds as very few fundraising events or activities were able to take place throughout the year. All fundraising undertaken during the year was monitored by the Trustees.

PLANS FOR FUTURE PERIODS - FUTURE DEVELOPMENTS donations

The main aims of the Trust are set out below. These aims sit alongside the individual School Improvement Plans (SIP) which have a particular focus on improving educational experiences for children through securing consistent, high quality teaching and learning across the Trust and ensuring pupils are making expected progress as a minimum.

Throughout the period September 2022 – August 2023 the trustees and CEO have been working collaboratively with their counterparts at the Brickfields Multi Academy Trust towards the completion of the approved merger of the two trusts. Both CEOs worked closely with the established working party from each trust board, trust solicitors and the appointed Regional Caseworker from the DfE to ensure that the process was completed with due diligence, efficiently and minimal disruption to the running of all schools involved. HERA Primary Academy will cease trading on 31st August 2023 and the merger will take place on 1st September 2023. The HERA CEO will remain in situ until 31st October 2023 to aid and ensure a smooth transition of all involved.

Four of the HERA Trustees will join the Board of Brickfields, one Trustee will become a Member of Brickfields and two HERA Members will also move over to Brickfields. This will allow for continuity in provision, strengthen the Board of Trustees at the Brickfields Multi Academy Trust and enhance succession planning.

The following aims and objectives are in place for those Members and Trustees taking up a position within Brickfields following the merger:

Education & School Performance (Including Safeguarding):

- To ensure pupil attainment & progress in all Trust schools is at least in line with National for all pupil groups
- To implement and embed efficient and effective behaviour management strategies in all member schools
- To ensure that current systems and practices for Safeguarding are robust and efficient
- To ensure attendance in all Trust schools is at least in line with National

Finance:

- To prepare a consolidated and viable 1 year Trust budget
- To prepare a viable 1 & 3 year budget for all Trust schools
- To ensure best value is achieved for all major purchases and contracts
- To submit the final set of accounts for the HERA Primary Academy Trust in line with statutory requirements

Hera Primary Academy Trust

TRUSTEES' REPORT(CONTINUED)

Governance:

- To ensure Trust Board members and Committee members have the expertise and capacity to fulfil their duties
- To ensure that Local Governing Committees have the expertise and capacity to fulfil their duties
- To ensure that CFO and CEO have the expertise and capacity to fulfil their duties
- To ensure statutory policies are in place across the Trust and reviewed in line with statutory expectation
- To ensure succession planning is in place at all levels of governance

Property & Assets

- To ensure that the Trust estate is maintained to an acceptable condition and provides a safe environment for pupils
- To have a rolling replacement register of fixtures and fittings for all Trust schools
- To have a rolling replacement register of all IT equipment for all Trust schools

Employment of Staff

- To ensure a sustainable and effective staffing structure across the Trust
- To ensure that the Trust is a fair, consistent and supportive employer of staff

Stakeholder Views

- To foster increasingly positive relationships with parents/carers
- To develop links and relationships with other stakeholders
- To develop impact of pupil voice.

FUNDS HELD AS CUSTODIAN


The Academy Trust does not hold any funds for or on behalf of any other charitable organisation.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

The Trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 4th December 2023 and signed on the board's behalf by:


I Bailey
Chair of Trustees


D Baker
CEO

Hera Primary Academy Trust

GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

As trustees, we acknowledge we have overall responsibility for ensuring that HERA Primary 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 CEO, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between HERA Primary 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 five times during the period 1st September 2022 through to 31st August 2023. In order to maintain effective oversight of funds, the Finance, Risk & Audit committee also meet five times each year and report back to the Board of Trustees at each board meeting. In addition to this, the CFO compiles a monthly spending review report for the Chair of the Trust and the members of the Finance, Risk & Audit Committee. The report includes an estimated carry forward report for each school and the Trust, bank account reconciliation for all accounts and annotated cost centre review summaries.

Conflicts of Interest

The trusts has an annually reviewed Connected Parties Policy to ensure that all members, trustees and local governors understand and comply with their statutory duties to avoid conflicts of interest; not to accept benefits from third parties; and to declare interest in proposed transactions or arrangements.

The Board of Trustees ensures that the requirements for managing connected party transactions are applied across the trust. The Chair of the Finance, Risk and Audit Committee and the Accounting Officer ensure that their capacity to control and influence does not conflict with these requirements. They manage personal relationships with connected parties to avoid both real and perceived conflicts of interest, promoting integrity and openness in accordance with the seven principles of public life.

All members, trustees, local governors of academies within the trust, and senior employees must complete the register of interests retained by the Trust, in accordance with sections the Connected Parties Policy, and there are measures in place to manage any conflicts of interest;

- no member, trustee, local governor, employee or related individual or organisation may use their connection to the trust for personal gain, including payment under terms that are preferential to those that would be offered to an individual or organisation with no connection to the trust; ^[1]_[2]
- there will be no payments to any trustee by the trust unless such payments are permitted by the articles, or by express authority from the Charity Commission (which will be given only in exceptional circumstances) and comply with the terms of any relevant agreement entered into with the Secretary of State. The Trusts will consider these obligations where payments are made to other business entities who employ the trustee, are owned by the trustee, or in which the trustee holds a controlling interest; ^[1]_[2]
- the Charity Commission's prior approval must be obtained where the trust believes a significant advantage exists in paying a trustee for acting as a trustee; and ^[1]_[2]
- any payment provided to a connected party satisfies the 'at cost' requirements of the Connected Transaction policy. ^[1]_[2]

All Members, Trustees and Local Governors are required to make an annual Declaration of Interests. Any changes during the course of the year must be notified in a new Declaration of Interest, within twenty eight (28) days of the

Hera Primary Academy Trust

GOVERNANCE STATEMENT (continued)

interest being known. For Members, the annual declaration should be completed at the Trust's Annual General Meeting. For Trustees, Local Governors and senior staff, the annual declaration should be made at their first meeting of the academic year and revisited at each subsequent meeting to ensure changes are declared. All Declaration of Interests are collated to form a Register of Interests. The Register is managed by the Clerk to Trustees with a copy available on the HERA website.

The trust's register of interests captures relevant business and pecuniary interests of members, trustees, local governors and senior employees, including:

- directorships, partnerships and employments with businesses that provide goods or services to the trust;
- trusteeships and governorships including at other educational institutions and charities irrespective of whether there is a trading relationship with the trust; and
- for each interest: the name of the business, the nature of the business, the nature of the interest, and the date the interest began.

Governance Reviews

The HERA Primary Academy Trust carried out an internal audit against the 50 headings in the National Governance Skills Audit and have identified strengths and areas for future development and training. The Inspiring Governance website has been used to recruit new trustees with specific skills to ensure new appointments would increase the effectiveness of governance. Each September, the Trust hold a strategic session with leaders, at all levels, from the Trust schools and members of the Local Governing Committees. The purpose of these sessions is to review the challenges and success of the previous year and to set the strategic direction for the coming year.

Meetings

Attendance during the year at meetings was as follows:

AGM

Member	Meetings attended	Out of a possible
J. Arnot	1	1
J. Smith-Hughes (Resigned 14/04/21)	0	0
N. Taggart (Resigned 04/12/19)	0	0
N. Taylor(Chair)	0	1
I. Bailey	1	1
B. Salmon (From 05/07/21)	1	1
Trustee		
I. Bailey (Chair)	1	1
D. Baker (CEO and Accounting Officer)	1	1
M. Cummings (Vice-Chair)	1	1
S. Goater (Resigned 01/09/20)	0	0
A. Montague	1	1
N. Nunn	1	1
K. Furnell (Resigned 26/11/20)	0	0
H O'Dea	1	1
K. Richardson (Co-opted from 24/03/21)	1	1
T. Brown (From 05/07/21)	1	1

Hera Primary Academy Trust

GOVERNANCE STATEMENT (continued)

Board of Trustees

Trustee	Meetings attended	Out of a possible
I. Bailey (Acting Chair)	5	5
D. Baker (CEO and Accounting Officer)	5	5
M. Cummings (Vice-Chair)	5	5
H. O'Dea (From – 16/07/19)	4	5
K. Furnell (Resigned 26/11/20)	0	0
S. Goater (Resigned 01/09/20)	0	0
M. Gollidge (Resigned 31/12/21)	3	3
A. Montague	4	5
N. Nunn	4	5
K. Richardson (Co-opted from 24/03/21)	3	5
T. Brown (From 05/07/21)	5	5

Finance, Risk & Audit Committee

The Finance & Audit Committee is a sub-committee of the main board; its primary purpose is to maintain effective oversight of funds, ensure compliance with statutory audit and health and safety requirements. The Chair of the committee is the Vice Chair of the Board and reports back to the full board at each Board of Trustees meeting.

Trustee	Meetings attended	Out of a possible
T. Brown	5	5
H. O'Dea	3	5
D. Baker (CEO and Accounting Officer)	5	5
M. Cummings	5	5
S. Goater (Resigned 01/09/20)	0	0
S. Partridge (Attendee – CFO)	5	5

HR. & Pay Committee

The HR & Pay Committee is a sub-committee of the main board; its primary function is maintain effective oversight of all matters pertaining to staffing including: compliance with statutory employment law/regulations, monitoring & review of all HR related policies, staff pay, redundancy and restructure and discipline and dismissal procedures.

Trustee	Meetings attended	Out of a possible
N. Nunn (Chair)	3	3
D. Baker (CEO and Accounting Officer)	3	3
K. Furnell (Resigned 26/11/20)	0	0
A. Montague	3	3
K. Richardson (Resigned 12/07/22)	0	0
K. Riches (Attendee - Head of School)	3	3
M. Poyton (Attendee - Head of School)	3	3
S. Partridge (Attendee – CFO)	3	3

Provision & Outcomes Committees (Local Governing Committee)

The Provision & Outcomes Committee (LGC) is a sub-committee appointed by the board, staff and parents; its primary purpose is to hold the school leadership to account for academic performance, quality of teaching and learning, quality of care & safeguarding, to monitor the School's strategic plan and progress towards approved school targets. Each school in the trust has an LGC consisting of one trustee acting as Chair, MAT appointed governors, parent governors and staff governors.

Hera Primary Academy Trust

GOVERNANCE STATEMENT (continued)

Kings Road LGC

Trustee	Appointed	Meetings attended	Out of a possible
S. Goater (Chair)	Resigned 01/09/20	0	0
I Bailey (Temp. Chair from 01/09/20)	Parent/Trustee	2	3
K. Richardson (Chair from 05/10/21)	MAT/Trustee	3	3
N. Nunn	MAT	2	3
T. Behman	Resigned 05/01/22	0	0
T. Savage	Resigned 04/12/21	0	0
A. Holden	Staff	3	3
D. Shipley	Staff	2	2
J. Edmans	Resigned 31/08/21	0	0
F. Warrington	MAT	3	3
A. Trusler	Resigned 25/09/21	0	0
S. Hannah (Hall)	MAT	2	3
R. Long	Parent	3	3
F. Dias	Parent	1	2
K. Riches (Head of School – Ex-officio)	HoS	3	3

Lawford Mead LGC

Trustee	Appointed	Meetings attended	Out of a possible
Mark Golledge (Chair)	Resigned 31/12/21	0	0
Andrew Montague (Chair from 01/01/22)	Parent Trustee	3	3
Paul Hale	Resigned 31/08/21	0	0
Alison Saveall	Resigned 18/04/22	0	0
Chiquita Moston	Resigned 31/08/22	0	0
Laura Cope	Staff	3	3
Jane Kirby	Staff	3	3
Stephanie Rutter	Resigned 10/10/21	0	0
Andrew Williams	Parent	3	3
Laura Green	Parent	3	3
Elizabeth Nourse	MAT	3	3
Nicholas Emery (Vice Chair)	MAT	1	3
Rachel Hyde (Resigned 8/11/22)	MAT	2	2
M. Poyton (Head of School – Ex-officio)	HoS	3	3

REVIEW OF VALUE FOR MONEY

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

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

- Adopting a process of natural wastage in relation to reducing staffing costs
- Streamlining of back office processes and procedures, reducing staffing hours
- Sharing of key staff across the Trust
- Ensuring that the Trust's Competitive Tendering Policy is adhered too
- Regularly reviewing all schools services to ensure that they continue to offer value for money
- Ensuring spending decisions are based on the school development priorities

Hera Primary Academy Trust

GOVERNANCE STATEMENT (continued)

Since the start of the first lockdown in March 2020 has worked with key suppliers and self-employed staff to support the continued employment of staff throughout the duration of the pandemic. An agreement was made with the catering suppliers, ISS, to continue to pay the full amount of funding received for FSM to the company regardless of the number during any full or partial lockdown. This enable the kitchen staff at each school in the trust to be kept on the company payroll on full pay under the furlough scheme. All self-employed/non-contractual staff, including specialist teachers and swimming coaches, were also paid as per the allocation in the budget regardless of whether they were able or required to carry out their role throughout the pandemic.

The trust has continued to utilise the services of Zenergi to ensure that the most cost effective energy supplies are secured on an annual basis.

Due to Covid Secure measures in place at the trust schools, it was not possible to complete the tender process, to a suitable standard, for two main contracts which were due for renewal during the summer term:

- Catering - ISS
- Cleaning - Elite

The matter was discussed by the Finance, Risk & Audit Committee, an extension of one year was agreed for both contracts and reported to the Board of Trustees. The tender process for both contracts from September 2022 are now underway to ensure value for money is secured going forward.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in HERA Primary Academy Trust from 1st September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The board of trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks that has been in place for the year 1st September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

THE RISK AND CONTROL FRAMEWORK

The academy'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 Trustees of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines.
- delegation of authority and segregation of duties
- identification and management of risks.

The board of trustees has considered the need for a specific internal audit function and has decided to appoint internal control service providers from Juniper Education for each academy.

Hera Primary Academy Trust

GOVERNANCE STATEMENT (continued)

The internal control service providers' role includes giving advice on all aspects of financial management, strategic operations and teaching and learning systems and processes including, but not limited to:

- Payroll,
- Financial Governance
- Banking
- Procurement
- Site security
- SCR and staff files
- Governance
- Health & Safety
- GDPR
- Staff Wellbeing
- Pupil Premium
- Curriculum

Twice a year, the internal control service providers compile a report to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees financial responsibilities.

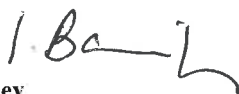
REVIEW OF EFFECTIVENESS

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

- the work of the internal auditors;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy 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 Trustees and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on...4/12/2023... and signed on its behalf, by:


I Bailey
Chair of Trustees

D Baker
CEO

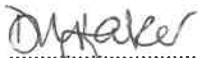
Hera Primary Academy Trust

Statement of regularity, propriety and compliance

As Accounting Officer of Hera Primary Academy Trust I have considered my responsibility to notify the Academy Trust Governing Body and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement 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 2022, including responsibilities for estates safety and management.

I confirm that I and the Academy Trust Governing Body are able to identify any material irregular or improper use of 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 2022.

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



.....
Mrs D Baker, Chief Executive Officer
Accounting officer

Date: 13.12.2023

Hera Primary Academy Trust

Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards [FRS 102] have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board on 4/12/23 and signed on its behalf by:



Mrs I Bailey
Trustee



Mrs D Baker
Chief Executive Officer

Hera Primary Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Hera Primary Academy Trust

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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.

Emphasis of matter- financial statements prepared on a basis other than going concern

We draw attention to note 25 of the financial statements which states that the company stopped operating as an academy trust on 31st August 2023. Accordingly the financial statements have been prepared on a basis other than going concern as described in note 1. Our opinion is not modified in respect of this matter.

Other information (covers the Reference and administrative details, the Trustees' Report and Strategic Report and the Governance statement)

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

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

We have nothing to report in this regard.

Hera Primary Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Hera Primary Academy Trust (continued)

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 Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Trustees' 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and Trustees' Report.

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 21], the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Hera Primary Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Hera Primary Academy Trust (continued)

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows;

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations for the company, including the Companies Act 2006, tax legislation and data protection, anti-bribery, employment, environmental and health and safety legislation.
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.
- Identified laws and regulations were communicated with the audit team regularly and the team remained alert of instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by;

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.
- Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations

To address the risk of fraud through management bias and override of controls, we;

- Performed analytical procedures to identify any unusual or unexpected relationships
- Tested journal entries to identify unusual transactions

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation
- Reading the minutes of meetings of those charged with governance
- Enquiring of management as to actual and potential litigation and claims

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


A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Hera Primary Academy Trust

Independent Auditor's Report on the Financial Statements to the Members of Hera Primary Academy Trust (continued)

Use of our report

This report is made solely to the Academy'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'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 and its members, as a body, for our audit work, for this report, or for the opinions we have formed.


.....
Thomas York (Senior Statutory Auditor)
For and on behalf of Edmund Carr LLP, Statutory Auditor

146 New London Road
Chelmsford
Essex
CM2 0AW

Date: 15/12/23.....

Hera Primary Academy Trust

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

In accordance with the terms of our engagement letter dated and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Hera Primary Academy Trust during the period 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of the Governing Body's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of the Governing Body's funding agreement with the Secretary of State for Education dated 1 March 2017 and the Academies Financial Handbook extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2022 to 2023 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.

Hera Primary Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Hera Primary Academy Trust and the Education and Skills Funding Agency to Hera Primary Academy Trust and the Education Funding Agency (continued)

The work undertaken to draw to our conclusion includes:

- Evaluate the internal control procedures and reporting lines, and testing as appropriate and making appropriate enquires of the Accounting Officer.
- Reviewing the minutes of meetings of the governing board and other evidence made available to us, relevant to our consideration of regularity.
- Testing a sample of payments and receipts to documentation.

Conclusion

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

...*Edmund Carr LLP*.....

Thomas York

For and on behalf of Edmund Carr LLP, Chartered Accountants

146 New London Road
Chelmsford
Essex
CM2 0AW

Date: *15/12/23*.....

Hera Primary Academy Trust

Statement of Financial Activities for the Year Ended 31 August 2023 (including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2022/23 Total £
Income and endowments from:					
Donations and capital grants	2	32,672	-	53,359	86,031
Other trading activities	4	128,831	14,770	-	143,601
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	-	4,836,031	-	4,836,031
Total		161,503	4,850,801	53,359	5,065,663
Expenditure on:					
<i>Charitable activities:</i>					
Academy trust educational operations	6	240,563	4,596,043	164,866	5,001,472
Net (expenditure)/income		(79,060)	254,758	(111,507)	64,191
Transfers between funds		192,356	(216,021)	23,665	-
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes	23	-	395,000	-	395,000
Net movement in funds/(deficit)		113,296	433,737	(87,842)	459,191
Reconciliation of funds					
Total funds/(deficit) brought forward at 1 September 2022		457,626	(280,825)	9,484,326	9,661,127
Total funds carried forward at 31 August 2023		570,922	152,912	9,396,484	10,120,318

Hera Primary Academy Trust

Statement of Financial Activities for the Year Ended 31 August 2022 (including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2021/22 Total £
Income and endowments from:					
Donations and capital grants	2	44,778	-	388,676	433,454
Other trading activities	4	125,025	16,633	-	141,658
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	-	4,126,464	-	4,126,464
Total		169,803	4,143,097	388,676	4,701,576
Expenditure on:					
<i>Charitable activities:</i>					
Academy trust educational operations	6	222,948	4,606,748	161,880	4,991,576
Net (expenditure)/income		(53,145)	(463,651)	226,796	(290,000)
Transfers between funds		108,896	(113,678)	4,782	-
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes	23	-	3,105,000	-	3,105,000
Net movement in funds		55,751	2,527,671	231,578	2,815,000
Reconciliation of funds					
Total funds/(deficit) brought forward at 1 September 2021		401,875	(2,808,496)	9,252,748	6,846,127
Total funds/(deficit) carried forward at 31 August 2022		457,626	(280,825)	9,484,326	9,661,127

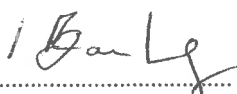
Hera Primary Academy Trust

(Registration number: 10571943)

Balance Sheet as at 31 August 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	8,991,277	9,104,473
Current assets			
Debtors	12	332,455	377,587
Cash at bank and in hand		<u>977,376</u>	<u>852,335</u>
		1,309,831	1,229,922
Liabilities			
Creditors: Amounts falling due within one year		<u>(180,790)</u>	<u>(297,268)</u>
Net current assets		<u>1,129,041</u>	<u>932,654</u>
Total assets less current liabilities		<u>10,120,318</u>	<u>10,037,127</u>
Net assets excluding pension asset		10,120,318	10,037,127
Defined benefit pension scheme liability	23	<u>-</u>	<u>(376,000)</u>
Total net assets		<u>10,120,318</u>	<u>9,661,127</u>
Funds of the Academy:			
Restricted funds			
Restricted general fund	14	152,912	95,175
Restricted fixed asset fund	14	9,396,484	9,484,326
Pension reserve	14	<u>-</u>	<u>(376,000)</u>
		9,549,396	9,203,501
Unrestricted funds			
Other unrestricted fund	14	<u>570,922</u>	<u>457,626</u>
Total funds		<u>10,120,318</u>	<u>9,661,127</u>

The financial statements on pages 28 to 56 were approved by the Trustees, and authorised for issue on4/12/23
and signed on their behalf by:


.....
Mrs I Bailey
Trustee

Hera Primary Academy Trust

Statement of Cash Flows for the year ended 31 August 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	18	112,316	(363,210)
Cash flows from investing activities	19	<u>12,725</u>	<u>383,894</u>
Change in cash and cash equivalents in the year		125,041	20,684
Cash and cash equivalents at 1 September		<u>852,335</u>	<u>831,651</u>
Cash and cash equivalents at 31 August	20	<u><u>977,376</u></u>	<u><u>852,335</u></u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023

1 Accounting policies

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

Basis of preparation

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

Hera Primary Academy Trust meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust will not have the ability to continue as a going concern. This is because on 1 September 2023 the assets and liabilities and activities of the trust transferred to the Brickfields Multi Academy Trust. They have therefore adopted a basis other than going concern of accounting in preparing the financial statements.

No material adjustments arose as a result of ceasing to apply the going concern basis.

Income

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

Grants

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

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

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

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

1 Accounting policies (continued)

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

Donations

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

Other income

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

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items, they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

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.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

1 Accounting policies (continued)

Charitable activities

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

Tangible fixed assets

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful lives, per the table below.

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

Asset class	Depreciation method and rate
ICT Equipment	33.33% Straight Line
Leasehold buildings	50 years

Liabilities

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

Provisions

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

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

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

1 Accounting policies (continued)

Leased assets

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

Pension benefits

Retirement benefits to employees of the Academy Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in the notes to the financial statements, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the 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 Education Funding Agency/Department for Education.

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.

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

1 Accounting policies (continued)

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, 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 31/08/2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Taxation

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

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

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

2 Donations and capital grants

	Unrestricted Funds £	Restricted Fixed Asset Funds £	2022/23 Total £	2021/22 Total £
Educational trips and visits	26,568	-	26,568	31,502
Capital grants	-	53,359	53,359	388,676
Other donations	6,104	-	6,104	13,276
	<u>32,672</u>	<u>53,359</u>	<u>86,031</u>	<u>433,454</u>

The income from donations and capital grants was £86,031 (2022: £433,454) which was allocated between the funds as follows; £32,672 unrestricted funds (2022: £44,778), £Nil restricted funds (2022: £Nil), £53,359 restricted fixed asset funds (2022: £388,676) and £Nil endowment funds (2022: £Nil).

3 Funding for the Academy Trust's educational operations

	Restricted funds £	Total 2023 £	Total 2022 £
DfE/EFA revenue grants			
General Annual Grant (GAG)	3,682,608	3,682,608	3,265,856
Other DfE/ESFA grants - Other	335,678	335,678	190,413
Other DfE/EFSA grants - UIFSM	91,123	91,123	92,506
Other DfE/EFSA grants - Pupil Premium	453,170	453,170	389,925
	<u>4,562,579</u>	<u>4,562,579</u>	<u>3,938,700</u>
Other government grants			
SEN Fund	137,542	137,542	75,582
Other Local authority grants	135,910	135,910	112,182
	<u>273,452</u>	<u>273,452</u>	<u>187,764</u>
Total grants	<u>4,836,031</u>	<u>4,836,031</u>	<u>4,126,464</u>

The funding for educational operations was £4,836,031 (2022: £4,126,464) which was allocated between the funds as follows; £Nil unrestricted funds (2022: £Nil), £4,836,031 restricted funds (2022: £4,126,464), £Nil restricted fixed asset funds (2022: £Nil) and £Nil endowment funds (2022: £Nil).

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

4 Other trading activities

	Unrestricted Funds £	Restricted General Funds £	2022/23 Total £	2021/22 Total £
Hire of facilities	15,470	-	15,470	14,762
Catering income	48,447	-	48,447	46,229
Other sales	64,914	14,770	79,684	80,667
	<u>128,831</u>	<u>14,770</u>	<u>143,601</u>	<u>141,658</u>

The income from other trading activities was £143,601 (2022: £141,658) which was allocated between the funds as follows; £128,831 unrestricted funds (2022: £125,025), £14,770 restricted funds (2022: £16,633), £Nil restricted fixed asset funds (2022: £Nil) and £Nil endowment funds (2022: £Nil).

5 Expenditure

	Staff costs £	Non Pay Expenditure Premises £	Other costs £	2022/23 Total £	2021/22 Total £
Academy's educational operations					
Direct costs	2,367,562	-	189,192	2,556,754	2,461,541
Allocated support costs	<u>1,547,984</u>	<u>578,448</u>	<u>318,286</u>	<u>2,444,718</u>	<u>2,530,035</u>
	<u>3,915,546</u>	<u>578,448</u>	<u>507,478</u>	<u>5,001,472</u>	<u>4,991,576</u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

5 Expenditure (continued)

Net income/(expenditure) for the year includes:

	2022/23 £	2021/22 £
Depreciation	153,830	153,057
Fees payable to auditor - audit	10,200	10,730
- other audit services	465	570
	<u>164,495</u>	<u>164,357</u>

6 Charitable activities

	2022/23 £	2021/22 £
Direct costs - educational operations	2,556,754	2,461,541
Support costs - educational operations	<u>2,444,718</u>	<u>2,530,035</u>
	<u>5,001,472</u>	<u>4,991,576</u>

	Educational operations £	2022/23 Total £	2021/22 Total £
Analysis of support costs			
Support staff costs	1,547,984	1,547,984	1,757,732
Depreciation	153,830	153,830	153,058
Premises costs	424,618	424,618	337,708
Professional, consultancy, IT and HR costs	58,948	58,948	37,189
Other support costs	243,784	243,784	226,159
Governance costs	<u>15,554</u>	<u>15,554</u>	<u>18,189</u>
Total support costs	<u>2,444,718</u>	<u>2,444,718</u>	<u>2,530,035</u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

7 Staff

Staff costs

	2022/23 £	2021/22 £
Staff costs during the year were:		
Wages and salaries	2,879,459	2,696,706
Social security costs	248,576	230,956
Operating costs of defined benefit pension schemes	705,972	1,014,312
	<u>3,834,007</u>	<u>3,941,974</u>
Supply staff costs	81,539	78,960
	<u>3,915,546</u>	<u>4,020,934</u>

Staff numbers

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

	2022/23 No	2021/22 No
Teachers	38	38
Administration and support	69	74
Management	7	5
	<u>114</u>	<u>117</u>

Higher paid staff

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

	2022/23 No	2021/22 No
£60,001 - £70,000	2	2
£70,001 - £80,000	2	2
£80,001 - £90,000	<u>1</u>	<u>-</u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

7 Staff (continued)

Key management personnel

The key management personnel of the Academy Trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy Trust was £565,479 (2022: £528,006).

8 Central services

The academy trust charges for these services on the following basis:

The trust receives each academy's GAG funding. MAT retains £2,166.66 per school for 9 months of the year. The remaining funding is used to pay the staff and the balance is then paid to each academy based on the balance due to the specific academy.

The actual amounts charged during the year were as follows:

	2022/23 £	2021/22 £
Lawford Mead Primary School	19,500	31,000
Kings Road Primary School	19,500	31,000
	<u>39,000</u>	<u>62,000</u>

9 Related party transactions - trustees' remuneration and expenses

One or more trustees has been paid remuneration or has received other benefits from employment with the academy trust. The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment, and not in respect of their role as trustees. The value of trustees' remuneration and other benefits was as follows:

Mrs D Baker (Lawford Mead Headteacher and CEO)

Remuneration: £85,000-£90,000 (2022: £75,000-£80,000)

Employer's pension contribution: £20,000-£25,000 (2022: £15,000 - £20,000))

Other related party transactions involving the trustees are set out in note 24.

10 Trustees' and officers' insurance

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

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

11 Tangible fixed assets

	Leasehold land and buildings £	Furniture and equipment £	Computer equipment £	2022/23 Total £
Cost				
At 1 September 2022	9,945,141	37,738	31,964	10,014,843
Additions	<u>22,684</u>	<u>17,950</u>	<u>-</u>	<u>40,634</u>
At 31 August 2023	<u>9,967,825</u>	<u>55,688</u>	<u>31,964</u>	<u>10,055,477</u>
Depreciation				
At 1 September 2022	865,513	12,893	31,964	910,370
Charge for the year	<u>144,395</u>	<u>9,435</u>	<u>-</u>	<u>153,830</u>
At 31 August 2023	<u>1,009,908</u>	<u>22,328</u>	<u>31,964</u>	<u>1,064,200</u>
Net book value				
At 31 August 2023	<u>8,957,917</u>	<u>33,360</u>	<u>-</u>	<u>8,991,277</u>
At 31 August 2022	<u>9,079,628</u>	<u>24,845</u>	<u>-</u>	<u>9,104,473</u>

12 Debtors

	2023 £	2022 £
Trade debtors	8,106	951
VAT recoverable	22,906	11,498
Prepayments	106,234	45,320
Accrued grant and other income	<u>195,209</u>	<u>319,818</u>
	<u>332,455</u>	<u>377,587</u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

13 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	66,040	30,536
Other taxation and social security	-	119,768
Accruals	58,948	68,385
Deferred income	<u>55,802</u>	<u>78,579</u>
	<u>180,790</u>	<u>297,268</u>
		2023
		£
Deferred income		
Deferred income at 1 September 2022		78,579
Resources deferred in the period		55,802
Amounts released from previous periods		<u>(78,579)</u>
Deferred income at 31 August 2023		<u>55,802</u>

At the balance sheet date the multi academy trust was holding funds received in advance for UFSMs for 23/24.

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

14 Funds

	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	95,175	3,682,608	(3,403,619)	(216,021)	158,143
Other DfE/ESFA grants	-	335,678	(355,678)	-	(20,000)
SEN funding	-	137,542	(137,542)	-	-
Other local authority funds	-	135,911	(135,911)	-	-
Other restricted funds	-	14,769	-	-	14,769
UIFSM	-	91,123	(91,123)	-	-
Pupil premium	-	453,170	(453,170)	-	-
Pension reserve	<u>(376,000)</u>	<u>-</u>	<u>(19,000)</u>	<u>395,000</u>	<u>-</u>
	<u>(280,825)</u>	<u>4,850,801</u>	<u>(4,596,043)</u>	<u>178,979</u>	<u>152,912</u>
Restricted fixed asset funds					
Assets held for depreciation	9,104,472	-	(136,860)	23,665	8,991,277
CIF funding	362,885	-	(11,037)	-	351,848
Other DfE capital grants	<u>16,969</u>	<u>53,359</u>	<u>(16,969)</u>	<u>-</u>	<u>53,359</u>
	<u>9,484,326</u>	<u>53,359</u>	<u>(164,866)</u>	<u>23,665</u>	<u>9,396,484</u>
Total restricted funds	9,203,501	4,904,160	(4,760,909)	202,644	9,549,396
Unrestricted funds					
Other unrestricted funds	<u>457,626</u>	<u>161,503</u>	<u>(240,563)</u>	<u>192,356</u>	<u>570,922</u>
Total funds	<u>9,661,127</u>	<u>5,065,663</u>	<u>(5,001,472)</u>	<u>395,000</u>	<u>10,120,318</u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

14 Funds (continued)

	Balance at 1 September 2021 £	Incoming resources £	Resources Expended £	Gains, losses and transfers £	Balance at 31 August 2022 £
Restricted general funds					
General Annual Grant (GAG)	280,504	3,265,856	(3,337,507)	(113,678)	95,175
Other DfE/ESFA grants	-	190,414	(190,414)	-	-
SEN funding	-	75,582	(75,582)	-	-
Other local authority funds	-	112,182	(112,182)	-	-
Other restricted funds	-	16,632	(16,632)	-	-
UIFSM	-	92,506	(92,506)	-	-
Pupil premium	-	389,925	(389,925)	-	-
Pension reserve	<u>(3,089,000)</u>	<u>-</u>	<u>(392,000)</u>	<u>3,105,000</u>	<u>(376,000)</u>
	<u>(2,808,496)</u>	<u>4,143,097</u>	<u>(4,606,748)</u>	<u>2,991,322</u>	<u>(280,825)</u>
Restricted fixed asset funds					
Assets held for depreciation	9,252,748	-	(153,058)	4,782	9,104,472
CIF funding	-	371,707	(8,822)	-	362,885
Other DfE capital grants	<u>-</u>	<u>16,969</u>	<u>-</u>	<u>-</u>	<u>16,969</u>
	<u>9,252,748</u>	<u>388,676</u>	<u>(161,880)</u>	<u>4,782</u>	<u>9,484,326</u>
Total restricted funds	6,444,252	4,531,773	(4,768,628)	2,996,104	9,203,501
Unrestricted funds					
Other unrestricted funds	<u>401,875</u>	<u>169,803</u>	<u>(222,948)</u>	<u>108,896</u>	<u>457,626</u>
Total funds	<u>6,846,127</u>	<u>4,701,576</u>	<u>(4,991,576)</u>	<u>3,105,000</u>	<u>9,661,127</u>

The academy trust is not subject to GAG carried forward limits.

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

14 Funds (continued)

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

The General Annual Grant (GAG), other DfE funding and local authority funds must be used for the normal running costs of the Academy.

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

The SEN funding represents grants received in order to provide additional teaching resources for children with special learning needs. The cost of these teaching resources has been set against income.

A transfer of Restricted Funds of £192,356 to the Unrestricted General Funds is to match catering income received with catering expenditure and wrap around care income received with wrap around care expenditure. There was also a transfer of £23,665 from Restricted General Funds to Restricted Fixed Asset Funds relating to fixed assets purchased in the year.

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

14 Funds (continued)

Analysis of academies by fund balance

Fund balances at 31 August 2023 were allocated as follows:

	2023 £	2022 £
Lawford Mead Primary School	393,577	304,996
Kings Road Primary School	284,979	164,628
Central services	45,278	83,177
Total before fixed assets and pension reserve	723,834	552,801
Restricted fixed asset fund	9,396,484	9,484,326
Defined benefit pension scheme liability	-	(376,000)
Total	10,120,318	9,661,127

Analysis of academies by cost

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

	Teaching and Educational Support Staff Costs £	Other Support Staff Costs £	Educational Supplies £	Other Costs (excluding Depreciation) £	Total 2023 £
Lawford Mead Primary School	1,273,083	730,310	54,837	367,293	2,425,523
Kings Road Primary School	1,094,316	805,960	65,503	408,441	2,374,220
Central services	163	11,714	-	36,022	47,899
Academy Trust	2,367,562	1,547,984	120,340	811,756	4,847,642

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

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

14 Funds (continued)

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs (excluding depreciation) £	Total 2022 £
Lawford Mead Primary School	1,221,757	816,119	57,755	328,898	2,424,529
Kings Road Primary School	1,040,676	930,285	86,312	314,854	2,372,127
Central services	771	11,326	-	29,766	41,863
Academy Trust	<u>2,263,204</u>	<u>1,757,730</u>	<u>144,067</u>	<u>673,518</u>	<u>4,838,519</u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

15 Analysis of net assets between funds

Fund balances at 31 August 2023 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	8,991,277	8,991,277
Current assets	570,922	333,702	405,207	1,309,831
Current liabilities	-	(180,790)	-	(180,790)
Total net assets	<u>570,922</u>	<u>152,912</u>	<u>9,396,484</u>	<u>10,120,318</u>

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

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	9,104,473	9,104,473
Current assets	457,626	392,443	379,853	1,229,922
Current liabilities	-	(297,268)	-	(297,268)
Pension scheme liability	-	(376,000)	-	(376,000)
Total net assets	<u>457,626</u>	<u>(280,825)</u>	<u>9,484,326</u>	<u>9,661,127</u>

16 Capital commitments

	2023 £	2022 £
Contracted for, but not provided in the financial statements	<u>376,850</u>	<u>387,885</u>

17 Long-term commitments, including operating leases

Operating leases

At 31 August 2023 the total of the Academy trust's future minimum lease payments under non-cancellable operating leases was:

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

17 Long-term commitments, including operating leases (continued)

	2023	2022
	£	£
Amounts due within one year	2,239	4,478
Amounts due between one and five years	-	2,239
	<u>2,239</u>	<u>6,717</u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

18 Reconciliation of net income/(expenditure) to net cash inflow/(outflow) from operating activities

	2023	2022
	£	£
Net income/(expenditure)	64,191	(290,000)
Depreciation	153,830	153,057
Capital grants from DfE and other capital income	(53,359)	(388,676)
Defined benefit pension scheme obligation inherited	19,000	392,000
Decrease/(increase) in debtors	45,132	(277,222)
(Decrease)/increase in creditors	(116,478)	47,631
Net cash provided by/(used in) Operating Activities	<u>112,316</u>	<u>(363,210)</u>

19 Cash flows from investing activities

	2023	2022
	£	£
Purchase of tangible fixed assets	(40,634)	(4,782)
Capital funding received from sponsors and others	<u>53,359</u>	<u>388,676</u>
Net cash provided by investing activities	<u>12,725</u>	<u>383,894</u>

20 Analysis of cash and cash equivalents

	2023	2022
	£	£
Cash in hand and at bank	<u>977,376</u>	<u>852,335</u>
Total cash and cash equivalents	<u>977,376</u>	<u>852,335</u>

21 Analysis of changes in net debt

	At 1 September 2022	At 31 August 2023
	£	£
Cash	852,335	852,335
Loans falling due within one year	<u>(297,268)</u>	<u>(297,268)</u>
Total	<u>555,067</u>	<u>555,067</u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

22 Member 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.

23 Pension and similar obligations

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 Essex County Council. 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.

Teachers' Pension Scheme

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

The TPS is an unfunded scheme to which both 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.

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. 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 2024.

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

23 Pension and similar obligations (continued)

The employer's pension costs paid to TPS in the period amounted to £406,348 (2022: £376,402).
A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

Local government pension scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £343,000 (2022 - £303,000), of which employer's contributions totalled £278,000 (2022 - £245,000) and employees' contributions totalled £65,000 (2022 - £58,000). The agreed contribution rates for future years are 25% 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 an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Principal actuarial assumptions

	2023	2022
	%	%
Rate of increase in salaries	3.90	4.00
Rate of increase for pensions in payment/inflation	2.90	3.00
Discount rate for scheme liabilities	5.30	4.30
Inflation assumptions (CPI)	<u>2.90</u>	<u>3.00</u>

Sensitivity analysis

A sensitivity analysis for the principal assumptions used to measure scheme liabilities is set out below:

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

	2023	2022
Retiring today		
Males retiring today	20.70	21.00
Females retiring today	23.20	23.50
Retiring in 20 years		
Males retiring in 20 years	22.00	22.30
Females retiring in 20 years	<u>24.60</u>	<u>24.90</u>

The academy trust's share of the assets in the scheme were:

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

23 Pension and similar obligations (continued)

	2023	2022
	£	£
Equities	2,044,000	1,835,000
Gilts	45,000	63,000
Other bonds	-	144,000
Property	275,000	309,000
Cash and other liquid assets	103,000	97,000
Other	<u>1,048,000</u>	<u>813,000</u>
Total market value of assets	<u><u>3,515,000</u></u>	<u><u>3,261,000</u></u>

The actual return on scheme assets was £162,000 (2022 - £9,000).

The Local Government Pension Scheme for both schools were valued by an Actuary as an asset amounting to £120,000 (2022: £376,000 creditor). The asset has not been recognised in the accounts.

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

23 Pension and similar obligations (continued)

Amounts recognised in the statement of financial activities

	2022/23 £	2021/22 £
Current service cost (net of employee contributions)	192,000	402,000
Interest income	167,000	52,000
Interest cost	(157,000)	(102,000)
Admin expenses	(2)	(2)
Total amount recognized in the SOFA	<u>201,998</u>	<u>351,998</u>

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

	2022/23 £	2021/22 £
At start of period	3,637,000	6,084,000
Current service cost	285,000	585,000
Interest cost	157,000	102,000
Employee contributions	65,000	58,000
Actuarial (gain)/loss	(799,000)	(3,148,000)
Benefits paid	<u>50,000</u>	<u>(44,000)</u>
At 31 August	<u>3,395,000</u>	<u>3,637,000</u>

Changes in the fair value of academy's share of scheme assets:

	2022/23 £	2021/22 £
At start of period	3,261,000	2,995,000
Interest income	147,000	52,000
Actuarial gain/(loss)	(286,000)	(45,000)
Employer contributions	278,000	245,000
Employee contributions	65,000	58,000
Benefits paid	<u>50,000</u>	<u>(44,000)</u>
At 31 August	<u>3,515,000</u>	<u>3,261,000</u>

Sensitivity analysis

	2023 £	2022 £
Discount rate +0.1%	3,327,000	3,547,000
Discount rate -0.1%	3,465,000	3,729,000
Mortality assumption – 1 year increase	3,488,000	3,741,000
Mortality assumption – 1 year decrease	3,305,000	3,535,000
CPI rate +0.1%	3,464,000	3,725,000
CPI rate -0.1%	<u>3,328,000</u>	<u>3,552,000</u>

Hera Primary Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2023 (continued)

24 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. The following related party transactions took place in the financial period.

25 Events after the end of the reporting period

On 1 September 2023 the assets and liabilities and activities of Hera Primary Academy Trust was transferred to Brickfields Multi Academy Trust. .