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**COMMUNITY INCLUSIVE TRUST**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**

**Members**

P Boucher  
S Paley  
J Jackson  
S Moore  
I Burford (appointr

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

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**Bankers**

Lloyds Bank PLC  
42 St Peters Hill  
Grantham  
Lincs  
NG31 6QF

**Solicitors**

Browne Jacobson  
Mowbray House  
Castle Meadow Road  
Nottingham  
NG2 1BJ

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**CHIEF EXECUTIVE OFFICER'S REPORT**

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**CHIEF EXECUTIVE OFFICER'S REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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CIT operates a pooled budget and we are delighted that through careful financial management and monitoring we have been able to meet the needs of our schools, as well as register a surplus that moves the Trust's reserves to approximately 5% of income, which is a target set out in the Trust's Financial Policies. The Finance Team and the rest of the Support Hub have also continued to work diligently through these unusual circumstances and I would like to thank them personally for ensuring all the services that underpin the hard work and successes in the schools have continue to run smoothly. I would also like to celebrate a member of the Finance Team achieving the status of DfE-accredited School Resource Management Adviser.

CIT submitted a successful bid to the Department for Education for Trust Capacity Fund (TCaF) funding. This funding has supported a review of governance across the Trust, as well as appropriate training; the funding has also enabled a significant proportion of the leadership talent across CIT to take part in a comprehensive coaching programme. I am confident that both these initiatives have supported and driven extensive improvement in the quality of provision, as well as CIT's capacity to offer support to other organisations.

Through fundraising CIT continues to attract significant funds from external sources such as charities. These funds have contributed to minibuses, sensory rooms, Trim Trails, Forest Schools and bespoke equipment that enhance the care and education of pupils across CIT.

The Chief Executive Officer presents his statement for the year.

.....  
P Bell

Date:

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Trustees present their annual

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

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**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**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**

Trustees benefit from indemnity insurance purchased at the Company's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Company. Provided that any such insurance shall not extend to:

- i. Any claim arising from any act or omission which Trustees knew to be a breach of trust or breach of duty of which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not, and
- ii. The costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as directors of the Company. Further, this Article does not authorise a Trustee to benefit from any indemnity insurance that would be rendered void by the provision of the Companies Act 2006, the Charities Act 2011 or any other provision of law.

**Method of recruitment and appointment or election of Trustees**

In accordance with the Articles of Association the Members may appoint up to 9 Trustees through such a process as they may determine. The Trustees may appoint Co-opted Trustees through such a process as they may determine. The total number of Trustees including the Chief Executive Officer who are employees of the Company shall not exceed one third of the total number of Trustees. The term of office for any Trustee shall be four years save that this time limit shall not apply to the Chief Executive Officer. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be re-appointed or re-elected. The Trustees have set up procedures that will enable regular reviews of the mix of skills and experience that should be available to the Board. New Trustees are then sought with these skills as replacements when existing Trustees stand down. It is anticipated that most new Trustees will be drawn from the local community or others who have shown interest in the future wellbeing of the Trust, the Academies within the Trust and the pupils. Recruitment will be through a combination of approaches to individuals with known skills and by wider communications to those within the East Midlands and through Academy Ambassadors.

**Policies adopted for the induction and training of Trustees**

Individual Trustees attend training courses and conferences organised by appropriate bodies in order to ensure their knowledge and understanding is up to date. A series of briefings for the Board and the Senior Leadership Team of Community Inclusive Trust as a whole is being carried out based on areas of potential interest and/or concern.



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

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**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**Organisational structure**

The Trustees have responsibility for setting and monitoring the overall strategic direction of the Trust and its Academy(ies), for holding the CEO to account for the performance of the Trust and its academies, and for the overview and assurance of the work of the Trust.

Subject to the Articles of Association, the Trustees may regulate their proceedings as they see fit in order to discharge their duties as Trustees. The Trust Board holds at least three meetings in every school year. The Trust utilises electronic communications and virtual groups in order to maintain progressive working practice and efficiency. A Scheme of Delegation is in place, which devolves some powers and responsibilities to senior members Jchoo0& eJy

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

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**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

deliver measured improvement to the school. This sometimes leads to a school converting and joining the Trust or joining the Trust as an already established Academy. The ability to offer this level of expertise is invaluable in working to deliver the overall strategic vision.

In the exercise of its delegated powers and functions, the Trustees and the Local School Boards shall ensure that the Academy business is conducted in accordance with the objects and values of the Trust.

1. The Local School Board may have delegated powers regarding pupils' discipline and curriculum development within the policies approved by the Trust Board;
2. The Trust Board reviews the membership and Terms of Reference for each committee annually. The Chairs of each committee are elected annually (for a term of four years);
3. They will promptly implement and comply with any policies or procedures communicated to the Local Governing Body by the Trustees from time to time;
4. They will review its own policies and practices on a regular basis in view of any advice or recommendations made by the Trustees;
5. They will work closely with the Trustees and act with integrity, objectively and

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**Trade union facility time**

**Relevant union officials**

Number of employees who were relevant union officials during the year	2
Full-time equivalent employees	2

**Percentage of employees**

Percentage of employees who were relevant union officials during the year	2%
Percentage of employees who were relevant union officials during the year	-
Percentage of employees who were relevant union officials during the year	-

**Percentage of employees**

Percentage of employees who were relevant union officials during the year	-
Percentage of employees who were relevant union officials during the year	14,526,349
Percentage of employees who were relevant union officials during the year	-

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

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**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**Engagement with employees (including disabled persons)**

The Community Inclusive Trust values the views and opinions of all employees. Information is routinely shared with staff via the CIT staff Intranet and regular newsletters. Important communication regarding matters of concern to employees are distributed directly via email or via the Head of each school and delivered at staff meetings, morning briefings or debriefs.

A staff wellbeing and workload survey has recently been developed and rolled out to all staff within the Trust. The purpose of the survey is to assess the overall wellbeing and provide an opportunity for employees to give feedback about the Trust, how it is managed and the opinions of their work life balance. Employees who leave the Trust are also encouraged to complete an exit interview. The information from these processes is collated and will be used to shape the future decision making of the Trust.

CIT share their vision and ethos with all employees on the website, during training sessions and inset days.

CIT provide a fair and equal opportunity to work within the Trust and are fully committed to providing a fair recruitment process for all potential candidates. CIT are dedicated to providing employment for disabled people. This means we will not unfairly discriminate against a candidate with a disability or an employee that becomes disabled. We are a

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

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**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

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

In the twelve-month period September 2019 to August 2020 the Trust went through an unprecedented period of change. St Paul's Community Primary School and Nursery converted in February 2020, the conversion of Linchfield Community Primary being delayed from April



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

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

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**STRATEGIC REPORT (continued)**

**Achievements and performance (continued)**

**Key performance indicators**

Due to the diversity of the Academies and pupils within CIT, the following KPIs are measured through a variety of activities and data. This includes the Trust's annual health check of all its Academies which reviews quality of teaching, learning and assessment, personal development behaviour and welfare, outcomes for pupils and effectiveness of leadership and ma

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

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**STRATEGIC REPORT (continued)**

**Achievements and performance (continued)**

**Covid Impact and Response**

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Whilst all CIT schools remained open to vulnerable an

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

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**Financial review**

The Trust held fund balances at 31 August 2020 of £34,681,762, comprising £353,445 of restricted funds, a fixed asset reserve of £47,490,869, a pension reserve deficit of £14,133,000 and £970,448 of unrestricted general funds.

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

The main financial performance indicator is the level of reserves held at the Balance T patiesmnd th

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

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

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**Streamlined energy and carbon reporting**

The Academy's greenhouse gas emissions and energy consumption are as follows:

	<b>2020</b>
Energy consumption used to calculate emissions (kWh)	<b>3,025,631</b>
<b>Energy consumption breakdown (kWh):</b>	
Gas	<b>1,872,636</b>
Electricity	<b>859,641</b>
Transport fuel	<b>183,750</b>
Other sources	<b>31,084</b>
<b>Scope 1 emissions (in tonnes of CO2 equivalent):</b>	
Gas and oil consumption	<b>342.71</b>
Owned transport	<b>55.89</b>
<b>Total scope 1</b>	<b>398.60</b>

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



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

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**Employee involvement and employment of the disabled**

The Trustees aim to provide an environment that will promote equality for all staff. Where staff have disabilities, the Trustees seek to ensure that reasonable and affordable arrangements are made to ensure they



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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance**

The information on governance included here supplements that described in the Trustees' report and in the statement of trustees' responsibilities. The board of Trustees has formally met 12 times during the year. Seven of those meetings were held virtually due to the Covid-19 pandemic. In March 2020 the work of the Committees was conducted by the full Board.

Attendance during the year at meetings of the board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
S Hopkins, Chair of Trustees	12	12
K Weekes	9	12
K Goodman	11	12
L McClements	10	12
S Maycock	8	12
P Bell, Chief Executive and Accounting Officer	12	12
R Sharpe	7	7
K Rouse	5	7
K Platts	4	7

The composition of the Board has evolved during the year. This has been driven by the skills audit, that identified a greater need for finance and business expertise as well as primary experience to support and challenge the growth of the primary sector within CIT.

Recent additions to the Board include a national Leader of Governance and a Head of Finance with Local Authority Experience as well as a Multi Academy Trust experience.

The Trust is currently undertaking a review of Governance to ensure that the model and systems in place are adequate and reflective of sector needs.

The Finance and Financial Audit Committee is a committee of the main board of Trustees. Its purpose is to ensure effective financial control, advise the Board of Trustees on financial risk management and have a sole responsibility for the internal and external audit process.

For the purpose of advice, the Trust has invited various guests to join the Finance & Financial Audit Committee meetings. This is to aid the understanding of the grass roots functionality of our schools and to advise on the progress on current projects that impact on the Trust's finances.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
L McClements	2	2
K Weekes	0	2
K Goodman	1	2
S Hopkins	2	2
P Bell, Guest	2	2

The Remuneration, Performance Management and Nominations Committee is also a sub-committee of the main board of Trustees. The purpose of the Committee is to set the Trust's Remuneration Policy, approve senior executive pay, ensure there is adequate succession planning and performance management of senior members of the management team. The Committee meet at least three times each year to ensure that the remuneration systems in place are in line with the industry standard and set to attract and retain individuals of a suitable calibre.

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
S Hopkins	2	2
K Goodman	1	2
K Weekes	1	2
P Bell	2	2

**Review of value for money**

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

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

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**GOVERNANCE STATEMENT (CONTINUED)**

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**The risk and control framework**

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

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

The Board of Trustees has decided to employ Assurance Lincolnshire Limited as internal auditor.

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

- Governance arrangements
- Risk management arrangements, particularly those for Covid-19
- Budget management
- Cash and banking arrangements
- Purchase procedure compliance
- Use of commercial cards
- Income
- Payroll procedures

On an annual basis, the internal auditor reports to the board of Trustees through the finance and financial audit committee, who in turn briefed the Board, on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

The internal audit team delivered the schedule of work in line with expectations of previous years, although their physical presence to achieve this was not possible due to Covid-19. Meetings took place remotely and information was provided electronically. Where areas for improvement were highlighted, the Trust together with the Heads of Department and School Operations Managers agreed an action plan to strengthen best practice and eradicate any concerns raised.

Key points raised during the reviews were some areas of inconsistent record keeping and documentation, however, no material anomalies were identified and general practice indicated schools were operating in line with the Trust's policies. However, training was delivered to ensure schools operate in line with the Trust's guidelines.



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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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

I confirm that I and the Academy board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook 2019.

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

.....  
**P Bell**  
Accounting Officer

Date:

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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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 then apply them consistently;

observe the methods and principles of accounting;



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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
COMMUNITY INCLUSIVE TRUST**

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**Opinion**

We have audited the financial statements of Community Inclusive Trust (the 'academy') for the year ended 31 August 2020 which comprise the Statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements 0ml            S ... a 6 m            e

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

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
COMMUNITY INCLUSIVE TRUST (CONTINUED)**

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**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 auditors' report thereon. Other information includes the Reference and administrative details, the Trustees' report including the Strategic report, and the Governance statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to report this in our report.

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
COMMUNITY INCLUSIVE TRUST (CONTINUED)**

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**Responsibilities of trustees**

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

In preparing the financial statements, the Trustees are responsible for assessing the Academy'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.

**Auditors' responsibilities for the audit of the financial statements**

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

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditors' report.

**Use of our report**

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

**Mark Bradshaw (senior statutory auditor)**

for and on behalf of

**Streets Audit LLP**

Windsor House

A1 Business Park at

Long Bennington

Notts

NG23 5JR

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

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In accordance with the terms of our engagement letter dated 25 March 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Community Inclusive Trust during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

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

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**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Mark Bradshaw (Senior statutory

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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>Income from:</b>						
Donations and capital grants	3	183,171	(558,000)	5,210,183	4,835,354	15,427,964
Charitable activities		401,891	17,769,497	-	18,171,388	16,090,807
Teaching schools		-	284,706	-	284,706	325,954
Other trading activities		16,453	-	-	16,453	62,148
Investments	6	1,434	-	-	1,434	846
<b>Total income</b>		<b>602,949</b>	<b>17,496,203</b>	<b>5,210,183</b>	<b>23,309,335</b>	<b>31,907,719</b>
<b>Expenditure on:</b>						
Charitable activities		318,740	19,103,186	945,296	20,367,222	18,286,576
Teaching schools		-	190,665	-	190,665	276,136
<b>Total expenditure</b>		<b>318,740</b>	<b>19,293,851</b>	<b>945,296</b>	<b>20,557,887</b>	<b>18,562,712</b>
<b>Net income/ (expenditure)</b>		<b>284,209</b>	<b>(1,797,648)</b>	<b>4,264,887</b>	<b>2,751,448</b>	<b>13,345,007</b>

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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
(CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020

Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
<b>Reconciliation of funds:</b>					
Total funds brought forward	686,239	(11,202,412)	43,223,487	32,707,314	22,535,307
Net movement in funds	284,209	(2,577,143)	4,267,382	1,974,448	10,172,007
<b>Total funds carried forward</b>	<b>970,448</b>	<b>(13,779,555)</b>	<b>47,490,869</b>	<b>34,681,762</b>	<b>32,707,314</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 41 to 74 form part of these financial statements.

**COMMUNITY INCLUSIVE TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 09071623**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	14	46,359,559	42,217,479
		<u>46,359,559</u>	<u>42,217,479</u>
<b>Current assets</b>			
Debtors	15	1,172,366	2,057,323
Cash at bank and in hand		4,101,228	2,386,199
		<u>5,273,594</u>	<u>4,443,522</u>
Creditors: amounts falling due within one year	16	<u>(2,818,391)</u>	<u>(2,586,687)</u>
<b>Net current assets</b>		<b>2,455,203</b>	<b>1,856,835</b>
<b>Total assets less current liabilities</b>		<b>48,814,762</b>	<b>44,074,314</b>
<b>Net assets excluding pension liability</b>		<b>48,814,762</b>	<b>44,074,314</b>
Defined benefit pension scheme liability	25	<b>(14,133,000)</b>	<b>(11,367,000)</b>
<b>Total net assets</b>		<b>34,681,762</b>	<b>32,707,314</b>



**COMMUNITY INCLUSIVE TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 09071623**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Funds of the Academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	47,490,869	43,223,487
Restricted income funds	17	353,445	164,588
Restricted funds excluding pension asset	17	<u>47,844,314</u>	<u>43,388,075</u>
Pension reserve	17	<u>(14,133,000)</u>	<u>(11,367,000)</u>
<b>Total restricted funds</b>	17	<b>33,711,314</b>	<b>32,021,075</b>
<b>Unrestricted income funds</b>	17	<b>970,448</b>	<b>686,239</b>
<b>Total funds</b>		<b><u><u>34,681,762</u></u></b>	<b><u><u>32,707,314</u></u></b>

The financial statements on pages statem

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

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	<b>Note</b>	<b>2020</b> <b>£</b>	<b>2019</b> <b>£</b>
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	19	<b>1,407,610</b>	<i>(108,302)</i>
<b>Cash flows from investing activities</b>	20	<b>307,419</b>	<i>1,231,661</i>
<b>Change in cash and cash equivalents in the year</b>		<b>1,715,029</b>	<i>1,123,359</i>
Cash and cash equivalents at the beginning of the year		<b>2,386,199</b>	<i>1,262,840</i>
<b>Cash and cash equivalents at the end of the year</b>	21, 22	<u><b>4,101,228</b></u>	<u><i>2,386,199</i></u>

The notes on pages 41 to 74 form part of these financial statements

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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

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

Community Inclusive Trust meets the definition of a public benefit entity under FRS 102.

**1.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy 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 has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

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**COMMUNITY INCLUSIVE TRUST**  
**(A company limited by guarantee)**

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

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**1. Accounting policies (continued)**

**1.3 Income**

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

**a 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 year is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the statement of financial activities as a liability.

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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**1. Accounting policies (continued)**

**1.4 Expenditure**

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

**Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy; this is normally upon notification of the interest paid or payable by the

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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**1. Accounting policies (continued)**

**1.6 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

Freehold property	- 2% straight line
Leasehold property	- 2% straight line
Furniture and equipment	- 20% straight line
Computer equipment	- 20% straight line
Motor vehicles	- 25% straight line

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.

**1.7 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**1.8 Cash at bank and in hand**

Cash at bank and in

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

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**1. Accounting policies (continued)**

**1.11 Financial instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

**1.12 Operating leases**

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

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

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**1. Accounting policies (continued)**

**1.13 Pensions**

Retirement benefits to employees of the Academy



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**COMMUNITY INCLUSIVE TRUST**  
**(A company limited by guarantee)**

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

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**1. Accounting policies (continued)**

**1.16 Fund accounting**

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the funders where the asset acquired or created is held for a specific purpose.

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

Investment income, gains and losses are allocated to the appropriate fund.

**2. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors that are expected to be relevant to the circumstances of the Academy.

**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**3. Income from donations and capital grants**

	<b>Unrestricted funds 2020 £</b>	<b>Restricted funds 2020 £</b>	<b>Restricted fixed asset funds 2020 £</b>	<b>Total funds 2020 £</b>
Donations	183,171	(558,000)	3,377,000	<b>3,002,171</b>
Capital Grants	-	-	1,833,183	<b>1,833,183</b>
	<u>183,171</u>	<u>(558,000)</u>	<u>5,210,183</u>	<u><b>4,835,354</b></u>
	<u><u>183,171</u></u>	<u><u>(558,000)</u></u>	<u><u>5,210,183</u></u>	<u><u><b>4,835,354</b></u></u>
			<i>Restricted</i>	
	<i>Unrestricted</i>	<i>Restricted</i>	<i>fixed asset</i>	<i>Total</i>
	<i>funds</i>	<i>funds</i>	<i>funds</i>	<i>funds</i>
	<i>2019</i>	<i>2019</i>	<i>2019</i>	<i>2019</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Donations	422,864	(799,000)	13,148,758	12,772,622
Capital Grants	-	-	2,655,342	2,655,342
	<u>422,864</u>	<u>(799,000)</u>	<u>15,804,100</u>	<u>15,427,964</u>
	<u><u>422,864</u></u>	<u><u>(799,000)</u></u>	<u><u>15,804,100</u></u>	<u><u>15,427,964</u></u>



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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**5. Income from other trading activities**

	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>
Hire of facilities	16,453	<b>16,453</b>
	<hr/>	<hr/>
	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Hire of facilities	62,148	62,148
	<hr/>	<hr/>

**6. Investment**



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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs (continued)**

	<i>Academy's Educational Open 2019 £</i>	<i>Total funds 2019 £</i>
Staff costs	3,457,273	3,457,273
Depreciation	855,412	855,412
Technology costs	311,561	311,561
Premises costs	633,276	633,276
PFI costs	562,235	562,235
Other costs	875,525	875,525
Governance costs	28,029	28,029
	<u>6,723,311</u>	<u>6,723,311</u>

**9. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2020 £</b>	<i>2019 £</i>
Depreciation of tangible fixed assets	<b>945,289</b>	855,412
Fees paid to auditors for:		
- audit	<b>14,450</b>	13,250
- other services	<b>5,100</b>	4,750
	<u><b>14,450</b></u>	<u>13,250</u>
	<u><b>5,100</b></u>	<u>4,750</u>

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

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**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	11,324,901	10,476,964
Social security costs	1,024,372	950,073
Pension costs	3,725,885	2,654,185
	<u>16,075,158</u>	<u>14,081,222</u>
Agency staff costs	135,833	55,276
Staff restructuring costs	78,094	45,200
	<u><u>16,289,085</u></u>	<u><u>14,181,698</u></u>

Staff restructuring costs comprise:

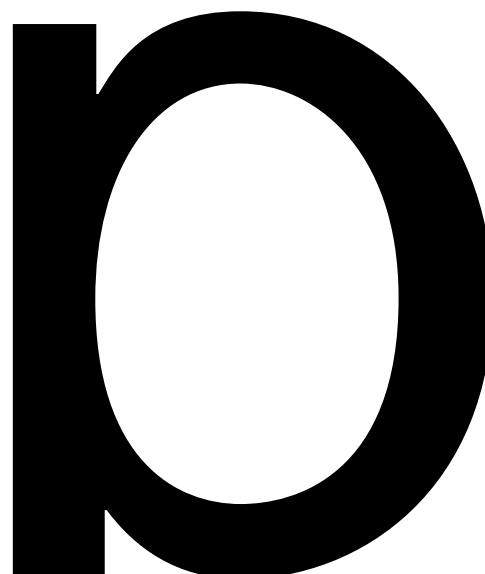
	2020 £	2019 £
Severance payments	78,094	45,200
	<u>78,094</u>	<u>45,200</u>

**b. Non-statutory/non-contractual staff severance payments**

Included in staff costs are non-statutory severance payments of £78,094 (2019 - £45,200).

Individually, the payments were: £24,557, £19,222, £18,000, £6,720, £5,125, £1,900, £1,570 and £1,000.

**c. Staff numbers**





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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**11. Central services**

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

- Financial services including internal and external audit;
- Education support services;
- Strategic leadership.
- IT support services and licensing;
- HR and recruitment services;
- Governance support services;
- Centralised contracts;
- School Operations Management services;

The Academy charges for these services on the following basis:

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

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**12. Trustees' remuneration and expenses**

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

	<b>2020</b>	<i>2019</i>
	<b>£</b>	<b>£</b>
P Bell, Chief Executive and Accounting Officer Remuneration	<b>150,000 -</b>	<i>150,000 -</i>
	<b>155,000</b>	<i>155,000</i>
Pension contributions paid	<b>35,000 -</b>	<i>20,000 -</i>
	<b>40,000</b>	<i>25,000</i>

During the year ended 31 August 2020, travel expenses totalling £2,065 were reimbursed or paid directly to 3 Trustees (*2019 - £1,389 to 5 Trustees*).

**13. Trustees' and Officers' insurance**

The Academy has opted into the Department of 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 membership.

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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**14. Tangible fixed assets**

<b>F/hold and L/hold property</b>	<b>Furniture and</b>
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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**15. Debtors**

	<b>2020</b>	<b>2019</b>
	£	£
<b>Due within one year</b>		
Trade debtors	<b>35,187</b>	162,566
Other debtors	<b>212,519</b>	344,775
Prepayments and accrued income	<b>924,660</b>	1,549,982
	<u><b>1,172,366</b></u>	<u><b>2,057,323</b></u>

**16. Creditors: Amounts falling due within one year**

	<b>2020</b>	<b>2019</b>
	£	£
Trade creditors	<b>1,003,386</b>	1,263,432
Other taxation and social security	<b>235,994</b>	224,553
Other creditors	<b>289,119</b>	226,218
Accruals and deferred income	<b>1,289,892</b>	872,484
	<u><b>2,818,391</b></u>	<u><b>2,586,687</b></u>

	<b>2020</b>	<b>2019</b>
	£	£

Deferred income at 1 September 2019

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

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**17. Statement of funds**

<b>Balance at 1 September 2019 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers in/out £</b>
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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**17. Statement of funds (continued)**

	<b>Balance at 1 September 2019 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers in/out £</b>	<b>Gains/ (Losses) £</b>	<b>Balance at 31 August 2020 £</b>
<b>Total funds</b>	<b>32,707,314</b>	<b>23,309,335</b>	<b>(20,557,887)</b>	<b>-</b>	<b>(777,000)</b>	<b>34,681,762</b>

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

Unrestricted funds

Unrestricted funds represent both those resources, as well as funds transferred to the Academy from the Local Authority upon conversion, which may be used towards meeting any of the objects of the Academy at the discretion of the Trustees. These are not currently designated for particular purposes.

Restricted Fixed Asset funds

Transfer from Local Authority on conversion represents the assets transferred to the Academy from the Local Authority upon conversion.

Capital expenditure from GAG represents fixed asset expenditure transferred from other restricted income.

Restricted Revenue funds

General Annual Grant (GAG) is made up of a number of different funding streams, all of which are used to cover the running costs of the Academy.

Other ESFA Grants, other government grants and other restricted funds represent monies received for specific purposes.

Pension Reserve represents the current deficit balance of the Local Government Pension Scheme (LGPS).

Transfers between funds represent the use of recurrent income being used to fund capital expenditure.

Summary

The balance on restricted general funds plus unrestricted general funds at 31 August 2020 results in a net surplus of £1,323,893.

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





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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**17. Statement of funds (continued)**

**Total cost analysis by academy**

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

	<b>Teaching and educational support staff costs £</b>	<b>Other support staff costs £</b>	<b>Educational supplies £</b>	<b>Other costs excluding depreciation £</b>	<b>Total 2020 £</b>
Ambergate Sports College	1,310,569	206,532	38,680	140,206	<b>1,695,987</b>
The Grantham Sandon School	1,191,375	203,810	35,134	97,523	<b>1,527,842</b>
The Isaac Newton Primary School	1,496,942	152,138	65,178	260,130	<b>1,974,388</b>
The John Fielding Special School	1,063,094	148,126	26,406	81,124	<b>1,318,750</b>
The Priory School	1,346,482	214,287	54,008	114,992	<b>1,729,769</b>
The Garth School	1,060,927	48,288	7,475	77,367	<b>1,194,057</b>
Woodlands Academy	1,188,981	113,441	44,526	468,836	<b>1,815,784</b>
Caythorpe Primary School	426,991	52,282	21,633	67,701	<b>568,607</b>
Chapel St Leonards Primary School	648,246	160,343	51,162	113,474	<b>973,225</b>
Poplar Farm Primary School	374,239	92,095	34,258	84,601	<b>585,193</b>
Greenfields Academy	1,111,033	96,854	59,743	373,515	<b>1,641,145</b>

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

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**17. Statement of funds (continued)**

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

	<i>Teaching and educational support staff costs £</i>	<i>Other support staff costs £</i>	<i>Educational supplies £</i>	<i>Other costs excluding depreciation £</i>	<i>Total 2019 £</i>
Ambergate Sports College	1,274,701				

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

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**17. Statement of funds (continued)**

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

<i>Balance at</i>			
<i>1 September</i>		<i>Income</i>	<i>Expenditure</i>
<i>2018</i>			
<i>£</i>		<i>£</i>	<i>£</i>

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

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**17. Statement of funds (continued)**

	<i>Balance at 1 September 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2019 £</i>
<b>Total Restricted funds</b>	<u>21,943,846</u>	<u>30,922,033</u>	<u>(17,671,804)</u>	<u>-</u>	<u>(3,173,000)</u>	<u>32,021,075</u>
<b>Total funds</b>	<u><u>22,535,307</u></u>	<u><u>31,907,719</u></u>	<u><u>(18,562,712)</u></u>	<u><u>-</u></u>	<u><u>(3,173,000)</u></u>	<u><u>32,707,314</u></u>

**18. Analysis of net assets between funds**

**Analysis of net assets between funds - current p**



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

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**22. Analysis of changes in net debt**

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	2,386,199	1,715,029	4,101,228
	<u>2,386,199</u>	<u>1,715,029</u>	<u>4,101,228</u>

**23. Conversion to an academy trust**

On 1 February 2020 St Paul's Community Primary School and Nursery converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Community Inclusive Trust from Lincolnshire County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the statement of financial activities as Income from Donations and Capital Grants - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the statement of financial activities.

Unrestricted funds	Restricted funds	Restricted fixed asset funds	Total funds
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**COMMUNITY INCLUSIVE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**24. Capital commitments**

	<b>2020</b>	<i>2019</i>
	£	£
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	<b>695,779</b>	-

**25. Pension commitments**

The Academy'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 Lincolnshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to Gove 30

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**25. Pension commitments (continued)**

The amounts recognised in the

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**26. Operating lease commitments**

At 31 August 2020 the Academy h

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**31. Teaching school trading account**

	<b>2020</b>	<b>2020</b>	<b>2019</b>	<b>2019</b>
	£	£	£	£
<b>Income</b>				
<b>Direct income</b>				
Grant income	203,649		181,135	
Self-generated income	81,057		144,819	
<b>Total income</b>		<b>284,706</b>		<b>325,954</b>
<b>Expenditure</b>				
<b>Direct expenditure</b>				
Direct staff costs	121,725		109,126	
Direct depreciation	581		1,067	
Other direct costs	68,360		165,943	
<b>Total direct expenditure</b>	<b>190,666</b>		<b>276,136</b>	
<b>Total expenditure</b>		<b>190,666</b>		<b>276,136</b>
<b>Surplus from all sources</b>		<b>94,040</b>		<b>49,818</b>
<b>Teaching school balances at 1 September 2019</b>		<b>73,510</b>		<b>23,692</b>
<b>Teaching school balances at 31 August 2020</b>		<b>167,550</b>		<b>73,510</b>