

Registration number: 09362004

Initio Learning Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2024

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INITIO LEARNING TRUST
CONTENTS

Reference and administrative details	1 to 2
Trustees' report	3 to 16
Governance statement	17 to 21
Statement of regularity, propriety and compliance	22
Statement of Trustees' Responsibilities	23
Independent Auditor's Report on the Financial Statements	24 to 27
Independent Reporting Accountant's Report on Regularity	28 to 29
Statement of Financial Activities	30 to 31
Balance Sheet	32
Statement of Cash Flows	33
Notes to the Financial Statements	34 to 60

INITIO LEARNING TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members	E Boger N Brown (resigned 16 October 2023) C Burgess (appointed 30 January 2024) J Mallace The Salisbury Diocesan Board of Education
Trustees (Directors)	G Bates (appointed 27 September 2023) C Bath P Breckwoldt (resigned 31 March 2024) H Evans D Fleming OBE, Chair of Trust Board N Harrison S Ingram (appointed 17 March 2024) J Kingston OBE, Chair of Trust Board (resigned 31 May 2024) MP Mackenzie J Miller (appointed 4 June 2024) R Purchase P Taylor (resigned 12 July 2024)
Chief Executive Officer	E West
Company Secretary	R Howell
Senior Management Team	E West - Chief Executive Officer, (Accounting Officer) R Howell - Director of Resources, (Chief Financial Officer) B Boyes - Director of Education L Thomas - Director of Education (appointed 1 February 2023)
Principal and Registered Office	Allenbourn Middle School East Borough Wimborne Dorset BH21 1PL
Company Registration Number	09362004
Auditors	Albert Goodman Goodwood House Blackbrook Park Avenue Taunton Somerset TA1 2PX
Bankers	Lloyds Bank 84 Victoria Road Ferndown Dorset BH22 9JB

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024

The trust board presents its annual report together with the accounts and independent auditor's report of the charitable company for the period 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

As at 31 August 2024 Initio Learning Trust ("the trust") operated eight first schools, four primary schools, four middle schools, one secondary school and an upper school. 16 of the schools are in Dorset, one is in Bournemouth, Christchurch and Poole ("BCP"). Nine schools are operated by the trust with the consent of the Salisbury Diocesan Board of Education as the appropriate diocesan authority. The 17 trust schools have a notional combined pupil capacity of 7,036 and had a roll of 6,345 in year R to year 13 in October 2023.

On 1 October 2024, Corfe Hills School, an upper school in BCP joined the trust, having previously been a standalone academy. St.Mary's CE First School, Charminster in Dorset is expected to join the trust on 1 January 2025.

Structure, governance and management

Constitution

The 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 trust.

The trustees of Initio Learning Trust are also the directors of the charitable company for the purposes of company law. 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.

The charitable company trades as: Initio Learning Trust; Allenbourn Middle School; Bridport Primary School; Bridport St Mary's CE Primary School; Burton Bradstock CE Primary School; Colehill First School; Corfe Hills School; Emmanuel CE Middle School; Hayeswood First School; Hillside First School; Lockyer's Middle School; Merley First School; Pamphill CE First School; Queen Elizabeth's School, Wimborne; St John's CE First School, Wimborne; St Michael's CE Middle School, Colehill; The Sir John Colfox Academy; Verwood CE First School; and Witchampton CE First School.

Members' liability

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

Trustees' indemnities

From 1 March 2019, the trust has been a member of the Department for Education's Risk Protection Arrangement (RPA) which provides liability cover similar to insurance to protect trustees and officers from claims arising from negligent acts, errors, or omissions whilst on academy trust business. The cost of this liability insurance is not separable from the overall cost of RPA membership.

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Method of recruitment and appointment or election of Trustees

The trust board composition is reviewed at the termly members' meetings. Trustees are recruited to meet skills and experience needs identified by members and the trust board.

Members appoint trustees in accordance with the provisions of the trust's Articles of Association. The members appoint at least three trustees by ordinary resolution and the trust's diocesan corporate member appoints at least three foundation members and trustees and may appoint more provided that the number of foundation trustees does not exceed 50% of the total number of trustees.

The chief executive officer can be appointed as a trustee by special resolution of the members. The chief executive officer is not currently a trustee.

Policies and procedures adopted for the induction and training of Trustees

New trustees receive a tailored induction package provided by the chief executive officer and trust clerk, and overseen by the chair of the trust board. Further training is provided to trustees individually and collectively to address identified needs.

The trust holds Confederation of School Trust (CST) and National Governance Association (NGA) subscriptions to provide information and training to trustees and local school committee members.

Organisational structure

The trust's organisational structure is set out in the scheme of delegation which is reviewed regularly. This is available on the trust's website. Governance arrangements are set out in the governance statement on page 18.

The chief executive officer is the accounting officer and heads the executive leadership team.

The two directors of education, an associate director of education and the director of resources are the other members of the executive leadership team and are directly accountable to the chief executive officer. The director of resources is the trust's chief financial officer.

The director of education (secondary) line manages the headteachers of the trust's upper, secondary and middle schools. The director of education (primary) line manages the headteachers of the trust's primary and first schools.

Arrangements for setting pay and remuneration of key management personnel

Pay and remuneration is set under the trust's pay policies which are reviewed annually and are determined by the trust board.

All teachers (including the chief executive officer and the directors of education) are offered access to the Teachers' Pension Scheme; and all staff who do not qualify for the Teachers' Pension Scheme, including the director of Resources, are offered access to the Local Government Pension Scheme.

The trustees are satisfied that executive leadership performance management and pay reviews are robust, and that pay is reflective of the roles and responsibilities undertaken.

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Trade union facility time

Initio Learning Trust is part of the pooled arrangement co-ordinated by Dorset Council - the majority of schools and academies in Dorset are in this arrangement to share trade union representatives. The cost of the representatives is shared by the participants in the arrangement. Each party puts money into a shared fund. The trust's contribution for the year was £7,760.

Related parties and other connected charities and organisations

The trust is linked to the Diocese of Salisbury through the Salisbury Diocesan Board of Education which is a member of the trust. The trust's diocesan corporate member appoints at least three foundation trustees and may appoint more provided that the number of foundation trustees does not exceed 50% of the total number of trustees. The trust occupies the land and buildings of seven schools under a Church Supplemental Agreement with the Salisbury Diocesan Board of Education and no rent or notional rent has been applied in respect of this occupation.

From 1 September 2019, the trust is linked to Queen Elizabeth's School Trust (registered charity 306213) which is the landowner of the majority of the estate at Queen Elizabeth's School, Wimborne: under a Memorandum of Understanding with the Salisbury Diocesan Board of Education has the right of nomination of a foundation Trustee. The trust occupies the land and buildings of Queen Elizabeth School under a Church Supplemental Agreement with Queen Elizabeth's School Trust and no rent or notional rent has been applied in respect of this occupation.

From 1 October 2020, the trust is linked to Gillingham's School foundation (registered charity 306271) which is the landowner of the majority of the estate at Pamphill CE First School. The trust occupies the land and buildings of Pamphill CE First School under a Church Supplemental Agreement with Gillingham's School foundation and no rent or notional rent has been applied in respect of this occupation.

The trust is a beneficiary of the Friends/PTA charities which are linked to Trust schools but which are managed and operate independently of the trust.

From 1 September 2022, the trust is partner of the South Central Teaching School Hub, with an active role in the delivery of initial teacher training and early career teaching support, as well as contributing to the Church of England's delivery of National Professional qualifications.

From October 2023, the trust is a delivery partner of Teach First for initial teacher training.

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Engagement with employees (including disabled persons)

Each school's local school committee has employee representation in addition to the headteacher being in attendance.

The trust recognises and seeks to work constructively with trade unions in all matters of employee relations, including consultation on policies as carried out in the year. From September 2017, the trust has subscribed to the Dorset Council facilities time arrangement.

The chief executive officer issues a weekly e-briefing in term-time to all employees in the trust and meets regularly with the trust's senior leadership team (which consists of the executive leadership team, headteachers and some central managers) to discuss important and urgent issues and to pass on key messages for cascading to employees.

The trust conducted a fifth annual staff survey during the year which addressed general employment and workplace satisfaction questions. The trust has maintained a range of wellbeing initiatives that are publicised through the intranet and weekly trust newsletter.

Induction procedures continue to be developed and refined including an intranet based trust wide induction as a core entitlement for all staff to supplement school arrangements and a two day face-to-face induction process for incoming headteachers.

The trust has invested in professional development for staff as we recognise that teacher quality is the biggest determinant of educational outcomes in schools. Following a trial, the trust is retaining 8 INSET days per school year.

The trust's recruitment policy is that no candidate is discriminated against or unfairly treated because of a protected characteristic as defined in the Equality Act 2010. The trust has implemented the Networx applicant tracking solution in year to support recruitment good practice.

Reasonable adjustments and support, including specialist occupational health support where appropriate, are made for disabled staff in their employment with the trust and its schools. The trust is a Disability Confident employer.

The trust has accessibility plans developed by external accessibility specialists which address access to information and education as well as physical accessibility.

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Engagement with suppliers, customers and others in a business relationship with the Academy trust

The trustees consider the schools' pupils and their parents and carers to be the main stakeholders of the trust and the main focus of the trust during the year is to continue to provide the best education and schooling experience possible.

The trust has maintained digital engagement with parents and carers using websites, social media platforms, externally facilitated surveys and other communication platforms which were significantly expanded during COVID, alongside in-person engagement on school sites.

The trust uses purchasing consortium and public sector framework arrangements wherever possible for transactional supplier arrangements and focuses on developing the value for money outcomes from the core high value / high impact arrangements which impact directly on the education of our pupils and our school environments.

The trust continues to engage actively and positively with other key stakeholders such as the Department for Education and its agencies, Dorset and BCP Councils and other local schools and academies. In doing so the trust discharges its statutory and contractual obligations and also contributes to the self-improving school system in our local communities and the region.

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Objectives and activities

Objects and aims

The trust's Objects were updated in the Articles of Association adopted by Special Resolution of the members on 14 August 2019. They are:

1. 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 Academies which shall offer a broad and balanced curriculum and which:

(i) shall include Church of England Academies designated as such which shall be 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

(ii) may include other Academies whether with or without a designated religious character; but in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England.

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

Vision statement

Enabling everyone to flourish in our communities and beyond.

Values

Initio Learning Trust was one of the first multi-academy trusts to include both Church of England and community schools and the trust cherishes and celebrates the unique histories and characteristics of each of our schools.

Our schools also share three core values which inform all aspects of educational provision and school life in Initio Learning Trust. The values are:

COLLABORATION

We are a family of schools working closely together, supported by an experienced team.

AMBITION

We are ambitious in our drive for educational excellence, offering outstanding opportunities for our pupils and our staff.

RESPECT

We respect all of our pupils and staff and invest in every member of our community.

Public benefit

The trustees have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Objectives, strategies and activities

Objective

Our legal and moral purpose is to advance education for public benefit. The aim is to facilitate knowledge building through professional development, with a view to improving curriculum, pedagogy and the quality of teaching. We bring professionals together in ways that are supported by strategic oversight and accountability.

Strategies

Our big moves are our strategic priorities for Initio Learning Trust. Our big moves are to:

- create a sense of belonging so that Initio Learning Trust has a shared culture where our values of Ambition, Respect and Collaboration are lived
- build school improvement capacity so that Initio Learning Trust
 - o has a shared understanding of quality education which delivers excellent outcomes
 - o has a culture of inclusion, delivering excellent outcomes for all children and young people
 - o is a self improving system
 - o colleagues are skilled practitioners
- develop our shared services so that Initio Learning Trust operates high quality, efficient service functions which support schools effectively, as a trust dividend
- strengthen governance and leadership so that Initio Learning Trust
 - o has a strong financial backbone
 - o has strong governance to hold executive leaders to account for delivery of the vision, ethos and strategic plans
 - o has strong executive leaders to deliver the vision, ethos and strategic plans
- grow our community partnerships so that Initio Learning Trust
 - o works in partnership with stakeholders locally, regionally and globally to advance education for the common good
 - o has capacity, and where it contributes to the core purpose of advancing education, there is an articulation of its aspirations for growth over time.

Activities

In addition to the day-to-day business of operating and supporting Initio schools, a new three-year strategic plan has been developed which sets out the high leverage activities to be undertaken by the trust to achieve Initio's objective.

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Strategic Report

Achievements and performance

Information on schools and trusts is available from: <https://www.gov.uk/school-performance-tables>

There have been 8 finalised OFSTED inspections of trust schools since September 2023. 7 schools were judged as good, 1 school judged as requires improvement.

Two of these inspections were of Emmanuel CE Middle School and Pamphill CE First School which were sponsored schools, previously rated Inadequate by OFSTED at their previous inspection.

Key performance indicators - Educational

Summer 2024

Key stage 2	Percentage of children who met the expected standard in			
	Reading	Writing	Maths	Combined
Allenbourn Middle	74%	70%	73%	60%
Emmanuel CE Middle	75%	74%	76%	61%
Lockyer's Middle	83%	81%	83%	71%
St Michael's CE Middle	78%	74%	72%	58%
Bridport Primary	80%	75%	71%	65%
Bridport St Mary's CE Prima	52%	48%	41%	41%
Burton Bradstock CE Prima	67%	67%	78%	44%

Key stage 4

	Attainment 8 overall score	% 5+ GCSE English and Maths
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Sir John Colfox Academy	4.6	35%
Queen Elizabeth's School	4.7	44%

Key stage 5	Average grade	A* - A	A* - C
Sir John Colfox Academy	C-	9.5%	62%
Queen Elizabeth's School	C	15%	66%

- In-year revenue surplus/(deficit): £(473,317) (2023: £1,030,526)
- Reserves (excluding fixed asset and pension funds): £1,711,387 (2023: £2,184,525).
- Funds excluding fixed asset and pension funds, as a % of total revenue income: 4% (2023: 6%).
- Cash ratio (cash to current liabilities) of 1.3 (2023: 1.2).
- Cash held at the year-end: £4,992,494 (2023: £7,413,826).
- Current ratio (current assets to current liabilities) of 1.7 (2023: 1.5).

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Going concern

After considering the challenging public finances which is placing pressure on school funding, pupil number trends, medium term budgets and cash flow forecasts, the reliability of income streams, the growth of the trust and the impact of new schools joining the trust, the trust board has a reasonable expectation that the trust has adequate resources to continue in operational existence for the foreseeable future. For this reason the trust board continues to adopt the going concern basis in preparing the accounts.

Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

Promoting the success of the academy

In line with guidance from the Charities Commission, the trustees define success for the trust as meeting the objects of the charity and delivering the strategic outcomes set out above. The trustees are satisfied that the governance and management arrangements in place are designed to promote the success of the trust and allow trustees and management to have due regard in their actions to:

- the likely consequences of decisions in the long term
- the interests of the trust's employees
- the need to foster the trust's business relationships with suppliers, customers and others
- the impact of the trust's operations on the community and the environment
- the desirability of the trust maintaining a reputation for high standards of business conduct
- the need to act fairly

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Financial review

The overall in-year revenue surplus/(deficit) was £(473,137) (2023: £1,030,526).

The detailed accounts are set out at pages 33 to 36 and includes the following statements:

- Statement of Financial Activities (SoFA) for the year to 31 August 2024
- Balance sheet as at 31 August 2024
- Cash flow statement for the year to 31 August 2024

Notes to accounts are set out at pages 37 to 69.

The trust is publicly funded, receiving most of its funding from the Education and Skills Funding Agency under contract to operate the trust schools. Additional funding is received from local authorities for provision to some high need students. The grants received from the ESFA during the year ended 31 August 2024 and associated expenditure are shown as restricted funds in the statement of activities.

£39,703,736 (2023: £33,850,100) of ESFA grants was received in year.

As at 31 August 2024, the cash at bank and in hand was £4,992,494 (2023: £7,431,826). Within Initio Learning Trust cash balances are usually significantly higher than reserves due to the timing of revenue and capital grant inflows in advance of associated pay and non-pay outflows.

Whilst monitoring the performance of each school, the trust board assesses financial performance and going concern on a Trust-wide basis reflecting the trust's status as a single organisation, and for this reason the trust has formally pooled reserves since 2022/23.

The trust will continue to develop and implement arrangements to improve the economy and efficiency of the operations of the trust and its schools in order to support improvement in outcomes by providing headroom for investment in educational resources and continuing professional development and learning for employees.

The trust budgeted for an in-year revenue deficit in 2023/24 of c1% of turnover with the trustees supporting the use of retained reserves to support in-year activity in a challenging financial environment for schools and trusts. The trust budget for 2024/25 is for a revenue deficit of c0.5% of turnover but this includes a c1% investment in ICT and reflects a significant reduction in staff headcount from September 2024 to address both some localised reductions in pupil numbers and a focus on maintaining a sustainable staff cost to income ratio.

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Reserves

At 31 August 2024, the balances in the trust's revenue funds were £1,711,387, an in-year decrease of £470,649:

Restricted general funds (excluding pension reserve) £640,412

Unrestricted funds: £1,070,975

Total: £1,711,387

At 31 August 2023, the balances in the trust's revenue funds were:

Restricted general funds (excluding pension reserve) £1,401,034

Unrestricted funds: £783,491

Total: £2,184,525

£220,173 (2023: £317,490) of unrestricted funds are committed to the depreciation of fixed assets.

The trust had an FRS102 pension deficit of £4,246,000 (2023: £4,842,000) which reflects the trust's share of the assets and liabilities of the Dorset Local Government Pension Scheme (LGPS). The continued provision of access to the LGPS is a contractual requirement for the trust in its funding agreements with the Department for Education.

The Department for Education has issued a guarantee that it will meet any pension liabilities should an academy close. There is no obligation for the trust to make additional payments to reduce the deficit over and above the employer contribution for each employee who is a member of the LGPS, nor is there an expectation that the trust will make such payments. As such, potential increases in employer pension contribution rates rather than the size of the reported pension deficit represents the financial risk for the trust which is managed in the normal course of financial management in the trust. The trust's contribution rate was 23.6% throughout the year and will be 23.6% to 31 March 2026.

The fixed asset fund was £35,307,888 (2023: £35,022,501) the large majority of which relates to the school land and buildings and which cannot be used as funding to support school operation. £1,234,437 (2023: £999,192) of the fund is unspent capital grant which will be used to fund capital projects in 2024/25 and beyond. The land and buildings of nine of the trust's 17 schools at the balance sheet date are not included in the trust's balance sheet as they are owned by church trustees, and the land and buildings of The Sir John Colfox Academy are not included in the trust's balance sheet as it is currently occupied by the Trust under a Private Finance Initiative (PFI) 30 year arrangement dating from 1999.

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Reserves policy

The trust does not specifically designate unrestricted funds. The trust aims to retain a level of reserves across restricted general funds and unrestricted funds that is sufficient to enable the trust to:

- meet the three-year operational financial plan
- provide reasonable flexibility to respond to unexpected financial events or pressures without risking the trust's position as a going concern
- invest in school buildings in accordance with due regard to the property condition survey
- invest in equipment and infrastructure to meet the evolving needs of trust schools.

Investment policy

Under the trust's articles of association, that trust may deposit or invest any funds of the company not immediately required for the furtherance of its object (but to invest only after obtaining such advice from a financial expert as the trustees consider necessary and having regard to the suitability of investments and the need for diversification).

The trust currently has deposit accounts with Nationwide and HSBC through the Insignis cash platform as well as directly with its main banker, Lloyds. All investments are made in line with the investment policy as reviewed from time-to-time

Principal risks and uncertainties

Principal risks and uncertainties

A review of strategic risk identification, appetite and management in Initio has been undertaken to complement the updated strategic plan. The trust risk map identifies the principal risks and uncertainties linked to the strategic plan as set out below. The trust has a range of internal controls to mitigate the risks to the strategic plan objectives and is taking further control action where appropriate to further reduce risk or to maintain the net risk within the trust's risk appetite.

Risk category	Principl areas of risk and uncertainty
Big move 1 - Sense of belonging	Recruitment, retention and professional development of staff
Big move 2 - Build school capacity	Investment of time and resources in school improvement
Big move 2 - Build school capacity	Pace of change
Big move 2 - Build school capacity	School, trust and system capacity to support children with SEND and social care needs
Big move 3 - Develop our shared services	ICT resilience and capability
Big move 3 - Develop our shared services	Resilience and quality of shared services
Big move 4 - Strengthen governance and leadership	Grant funding and pay settlements
Big move 4 - Strengthen governance and leadership	Recruitment, retention and professional development of governance volunteers
Big move 5 - Grow our community partnerships	Management of trust expansion
Big move 5 - Grow our community partnerships	Capacity for organisational outreach and sector learning

INITIO LEARNING TRUST**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)**

Fundraising

Trust schools raise money for local and national charities with charities decided by each school's headteacher, and this may be informed by pupils, staff and academy committees.

Income from fundraising projects and requests run by the schools are used to benefit students directly and support the costs of resources, educational visits, activities, and improvements to educational facilities at individual schools. The majority of fundraising projects for Trust schools are carried out by PTAs and school associations.

The trust does not work with any third party commercial participators or professional fundraisers to raise funds. There have been no fundraising complaints during 2022/23. The trustees are satisfied that the public, including vulnerable people, are not subject to unreasonably intrusive or persistent fundraising approaches, nor put undue pressure to donate to the trust.

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period	1 September 2023 to 31 August 2024	1 September 2022 to 31 August 2023
Energy consumption break down (kWh)		
Gas	3,232,203	2,407,130
Electricity	2,348,877	2,175,247
Transport fuel	34,408	34,408
Scope 1 emissions in metric tonnes CO2e		
Gas consumption	598.00	446.00
Scope 2 emissions in metric tonnes CO2e		
Purchased electricity	486.00	450.00
Scope 3 emissions in metric tonnes CO2e		
Business travel in employee-owned vehicles	12.00	11.00
Total gross emissions in metric tonnes CO2e	1096.00	907.00
Intensity ratio		
Tonnes CO2e per pupil	0.17	0.15

INITIO LEARNING TRUST

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Quantification and Reporting Methodology:

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol - Corporate Standard and have used the 2022 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

Measures taken to improve energy efficiency

We have:

- continued to use video conferencing for staff meetings to reduce the need for travel between sites
- leased an electric vehicle as our first fleet van, and will add a second EV in 2024/25
- maintained a large 270Kw solar array at Queen Elizabeth's School funded by the Public Sector Decarbonisation Fund through Dorset Council
- maintained half hourly metering across the estate for gas and electricity to track and reduce usage.
- installed LED lighting across most of the estate

Plans for future periods

The trustees continue to work to fulfil the trust's charitable objects, vision and values in all of the trust schools.

Additional schools will be brought into the trust on a sponsored or converter basis where in the view of the trustees such growth enhances educational provision and is consistent with long-term educational, financial and operational sustainability of the trust.

Auditor

Insofar 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.

The trustees' report, incorporating a Strategic Report, was approved by order of the members of the Board of Trustees on ^{4 August} 2024 and signed on its behalf by:


D Fleming OBE
Chair of Trust Board

INITIO LEARNING TRUST GOVERNANCE STATEMENT

Scope of responsibility

The trust board has reviewed and taken account of the guidance in the Department for Education's Governance Handbook and competency framework for governance and accepts overall responsibility for ensuring that Initio Learning Trust has an effective and appropriate system of control, financial and otherwise.

However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The trust board has delegated the day-to-day responsibility to the chief executive officer as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Initio Learning Trust and the Secretary of State for Education.

The accounting officer is also responsible for reporting to the trust board 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 trust board met six times during the year:

Trustee	Meetings attended	Out of a possible
G Bates	5	5
C Bath	6	6
P Breckwoldt	3	4
H Evans	5	6
D Fleming OBE	4	6
N Harrison	5	6
S Ingram	0	2
J Kingston OBE	5	5
MP Mackenzie	6	6
J Miller	1	1
R Purchase	6	6
P Taylor	5	6

The resources committee is a committee of the trust board. Its purpose is

- ensuring the resources of Initio Learning Trust are applied in accordance with:
 - the vision, ethos and strategic direction of the Trust;
 - statutory and regulatory requirements;
- holding executive leaders to account for the effective and efficient management of staff and other resources; and
- overseeing the financial performance of the Trust.

The committee met four times during the year:

INITIO LEARNING TRUST
GOVERNANCE STATEMENT (CONTINUED)

Trustee	Meetings attended	Out of a possible
P Breckwoldt	2	3
H Evans	4	4
N Harrison	4	4
MP Mackenzie	4	4
P Taylor	3	4

The performance and standards committee is a committee of the trust board. Its purpose is to hold the CEO to account for the overall effectiveness of education and outcomes for children and young people. The committee met three times during the year:

Trustee	Meetings attended	Out of a possible
H Evans	2	3
D Fleming OBE	3	3
S Ingram	0	1
R Purchase	3	3

The growth committee is a committee of the trust board. Its purpose is to review and consider potential new schools joining Initio Learning Trust and make recommendations to the trust board; and undertake any other work as delegated by the trust board from time to time.

Additionally, each school has a **local school committee** which is a committee of the trust board. Committee membership is in accordance with the trust's Articles of Association. Local school committee membership details and meeting attendance records are available on each school's website.

LSCs are established to support and challenge the headteachers (and the trust) in 5 critical and specific areas -

- by being advocates for, and guardians of, the ethos and distinctiveness (church or otherwise) of the school;
- by monitoring safeguarding, ensuring that there is a strong culture of safeguarding within a school, that school and trust safeguarding policies are being effectively implemented, and that children and young people are safe;
- by monitoring inclusion and SEND, ensuring that the school meets its statutory duties, that school and trust policies are being effectively implemented, and that the needs of disadvantaged children and young people are being effectively met;
- by monitoring, supporting and challenging where necessary the educational standards and performance of the school (to include attendance, behaviour, attainment and progress), ensuring that the head maintains a focus on the school improvement plan, as well as any actions arising from trust or external partner meetings with the schools;
- by supporting communication with local stakeholders between the school and the trust to advance the school to the benefit of children and young people and all community stakeholders.

INITIO LEARNING TRUST
GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

As accounting officer the chief executive officer has responsibility for ensuring that the trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the trust board where value for money can be improved.

Bringing the four schools from west Dorset into the trust provides Initio with greater scale and the opportunity to achieve greater efficiency from economies of scale. The trust has begun to achieve these in areas such as finance where audit fees have reduced due to the consolidation from two audits into one, and with the implementation of a modern cloud-based Xero finance system with integrated requisition to pay functionality to replace two legacy systems. The procurement of a cloud-based MIS system, Arbor, was completed in year and will be implemented in January 2025 which will provide significant savings on legacy MIS arrangements and associated third-party applications.

The amalgamation of the central teams from east and west has led to a reduction in the operating costs of services such as ICT, with some of the savings invested in improving data protection and management across the trust. The trust commissioned an operating model review from CJK Associates to test the quality and value for money of central services and this has resulted in a remodelling of central services which will be undertaken in 2025.

Within schools there has been a significant reduction in staff headcount from September 2024 to address both some localised reductions in pupil numbers and a focus on maintaining a sustainable staff cost to income ratio.

The trust has continued to follow best practice by continuing and expanding its use of public sector frameworks such as those provided by the Crown Commercial Service (CCS), Yorkshire Purchasing Organisation (YPO) and the Commercial Services Group (CSG) for goods and services including catering and ICT equipment.

The trust continued to actively manage gas and electricity contracts in year, switching the west schools contracts into the Crown Commercial Service framework. The trustwide roll out of LED lighting has continued which provides excellent value for money with a short payback due to reduced energy usage and improved effectiveness of the learning environment.

The trust has also completed a cycle of condition surveys and accessibility surveys to provide the trust with high quality information to target the investment of school condition allowance funding.

INITIO LEARNING TRUST
GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The system of internal control has been in place in Initio Learning Trust for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The trust board has reviewed the key risks to which the trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

The trust board is of the view that there is an ongoing process for identifying, evaluating and managing the trust's significant risks that has been in place for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the trust board.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the trust board;
- regular reviews by the resources committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing guidelines;
- identification and management of risks.

The trust board has not appointed a single auditor for the purpose of reviewing the overall risk and control framework but has engaged a range of specialist support and assurance services to assist in the management of the trust's principal risks. The oversight of financial risks and controls has been informed by employing SLL Accounting Limited as internal auditor. The internal auditor's role includes giving advice on the academy trust's financial and other systems. In particular, the checks carried out in the current period included testing the embedding of the new financial system and financial reporting, payroll controls, a review of website compliance across the trust and schools and follow-up to the previous year reviews of financial controls in Initio west and the ESFA fraud checklist.

The internal auditor has delivered the schedule of work as planned and control issues identified are being addressed through remedial management action. The oversight of wider operational risks and controls has been informed by reports of external specialists in educational performance, health and safety and data protection and an internal officer for safeguarding.

INITIO LEARNING TRUST
GOVERNANCE STATEMENT (CONTINUED)

On an annual basis, the director of resources reports to the trust board through the resources committee on the operation of the systems of control and on the discharge of the board's financial responsibilities and prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

There were no material control or other issues reported by the internal auditor.

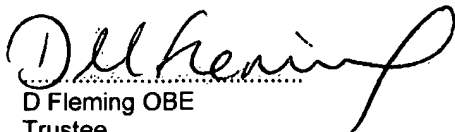
Review of effectiveness

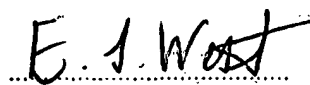
As accounting officer, the chief executive officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor
- the work of the external auditor
- the work of external specialists in educational performance, health and safety and cyber security
- the work of the internal safeguarding officer
- the financial management and governance self-assessment process
- the work of the executive managers within the trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the trust board and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the trust board on 4 December 2024 and signed on its behalf by:


D Fleming OBE
Trustee


E West
Chief Executive Officer

INITIO LEARNING TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Initio Learning 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, including for estates safety and management, under the funding agreement between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibilities for estates safety and management.

I confirm that I and the academy trust 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 Academy Trust Handbook 2023.

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.



E West, Chief Executive Officer
Accounting Officer

Date: 4 DECEMBER 2024

INITIO LEARNING TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

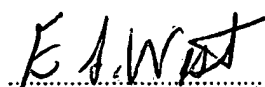
The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements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

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

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

Approved by order of the members of the Board on 4 March 2024 and signed on its behalf by:


.....
D Fleming OBE
Trustee


.....
E West
Chief Executive Officer

INITIO LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF INITIO LEARNING TRUST

Opinion

We have audited the financial statements of Initio Learning Trust (the 'Academy') for the year ended 31 August 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy trust's affairs at 31 August 2024 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 Academies Accounts Direction 2023 to 2024.

Basis for opinion

We have been appointed as auditor under the Companies Act 2006 and report in accordance with regulations made under that act. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

INITIO LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF INITIO LEARNING TRUST (CONTINUED)

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Strategic Report and Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 23], the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor Responsibilities for the audit of the financial statements

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

INITIO LEARNING TRUST

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF INITIO LEARNING TRUST (CONTINUED)

The extent to which the audit was considered capable of detecting irregularities including fraud

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Academy through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Academy, including the Companies Act 2006, Academies Accounts Direction 2023 to 2024, Charities SORP 2019, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

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

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the academy's legal advisors.

INITIO LEARNING TRUST

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
INITIO LEARNING TRUST (CONTINUED)**

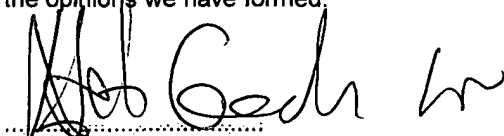
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

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



Joseph Doggrell BSc (Hons) FCA (Senior Statutory Auditor)
For and on behalf of Albert Goodman, Statutory Auditor

Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 11/12/24

INITIO LEARNING TRUST

INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY

In accordance with the terms of our engagement letter and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Initio Learning Trust during the year to 31 August 2024 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 Initio Learning Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we may state to Initio Learning Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Initio Learning Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

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

The Accounting Officer is responsible, under the requirements of the Board of Trustees' funding agreement with the Secretary of State for Education dated and the Academy Trust Handbook extant from 1 September 2023, 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 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

INITIO LEARNING TRUST

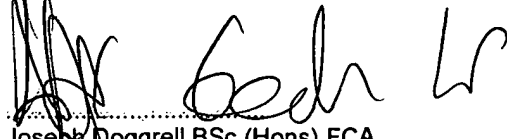
INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY (CONTINUED)

The work undertaken to draw to our conclusion includes:

- Reviewing compliance against the requirements of the Academy Trust Handbook (September 2023);
- A review of the governance policies and procedures with specific consideration of financial planning, monitoring and control;
- Gaining assurance that the lines of delegation and the limits set both internally by the academy and by ESFA have been adhered to;
- A review of all meeting minutes of the board trustees;
- An examination of financial transactions to identify any unusual items which may be improper; and
- A review of the declaration of interests completed by the trustees.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year from 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Joseph Duggrell BSc (Hons) FCA

For and on behalf of Albert Goodman, Chartered Accountants

Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 11/12/24

INITIO LEARNING TRUST

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2024

(INCLUDING INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2023/24 Total £
Income and endowments from:					
Voluntary income					
Donations and capital grants					
	2	72,728	13,225	1,788,812	1,874,765
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations					
	3	-	41,198,538	-	41,198,538
Other trading activities					
	4	1,247,585	-	-	1,247,585
Investments					
	5	124,671	-	-	124,671
Total		1,444,984	41,211,763	1,788,812	44,445,559
Expenditure on:					
<i>Charitable activities:</i>					
Academy trust educational operations					
	7	1,157,500	42,118,896	1,505,914	44,782,310
Net income/(expenditure)					
		287,484	(907,133)	282,898	(336,751)
Transfers between funds					
		-	(2,488)	2,488	-
Other recognised gains and losses					
Actuarial gain/(losses) on defined benefit pension scheme					
	26	-	745,000	-	745,000
Net movement in funds/(deficit)					
		287,484	(164,621)	285,386	408,249
Reconciliation of funds					
Total funds/(deficit) brought forward at 1 September 2023					
		783,491	(3,440,967)	35,022,502	32,365,026
Total funds/(deficit) carried forward at 31 August 2024					
		<u>1,070,975</u>	<u>(3,605,588)</u>	<u>35,307,888</u>	<u>32,773,275</u>

INITIO LEARNING TRUST

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2023

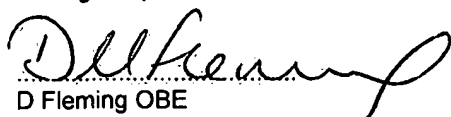
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2022/23 Total £
Income and endowments from:					
Voluntary income					
Donations and capital grants	2	78,608	11,087	1,168,601	1,258,296
Transfer from local authority on conversion		490,010	(1,875,165)	6,696,513	5,311,358
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	-	35,088,028	-	35,088,028
Other trading activities	4	1,389,960	-	-	1,389,960
Investments	5	17,753	-	-	17,753
Total		1,976,331	33,223,950	7,865,114	43,065,395
Expenditure on:					
<i>Charitable activities:</i>					
Academy trust educational operations	7	2,073,648	34,934,906	1,240,375	38,248,929
Net (expenditure)/income		(97,317)	(1,710,956)	6,624,739	4,816,466
Transfers between funds		-	(16,201)	16,201	-
Other recognised gains and losses					
Actuarial losses on defined benefit pension schemes	26	-	3,703,000	-	3,703,000
Net movement in (deficit)/funds		(97,317)	1,975,843	6,640,940	8,519,466
Reconciliation of funds					
Total funds/(deficit) brought forward at 1 September 2022		880,808	(5,416,810)	28,381,562	23,845,560
Total funds/(deficit) carried forward at 31 August 2023		783,491	(3,440,967)	35,022,502	32,365,026

INITIO LEARNING TRUST
(REGISTRATION NUMBER: 09362004)
BALANCE SHEET AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	34,409,656	34,447,673
Current assets			
Debtors	13	1,579,407	1,410,579
Cash at bank and in hand		<u>4,992,494</u>	<u>7,431,826</u>
		6,571,901	8,842,405
Liabilities			
Creditors: Amounts falling due within one year	14	<u>(3,887,808)</u>	<u>(5,992,377)</u>
Net current assets		<u>2,684,093</u>	<u>2,850,028</u>
Total assets less current liabilities		37,093,749	37,297,701
Creditors: Amounts falling due after more than one year	15	<u>(74,474)</u>	<u>(90,675)</u>
Net assets excluding pension liability		37,019,275	37,207,026
Defined benefit pension scheme liability	26	<u>(4,246,000)</u>	<u>(4,842,000)</u>
Total net assets		<u>32,773,275</u>	<u>32,365,026</u>
Funds of the Academy:			
Restricted funds			
Restricted general fund	16	640,412	1,401,033
Restricted fixed asset fund	16	35,307,888	35,022,502
Pension reserve	16	<u>(4,246,000)</u>	<u>(4,842,000)</u>
		31,702,300	31,581,535
Unrestricted funds			
Unrestricted general fund	16	<u>1,070,975</u>	<u>783,491</u>
Total funds		<u>32,773,275</u>	<u>32,365,026</u>

The financial statements on pages 30 to 60 were approved by the Trustees, and authorised for issue on ~~4 October~~ ²⁰²⁴ and signed on their behalf by:


D Fleming OBE
Trustee

INITIO LEARNING TRUST**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	20	(3,296,445)	10,063,683
Cash flows from investing activities	22	873,314	(5,885,431)
Cash flows from financing activities	21	<u>(16,201)</u>	<u>(16,200)</u>
Change in cash and cash equivalents in the year		(2,439,332)	4,162,052
Cash and cash equivalents at 1 September		<u>7,431,826</u>	<u>3,269,774</u>
Cash and cash equivalents at 31 August	23	<u>4,992,494</u>	<u>7,431,826</u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

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

Basis of preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Going concern

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

Income

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

Grants

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

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

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

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

1 Accounting policies (continued)

Sponsorship income

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

Donations

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

Other income

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

Donated goods, facilities and services

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

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

Expenditure

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

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

1 Accounting policies (continued)

Charitable activities

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

Tangible fixed assets

Assets costing £20,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. In accordance with the Academies Accounts Direction, assets bought together as a set will be capitalised as a group.

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, per the table below. Where an asset comprises of two or more components which have substantially different useful lives, each component is depreciated separately over its useful economic life.

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

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

Asset class	Depreciation method and rate
Leasehold Land and Buildings	50 years
Fixtures and Fittings	10 years
Computer Equipment	5 Years
Motor Vehicles	10 Years

Liabilities

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

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

1 Accounting policies (continued)

Provisions

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

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

Leased assets

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

Private Finance Initiative

The Academy Trust has in place an agreement with Dorset County Council (DCC) for the Sir John Colfox Academy concerning a Private Finance Initiative (PFI) Agreement dated 19 March 2015. The principal PFI Agreement which includes an annual charge for rent and services is between DCC and the PFI provider. The duration of the Agreement is 15 years. There is then a secondary Agreement to which the Trust is a party and this arrangement is treated in these accounts as an operating lease, charged to the Statement of Financial Activities on a straight-line basis over the lease term. The full liability over the life of the lease has been included in the operating lease commitment note 19, with the value based on the current annual charge without any inflationary adjustment

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.

Pension benefits

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes. The TPS is an unfunded scheme and contributions are calculated 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 of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

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/(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.

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 funders, where the asset acquired or created is held for a specific purpose.

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions 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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. 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.

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

2 Donations and capital grants

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2023/24 Total £	2022/23 Total £
Other voluntary income					
Capital grants DfE/ESFA	-	-	1,788,812	1,788,812	1,168,601
Other donations	72,728	13,225	-	85,953	89,695
	<u>72,728</u>	<u>13,225</u>	<u>1,788,812</u>	<u>1,874,765</u>	<u>1,258,296</u>

3 Funding for the Academy Trust's educational operations

	Restricted funds £	2023/24 Total £	2022/23 Total £
DfE/ESFA revenue grants			
General Annual Grant (GAG)	35,604,437	35,604,437	30,501,196
Other DfE/ESFA grants	1,848,124	1,848,124	1,600,739
UIFSM	339,139	339,139	242,628
Pupil Premium	1,239,215	1,239,215	1,143,235
PE Grant	253,796	253,796	281,337
Teacher Pay Grant	3,475	3,475	1,015
Teacher Pension Grant	415,549	415,549	79,950
	<u>39,703,735</u>	<u>39,703,735</u>	<u>33,850,100</u>
Other government grants			
Local authority grants	1,351,560	1,351,560	773,895
Other Government Grants	95,088	95,088	416,238
	<u>1,446,648</u>	<u>1,446,648</u>	<u>1,190,133</u>
Non-government grants and other income			
Teaching School Income	48,155	48,155	47,795
Total grants	<u>41,198,538</u>	<u>41,198,538</u>	<u>35,088,028</u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

4 Other trading activities

	Unrestricted Funds £	2023/24 Total £	2022/23 Total £
Other income	<u>1,247,585</u>	<u>1,247,585</u>	<u>1,389,960</u>

5 Investment income

	Unrestricted Funds £	2023/24 Total £	2022/23 Total £
Short term deposits	<u>124,671</u>	<u>124,671</u>	<u>17,753</u>

6 Expenditure

	Staff costs £	Non Pay Expenditure		2023/24 Total £	2022/23 Total £
		Premises £	Other costs £		
Academy's educational operations					
Direct costs	31,703,036	-	2,314,178	34,017,214	29,131,529
Allocated support costs	<u>2,073,517</u>	<u>3,750,235</u>	<u>4,941,344</u>	<u>10,765,096</u>	<u>9,117,400</u>
	<u>33,776,553</u>	<u>3,750,235</u>	<u>7,255,522</u>	<u>44,782,310</u>	<u>38,248,929</u>

Net income/(expenditure) for the year includes:

	2023/24 £	2022/23 £
Operating lease rentals	12,511	16,551
Depreciation	1,078,186	979,037
Fees payable to auditor - audit	22,711	21,875
- other audit services	<u>5,001</u>	<u>3,520</u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

7 Charitable activities

		2023/24	2022/23
		£	£
Direct costs - educational operations		34,017,214	29,131,529
Support costs - educational operations		10,765,096	9,117,400
		<u>44,782,310</u>	<u>38,248,929</u>
	Educational operations	2023/24	2022/23
	£	Total	Total
		£	£
Analysis of direct costs			
Teaching and educational support staff costs	31,703,036	31,703,036	27,207,485
Other direct costs	<u>2,314,178</u>	<u>2,314,178</u>	<u>1,924,044</u>
Total direct costs	<u>34,017,214</u>	<u>34,017,214</u>	<u>29,131,529</u>
	Educational operations	2023/24	2022/23
	£	Total	Total
		£	£
Analysis of support costs			
Support staff costs	2,073,517	2,073,517	1,794,422
Depreciation	1,078,186	1,078,186	960,357
Recruitment and support	64,024	64,024	34,820
Rent, rates and utilities	721,813	721,813	758,149
Insurance	170,695	170,695	138,686
Catering	631,635	631,635	542,827
Maintenance of premises and equipment	1,443,019	1,443,019	1,264,337
Cleaning	507,217	507,217	441,718
Technology costs	983,467	983,467	987,804
Professional fees	517,404	517,404	501,617
Other support costs	2,574,119	2,574,119	1,689,595
Governance costs	-	-	3,068
Total support costs	<u>10,765,096</u>	<u>10,765,096</u>	<u>9,117,400</u>

INITIO LEARNING TRUST**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024****(CONTINUED)****8 Staff****Staff costs**

	2023/24 £	2022/23 £
Staff costs during the year were:		
Wages and salaries	24,720,066	21,537,992
Social security costs	2,394,232	1,992,586
Operating costs of defined benefit pension schemes	6,157,758	5,329,799
	<u>33,272,056</u>	<u>28,860,377</u>
Supply staff costs	331,257	141,530
Staff restructuring costs	173,240	-
	<u>33,776,553</u>	<u>29,001,907</u>

Severance payments

The Academy trust paid 12 severance payments in the year disclosed in the following bands:

	2023/24 £
0 - £25,000	10
£25,001 - £50,000	2
	<u>12</u>

Staff numbers

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

	2024 No	2023 No
Charitable Activities		
Teachers	372	336
Administration and support	509	454
Management	40	39
	<u>921</u>	<u>829</u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

8 Staff (continued)

Staff numbers (full time equivalent)

The average number of persons, expressed as a full time equivalent, employed by the academy trust during the year was as follows:

	2023/24	2022/23
Teachers	307	279
Administration and support	277	254
Management	40	38
	<u>624</u>	<u>571</u>

The 2022/23 staff numbers only include 7 months (2023/24 - 12 months) of Initio West staffing due to the Minerva Learning Trust joining the Trust in February 2023.

Higher paid staff

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

	2023/24	2022/23
£60,001 - £70,000	18	18
£70,001 - £80,000	4	7
£80,001 - £90,000	8	1
£90,001 - £100,000	1	2
£100,001 - £110,000	-	2
£110,001 - £120,000	3	2
£120,001 - £130,000	<u>1</u>	<u>-</u>

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £490,168 (2023: £437,809).

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

9 Central services

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

The academy trust provides executive management of the schools and support services including finance, HR, ICT managed service, safeguarding, data protection, legal, inclusion, health and safety, and governance and compliance.

For the schools which were formerly Wimborne Academy Trust, the charge levied was unchanged from 2022/2023 which was allocated at £10,000 plus forecast ICT service costs plus 4.5% of GAG per school (except for Queen Elizabeth's School which was charged at 3.5%).

For the schools which were formerly in Minerva Learning Trust (Dorset), the charge was based on forecast central costs and allocated on a per pupil basis.

From 2024/2025, a new trustwide allocation model has been introduced. This is based on forecast central costs and is allocated at £10,000 per school plus £473.33 per pupil.

The actual amounts charged during the year were as follows:

	2023/24	2022/23
	£	£
Allenbourn Middle School	186,767	186,767
Bridport Primary School	128,603	75,019
Burton Bradstock Primary	32,649	19,045
Colehill First School	53,795	53,795
Emmanuel CE Middle School	149,274	149,274
Hayeswood First School	52,562	52,562
Hillside Community First School	72,927	72,927
Lockyer's Middle School	153,100	153,100
Merley First School	96,931	96,931
Pamphill CE First School	36,689	36,689
Queen Elizabeth's School	496,998	496,998
St John's CE First School	54,936	54,936
St Mary's CE Primary School	81,622	47,613
St Michael's CE Middle School	191,299	191,299
The Sir John Colfox Academy	341,219	199,045
Verwood CE First School	84,684	84,684
Witchampton CE First School	35,948	35,948
	<u>2,250,003</u>	<u>2,006,632</u>

The 2022/23 comparative for the former Minerva schools reflects the joining date of 1 February 2023 and so is a part year charge for February - August 2023.

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

10 Related party transactions - trustees' remuneration and expenses

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

During the year ended 31 August 2024, travel and subsistence expenses totalling £613 (2023 - £792) were reimbursed or paid directly to 1 trustees (2023 - 2).

Other related party transactions involving the trustees are set out in note 27.

11 Trustees' and officers' insurance

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

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

12 Tangible fixed assets

	Leasehold land and buildings £	Furniture and equipment £	Computer equipment £	Motor vehicles £	2023/24 Total £
Cost					
At 1 September 2023	35,605,502	1,758,014	1,298,665	-	38,662,181
Additions	330,611	402,388	297,970	9,200	1,040,169
Disposals	-	-	(387,051)	-	(387,051)
At 31 August 2024	<u>35,936,113</u>	<u>2,160,402</u>	<u>1,209,584</u>	<u>9,200</u>	<u>39,315,299</u>
Depreciation					
At 1 September 2023	2,981,612	513,321	719,575	-	4,214,508
Charge for the year	544,219	217,402	316,258	307	1,078,186
Eliminated on disposals	-	-	(387,051)	-	(387,051)
At 31 August 2024	<u>3,525,831</u>	<u>730,723</u>	<u>648,782</u>	<u>307</u>	<u>4,905,643</u>
Net book value					
At 31 August 2024	<u>32,410,282</u>	<u>1,429,679</u>	<u>560,802</u>	<u>8,893</u>	<u>34,409,656</u>
At 31 August 2023	<u>32,623,890</u>	<u>1,244,693</u>	<u>579,090</u>	<u>-</u>	<u>34,447,673</u>

The Academy occupies land and buildings provided to it by site trustees under a mere licence (also referred to as a Church Supplemental Agreements) which contains a two year notice period. Having considered the fact that the academy trust occupies the land and buildings as may be, or may come to be, erected on it by a mere licence that transfers to the academy no rights or control over the site save that of occupying it at the will of the site trustees under the terms of the relevant site trust, the trustees of the academy trust have concluded that the value of the land and buildings occupied by the academy trust will not be recognised on the balance sheet of the academy trust.

The Academy also occupies land and buildings provided to it by the Local Authority under a 125 year lease which is recognised under Leasehold Land and Buildings. This was valued on conversion based on the ESFA valuation.

The Land & Buildings occupied by 9 of the Trusts' 17 schools are not included on the Trust balance sheet as they are owned by the Church Trustees.

INITIO LEARNING TRUST**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024****(CONTINUED)****13 Debtors**

	2024	2023
	£	£
Trade debtors	54,763	112,829
VAT recoverable	530,905	677,500
Other debtors	109,296	5,403
Prepayments and accrued income	884,443	614,847
	<u>1,579,407</u>	<u>1,410,579</u>

14 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	1,472,147	1,445,634
Other taxation and social security	1,255,646	3,410,729
Other creditors	186,863	157,231
Accruals and deferred income	973,152	978,783
	<u>3,887,808</u>	<u>5,992,377</u>

	2024	2023
	£	£
Deferred income		
Deferred income at 1 September 2023	268,060	288,494
Resources deferred in the period	628,935	268,060
Amounts released from previous periods	<u>(268,060)</u>	<u>(288,494)</u>
Deferred income at 31 August 2024	<u>628,935</u>	<u>268,060</u>

At the balance sheet date the academy trust was holding funds received in advance mainly for Universal free school meals, PE grant and NAT tuition.

15 Creditors: amounts falling due in greater than one year

	2024	2023
	£	£
Loans	<u>74,474</u>	<u>90,675</u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

16 Funds

	Balance at 1 September 2023 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted funds					
<i>Restricted general funds</i>					
General Annual Grant (GAG)	1,335,219	35,604,437	(36,296,756)	(2,488)	640,412
Other restricted funds	-	1,364,783	(1,364,783)	-	-
UIFSM	-	339,139	(339,139)	-	-
Pupil Premium	-	1,239,215	(1,239,215)	-	-
Other DfE/ESFA Grants	65,814	2,533,025	(2,598,839)	-	-
Other Government Grants	-	131,164	(131,164)	-	-
Pension reserve	(4,842,000)	-	(149,000)	745,000	(4,246,000)
Total restricted general funds	(3,440,967)	41,211,763	(42,118,896)	742,512	(3,605,588)
<i>Restricted fixed asset funds</i>					
Inherited Fixed Assets on Conversion	31,515,998	-	(211,925)	-	31,304,073
DfE/ESFA group capital grants	3,506,504	1,184,404	(1,208,371)	2,488	3,485,025
LA Capital grants	-	604,408	(85,618)	-	518,790
Total restricted fixed asset funds	35,022,502	1,788,812	(1,505,914)	2,488	35,307,888
Total restricted funds	31,581,535	43,000,575	(43,624,810)	745,000	31,702,300
<i>Unrestricted general funds</i>					
General	466,001	1,444,984	(1,060,183)	-	850,802
Capital expenditure	317,490	-	(97,317)	-	220,173
Total unrestricted funds	783,491	1,444,984	(1,157,500)	-	1,070,975
Total endowment funds	-	-	-	-	-
Total funds	32,365,026	44,445,559	(44,782,310)	745,000	32,773,275

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

16 Funds (continued)

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

	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted funds					
<i>Restricted general funds</i>					
General Annual Grant (GAG)	259,957	30,905,520	(29,814,057)	(16,201)	1,335,219
Other restricted funds	-	832,776	(832,776)	-	-
UIFSM	-	242,628	(242,628)	-	-
Pupil Premium	-	1,143,746	(1,143,746)	-	-
Catch Up Premium	13,233	-	(13,233)	-	-
Other DfE/ESFA Grants	-	2,008,053	(1,942,239)	-	65,814
Other Government Grants	-	371,227	(371,227)	-	-
Pension reserve	<u>(5,690,000)</u>	<u>(2,280,000)</u>	<u>(575,000)</u>	<u>3,703,000</u>	<u>(4,842,000)</u>
Total restricted general funds	<u>(5,416,810)</u>	<u>33,223,950</u>	<u>(34,934,906)</u>	<u>3,686,799</u>	<u>(3,440,967)</u>
<i>Restricted fixed asset funds</i>					
Inherited Fixed Assets on Conversion	25,265,568	6,696,513	(446,083)	-	31,515,998
DfE/ESFA group capital grants	<u>3,115,994</u>	<u>1,168,601</u>	<u>(794,292)</u>	<u>16,201</u>	<u>3,506,504</u>
Total restricted fixed asset funds	<u>28,381,562</u>	<u>7,865,114</u>	<u>(1,240,375)</u>	<u>16,201</u>	<u>35,022,502</u>
Total restricted funds	<u>22,964,752</u>	<u>41,089,064</u>	<u>(36,175,281)</u>	<u>3,703,000</u>	<u>31,581,535</u>
<i>Unrestricted general funds</i>					
General	492,220	1,976,331	(1,976,331)	(26,219)	466,001
Capital expenditure	<u>388,588</u>	<u>-</u>	<u>(97,317)</u>	<u>26,219</u>	<u>317,490</u>
Total unrestricted funds	880,808	1,976,331	(2,073,648)	-	783,491
Total endowment funds	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total funds	<u>23,845,560</u>	<u>43,065,395</u>	<u>(38,248,929)</u>	<u>3,703,000</u>	<u>32,365,026</u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

16 Funds (continued)

Analysis of academies by fund balance

Fund balances at 31 August 2024 were allocated as follows:

	2024	2023
	£	£
Initio Learning Trust	<u>1,491,214</u>	<u>1,867,034</u>
Total before fixed assets and pension reserve	1,491,214	1,867,034
Restricted fixed asset funds	35,307,888	35,022,502
Unrestricted capital funds	220,173	317,490
Pension reserve	<u>(4,246,000)</u>	<u>(4,842,000)</u>
Total	<u>32,773,275</u>	<u>32,365,026</u>

Fund balances for each academy at 31 August 2024 and 31 August 2023 were zero, hence a breakdown by academy is not included in these accounts.

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

16 Funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs (excluding depreciation) £	Total 2024 £
Queen Elizabeth's School	6,468,004	1,657,149	503,001	2,397,683	11,025,837
Verwood CE First School	1,006,266	214,102	76,592	287,840	1,584,800
Hillside Community First School	860,731	92,809	68,087	241,777	1,263,404
Colehill First School	573,934	86,034	46,467	181,030	887,465
St Michael's CE Middle School	2,173,349	241,835	91,961	1,173,192	3,680,337
Allenbourn Middle School	2,061,859	454,057	192,153	494,368	3,202,437
Hayeswood First School	544,418	103,669	45,239	161,172	854,498
St John's CE First School	483,444	176,725	47,094	175,667	882,930
Merley First School	990,402	130,596	92,014	300,962	1,513,974
Witchampton CE First School	328,626	59,534	29,838	109,904	527,902
Emmanuel CE Middle School	1,711,963	350,044	203,006	378,268	2,643,281
Lockyer's Middle School	1,457,599	484,795	150,442	398,933	2,491,769
Pamphill CE First School	309,557	59,540	31,629	112,145	512,871
Burton Bradstock Primary	416,207	27,698	7,476	64,928	516,309
Bridport Primary School	1,289,213	116,485	22,748	127,159	1,555,605
St Mary's CE Primary School	1,245,821	82,487	10,781	157,975	1,497,064
The Sir John Colfox Academy	4,018,754	447,178	170,045	2,169,358	6,805,335
Initio Learning Trust	<u>2,088,246</u>	<u>385,183</u>	<u>143,984</u>	<u>719,077</u>	<u>3,336,490</u>
Academy Trust	<u>28,028,393</u>	<u>5,169,920</u>	<u>1,932,557</u>	<u>9,651,438</u>	<u>44,782,308</u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

16 Funds (continued)

	Total 2023 £
Queen Elizabeth's School	10,236,906
Verwood CE First School	1,537,368
Hillside Community First School	1,162,625
Colehill First School	803,655
St Michael's CE Middle School	3,459,519
Allenbourn Middle School	3,021,478
Hayeswood First School	786,667
St John's CE First School	921,976
Merley First School	1,463,833
Witchampton CE First School	482,146
Emmanuel CE Middle School	2,684,989
Lockyer's Middle School	2,269,755
Pamphill CE First School	470,136
Burton Bradstock Primary	280,395
Bridport Primary School	870,023
St Mary's CE Primary School	844,778
The Sir John Colfox Academy	3,926,146
Initio Learning Trust	<u>1,884,447</u>
Academy Trust	<u><u>37,106,842</u></u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

17 Analysis of net assets between funds

Fund balances at 31 August 2024 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	220,173	-	34,189,483	34,409,656
Current assets	850,802	4,512,019	1,209,080	6,571,901
Current liabilities	-	(3,871,607)	(16,201)	(3,887,808)
Creditors over 1 year	-	-	(74,474)	(74,474)
Pension scheme liability	-	(4,246,000)	-	(4,246,000)
Total net assets	<u><u>1,070,975</u></u>	<u><u>(3,605,588)</u></u>	<u><u>35,307,888</u></u>	<u><u>32,773,275</u></u>

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

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	317,490	-	34,130,183	34,447,673
Current assets	466,001	7,377,209	999,195	8,842,405
Current liabilities	-	(5,976,176)	(16,201)	(5,992,377)
Creditors over 1 year	-	-	(90,675)	(90,675)
Pension scheme liability	-	(4,842,000)	-	(4,842,000)
Total net assets	<u><u>783,491</u></u>	<u><u>(3,440,967)</u></u>	<u><u>35,022,502</u></u>	<u><u>32,365,026</u></u>

18 Capital commitments

	2024 £	2023 £
Contracted for, but not provided in the financial statements	<u><u>231,217</u></u>	<u><u>328,057</u></u>

INITIO LEARNING TRUST**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024****(CONTINUED)****19 Long-term commitments, including operating leases*****Operating leases***

At 31 August 2024 the total of the Academy trust's future minimum lease payments under non-cancellable operating leases was:

	2024	2023
	£	£
Amounts due within one year	32,208	17,568
Amounts due between one and five years	65,618	31,569
	<u>97,826</u>	<u>49,137</u>

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

	2024	2023
	£	£
Net (expenditure)/income	(336,751)	4,816,466
Depreciation	1,078,186	960,357
Capital grants from DfE and other capital income	(1,788,812)	(1,168,601)
Interest receivable	(124,671)	(17,753)
Defined benefit pension scheme cost less contributions payable	(72,000)	2,580,000
Defined benefit pension scheme finance cost	221,000	275,000
Increase in debtors	(168,828)	(545,750)
(Decrease)/increase in creditors	<u>(2,104,569)</u>	<u>3,163,964</u>
Net cash (used in)/provided by Operating Activities	<u>(3,296,445)</u>	<u>10,063,683</u>

21 Cash flows from financing activities

	2024	2023
	£	£
Repayments of borrowing	<u>(16,201)</u>	<u>(16,200)</u>
Net cash used in financing activities	<u>(16,201)</u>	<u>(16,200)</u>

INITIO LEARNING TRUST**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024****(CONTINUED)****22 Cash flows from investing activities**

	2024 £	2023 £
Dividends, interest and rents from investments	124,671	17,753
Purchase of tangible fixed assets	(1,040,169)	(7,071,785)
Capital funding received from sponsors and others	<u>1,788,812</u>	<u>1,168,601</u>
Net cash provided by/(used in) investing activities	<u>873,314</u>	<u>(5,885,431)</u>

23 Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand and at bank	<u>4,992,494</u>	<u>7,431,826</u>
Total cash and cash equivalents	<u>4,992,494</u>	<u>7,431,826</u>

24 Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash	7,431,826	(2,439,332)	4,992,494
Loans falling due within one year	(16,201)	-	(16,201)
Loans falling due after more than one year	<u>(90,674)</u>	<u>16,200</u>	<u>(74,474)</u>
	<u>(106,875)</u>	<u>16,200</u>	<u>(90,675)</u>
Total	<u>7,324,951</u>	<u>(2,423,132)</u>	<u>4,901,819</u>

25 Member liability

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

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

26 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 . Both are multi-employer defined benefit schemes.

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

Contributions amounting to £699,183 (2023: £587,179) were payable to the schemes at 31 August 2024 and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

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

The latest actuarial TPS valuation results, as at 31 March 2020, were released in October 2023. The revised employer contribution rate, arising from this valuation, is due to be implemented from 1 April 2024.

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

26 Pension and similar obligations (continued)

The employer's pension costs paid to TPS in the period amounted to £4,277,769 (2023: £2,848,273). A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

Local government pension scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £2,247,000 (2023 - £1,841,000), of which employer's contributions totalled £1,801,000 (2023 - £1,464,000) and employees' contributions totalled £446,000 (2023 - £377,000). The agreed contribution rates for future years are 23.7 per cent for employers and 5.5 per cent for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Principal actuarial assumptions

	2024	2023
	%	%
Rate of increase in salaries	3.80	3.90
Rate of increase for pensions in payment/inflation	2.80	2.90
Discount rate for scheme liabilities	5.10	5.30
Inflation assumptions (CPI)	2.80	2.90
RPI increases	<u>3.10</u>	<u>3.20</u>

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

	2024	2023
Retiring today		
Males retiring today	21.80	21.80
Females retiring today	23.90	23.90
Retiring in 20 years		
Males retiring in 20 years	23.10	23.10
Females retiring in 20 years	<u>25.30</u>	<u>25.30</u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

26 Pension and similar obligations (continued)

Sensitivity analysis

	2024	2023
	£	£
Discount rate +0.1%	1,450	1,499
Discount rate -0.1%	1,543	1,596
Mortality assumption – 1 year increase	1,547	1,594
Mortality assumption – 1 year decrease	1,446	1,500
CPI rate +0.1%	1,545	1,596
CPI rate -0.1%	<u>1,448</u>	<u>1,498</u>

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

	2024	2023
	£	£
Equities	15,199,000	12,188,000
Cash and other liquid assets	404,000	292,000
Other bonds	1,573,000	1,295,000
Property	1,854,000	1,732,000
Other	<u>5,042,000</u>	<u>4,237,000</u>
Total market value of assets	<u>24,072,000</u>	<u>19,744,000</u>

The actual return on scheme assets was £2,910,184 (2023 - £333,674).

Amounts recognised in the statement of financial activities

	2024	2023
	£	£
Current service cost	1,431,000	4,044,000
Interest cost	209,000	266,000
Admin expenses	<u>12,000</u>	<u>9,000</u>
Total amount recognised in the SOFA	<u>1,652,000</u>	<u>4,319,000</u>

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

	2024	2023
	£	£
At start of period	24,586,000	19,583,000
Current service cost	1,431,000	8,213,000
Interest cost	1,304,000	991,000
Employee contributions	446,000	377,000
Actuarial (gain)/loss	655,000	(4,272,000)
Benefits paid	<u>(402,000)</u>	<u>(306,000)</u>
At 31 August	<u>28,020,000</u>	<u>24,586,000</u>

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

26 Pension and similar obligations (continued)

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

	2024	2023
	£	£
At start of period	19,744,000	13,893,000
Interest income	1,095,000	725,000
Actuarial gain/(loss)	1,388,000	(578,000)
Employer contributions	1,801,000	1,464,000
Employee contributions	446,000	377,000
Benefits paid	(402,000)	(306,000)
Effect of non-routine settlements	-	4,169,000
At 31 August	<u>24,072,000</u>	<u>19,744,000</u>

Local government pension schemes

27 Related party transactions

Owing to the nature of the academy trust and the composition of the board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest.

Trustees' remuneration and expenses have been disclosed in note 10.

Expenditure related party transactions

During the year the academy made the following related party transactions:

A West, spouse of E West, a former trustee and CEO, is employed by the academy trust as a teacher. J Hammond-Bowell, spouse of R Bowell, a member of the key management personnel, is employed by the academy trust as a teacher (appointed 1 September 2023).

Both employees are paid within the normal pay scales for their roles and they receive no special treatment as a result of their relationship to a trustee and key management.

In entering into these transactions, the Trust has complied with the requirements of the Academy Trust Handbook 2023/24.

Income related party transactions

During the year the academy made the following related party transactions:

INITIO LEARNING TRUST

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

(CONTINUED)

27 Related party transactions (continued)

The trust received donations of £9,354 from the Salisbury Diocesan Board of Education, a member of the trust.

The trust received income for services provided of £1,180 from Beacroft Foundation School, an academy trust with trustees in common.

All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

28 Events after the end of the reporting period

Since the year end, Corfe Hills School joined the trust on 1 October 2024. St Mary's First School, Charminster will join the trust with an estimated joining date of 1 January 2025.