

**Company Registration No. 08310825 (England and Wales)**

**DAYSPRING TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

# **DAYSPRING TRUST**

## **CONTENTS**

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	<b>Page</b>
Reference and administrative details	1 - 2
Trustees' report	3 - 19
Governance statement	20 - 25
Statement on regularity, propriety and compliance	26
Statement of trustees' responsibilities	27
Independent auditor's report on the accounts	28 - 30
Independent reporting accountant's report on regularity	31 - 32
Statement of financial activities including income and expenditure account	33 - 34
Balance sheet	35
Statement of cash flows	36
Notes to the accounts including accounting policies	37 - 57

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# DAYSRING TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

The Rev Canon S Bamber (on behalf of the Bishop of Durham)  
Mr P Rickeard (on behalf of Durham Diocesan Education Trust)  
Mr R Thorndyke (on behalf of Durham Diocesan Board of Finance)  
The Reverend Canon S Bain (Chair of Board of Directors)

### Trustees

Rev Canon S Bain (Chair)  
Mr C N Williams (Vice Chair)  
Mr P Russell  
Mrs G A Booth (Executive Headteacher)  
Mr R P Thorndyke  
Mr D M Robinson  
Mrs C Rayner  
Mrs E Miller  
G Hedworth (Appointed 12 February 2020 and resigned 1 September 2020)  
Reverend D Tolhurst (Appointed 1 October 2020)  
Mrs B Jones (Appointed 1 October 2020)

### Senior Management Team - Venerable Bede CE Academy

- Headteacher	Mr D Airey
- Deputy Headteacher	Mrs T Burgess
- Deputy Headteacher	Mr R Goodman
- Assistant Headteacher	Ms V Da Gama
- Assistant Headteacher/SENDCO	Ms S Holt
- Assistant Headteacher	Mr J Exley

### Senior Management Team - Ian Ramsey CE Academy

- Headteacher	Mr B Janes
- Deputy Headteacher	Mr P Snowden
- Deputy Headteacher	Mr M Patrick (Appointed September 2019)
- Assistant Headteacher	Mrs M McCarthy
- Assistant Headteacher	Mr M Nicholson
- Assistant Headteacher	Mr J Walters
- Assistant Headteacher/SENDCO	Mrs H Shaw

In addition to the above, each academy has an extended leadership team, comprising of Directors of Learning in English, Maths and Science.

**Company secretary** L O'Leary

**Company registration number** 08310825 (England and Wales)

**Registered office** Tunstall Bank  
Sunderland  
SR2 0SX

<b>Academies operated</b>	<b>Location</b>	<b>Principal</b>
The Venerable Bede Church of England Academy	Sunderland	Mr D Airey
Ian Ramsey Church of England Academy	Stockton on Tees	Mr B Janes

# DAYSPRING TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### **Independent auditor**

Azets Audit Services  
Wynyard Park House  
Wynyard Avenue  
Wynyard  
Billingham  
TS22 5TB

### **Bankers**

Natwest  
Sunderland City Branch  
52 Fawcett Street  
Sunderland  
SR1 1SB

### **Solicitors**

Muckle LLP  
Time Central  
32 Gallowgate  
Newcastle upon Tyne  
NE1 4BF

# **DAYSRING TRUST**

## **TRUSTEES' REPORT**

### ***FOR THE YEAR ENDED 31 AUGUST 2020***

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

Dayspring Trust operates two secondary academies for pupils aged 11 to 16 serving the local communities of Sunderland South and Stockton-On-Tees area. Venerable Bede CE Academy has a pupil capacity of 900 and had a roll of 908 at the time of the school census collection in Autumn 2019. Ian Ramsey CE Academy has a pupil capacity of 1185 and had a roll of 1172 at the time of the school census collection in Autumn 2020. The annual report serves the purpose of both a Trustees' report and a Directors' report under company law.

#### **Structure, governance and management**

##### Constitution

Dayspring 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 Dayspring Trust are also the Directors of the charitable company for the purposes of company law. The charitable company operates as Dayspring Trust.

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

##### 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 accounts as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

##### Trustees' indemnities

Subject to the provisions of the Companies Act 2006, every Trustee or other officer or auditor of the Dayspring Trust shall be indemnified out of the assets of the Academy Trust against any liability incurred by him/her in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which he/her is acquitted or in connection with any application in which relief is granted to him/her by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Dayspring Trust.

# **DAYSRING TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2020**

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#### Method of recruitment and appointment or election of trustees

The Members of the Dayspring Trust appointed its Board of Directors under article 50 of the articles of association to include:

Executive Headteacher

7 Directors appointed by the Trust Board

Directors serve a 4-year term of office, with the exception of the Executive Headteacher.

#### Method of Recruitment and Appointment of Academy Councils

Members of the Academy Council are appointed by the Directors and reference is made to the Governor Selection Policy to ensure fair selection and appointment.

Each Academy Council has up to 9 members comprising:

- Headteacher
- 1 elected staff members of the respective Academy
- 2 elected parents/guardians of registered pupils in the academy
- Up to 5 Academy Council members who have the appropriate skills, expertise and experience to contribute to the work of the Academy Council in achieving and sustaining the Academy's objectives

The term of office for members of the Academy Council is 4 years. The Chairperson of the Academy Council is appointed by the Directors and the Vice-Chairperson by the Academy Council. The Chairperson of the Academy Council informs the Directors of all appointments and resignations relating to the membership of the Academy Council. Resignation, disqualification and removal of members of the Academy Council is dealt with within article 80 of the articles of association of the Trust.

The Dayspring Trust looks to recruit individuals with a mix of skills and selects Directors and Academy Council members on the basis of background, experience, specialist skills and support for the school ethos.

#### Policies and procedures adopted for the induction and training of trustees

Induction for new Directors or members of the Academy Council is provided by the Trust Board both in-house and via the relevant Local Authority and depends upon their existing experience. Training is also provided in a similar way. New Trustees are given a tour of the relevant Academy and introduced to staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other relevant documents that they will need to undertake their role as trustees. The Trust subscribed to the National Governor's Association and to Sunderland Local Authority Governor Training and Development Programme for the period 1 September 2019 to 31 August 2020 which provided unlimited access to both face to face training sessions and on-line training.

#### Organisational structure

The management team operates on four levels: Members, the Board of Directors, two Academy Councils (one based at each Academy) and the Senior Leadership Team at each Academy. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Board of Directors have overall responsibility and ultimate decision-making authority for all the work of the Trust, including the establishment and running of the academies. This is achieved through strategic and business planning, setting of policy, monitoring of budgets, performance management, the setting of standards and targets and the implementation of quality management processes. The Directors have the power to direct change where required.

There is a scheme of delegation for governance that explains:

- The way in which the Directors fulfil their responsibilities for the leadership and management of the academies within the Trust.
- The commitment and relationship between the different governance strands to secure the success of the academies within the Trust.

# **DAYSRING TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Executive Head Teacher is accountable overall to the MAT Board for ensuring the educational success of the academies within the overall framework of the MAT strategic plan, and liaises with each Headteacher with regard to each individual academy's development plan. The Executive Headteacher is responsible for providing strategic leadership across all aspects of the internal organisation, professional leadership, management and control of the academies. She is responsible for creating a culture of constant improvement, being an inspirational leader, and being committed to the highest achievement for all in all areas of the Trust's work. The Executive Head Teacher also has line management responsibilities for the Headteachers in each academy.

The Executive Headteacher is the Accounting Officer for the Trust and is responsible for the regularity, propriety and value for money of the Trust's spending decisions. She also sets the standards for financial management and strong governance that lead to good financial health, which is essential to delivering an educational system that maximises the potential of our young people.

Each academy is led by a Headteacher who individually reports to the Executive Headteacher. The Headteachers are accountable overall to the MAT Board and the Executive Head Teacher for ensuring the educational success of the academy for which they are responsible, within the overall framework of the Trust strategic plan, as well as each academy's development plan. They are responsible for providing strategic and professional leadership alongside good management within the academy. Their role is to create a culture of constant improvement and to be inspirational leaders, committed to the highest achievement for all in all areas of the academy's work.

The Headteachers are responsible for the authorisation of spending within agreed budgets and the appointment of staff up to senior level. Interview panels for the majority of staff include a Trustee or member of the Academy Council who has undergone safer recruitment training. All interview panels include a staff member or appointed member of the relevant Academy Council who has completed 'safer recruitment' training.

Deputy Headteachers and Assistant Headteachers operate at an executive level, implementing the policies laid down by the Directors and report back to the Headteachers and Executive Headteacher.

Academy Councils support the work of both academies by providing challenge and by being a critical friend in operational matters. Sub groups (made up of Academy Council members) meet on a regular basis to consider different areas.

The specific duties of the Academy Council are as follows:

### **PUPIL OUTCOMES**

To contribute towards the review, revision and monitoring of the Academy Development Plan;

To monitor and challenge the value for money of pupil premium in terms of educational outcomes and narrowing the achievement gap;

To monitor the implementation of the behaviour policy through the number and reasons for fixed term and permanent exclusions;

To determine attendance and punctuality protocols and procedures and monitor their implementation;

To establish and maintain an attendance and discipline working group to monitor attendance against targets, including persistent absentees and to determine necessary action;

To ensure appropriate levels of support, challenge and intervention to support delivery of educational outcomes;

To monitor and challenge pupils' attainment, progress and quality of learning;

To ensure the curriculum offer is relevant and appropriate for pupils;

To ensure that a broad and balanced curriculum is in place that helps protect pupils against extremism, promotes community cohesion and helps keep themselves safe online;

# **DAYSRING TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2020**

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To advise the MAT Board on curriculum statutory obligations;

To review the effectiveness of the provision of collective worship and religious education and make recommendations to the MAT Board;

To monitor the finances of each academy;

To make representation to the Finance & General Purposes Committee if deemed necessary and in line with the trust's arrangements in respect of the impact of any pooled GAG budget on the academy;

### **SAFEGUARDING AND EQUALITY**

Safeguarding:

- To ensure appropriate policies and procedures are in place as outlined by the most recent edition of KCSIE
- To attend relevant safeguarding training on a regular basis
- To ensure an appropriate member of staff is appointed to the role of Designated Safeguarding Lead
- To ensure that the academy contributes to multi-agency working in line with the latest statutory guidance "Working Together to Safeguard Children" including understanding the local criteria for action and assessment.

(This list is not exhaustive and should be read in conjunction with KCSIE and other statutory guidance.)

Equality:

- Ensure the school takes all reasonable steps to ensure that its employees do not carry out unlawful discriminatory actions or behaviour.
- Support and guide the school to have "due regard" for equality in all its functions.
- Ensure the school complies with the Equality Duty and meets the two "specific duties" for schools.

### **PREMISES**

To ensure the trust's health and safety policy is fully implemented and health and safety issues are appropriately prioritised for action and staff are suitably trained. Monitor the academy's compliance and report to the Finance and General Purposes Committee;

To review the policy for Health & Safety and make recommendations to the Finance and General Purposes Committee;

To recommend a programme of maintenance and building improvement within budget constraints to the Finance and General Purposes Committee and once approved, implement a programme of building and site maintenance and improvement;

To submit a termly premises report to the Finance and General Purposes Committee;

### **HUMAN RESOURCES**

To ensure the trust's human resources related policies are implemented;

To ensure that the trust's guidelines and best practice are followed in all recruitment procedures;

To be involved in appointments and fulfil other personnel functions (up to Senior Leadership level) as requested by the Finance and General Purposes Committee.

### **GENERAL**

To review policies at the discretion of the Directors and make recommendations to the MAT Board;

To assist with the building of strong community links;



# **DAYSRING TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2020**

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To collaborate with relevant parties and contribute to regular reports on the development and impact of the Christian ethos of the Academy and contribute to the SIAMS toolkit;

To promote community cohesion within the Academy and wider;

To monitor the diversity of activities and equity of access to the curriculum and enrichment opportunities through Pupil Voice and surveys;

To monitor the quality of teaching, learning and assessment;

To consider any other matters where requested to do so by the MAT Board; and

The scheme of delegation, that outlines the financial authorisation levels for such matters as the requisition of goods and services and payment of invoices, is in place and reviewed on a regular basis, not less than annually.

Terms of Reference, outlining the financial authorisation levels for such matters as the requisition of goods and services and payment of invoices, is in place and reviewed on a regular basis, not less than annually.

#### Arrangements for Setting Pay and Remuneration of Key Personnel

A robust system of staff appraisal is embedded within each academy and all staff, including senior leaders, meet with their Appraiser to agree and set objectives for the year ahead. This is undertaken and the appraisal process is fully completed by 31 October each academic year with the exception of the Executive Headteacher and Headteachers, whose appraisal process has a completion date of December each year. During the course of the year, each member of staff has the option to participate in an interim appraisal meeting followed by a final appraisal meeting. Teaching staff performance is measured and recorded each year to inform annual pay progression.

A selected panel of the MAT Board who act as the 'Pay Committee' meets each year to consider the pay and remuneration of all teaching staff including the Senior Leadership Team, assisted by the Executive Headteacher. Headteachers have an assigned School Improvement Partner who assists in the appraisal process, reporting to the Executive Headteacher, who in turn presents their review and recommendations to the Mat Board. All decisions made by this committee are submitted to the Trust Board for ratification. An external review of the Executive Headteacher performance is undertaken and is ratified by the Trust Board

# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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### Trade union facility time

#### *Relevant union officials*

Number of employees who were relevant union officials during the relevant period	4
Full-time equivalent employee number	4.00

#### *Percentage of time spent on facility time*

Percentage of time	Number of employees
0%	3
1%-50%	1
51%-99%	-
100%	-

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

Total cost of facility time	800
Total pay bill	9,617,915
Percentage of the total pay bill spent on facility time	-

#### *Paid trade union activities*

Time spent on paid trade union activities as a percentage of total paid facility time hours	-
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### Related parties and other connected charities and organisations

Trustees are required to declare any business and pecuniary interests on an annual basis. A register of those interests (including nil returns) is maintained and a copy is uploaded to the website. Where any Trustee should declare an interest, procedures are in place to address this. The Trust has adopted a policy in that where any interests are declared, the Trustee would not be involved in any decision-making process.

Related parties at the academy are the joint Dioceses of Durham and Newcastle and the Deaneries of Stockton and Wearmouth.

### Engagement with employees

The Trust regularly consults with its employees and imparts information relating to the Trust in a variety of ways:

- Daily briefings with minutes taken and distributed for those staff unable to attend
- Staff sickness policy which includes occupational health professional support
- Access to counselling support programmes
- Access to targeted staff training i.e. domestic abuse
- Whole staff mailings including emails
- Staff surveys
- Regular Covid-19 updates
- Open door policy to Headteacher and Executive Headteacher
- Well-being group

These mechanisms provide staff with a platform to receive information and a safe environment in which to express views and ask relevant questions. There is also the opportunity to have one to one meetings either through line management or with the Executive Headteacher/Headteacher in person. The Trust welcomes the views of its staff, particularly where decisions impact upon their interests and all staff are encouraged to come forward with thoughts and ideas that may be of benefit to the whole Trust staff. This has never been more in evidence than through the Covid-19 pandemic where staff well-being, morale and team spirit was crucial to the success of the trust.

# **DAYSRING TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Trust's policy of recruitment is inclusive and the trust welcomes applications from those with a disability. Virtual interviews are held where it is not possible in person. Both academy buildings are wheelchair friendly and are easily accessible. Staff inductions include a risk assessment where this is relevant to the individual. The Trust has practical experience of dealing with staff who have become disabled through personal circumstances and the implications for such staff and the Trust. The Trust has endeavoured to put into place all necessary aids and adaptations, including altered working patterns and routines in order to facilitate as normal a working environment as possible for the disabled employee. Training, career development and promotion is universal across the Trust and offered to all staff, irrespective of ability or disability.

### **Objectives and activities**

The Dayspring Trust's objective is specifically restricted to the following:- to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school with a designated Church of England religious character offering a broad and balanced curriculum conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship and in having regard to the advice of the Diocesan Board of Education.

### **Objects and Aims**

The Dayspring Trust aims to serve its community by providing an education of the highest quality within the context of Christian faith and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils. We believe that our Christian values spring from the two great commandments, 'Love God and love your neighbour'. We seek to live this out through the power of the Holy Spirit. St Paul reminds us in Galatians 5.22-23 that the fruit of the Spirit is "Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control".

These are also underpinned by the Old Testament injunction to "Do justly, love mercy and walk humbly with our God" Micah 6.8. These values rooted in the Christian Faith come as a package and we aim to embed them in the life of our academies in a worked out way. We recognise that at times we may highlight particular values to bring them into greater prominence within our academies and these are currently the five values of Forgiveness, Hope, Joy, Perseverance and Wisdom. We believe these values to be in accordance with British values springing from our Judeo-Christian roots. Collective worship will play a major and vital part in assisting with this process of embedding these values in the life our academies.

The Multi Academy Trust Members and Directors are aware of their responsibilities in law and are committed to the provision of an excellent education within its academies in accordance with our Anglican foundation. This is embraced in our Dayspring Trust vision statement:

- Forge a supportive and challenging family of academies
- Provide excellent education within a strong Christian community
- Resource our pupils for wise and generous living

In addition, each academy also has its own distinctive mission statement, flowing out from the vision statement of the Dayspring Trust.

### **At Ian Ramsey CE Academy:**

"Together to learn, to grow, to serve."

This is embodied in scripture:

'Each of you should use whatever gifts you have received to serve others, as faithful stewards of God's grace in various forms.' 1. Peter 4.10

# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### At Venerable Bede CE Academy:

"Soar to the heights together"

This is embodied in scripture:

'But those who hope in the lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint'. Isaiah 40:31

Our mission together is to bring a first class education and a breadth of opportunity to all of our pupils in light of the Christian Gospel. We also hope that these opportunities benefit the wider community, whether locally, nationally or internationally, such as in the links from both academies to Lesotho.

We live by our values every day, and follow a calendar based on the Christian Gospel. At the heart of everything is inclusivity. We are committed to being inclusive and serve equally those who are of the Christian faith, those of other faiths and those with no faith. We seek to give opportunities that educate, encourage participation and increase the aspirations of our young people, but also seek the same opportunities for all of our staff, regardless of their role within the trust. Everyone is valued for the role they play and we see opportunities for professional development as pivotal to this vision. Working with young people is a vocation and we are here to serve our community. Being true to our Christian values and keeping the well-being of our students at the heart of all decision-making are the keys to success.

We do pride ourselves on being inclusive, neighbourhood schools and hope to inspire in our pupils a love of learning that will stay with them long after they reach the school leaving age. We believe in encouraging each pupil to have high self-esteem and to realise that, by believing in themselves and through hard work, they can reach their true potential as children of God. We also believe firmly in Pupil Voice; by listening to our young people, we can improve their education and the opportunities that we can offer.

We take a strong stance against bullying and passionately believe that every child has the right to feel safe and nurtured whilst in our care. It is important that we model tolerance at every opportunity so that our young people leave us at 16 with the skills and moral purpose to make a difference to their communities.

In addition to this, our fundamental British values underpin all of our daily actions:

- Democracy
- The Rule of Law
- Individual Liberty
- Mutual respect and tolerance of those with different faiths and beliefs and for those without faith

We also share five common Christian Values across the Trust:

- Joy
- Hope
- Forgiveness
- Wisdom
- Perseverance

# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Objectives, strategies and activities

#### Venerable Bede strategic priorities for the period 1 September 2019 – 31 August 2020 were:

- To improve attainment, progress and attendance for all groups; closing gaps for all groups
- To improve attendance; particularly for those who are eligible for Pupil Premium
- Review the curriculum intent and implementation to ensure high quality impact is seen for all learners.
- To develop behaviour strategies to ensure the highest levels of personal development from pupils;
- Develop the use of attitude to learning reports to ensure consistency of reporting across all year groups;
- Develop the use of Class Charts to ensure consistency of reporting across all year groups and improve communication with parents / carers;
- To re-invigorate the rewards system to ensure a consistent and effective celebration of pupil achievements through the use of Class Charts online shop;
- Building on the analysis of 2019 results, and the CAG's of 2020, identify strengths and areas for development for each department to focus upon.
- Enhance the effectiveness of the inclusion system so that all strategies have a positive impact on the pupils;
- Further enhance the work of anti-bullying group to develop child centred strategies across the academy contributing to positive well-being
- Strengthen pupil opportunities to engage with democratic processes and in having their voices heard;
- Reinvigorate student council to take ownership of school wide projects
- Inspire pupils to engage with local community and become courageous advocates for change in their local, national and global communities;
- Continue to develop a highly effective PD curriculum so pupils make informed decisions and develop healthy relationships with others;
- To ensure appropriate curriculum provision for all pupils;
- To improve the effectiveness of support for pupils with SEND;
- To Ensure that leaders at all levels are supported to enable them to implement changes in their area of responsibility to manage the current situation in school driven by the coronavirus pandemic
- Plan the school Curriculum Review Cycle taking into consideration the local context (including restrictions of coronavirus) and emerging needs of each department
- Ensure that the Leadership and Management of Attendance is robust, with appropriate challenge and support, so that attendance in the academy reflects at least the average for secondary schools nationally
- Ensure that the Leadership and Management of the Pastoral Support is reflective of the current needs of the pupils, their families and staff.
- To ensure that all groups of pupils, particularly the most able and disadvantaged pupils in each year group, make at least expected progress compared to national averages and from their starting points.
- Create the highest possible standards in Teaching and Learning
- To provide a 'DEEP' curriculum (see Curriculum Intent statement) that delivers high quality learning experiences for all pupils and takes full account of individual needs, interests and aspirations.
- Develop the Connect Curriculum by identifying and addressing any gaps in understanding, prioritising the curriculum accordingly and allowing all pupils to fully 'connect to the DEEP curriculum'.
- To ensure contingency plans are robust and allow for high-quality, safe remote education that aligns as closely as possible with in-school provision
- To ensure that pupils continue to display the highest standards of behaviour and conduct, modelling Christian values on a daily basis.
- Implement effective attendance and punctuality improvement strategies so that there is a positive impact on attendance figures.
- Continue to employ effective anti-bullying strategies so that pupils maintain positive and respectful relationships which contribute to positive well-being.
- **SEND** – To ensure that effective support continues to be put in place for pupils with SEND to have a positive impact on their personal development, achievement and attendance.
- **Looked After Children** - To ensure that effective support continues to be put in place for Looked After Children to have a positive impact on their personal development, achievement and attendance.
- **Safeguarding** - To ensure that school policies and procedures continue to be effective and robust to safeguard all pupils and staff (particularly in light of the school's partial closure during lockdown).

# DAYSPRING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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- **Mental health and wellbeing** – To ensure that effective strategies are put in place designed to develop pupils' character (particularly their resilience, confidence and independence) to have a positive impact on their mental health and wellbeing.
- **Life in modern Britain** - create effective opportunities that prepare pupils for life in modern Britain (active citizens, understand British values, appreciation of diversity and respect for the rule of law)
- **Personal Development Curriculum** - To ensure that the PD curriculum (covering PSHE, RSE and Citizenship) continues to reflect local and immediate issues so pupils are able to make informed decisions and develop healthy relationships with others.
- **CEIAG** - To ensure that the CEIAG programme effectively prepares pupils for life beyond school and post-16
- Ensure that the Academy is fully prepared for OFSTED and SIAMS inspections by ensuring that the SEF and SIAMS toolkit are living documents which capture an accurate picture of current position.

#### Ian Ramsey strategic priorities for the period 1 September 2019 – 31 August 2020 were:

- To continue to improve attainment, progress and attendance for all groups; closing gaps for all groups including the disadvantaged, SEND, low ability, middle ability and boys.
- Review the curriculum intent and implementation to ensure high quality impact is seen for all learners.
- Leaders and staff create a safe, calm, orderly and positive environment in the academy through a culture of consistent practice and that behaviour management is everyone's responsibility.
- Embed the distinctiveness of the Anglican ethos in order to develop reflective routines and spiritual development, so that pupils can fulfil their true potential as Children of God. Embed the Church of England vision that the academy will be "deeply Christian, serving the common good".
- Continue to promote the extensive personal development of pupils; providing pupils with access to a wide, rich set of experiences, opportunities to develop their talents and interests to an exceptional quality.
- Provide strong Leadership and Management to ensure that the education that the academy provides has a positive impact on all its pupils.
- To ensure appropriate curriculum provision for all pupils, using a coherent sequenced and chronologically ordered curriculum that provides fascinating and inspiring links across subjects within the curriculum;
- To improve the effectiveness of support for pupils with SEND, with particular reference to an accessible curriculum for all:
- To improve the quality of teaching and learning so that staff deliver quality first teaching to all pupils;
- Strengthen pupil opportunities to engage with democratic processes and in having their voices heard;
- Inspire pupils to engage with local community and become courageous advocates for change in their local, national and global communities;
- To enhance the effectiveness of attendance improvement strategies to have a positive impact upon attendance figures.

#### Public benefit

The activities undertaken by the Dayspring Trust are summarised in this report for the benefit of the public.

The Trustees confirm that they have referred to the guidance contained within the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities for the year.

# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Strategic report

##### Achievements and performance

The achievements for 2019/2020 are summarised below: -

##### Dayspring Trust

- Trust Board expanded with an Attendance and Behaviour specialist to support and challenge these areas
- Successful restructuring of the role of full time Executive Business Manager to part time
- Regional Schools Commissioner (RSC) annual trust review highlighted strengths of board and direction of travel
- All financial returns continue to be met in a timely manner, meeting ESFA deadlines
- Trust DEEP Curriculum developed across the trust with Trust Quality of Education group formed
- "Valuing All God's Children" CPD
- Due Diligence completed regarding Trust Growth leading to informed decision making

After Easter, the priorities changed in line with our Covid-19 plan, with many successes:

- Risk Assessments were written and reviewed regularly, in line with DfE and PHE guidelines, including the those for individual staff and pupils, as well as Departmental Risk Assessments.
- Weekly meetings with Trust staff and Chair / Vice-Chair
- The academy remained open throughout lockdown for our most vulnerable and key worker children, including through the Easter and May half term holidays.
- Safeguarding team made regular contact with our most vulnerable children and families, daily in some cases. This included the immediate development of a safeguarding team who were given clear protocols to making contact with our most vulnerable children (CP, CIN, EHA, EHCP, LAC etc.) on a regular basis.
- All children were contacted during lockdown.
- All staff, pupils and parents / carers were surveyed – results were extremely positive.
- Website dedicated to Covid and updated with new materials, including mental health, enrichment materials and links to work. Addendums for relevant policies during covid updated in a timely manner
- Successful participation in rollout of BT IT programme to support vulnerable families during covid
- Staff prepared daily lessons, remotely, for all children throughout lockdown. Families were supported with IT equipment. Remote learning was set up through Foldr, TEAMS, website and email. Laptops were distributed to those who required one, so they could access the work.
- All children who were eligible for FSM were given £15 a week into their families' bank accounts until the government voucher scheme was established
- Staff planned, assessed and continued to meet through TEAMS on a regular basis.
- Y11 transition programme in place to support pupils with transition – "Home Learning and Virtual Enrichment" documents sent out regularly during lockdown.
- The vast majority of Year 11 pupils were able to gain a place at the KS5 provider of their choice following on from the ethical well executed plan that was put in place for 'Centre Assessed Grades' which replaced the examinations in 2020.
- The new Autumn series of GCSEs was offered to the Class of 2020 and successfully executed for all ex pupils who wished to sit these optional examinations
- Staff and pupils in both academies were asked to participate in the national Error in formula ->##faith<-@home project during lockdown
- Staff and pupils in both academies starred in collective worship programme with The Oak National Academy on the theme of "Patience"
- A thorough risk assessment was written to enable the wider school re-opening to Year 10 pupils in July, but also to the whole school in September 2020
- Staff felt well informed and cared for during lockdown; Gold Teach Well award gained in both academies
- Investment into INSIGHT counselling service for staff during lockdown
- Links sent to parents / carers to help with utility bills and managing the pressures of covid.
- Successful transition primary and post 16 programme despite lockdown
- Regarding staffing for September, a virtual interview system adopted during lockdown with appointments successfully made for the new autumn term

# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### Venerable Bede CE Academy

- Continued over-subscribed trend for 4th year running
- External review of whole school monitoring ensuring improvements in performance maintained;
- Curriculum review showed pupil and parent satisfaction with current provision
- Gold Anti-Bullying Award achieved in July 2020
- Programme of inspirational speakers continued until lockdown to increase aspirations and knowledge regarding different career pathways;
- All pupils in Y7 – 11 have access to a personalised careers programme running through PD lessons
- Careers Lead now level 6 qualified
- Significant progress made in achieving all 6 Gatsby Careers Benchmarks
- SEND evaluation by HMI Mark Evans extremely positive and shows impact of previous year's restructure: "The newly appointed SENDCO has identified, and is carrying out all the key actions needed to support this area."
- Sunderland Symphony Orchestra worked with pupils and feeder primary schools, holding an afternoon workshop
- SSCP Young Person's Conference at the Stadium of Light was attended by pupils across all year groups where they shared their views with council leaders
- "Aware" project worked with Year 9 on Mental Health strategies
- The Kooth service has been implemented in school to provide a safe, confidential and non-stigmatised way for young people to receive advice, support and easy access to an online community of peers and a team of experienced counsellors.
- We have switched service provider to Washington Mind for our school Counselling Service. This service seems more aligned to the needs of the young people in the local area.
- In collaboration with Washington Mind, we encouraged pupils to become involved with the "You're not alone" group who offer creative ways to engage 11-25 y/o to cope with feelings of loneliness. This was used during the first full lockdown.
- Parent engagement with the provision of tested resources for coping with wellbeing was a great success during lockdown; parents shared resources they had used from unicef, CDC.gov.uk, youngminds to name a few.
- Successful Y11 pupil intervention programme had taken place
- Remodelled attendance and pastoral team to provide appropriate support
- Successful implementation of our remote learning platform enabled departments to track pupil progress throughout lockdown enabling gaps in knowledge to be identified for this academic year.

### Results Key Performance Indicator:

As part of steps taken to fight the spread of coronavirus (COVID-19), the government announced that all exams due to take place in schools and colleges in England in summer 2020 were cancelled. Under these circumstances, and in line with 2020 government accountability policies, the Dayspring Trust (Ian Ramsey CE Academy and Venerable Bede CE Academy) will not be publishing any school level educational performance data based on tests, assessments or exams for 2020.

### 3 year mean values for GCSE Results (based on 2017-2019 only due to covid)

Attainment 8	46.44
Progress 8	-0.34
English and Maths 4+	59%
English and Maths 5+	42%
Achieved Ebacc 4+	38%
Achieved Ebacc 5+	24%



# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### Attendance Key Performance Indicator(based on past 2 full years only):

	2017/18	2018/19
<b>Overall Attendance</b>	94%	93%
<b>Persistent Absence</b>	16%	18%

2019 /2020: Due to the pandemic, school attendance was monitored until 20 March 2020. Up to that point, Venerable Bede improved on the overall attendance compared to previous years though remained slightly below national averages, but in line with the local national average for Sunderland.

The achievements for 2019/2020 are summarised below: -

#### Ian Ramsey CE Academy

- Continued over-subscribed trend
- Attendance remained slightly above the national averages and above the local averages for Stockton-on-Tees
- Successful change to the school day, including new split lunch and break-time
- The Gatsby benchmarks are now 100% in all areas
- Significant funding gained for Careers education as a result of successful bids written by the co-ordinator of careers
- Single-use plastic banned in school for the last 2 years to aid the environment and focus of 'Sustainability Week' - landfill reduced by 500,000 plastic bottles
- Holocaust Beacon School Status was strengthened: UCL Holocaust Memorial Trust (HMD) said, "It's so lovely to see the different ways HMD is marked all over the country". They have used our photographs for their website, social media to promote the academy's fantastic work in January 2020.
- Prayer Space Project - Bede Tower, Sunderland 15th January 2020. Worship Leaders with specific training in prayer spaces were invited to work with other schools in developing their own spaces
- Wellbeing, Mental Health and Bereavement Conference - late March (Prayer Space project) - inter-diocesan liaison. Our Prayer Space leaders have been invited to deliver training in the Blackburn Diocese at this conference.
- April 2nd RE Council of Britain with Institute of Education at UCL - RE Ambassadors invite then again in June with the new intake of PGCE students
- Growing Leaders course - attended by a number of pupils (between 8/10) and run by the Diocesan Youth Lead, whereby the young people develop their leadership skills supported through scripture over 10 weeks.
- Guest speaker Y11 – Motivational speaker, Claire Young – Apprentice 2008 finalist, gave a keynote speech and delivered a workshop.
- Pupils have raised thousands of pounds for charity this term, both local and national charities
- Successful Duke of Edinburgh programme – Bronze award achieved
- Successful consultation and planning of the new KS3 and KS4 Curriculum with pupils moving to half year blocks
- Personal Development evaluated and plans drawn up for PD to be delivered by a specialist team with bespoke lessons in the next academic year
- Whole school reading strategy developed and disseminated, including an update to the website to promote reading at home
- New numeracy strategy implemented across the academy

#### Results Key Performance Indicator:

As part of steps taken to fight the spread of coronavirus (COVID-19), the government announced that all exams due to take place in schools and colleges in England in summer 2020 were cancelled. Under these circumstances, and in line with 2020 government accountability policies, the Dayspring Trust (Ian Ramsey CE Academy and Venerable Bede CE Academy) will not be publishing any school level educational performance data based on tests, assessments or exams for 2020.

# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

3 year mean values for GCSE Results (based on 2017-2019 only due to covid)

Attainment 8	47.16
Progress 8	-0.14
English and Maths 4+	64.43%
English and Maths 5+	45.03%
Achieved Ebacc 4+	33.40%
Achieved Ebacc 5+	22.17%

Attendance Key Performance Indicator (based on past 2 full years only):

	2017/18	2018/19
Overall Attendance	95%	95%
Persistent Absence	11%	11%

2019 /2020: Due to the pandemic, school attendance was monitored until 20 March 2020. Up to that point, Ian Ramsey remained in line with national averages and above the local national average for Stockton-on-Tees.

### Key Performance Indicators: Financial

Pupil numbers have been consistent within Ian Ramsey CE Academy and are increasing year on year at Venerable Bede CE Academy. Both academies are over subscribed. The Trust continues to maximise its income for the benefit of all pupils, whilst constantly striving for value for money and cost effectiveness and efficiency.

Financial benchmarking against similar schools indicates that current expenditure on teaching staff is above average for the comparison group, however, spend has been targeted at improving the attainment and progress for pupils.

In-year balances reflect the falling roles within one of our academies and this should improve year on year. Pupil – teacher ratio is average when compared to comparator schools and the trust constantly reviews its staffing structure when the opportunity presents itself.

Total expenditure at Venerable Bede is lower than similar local schools, as is staffing, premises and supplies and services costs. Occupation costs have been identified as being higher than in other similar schools, however this may be due to in-house catering whilst other schools may buy in their catering service.

Compared to statistical neighbours, Ian Ramsey's total spend is about average and in some instances, less than its nearest neighbour, as is the spend on total staffing, occupation costs and supplies and services. Premises costs appear to be higher than some in the range selected and this may be due to higher levels of maintenance to ensure the building retains its 'new build' status.

The Trust's mission is to improve efficiency in both its academies by looking to achieve higher levels of progress with the same funding.

Venerable Bede CE Academy funding is currently lagged per pupil number and this should have a positive effect on future key performance indicators.

# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

Key Performance Indicators – 2019/20		
	Venerable Bede	Ian Ramsey
Salary costs to ESFA Revenue Income	86%	80%
Salary Costs to Total Income	81%	79%
Salary Costs as % Total Expense	84%	85%
FTE Teaching Staff	53	64
FTE Support Staff	43.5	43
Average Teacher Cost	£55,236	£57,962

### Going concern

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

### **Financial review**

Most of the Trust's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2020 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Trust also receives grants for fixed assets. In accordance with the Charities Statement of Recommended Practice, Accounting and Reporting by Charities' (SORP 2019), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2020, total expenditure of £11,770,374 was more than covered by recurrent grant funding from the ESFA together with other incoming resources of £11,914,533. The excess of income over expenditure for the period (excluding restricted asset funds) was £144,159. The total in-year deficit figure was 370,706.

As at 31 August 2020 the net book value of fixed assets was £167,662. The assets were used exclusively for providing education and the associate support services to the pupils of the Academies within the Trust.

### Reserves policy

The Board of Directors review the reserve levels of the Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Board of Directors have determined that their aim is for the level of free reserves to be equivalent to one month's expenditure. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The actual amount of unrestricted reserves was £683,589 however The Board of Directors are confident that this figure will rise year on year given the increasing pupil numbers throughout the Trust. The Board of Directors will continue to monitor reserves on a regular basis.

### Investment policy

All investments, outside of the deposit account, will be made on a risk-averse basis, taking ethical considerations into account and the approval of the Board of Directors. If the Trust is able to generate better returns than provided in the deposit account, it may undertake other investments. Funds, which the Trust does not require immediately to cover anticipated expenditure, will be invested in such a way as to maximise the Trust's income but without risk. The Trust's aim is to spend the publicly funded monies with which we are entrusted for the direct benefit of the pupils as soon as it is prudent. The Trust does not consider the investment of surplus funds as a primary activity, rather it is the result of best practice as and when circumstances allow.

# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Principal risks and uncertainties

The Dayspring Trust is subject to a number of risks and uncertainties in common with other Multi Academy Trusts. The Trust has in place procedures to identify and mitigate financial risks. The Board of Directors have assessed the major risks to which each of its academies is exposed especially in operational areas (e.g. in relation to health and safety) and in relation to the control of finance and have put into place financial policies and procedures in order to minimise these risks.

The principal risks and uncertainties to which the Trust is exposed includes:

- Changes in the level of Government funding. The Trust is working to identify the potential implications of the government's proposals to change the funding methodology, particularly where numbers on roll are stable but fixed costs increase;
- Future financial impact of national pay awards;
- Maintaining current pupil numbers to ensure maximisation of funding levels. The Trust is acutely aware of the impact of falling rolls, having successfully managed this within one of its academies over the last few years. In the light of this, the Trust are actively engaged in fostering positive public relations with its stakeholders;
- MAT growth and development. The Trust is actively seeking to expand its Board of Directors and plans to engage with schools interested in potentially joining Dayspring Trust;
- Local Government Pension Scheme - resulting in a deficit on the Academy balance sheet;
- On-going curriculum changes;
- Wear and tear on ageing buildings and assets;
- Impact of Covid-19 on our financial security;
- The retention and recruitment of teaching staff in the light of the current political climate.

### **Risk Management**

The Trustees are responsible for the identification and management of risks for the Academy Trust as a whole. A formal review of risks and risk management plans covering premises and staff was undertaken in September 2020 and are contained within the Trust's Risk Register.

The key controls operated by the Academy include:

- formal agendas and minutes for all Board of Directors' and Academy Council meetings;
- terms of reference for all committees;
- comprehensive strategic planning, financial forecasting, budget reporting and management accounting;
- clear line management and reporting structures;
- internal assurance programme delivered by external auditor;
- review of risk register;
- robust recruitment and selection procedures;
- robust appraisal systems;
- pro-active approach to public perception.

### **Fundraising**

The Trust has obtained funding in the past from such organisations as Awards From All to fund a free breakfast club for example. Monitoring and reporting of such finances has conformed to the terms and conditions of the funding and has been monitored by the Executive Business Manager and Accounting Officer.

Historically the Trust has not made a decision to raise funds from parents or the wider public.

# DAYSRING TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Plans for future periods

Strategic priorities for the year ahead include to:

- Expand the number of Members of the Trust to five;
  - Undertake a further review of the Scheme of Delegation in the light of changes to governance at local academy level;
  - Support and training for new co-opted members of the Trust Board;
  - Plan for effective strategic succession plan across the Trust Board;
  - Explore ways to maintain financial stability in light of the pandemic;
  - Explore options for Trust expansion and development and actively seek interested parties from other academies and schools, including non-faith schools wishing to join a multi academy trust;
  - Further develop the Trust 'offer' document to attract prospective academies to join the Trust;
  - Continue to harmonise policies and procedures across the two academies within the Trust;
  - Embed well-being strategies for all members of the Trust and actively look for new ways in light of the challenges of Covid 19;
  - Explore the possibility of a centralised finance function;
  - Continue to explore economies of scale in line with greater purchasing power as a Multi Academy Trust;
  - Further develop a Trust IT strategy to support our focus on teaching and learning across the Trust, particularly Remote Learning;
  - Create and develop opportunities across the Trust to minimise the effect of staff turbulence;
  - To work in collaboration with Stockton Local Authority on a possible expansion to Ian Ramsey CE Academy;
  - To explore the addition of Trust-wide specialist staff e.g. Educational Psychologist
- 
- Plan for effective succession planning within the Trust Board;
  - Explore options for Trust expansion and development and actively seek interested parties from other academies and schools, including non-faith schools wishing to join a multi academy trust;
  - Further develop the Trust 'offer' document to attract prospective academies to join the Trust;
  - Continue to harmonise policies and procedures across the two academies within the Trust;
  - Embed the work of the newly created Trust well-being group;
  - Explore the possibility of a centralised finance function;
  - Continue to explore economies of scale in line with greater purchasing power as a Multi Academy Trust;
  - Further develop a Trust IT strategy to support our focus on teaching and learning across the Trust;
  - Create and develop a talent pool across the Trust to minimise the effect of staff turbulence.

#### Funds held as custodian trustee on behalf of others

There are no funds or assets currently held by the Dayspring Trust.

#### Auditor

In so far as the trustees are aware:

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

Azets Audit Services, having expressed their willingness to continue in office, have been re-appointed for the next financial year.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 21 January 2021 and signed on its behalf by:

Rev Canon S Bain

Chair



# DAYSPRING TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Dayspring Trust has an effective and appropriate system of strategic governance, oversight and 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 Executive Headteacher as accounting officer, alongside the Executive Business Manager, 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 Dayspring Multi Academy Trust and the Secretary of State for Education. The Finance and General Purposes Committee also have delegated powers from the Board for close scrutiny of financial systems and internal audit. These bodies have responsibility for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

### Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 5 times during the year. Attendance during that period of time, at meetings of the Board of Trustees, was as follows:-

Trustees	Meetings attended	Out of possible
Rev Canon S Bain (Chair)	4	5
Mr C N Williams (Vice Chair)	5	5
Mr P Russell	3	5
Mrs G A Booth (Executive Headteacher)	5	5
Mr R P Thorndyke	5	5
Mr D M Robinson	4	5
Mrs C Rayner	1	5
Mrs E Miller	4	5
G Hedworth (Appointed 12 February 2020 and resigned 1 September 2020)	2	3
Reverend D Tolhurst (Appointed 1 October 2020)	0	0
Mrs B Jones (Appointed 1 October 2020)	0	0

Additional Directors have been appointed with effect from 1 September 2020 for the coming academic year: Rev D Tolhurst and Mrs B Jones, who are both Chair's of each respective Local Academy Council.

### Governance – Key Changes

The Trust has been in existence since its incorporation on 28 October 2014 and, at the current time, has two academies within the Trust: Ian Ramsey CE Academy, located in Stockton-on-Tees and Venerable Bede CE Academy, located in Sunderland.

No changes have been made to the Member composition during the last year but plans are still in place to increase the number from four to five as outlined within the Trust's Articles of Association. An additional Director was co-opted onto the Board in September 2019 to add additional skills to the current skill mix.

The majority of the Directors have been in role since the Trust was formed and share a plethora of skill and expertise within the field of education and school improvement, business, legal, child welfare and the private sector.

# **DAYSRING TRUST**

## **GOVERNANCE STATEMENT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2020**

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The Directors are aware of their responsibilities: to provide high quality educational outcomes for our pupils as well as the following priorities:

- To act in such a way as to promote the success of the Trust in terms of charitable objectives
- To take note of the likely consequences of any decisions in the longer term
- To take note of the likely consequences of any decisions on employees
- The need to foster relationships with suppliers and customers
- To consider the impact of Trust operations on the community and environment

The Directors are also aware of their duties under section 117 of the Charities Act 2011.

The Directors of the Trust have overall responsibility and ultimate decision making authority for all the work of the Trust which involves the scrutiny and challenge of all aspects of school life: quality of education, performance management, finance, human resources, premises management and public relations. The Trust Board receives information and data in a variety of differing formats including Executive Headteacher reports, Headteacher reports, financial and statistical performance data.

The Trust planned to undertake a self-evaluation review of governance during the summer term of 2020, however due to the Covid-19 pandemic, this has not occurred. This is now being planned for during the Spring term.

The Board of Trustees delegates key responsibilities, according to its scheme of delegation, to "Academy Councils" which sit at each academy. Each Academy Council has been established by the Trust Board to assist with good governance of the Academies. It is at this local level which has seen the most change during this academic year. A new scheme of delegation was put into place in April 2019 to assist Directors with the discharge of their responsibilities. The role of each Academy Councils is to support and challenge each academy in its work in several areas, including pupil attendance, behaviour and discipline, health and safety, safeguarding and ethos.

The Board of Trustees held its last annual development session in June 2019, attended by Directors and key senior leadership staff. This dedicated time was spent on highlighting key successes, a review of governance over the past year and the completion of a Trust development plan.

Several key strengths were identified: the significant skills and experience of the Board of Trustees; strong relationships with key partner agencies including the CEO network; a growing positive reputation; parental engagement; embedded school improvement.

Several opportunities were also explored which included how effective financial procurement could lead to Trust-wide savings, and actions to be taken that would lead to the achievement of an outstanding Ofsted inspection at both academies.

The Trust is currently actively seeking to grow. This plan for growth has already been given approval in principle by the Regional Schools Commissioner whose team visited the Head Office in October 2018. During the early part of the year, initial discussions took place with a Primary Learning Trust with a view to a merger of the two Trusts. Following the appropriate due diligence exercises conducted by both parties, it was agreed not to pursue this merger. The Trust is still intent on growth and will be actively seeking to grow in the near future.

#### **Academy Councils**

The existing format of each academy council was reviewed and subsequently streamlined in the spring term of 2019. Whilst this work was being undertaken the Trust Board covered all aspects of the role of each academy council until membership at local academy level was established. Formal meetings resumed in the summer term.

Each academy within the Trust now has an Academy Council of up to nine members comprising:

# DAYSPRING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

Up to five members appointed by the Board of Directors

1 Headteacher/Head of School

1 Staff members (elected)

2 Parent members (elected)

The skills and experience brought to each Local Academy Council include teaching experience, legal expertise, high level managerial experience, previous experience of local government and recruitment skills.

The scheme of delegation is a live document and has been reviewed and amended on an on-going basis.

There were two meetings of the Academy Council during this academic year. Attendance at meetings during the period (1 September 2019 – 31 August 2020) was:

#### Venerable Bede Academy Council

	Meetings Attended	Out of a Possible
Rev D Tolhurst (Chair)	2	2
Mr M Thompson	1	2
Mr S Jennings	2	2
Mrs S Carty (Parent)	2	2
Mrs L Cockburn (Staff)	1	2
Mr D Airey (Headteacher)	2	2

#### Ian Ramsey Academy Council

	Meetings Attended	Out of a Possible
Mrs B Jones (Chair)	2	2
Mr J Sheil	2	2
Revd M Anderson	2	2
Rev. M. Miller	2	2
Mr L Hammond (Parent)	1	2
Mrs L Cockburn (Staff)	2	2
Mr B Janes (Headteacher)	2	2

#### Key Challenges for the Trust

Some of the key challenges for the Multi Academy Trust currently are:

- To engage additional Directors to enhance the current skill mix of the Trust Board
- To ensure financial stability for the future
- To lead and guide through the current pandemic
- To drive up academic standards in the current climate
- To ensure the well-being of pupils and staff

The Finance and General Purposes Committee is a sub-committee of the Board of Trustees. Its purpose is to consider and recommend to the Trust Board the draft annual budget, and to regularly monitor the progress of the budget using financial information supplied by the Executive Headteacher and finance staff. The Finance and General Purposes Committee also meet to discuss and agree spending decisions and to review findings from the termly internal assurance programme.

Attendance at meetings during the period (1 September 2019 – 31 August 2020) was:

Membership	Meetings Attended	Out of a Possible
Mr N Williams (Director and Chair)	6	6
The Revd Canon S Bain (Chair of MAT Board)	6	6
Rev D Tolhurst*	4	6
*Also Chair of Venerable Bede Academy Council		
Mrs B Jones*	6	6
*Also Chair of Ian Ramsey Academy Council		

The Accounting Officer (who is also the Executive Headteacher), Business Manager and Headteachers also attend these meetings as invitees.



# **DAYSRING TRUST**

## **GOVERNANCE STATEMENT (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **Key Challenges for the Finance and General Purposes Committee**

The key challenge for the Finance and General Purposes Committee during the period has been to manage staffing levels according to curriculum need.

- to provide effective challenge on proposed spending
- to ensure all academies within the Trust receive a fair allocation of funds to meet the needs of their learners
- to support each academy where unexpected resources have been required
- managing the financial pressures of staffing absence in the light of the current pandemic
- pressures budget to ensure future resources meet the needs of each academy

The Finance and General Purposes Committee currently has a dual purpose and acts as the Audit Committee; this is reviewed each academic year on an ongoing basis.

### **Review of Value For Money**

As accounting officer, the Executive Headteacher, alongside the Executive Business Manager, has responsibility for ensuring that the multi academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

- Re-negotiation of existing financial contracts to ensure continued value for money
- Amalgamation of trust services to deliver economies of scale – this includes a trust wide IT strategy
- Continuous review of trust led services i.e. personnel, professional clerking to ensure the best service for resources available
- Use of consortia arrangements when procuring goods and services
- Out-sourcing professional services to attract additional funding i.e. provision of specialist language teaching to primary colleagues
- Utilising the skills and expertise of the Executive Headteacher as an Ofsted Inspector
- Regular scrutiny of spends at each academy

### **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 three on-going priorities:

- to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives;
- to evaluate the likelihood of those risks being realised and the impact should they be realised;
- to manage them efficiently, effectively and economically.

The system of internal control has been in place across the Dayspring Multi Academy Trust for the period 1 September 2019 – 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees who receive termly internal assurance reports from the trust's auditors.

The Academy Trust Financial Handbook is reviewed regularly by both the Executive Business Manager and members of the Finance and General Purposes Committee to ensure that it reflects current practice and procedure.

# DAYSRING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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### Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the multi academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the multi academy trust's significant risks that has been in place for the period 1 September 2019 – 31 August 2020 and up to the date of approval of the annual report and financial statements. This is via each academy's internal financial controls and procedures that are in place, together with the academy's risk register and risk management plan. These procedures are regularly reviewed by the Board of Trustees.

### The risk and control framework

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

- Comprehensive 5 year budget planning with an annual budget reviewed by the Finance & General Purposes Committee and ratified by the Board of Trustees.
- Regular financial reports reviewed and agreed by the Finance & General Purposes Committee and Board of Trustees.
- Regular (monthly) financial reports with narrative on the current position of the budget with projections to the Board of Trustees.
- Regular reviews by the Finance and General Purposes Committee and Board of Directors of major purchase plans, capital works and expenditure programmes.
- Review of set targets to measure financial and other performance.
- Continuous review of scheme of delegation.
- Clear financial delegation levels and procurement policies and procedures.
- Segregation of duties and financial accountability.
- Identification and management of risks.
- Clear line management responsibility and accountability.

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Directors have appointed Baldwins Audit Services (now known as Azets) as their external auditor to carry out a programme of checks on each academy's financial systems and processes. Following the revised FRC ethical standard for auditors, new auditors have been appointed to conduct internal audit service in the form of internal assurance visits with effect from September 2020.

The external auditor's role includes giving advice on financial matters and performing a range of checks on the Multi Academy Trust's financial systems. On a termly basis, the external auditor reports to the Finance & General Purposes Committee and Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares an annual summary report to the Trust outlining the areas reviewed, key findings, recommendations and conclusions to assist the Trust consider actions going forward and to assess progress year on year. This is through the internal assurance programme.

There were a total of four reviews undertaken across the trust during the period 1 September 2019 – 31 August 2020, 2 at each academy. Subsequent reports highlighting any potential weaknesses were shared with Directors. Some risks were identified as 'medium' and two were identified as 'high' risk areas. These risks have been considered and measures put into place to mitigate any potential future risks.

# DAYSRING TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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In particular, the checks carried out in the current period included:

- Ensure capitalisation of assets is undertaken
- Ensure approval for the purchase of goods and approval for payment of invoice is obtained
- Review of all monthly payroll control accounts
- Checks at each payment run to ensure legitimacy of supplier and payment
- Checks on reconciliation of bank accounts
- Review monthly creditor and debtor aged listings
- Checks on changes to staffing details
- Review of bank reconciliations
- Review of credit card spend
- Test check sample of grant and non-grant income to ensure properly accounted for
- Review management of data systems
- Confirm the Trusts governance arrangements are published on website
- Ensure register of business/pecuniary interests is up to date
- Make checks to ensure the Trust complies with ESFA Academies Financial Handbook
- Review of management reports to Trust Board
- Review minutes of all governance meetings
- Confirm that all internal assurance reports have been discussed at the most recent governance meeting

#### Review of effectiveness

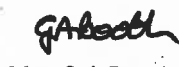
As accounting officer, the Executive Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year 1 September 2019 - 31 August 2020, the review has been informed by:

- The work of the external auditor
- The financial management and governance self-assessment process carried out by the Board of Trustees
- The work of the academy staff who have responsibility for the development and maintenance of the internal financial controls.
- The financial controls, policies and procedures in place at the academy
- Self review undertaken by Accounting Officer via regular meetings with Executive Business Manager

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Board of Trustees and the Finance and General Purposes Committee: where relevant, a plan is in place to address any weaknesses, together with a plan to ensure continuous improvement.

Approved by order of the board of trustees on 21 January 2021 and signed on its behalf by:

  
Rev Canon S Bain  
Chair

  
Mrs G A Booth  
Executive Headteacher

# **DAYSPRING TRUST**

## **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2020**

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As accounting officer of Dayspring Trust, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy trust's board of trustees 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 2019.

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



Mrs G A Booth  
**Accounting Officer**

21 January 2021

# DAYSPRING TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2020**

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The trustees (who are also the directors of Dayspring Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2019 to 2020 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare accounts for each financial year. Under company law the trustees must not approve the accounts 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 accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts 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 accounts 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 that grants received from ESFA/DfE have been applied for the purposes intended.

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

Approved by order of the members of the board of trustees on 21 January 2021 and signed on its behalf by:

Rev Canon S Bain

Chair



# **DAYSRING TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DAYSRING TRUST**

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **Opinion**

We have audited the accounts of Dayspring Trust for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts 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.

### **Conclusions relating to going concern**

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

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

### **Other information**

The trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.

# **DAYSPRING TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DAYSPRING TRUST (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

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

- 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 accounts 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, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the accounts**

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

# DAYSPRING TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DAYSPRING TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Use of our report

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

*Azets Audit Services*

**Graham Fitzgerald BA FCA DChA (Senior Statutory Auditor)  
for and on behalf of Azets Audit Services**

*28 January 2021*  
.....

**Statutory Auditor**

Wynyard Park House  
Wynyard Avenue  
Wynyard  
Billingham  
TS22 5TB



# **DAYSPRING TRUST**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO DAYSPRING TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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In accordance with the terms of our engagement letter dated 17 September 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Dayspring Trust during the period 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Respective responsibilities of Dayspring Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Dayspring Trust's funding agreement with the Secretary of State for Education dated 21 December 2012 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

# DAYSPRING TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO DAYSPRING TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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The work undertaken to draw to our conclusion includes:

- completion of self assessment questionnaire by Accounting Officer
- discussions with the Accounting Officer and finance team
- review of Internal Assurance reports
- review of trustee and committee meeting minutes
- review of finance and other relevant policies
- review of purchases, expenses and expense claims on a sample basis including the application of controls and tendering processes where applicable
- review of gifts and hospitality transactions including the application of controls
- review of credit and debit card transactions including the application of controls
- review of payroll transactions on a sample bases including the application of controls
- review of potential special payments to staff
- review of leases and consideration of areas where borrowing may have been incurred
- consideration of transactions with related and connected parties
- review of register of business interests for completeness and compliance with regulations
- enquiries into transactions that may require disclosure under ESFA delegated authority rules
- consideration of value for money and appropriateness of transactions

### 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 period 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Azets Audit Services*

**Reporting Accountant**

Azets Audit Services

Dated: ..... 28 January 2021

# DAYSPRING TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £ £		Total 2020 £	Total 2019 £
<b>Income and endowments from:</b>						
Donations and capital grants	3	410	-	42,847	43,257	139,150
Charitable activities:						
- Funding for educational operations	4	305,060	11,288,823	-	11,593,883	11,021,770
Other trading activities	5	319,818	-	-	319,818	454,708
Investments	6	422	-	-	422	1,830
<b>Total</b>		<b>625,710</b>	<b>11,288,823</b>	<b>42,847</b>	<b>11,957,380</b>	<b>11,617,458</b>
<b>Expenditure on:</b>						
Raising funds	7	244,665	780	-	245,445	393,430
Charitable activities:						
- Educational operations	9	306,837	11,648,092	127,712	12,082,641	11,540,606
<b>Total</b>	<b>7</b>	<b>551,502</b>	<b>11,648,872</b>	<b>127,712</b>	<b>12,328,086</b>	<b>11,934,036</b>
<b>Net income/(expenditure)</b>		<b>74,208</b>	<b>(360,049)</b>	<b>(84,865)</b>	<b>(370,706)</b>	<b>(316,578)</b>
Transfers between funds	18	-	(37,489)	37,489	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial losses on defined benefit pension schemes	20	-	(964,000)	-	(964,000)	(1,215,000)
<b>Net movement in funds</b>		<b>74,208</b>	<b>(1,361,538)</b>	<b>(47,376)</b>	<b>(1,334,706)</b>	<b>(1,531,578)</b>
<b>Reconciliation of funds</b>						
Total funds brought forward		609,381	(2,956,063)	294,073	(2,052,609)	(521,031)
Total funds carried forward		683,589	(4,317,601)	246,697	(3,387,315)	(2,052,609)

# DAYSPRING TRUST

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2020

Comparative year information Year ended 31 August 2019	Notes	Unrestricted	Restricted funds:		Total
		funds	General	Fixed asset	2019
		£	£	£	£
<b>Income and endowments from:</b>					
Donations and capital grants	3	8,119	-	131,031	139,150
Charitable activities:					
- Funding for educational operations	4	393,593	10,628,177	-	11,021,770
Other trading activities	5	454,708	-	-	454,708
Investments	6	1,830	-	-	1,830
<b>Total</b>		<b>858,250</b>	<b>10,628,177</b>	<b>131,031</b>	<b>11,617,458</b>
<b>Expenditure on:</b>					
Raising funds	7	393,430	-	-	393,430
Charitable activities:					
- Educational operations	9	391,262	11,041,831	107,513	11,540,606
<b>Total</b>	<b>7</b>	<b>784,692</b>	<b>11,041,831</b>	<b>107,513</b>	<b>11,934,036</b>
<b>Net income/(expenditure)</b>		<b>73,558</b>	<b>(413,654)</b>	<b>23,518</b>	<b>(316,578)</b>
Transfers between funds	18	-	(25,853)	25,853	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	20	-	(1,215,000)	-	(1,215,000)
<b>Net movement in funds</b>		<b>73,558</b>	<b>(1,654,507)</b>	<b>49,371</b>	<b>(1,531,578)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		535,823	(1,301,556)	244,702	(521,031)
Total funds carried forward		609,381	(2,956,063)	294,073	(2,052,609)

# DAYSPRING TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2020

	Notes	2020		2019	
		£	£	£	£
<b>Fixed assets</b>					
Intangible assets	13		-		4,950
Tangible assets	14		167,662		237,701
			<u>167,662</u>		<u>242,651</u>
<b>Current assets</b>					
Debtors	15	478,778		416,810	
Cash at bank and in hand		1,312,345		1,121,239	
		<u>1,791,123</u>		<u>1,538,049</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	16	(811,100)		(693,309)	
<b>Net current assets</b>			<u>980,023</u>		<u>844,740</u>
<b>Net assets excluding pension liability</b>			<u>1,147,685</u>		<u>1,087,391</u>
Defined benefit pension scheme liability	20	(4,535,000)		(3,140,000)	
<b>Total net liabilities</b>			<u>(3,387,315)</u>		<u>(2,052,609)</u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	18				
- Fixed asset funds			246,697		294,073
- Restricted income funds			217,399		183,937
- Pension reserve			(4,535,000)		(3,140,000)
<b>Total restricted funds</b>			<u>(4,070,904)</u>		<u>(2,661,990)</u>
<b>Unrestricted income funds</b>	18		<u>683,589</u>		<u>609,381</u>
<b>Total funds</b>			<u>(3,387,315)</u>		<u>(2,052,609)</u>

The accounts on pages 33 to 57 were approved by the trustees and authorised for issue on 21 January 2021 and are signed on their behalf by:

Rev Canon S Bain  
Chair



Company Number 08310825

# DAYSPRING TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
<b>Cash flows from operating activities</b>					
Net cash provided by/(used in) operating activities	21		200,560		(749,771)
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		422		1,830	
Capital grants from DfE Group		42,847		131,031	
Purchase of tangible fixed assets		(52,723)		(138,675)	
<b>Net cash used in investing activities</b>			(9,454)		(5,814)
<b>Net increase/(decrease) in cash and cash equivalents in the reporting period</b>			191,106		(755,585)
Cash and cash equivalents at beginning of the year			1,121,239		1,876,824
<b>Cash and cash equivalents at end of the year</b>			1,312,345		1,121,239
<b>Relating to:</b>					
Bank and cash balances			1,273,271		1,019,516
Short term deposits			39,074		101,723

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 1 Accounting policies

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

##### 1.1 Basis of preparation

The accounts 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

##### 1.2 Going concern

The trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable 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 accounts and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

The reported share of the LGPS deficit has a significant impact on our restricted funds, however we draw your attention to the cash reserves held by the academy as well as the balances held in unrestricted and restricted general reserves.

##### 1.3 Income

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

###### Grants

Grants are included in the 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 period 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 recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

###### Sponsorship income

Sponsorship income provided to the 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.

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 1 Accounting policies

(Continued)

##### 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 accounts until they are sold. This income is recognised within 'Income from other trading activities'.

##### Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is 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.

#### 1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are 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.

##### 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.

#### 1.5 Intangible fixed assets and amortisation

Intangible assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment. Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

- Purchased computer software/licences over the period of the agreement



# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 1 Accounting policies

(Continued)

##### 1.6 Tangible fixed assets and depreciation

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding that require 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 life, as follows:

Land and buildings	over 50 years
Computer equipment	over 3 years
Fixtures, fittings and equipment	over 4 years

The academy trust company occupies land (including buildings) which are owned by its Trustees who are the Diocese of Durham. The Trustees are the providers of the academies on the same basis as when the academies were maintained schools. The academy trust company occupies the land (and buildings) under a mere licence. This continuing permission of their Trustees is pursuant to, and subject to, the Trustees' charitable objects, and is part of the Church of England's contribution to provide State funded education in partnership with the State. The licence delegates aspects of the management of the land (and buildings) to the academy trust company for the time being, but does not vest any rights over the land in the academy trust company. The Trustees have given an undertaking to the Secretary of State that they will not give the academy trust company less than two years notice to terminate the occupation of the land (including buildings). Having considered the factual matrix under which the academy trust company is occupying the land (and buildings) the directors have concluded that the value of the land and buildings occupied by the academy trust company will not be recognised on the balance sheet of the company.

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.

Fixtures, fittings, equipment and ICT equipment transferred to the academy on conversion have been valued on the basis of the estimated net book value. Land and buildings have not been transferred to the academy.

Because the use of the land is made available to the academy trust under a Supplemental Agreement, the academy has been donated the right to use the buildings and under accounting standards a donation and expense representing the use of the facilities should be reflected in the financial statements. The trustees are of the opinion that obtaining a reliable estimate of this value would be onerous and the expense of obtaining such a valuation would outweigh any benefits derived. Therefore no such adjustment has been reflected in these financial statements.

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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### 1 Accounting policies

(Continued)

#### 1.7 Liabilities

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

#### 1.8 Leased assets

Rentals payable under operating leases are charged against income on a straight-line basis over the period of the lease.

#### 1.9 Financial instruments

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

##### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

##### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### 1.10 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.

#### 1.11 Pensions 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 and the assets are held separately from those of the academy trust.

The TPS is an unfunded scheme and contributions are calculated 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 based on quadrennial valuations using a prospective unit credit method. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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### 1 Accounting policies

(Continued)

The LGPS is a funded multi-employer 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 net income or expenditure 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.

#### 1.12 Fund accounting

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

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

Restricted general funds comprise all other restricted funds received and include grants from the Education and Skills Funding Agency, Department for Education and Local Authority.

### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

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

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 2 Critical accounting estimates and areas of judgement

(Continued)

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### McCloud

In 2015 the government introduced reforms to public sector pensions resulting in most public sector workers being transferred to a new scheme. In December 2018, the Court of Appeal ruled that the 'transitional protections' offered to some members of the judges and firefighter schemes as part of the reforms amounted to unlawful discrimination. Following developments in employment tribunals and other public service schemes, and subsequently the consultation on the proposed remedy for the LGPS on 16 July 2020, actuaries have assumed a remedy that an underpin would apply to all those in the scheme on 1 April 2012, will not apply on withdrawal and will apply to spouse's pensions. These assumptions have been reflected in the valuation, with the overall impact dependent on the profile of each employer.

#### GMP

This case related to the equalisation for men and women of guaranteed minimum pension (GMP) for those who were contracted out of the State Second Pension between 6 April 1978 and 6 April 1997. In October 2018 the High Court ruled that equalisation of GMP was required. Allowance has been made in the valuation for members whose state pension age is on or after 6 April 2016.

#### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Capital grants	-	42,847	42,847	131,031
Other donations	410	-	410	8,119
	<u>410</u>	<u>42,847</u>	<u>43,257</u>	<u>139,150</u>

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	10,127,921	10,127,921	9,937,246
Other DfE group grants	-	1,038,305	1,038,305	576,884
	-	11,166,226	11,166,226	10,514,130
<b>Other government grants</b>				
Local authority grants	-	67,807	67,807	114,047
<b>Exceptional government funding</b>				
Coronavirus job retention scheme grant	-	30,946	30,946	-
Other Coronavirus funding	-	23,844	23,844	-
	-	54,790	54,790	-
<b>Other funding</b>				
Catering income	284,800	-	284,800	380,239
Other incoming resources	20,260	-	20,260	13,354
	305,060	-	305,060	393,593
<b>Total funding</b>	<b>305,060</b>	<b>11,288,823</b>	<b>11,593,883</b>	<b>11,021,770</b>

#### Other DfE group grants includes the following:

	2020 £	2019 £
Pupil Premium	450,009	450,880
FSM Supplementary Grant	16,280	8,360
Year 7 Catchup Grant	24,793	24,792
Teachers Pay Grant	143,037	92,852
Teachers Pension Grant	404,186	-
	1,038,305	576,884

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding".

- The funding received for coronavirus exceptional support covers £24k of cleaning and other exceptional costs. These costs are included in notes 7 and 9 below as appropriate.

- The academy furloughed some of its staff under the government's CJRS. The funding received of £31k relates to staff costs in respect of staff which are included within note 10 below as appropriate.

# DAYSPRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

5	Other trading activities		Unrestricted funds	Restricted funds	Total 2020	Total 2019	
			£	£	£	£	
	Hire of facilities		13,168	-	13,168	22,645	
	Catering income		639	-	639	921	
	Music tuition		12,651	-	12,651	19,365	
	Educational trips		136,302	-	136,302	249,624	
	Other income		157,058	-	157,058	162,153	
			<u>319,818</u>	<u>-</u>	<u>319,818</u>	<u>454,708</u>	
6	Investment income		Unrestricted funds	Restricted funds	Total 2020	Total 2019	
			£	£	£	£	
	Short term deposits		422	-	422	1,830	
			<u>422</u>	<u>-</u>	<u>422</u>	<u>1,830</u>	
7	Expenditure		Staff costs	Non-pay expenditure		Total 2020	Total 2019
			£	Premises	Other	£	£
			£	£	£	£	£
	Expenditure on raising funds						
	- Direct costs	40,157	-	181,767		221,924	393,430
	- Allocated support costs	23,521	-	-		23,521	-
	Academy's educational operations						
	- Direct costs	8,252,698	-	827,871		9,080,569	8,332,422
	- Allocated support costs	1,752,045	616,308	633,719		3,002,072	3,208,184
		<u>10,068,421</u>	<u>616,308</u>	<u>1,643,357</u>		<u>12,328,086</u>	<u>11,934,036</u>
<b>Net income/(expenditure) for the year includes:</b>						<b>2020</b>	<b>2019</b>
						<b>£</b>	<b>£</b>
Fees payable to auditor for:							
- Audit						11,250	11,000
- Other services						7,250	7,000
Operating lease rentals						14,439	34,380
Depreciation of tangible fixed assets						122,762	107,513
Amortisation of intangible fixed assets						4,950	-
Net interest on defined benefit pension liability						57,000	38,000
						<u>12,328,086</u>	<u>11,934,036</u>

# DAYSPRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 8 Central services

The academy trust pooled GAG resources during the year, with part of the funding for each school covering central services consisting of:

- human resources;
- financial services;
- legal services;
- educational support services; and
- others as arising.

### 9 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
<b>Direct costs</b>				
Educational operations	22,037	9,058,532	9,080,569	8,332,422
<b>Support costs</b>				
Educational operations	284,800	2,717,272	3,002,072	3,208,184
	<u>306,837</u>	<u>11,775,804</u>	<u>12,082,641</u>	<u>11,540,606</u>
			<b>2020</b>	<b>2019</b>
			£	£
<b>Analysis of support costs</b>				
Support staff costs			1,752,045	1,783,452
Depreciation and amortisation			127,712	107,513
Premises costs			488,596	597,642
Legal costs			4,770	692
Other support costs			620,499	700,846
Governance costs			8,450	18,039
			<u>3,002,072</u>	<u>3,208,184</u>

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 10 Staff

#### Staff costs

Staff costs during the year were:

	2020 £	2019 £
Wages and salaries	7,053,976	6,757,474
Social security costs	685,968	650,379
Pension costs	1,885,250	1,487,667
	<hr/>	<hr/>
Staff costs - employees	9,625,194	8,895,520
Agency staff costs	418,227	544,697
Staff restructuring costs	25,000	-
	<hr/>	<hr/>
Staff development and other staff costs	10,068,421	9,440,217
	30,066	45,130
	<hr/>	<hr/>
Total staff expenditure	10,098,487	9,485,347
	<hr/> <hr/>	<hr/> <hr/>
Staff restructuring costs comprise:		
Termination agreements	25,000	-
	<hr/> <hr/>	<hr/> <hr/>

#### Staff numbers

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

	2020 Number	2019 Number
Teachers	140	137
Administration and support	99	110
Management	17	15
	<hr/>	<hr/>
	256	262
	<hr/> <hr/>	<hr/> <hr/>

#### Higher paid staff

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

	2020 Number	2019 Number
£60,001 - £70,000	4	4
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
£90,001 - £100,000	1	1
£110,001 - £120,000	1	-
£120,001 - £130,000	-	1
	<hr/> <hr/>	<hr/> <hr/>



# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 10 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 national insurance and pension contributions) received by key management personnel for their services to the academy trust was £1,339,828 (2019: £1,310,517).

### 11 Trustees' remuneration and expenses

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

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

#### G Booth (executive headteacher):

Remuneration	£115,001 - £120,000 (2019: £120,001 - £125,000)
Employer's pension contributions	£25,001 - £30,000 (2019: £15,001 - £20,000)

Other related party transactions involving the trustees are set out within the related parties note.

### 12 Insurance for trustees and officers

In accordance with normal commercial practice, the academy trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2020 was £3,920 (2019: £3,850).

### 13 Intangible fixed assets

	Computer software £
<b>Cost</b>	
At 1 September 2019 and at 31 August 2020	4,950
<b>Amortisation</b>	
At 1 September 2019	-
Charge for year	4,950
At 31 August 2020	4,950
<b>Carrying amount</b>	
At 31 August 2020	-
At 31 August 2019	4,950

# DAYSPRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

14 Tangible fixed assets	Land and buildings	Computer equipment	Fixtures, fittings and equipment	Total
	£	£	£	£
<b>Cost</b>				
At 1 September 2019	23,810	831,609	397,522	1,252,941
Additions	-	50,173	2,550	52,723
At 31 August 2020	<u>23,810</u>	<u>881,782</u>	<u>400,072</u>	<u>1,305,664</u>
<b>Depreciation</b>				
At 1 September 2019	321	666,270	348,649	1,015,240
Charge for the year	1,960	107,016	13,786	122,762
At 31 August 2020	<u>2,281</u>	<u>773,286</u>	<u>362,435</u>	<u>1,138,002</u>
<b>Net book value</b>				
At 31 August 2020	<u>21,529</u>	<u>108,496</u>	<u>37,637</u>	<u>167,662</u>
At 31 August 2019	<u>23,489</u>	<u>165,339</u>	<u>48,873</u>	<u>237,701</u>
<b>15 Debtors</b>			<b>2020</b>	<b>2019</b>
			£	£
Trade debtors			22,414	21,132
VAT recoverable			105,484	100,466
Prepayments and accrued income			350,880	295,212
			<u>478,778</u>	<u>416,810</u>
<b>16 Creditors: amounts falling due within one year</b>			<b>2020</b>	<b>2019</b>
			£	£
Trade creditors			329,428	174,289
Other taxation and social security			170,890	-
Other creditors			211,772	30,074
Accruals and deferred income			99,010	488,946
			<u>811,100</u>	<u>693,309</u>

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 17 Deferred income

	2020 £	2019 £
Deferred income is included within:		
Creditors due within one year	55,776	52,191
Deferred income at 1 September 2019	52,191	97,233
Released from previous years	(52,191)	(97,233)
Resources deferred in the year	55,776	52,191
<b>Deferred income at 31 August 2020</b>	<b>55,776</b>	<b>52,191</b>

Deferred income includes rates grants and other income received in advance.

### 18 Funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	183,937	10,127,921	(10,056,970)	(37,489)	217,399
Other DfE / ESFA grants	-	1,038,305	(1,038,305)	-	-
Other government grants	-	122,597	(122,597)	-	-
Pension reserve	(3,140,000)	-	(431,000)	(964,000)	(4,535,000)
	<u>(2,956,063)</u>	<u>11,288,823</u>	<u>(11,648,872)</u>	<u>(1,001,489)</u>	<u>(4,317,601)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	174,780	42,847	(40,362)	-	177,265
Capital expenditure from GAG	119,293	-	(87,350)	37,489	69,432
	<u>294,073</u>	<u>42,847</u>	<u>(127,712)</u>	<u>37,489</u>	<u>246,697</u>
<b>Total restricted funds</b>	<u>(2,661,990)</u>	<u>11,331,670</u>	<u>(11,776,584)</u>	<u>(964,000)</u>	<u>(4,070,904)</u>
<b>Unrestricted funds</b>					
General funds	609,381	625,710	(551,502)	-	683,589
<b>Total funds</b>	<u>(2,052,609)</u>	<u>11,957,380</u>	<u>(12,328,086)</u>	<u>(964,000)</u>	<u>(3,387,315)</u>

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 18 Funds

(Continued)

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

General Annual Grant 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 2020.

Other DfE/ESFA grants include pupil premium, teacher pay grant, teachers pension grant, free school meals supplementary grant and year 7 catch up funding received.

Other government grants includes funding for pupils with special educational needs, coronavirus funding and pupil premium funding received from the local authority.

DfE/ESFA Capital Grants consist of Devolved Formula Capital received during the period.

The pension reserve reflects the LGPS transactions. The costs and income associated with the defined benefit pension scheme have been recorded in the restricted fund. Staff costs are paid from this fund, including contributions to the LGPS, and the pension liability has therefore been aligned with these funds.

The academy has general restricted and unrestricted funds of £900,988 at 31 August 2020.

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2019 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	193,444	9,937,246	(9,920,900)	(25,853)	183,937
Other DfE / ESFA grants	-	576,884	(576,884)	-	-
Other government grants	-	114,047	(114,047)	-	-
Pension reserve	(1,495,000)	-	(430,000)	(1,215,000)	(3,140,000)
	<u>(1,301,556)</u>	<u>10,628,177</u>	<u>(11,041,831)</u>	<u>(1,240,853)</u>	<u>(2,956,063)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	18,622	-	(18,622)	-	-
DfE group capital grants	107,611	131,031	(40,372)	(23,490)	174,780
Capital expenditure from GAG	118,469	-	(48,519)	49,343	119,293
	<u>244,702</u>	<u>131,031</u>	<u>(107,513)</u>	<u>25,853</u>	<u>294,073</u>
<b>Total restricted funds</b>	<u>(1,056,854)</u>	<u>10,759,208</u>	<u>(11,149,344)</u>	<u>(1,215,000)</u>	<u>(2,661,990)</u>
<b>Unrestricted funds</b>					
General funds	<u>535,823</u>	<u>858,250</u>	<u>(784,692)</u>	<u>-</u>	<u>609,381</u>
<b>Total funds</b>	<u>(521,031)</u>	<u>11,617,458</u>	<u>(11,934,036)</u>	<u>(1,215,000)</u>	<u>(2,052,609)</u>

# DAYSPRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 18 Funds

(Continued)

#### Total funds analysis by academy

	2020	2019
	£	£
Fund balances at 31 August 2020 were allocated as follows:		
The Venerable Bede Church of England Academy	220,841	187,685
Ian Ramsey Church of England Academy	308,984	341,886
Central services	371,163	263,747
Total before fixed assets fund and pension reserve	900,988	793,318
Restricted fixed asset fund	246,697	294,073
Pension reserve	(4,535,000)	(3,140,000)
Total funds	<u>(3,387,315)</u>	<u>(2,052,609)</u>

#### Total cost analysis by academy

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

	Teaching and educational support staff	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2020	Total 2019
	£	£	£	£	£	£
The Venerable Bede Church of England Academy	3,678,138	603,565	452,917	446,457	5,181,077	4,890,274
Ian Ramsey Church of England Academy	4,451,437	642,757	346,949	703,890	6,145,033	6,019,903
Central services	163,280	155,244	-	124,740	443,264	486,346
	<u>8,292,855</u>	<u>1,401,566</u>	<u>799,866</u>	<u>1,275,087</u>	<u>11,769,374</u>	<u>11,396,523</u>

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 19 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2020 are represented by:</b>				
Tangible fixed assets	-	-	167,662	167,662
Current assets	736,880	975,208	79,035	1,791,123
Creditors falling due within one year	(53,291)	(757,809)	-	(811,100)
Defined benefit pension liability	-	(4,535,000)	-	(4,535,000)
<b>Total net assets</b>	<b>683,589</b>	<b>(4,317,601)</b>	<b>246,697</b>	<b>(3,387,315)</b>

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2019 are represented by:</b>				
Intangible fixed assets	-	-	4,950	4,950
Tangible fixed assets	-	-	237,701	237,701
Current assets	615,224	871,403	51,422	1,538,049
Creditors falling due within one year	(5,843)	(687,466)	-	(693,309)
Defined benefit pension liability	-	(3,140,000)	-	(3,140,000)
<b>Total net assets</b>	<b>609,381</b>	<b>(2,956,063)</b>	<b>294,073</b>	<b>(2,052,609)</b>

#### 20 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 South Tyneside Council and Middlesbrough Borough Council. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2019.

Contributions amounting to £176,874 (2019: £202,195) were payable to the schemes at 31 August 2020 and are included within creditors.

##### Teachers' Pension Scheme

###### Introduction

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

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

# DAYSPRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 20 Pension and similar obligations

(Continued)

#### Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to the TPS in the period amounted to £1,214,682 (2019: £795,642).

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 pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 16.6 - 20.7% for employers and 5.5 - 12.5% for employees.

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

Total contributions made	2020	2019
	£	£
Employer's contributions	295,000	304,000
Employees' contributions	93,000	95,000
Total contributions	<u>388,000</u>	<u>399,000</u>

# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 20 Pension and similar obligations

(Continued)

Principal actuarial assumptions	2020	2020	2019	2019
	%	%	%	%
	IR	VB	IR	VB
Rate of increase in salaries	3.3	3.8	3.1	3.5
Rate of increase for pensions in payment/ inflation	2.3	2.3	2.1	2.0
Discount rate for scheme liabilities	1.7	1.7	1.9	1.9
Inflation assumption (CPI)	2.3	2.3	2.1	2.0

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

	2020	2020	2019	2019
	Years	Years	Years	Years
	IR	VB	IR	VB
Retiring today				
- Males	21.8	21.8	21.9	21.9
- Females	23.5	25.0	23.8	25.1
Retiring in 20 years				
- Males	23.2	23.5	23.6	23.6
- Females	25.3	26.8	25.7	26.9

Scheme liabilities would have been affected by changes in assumptions as follows:

	2020	2019
	£	£
Discount rate + 0.1%	10,506,000	8,799,000
Discount rate - 0.1%	11,034,000	9,229,000
Mortality assumption + 1 year	10,378,000	8,710,000
Mortality assumption - 1 year	11,157,000	9,316,000
CPI rate + 0.1%	10,986,000	9,142,000
CPI rate - 0.1%	10,555,000	8,882,000

### The academy trust's share of the assets in the scheme

	2020	2019
	Fair value	Fair value
	£	£
Equities	3,948,200	4,123,782
Government bonds	83,904	136,038
Corporate bonds	800,584	378,252
Cash	383,568	393,909
Property	540,352	499,800
Other assets	473,392	339,219
Total market value of assets	6,230,000	5,871,000

The actual return on scheme assets was £66,000 (2019: £275,000).



# DAYSRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 20 Pension and similar obligations

(Continued)

Amount recognised in the Statement of Financial Activities	2020 £	2019 £
Current service cost	669,000	512,000
Past service cost	-	184,000
Interest income	(115,000)	(152,000)
Interest cost	172,000	190,000
Total operating charge	726,000	734,000

Changes in the present value of defined benefit obligations	2020 £	2019 £
At 1 September 2019	9,011,000	6,790,000
Current service cost	669,000	512,000
Interest cost	172,000	190,000
Employee contributions	93,000	95,000
Actuarial loss	915,000	1,338,000
Benefits paid	(95,000)	(98,000)
Past service cost	-	184,000
At 31 August 2020	10,765,000	9,011,000

Changes in the fair value of the academy trust's share of scheme assets	2020 £	2019 £
At 1 September 2019	5,871,000	5,295,000
Interest income	115,000	152,000
Actuarial loss/(gain)	(49,000)	123,000
Employer contributions	295,000	304,000
Employee contributions	93,000	95,000
Benefits paid	(95,000)	(98,000)
At 31 August 2020	6,230,000	5,871,000

# DAYSPRING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 21 Reconciliation of net expenditure to net cash flow from operating activities

	2020 £	2019 £
Net expenditure for the reporting period (as per the statement of financial activities)	(370,706)	(316,578)
Adjusted for:		
Capital grants from DfE and other capital income	(42,847)	(131,031)
Investment income receivable	(422)	(1,830)
Defined benefit pension costs less contributions payable	374,000	392,000
Defined benefit pension scheme finance cost	57,000	38,000
Depreciation of tangible fixed assets	122,762	107,513
Amortisation of intangible fixed assets	4,950	-
(Increase)/decrease in debtors	(61,968)	11,627
Increase/(decrease) in creditors	117,791	(849,472)
<b>Net cash provided by/(used in) operating activities</b>	<b>200,560</b>	<b>(749,771)</b>

### 22 Analysis of changes in net funds

	1 September 2019 £	Cash flows £	31 August 2020 £
Cash	1,019,516	253,755	1,273,271
Cash equivalents	101,723	(62,649)	39,074

### 23 Commitments under operating leases

At 31 August 2020 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2020 £	2019 £
Amounts due within one year	15,632	-
Amounts due in two and five years	20,214	-
	<b>35,846</b>	<b>-</b>

# **DAYSPRING TRUST**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **24 Related party transactions**

Owing to the nature of the academy trust's operations 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 academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

No related party transactions took place in the period of account.

The academy trust company occupies land (including buildings) which are owned by its Trustees who are the Diocese of Durham. The Trustees are the providers of the academies on the same basis as when the academies were maintained schools. The academy trust company occupies the land (and buildings) under a mere licence. This continuing permission of their Trustees is pursuant to, and subject to, the Trustees' charitable objects, and is part of the Church of England's contribution to provide State funded education in partnership with the State. The licence delegates aspects of the management of the land (and buildings) to the academy trust company for the time being, but does not vest any rights over the land in the academy trust company. The Trustees have given an undertaking to the Secretary of State that they will not give the academy trust company less than two years notice to terminate the occupation of the land (including buildings). Having considered the factual matrix under which the academy trust company is occupying the land (and buildings) the directors have concluded that the value of the land and buildings occupied by the academy trust company will not be recognised on the balance sheet of the company.

### **25 Members' liability**

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