

Company Registration Number: 10226712 (England & Wales)

**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	A Jones S Cartlidge R Huntley (appointed 24 June 2024) A Naik (appointed 21 December 2023) C Seville (appointed 14 November 2023)
<b>Trustees</b>	S Compton, Chief Executive and Accounting Officer R Owen, Chair (until 4th October 2024) L Beck H Morrison (appointed 21 December 2023) V Dalgarno P Ford, Chair (from 4th October 2024) B Kellett R Huntley (resigned 21 February 2024) D Swift M Getty
<b>Company registered number</b>	10226712
<b>Company name</b>	The Creative Learning Partnership Trust
<b>Principal and registered office</b>	Beaconfields Primary School Ramson Avenue Stafford Staffordshire ST16 1ZY
<b>Company secretary</b>	A J Wilkinson
<b>Senior management team</b>	S Compton, Chief Executive Officer / Account Officer J Keay, Deputy Chief Executive Officer L Austen, Director of Operations A Wilkinson (resigned July 2024), Director of Finance (Chief Finance Officer) K Hillman (appointed August 2024) J Francis, Professional Governance and Executive Support Officer

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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<b>Independent auditor</b>	Crowe U.K. LLP Black Country House Rounds Green Road Oldbury West Midlands B69 2DG
<b>Bankers</b>	Lloyds Bank 46-48 High Street Newcastle under Lyme Staffordshire ST5 1QY
<b>Solicitors</b>	Browne Jacobson Mowbray House Castle Meadow Road Nottingham NG2 1BJ

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**The Creative Learning Partnership Trust**  
**Trustees Report**

The Trustees of the Creative Learning Partnership Trust present their annual report together with the financial statements and auditor's report of the Charitable Company for the period 1st September 2023 to 31st August 2024. The annual report serves the purposes of both a Trustees' report, and a Directors' report under Company law.

The Creative Learning Partnership Trust presently has within its school family eleven schools one of which is a presumption bid Local Authority free school opening in September 2025 (Burleyfields Primary School) Each of the schools are unique and distinctive within their own right but all share a common purpose, beliefs and values We are also working in close partnership with a number of other schools and Trusts, developing wider educational relationships.

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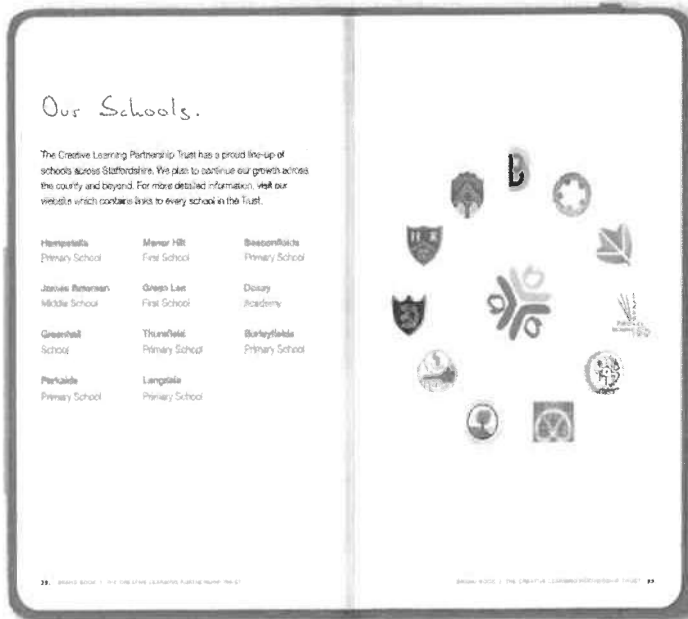
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Our Academy Family**



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

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**Structure, governance and management**

**a. Constitution**

The Academy Trust is a Company limited by guarantee and an exempt charity.

The Charitable Company's memorandum and articles of association are the primary governing documents of the Academy Trust.

The Trustees of The Creative Learning Partnership Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as The Creative Learning Partnership Trust.

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

**b. Members' liability**

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

**c. Trustees' indemnities**

The Trust was a member of the Risk Protection Arrangement (RPA) scheme for the accounting period ended 31st August 2024 and had unlimited Member, Trustee and governor liability and indemnity.

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

Members of the Trust are nominated by either the Secretary of State for Education or the multi Academy Trust. The Articles of Association require the Members to appoint at least 5 trustees to be responsible for the statutory and constitutional affairs of the Charitable Company and the management of the Academy.

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

All new Trustees meet initially with the Chair of Trustees, CEO and the Trust central team and throughout the year are given the opportunity to visit the schools within the Trust and meet with the staff and pupils. New Trustees are provided with copies of the Trust policies, procedures, minutes, budgets, plans, strategy, safeguarding and risk register and other documents that they will need to fulfil their role as trustees and members of the Trust. All Trustees are also required to adhere to a Trust Code of Conduct.

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

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**Structure, governance and management (continued)**

**f. Organisational structure**

The Trust board has overall responsibility and ultimate decision making authority of the work of the Trust. The members of the Academy Trust have a distinct and separate role, holding the Trustees to account for the governance of the Trust and ensuring the purpose of the Trust is being met and its charitable purposes filled.

The CEO, The Deputy CEO/Director of Education, the Director of Finance/Chief Financial Officer (DoF) and Director of Operation develop the Trust wide strategy whilst all working closely with the leadership teams in all of the schools. The Trust has within the executive team a governance and executive support role, and a Central Services Manager. Each school, with the exception of Green Lea, has a Headteacher supported by a Deputy Headteacher and a leadership team.

The aim of the leadership structure is to develop responsibility, increase accountability and encourage involvement in decision making at all levels. The Trust, trustees and the Local Governing Bodies promote the development of future leaders and succession planning across the trust, this is crucial to the organisation. The CEO of the trust is the accounting officer.

The finance, HR and audit committees are responsible for finance, HR, remuneration, operations and sustainability and risk management related to the trust.

The Senior Leadership Team of each academy are responsible for the day to day management of the school, acting on strategic decisions taken by the Central Team and the board, and ensuring an annual development and improvement plan is set out, monitored and implemented successfully.

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

The pay structures for the leadership teams of the schools are set within the agreed pay policy for the Trust. All senior leaders are paid on the leadership scale for the school and within the range for the school size and the role that is undertaken. The trustees are not paid for any work that they carry out as trustees. The pay of the CEO, Deputy CEO, DoO and Doff/CFO is set in line with national benchmarking information and has been agreed following annual appraisal with the chair of the multi academy trust and the HR committee.

**h. Trade union facility time**

No employees were union officials for the period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024 (2023/2024).

**i. Related parties and other connected charities and organisations**

The Trust is not connected to any other charities and has no subsidiary organisations. Trustees, Governors and key management personnel are required to disclose any potential or actual related parties for inclusion in the register of interests and relevant pecuniary interests are published on the Trust's or school's website. This register is updated on an ongoing basis.

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

The Trust regularly communicates with employees during the academic year. Weekly briefings are provided for all Trust leaders through the Trust update. There is a half termly Headteacher Meeting. There is also regular updates from the Central Team through Trust wide half termly updates. There is also a Partnership Podcast to communicate to all Trust employees.

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

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**Structure, governance and management (continued)**

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

In addition financial staff meet each half term along with subject leaders and key leaders across the Trust. The central team has supported schools through implementing a workforce strategy. In addition, the Trust has developed succession planning through its people strategy to ensure that all staff receive the professional development they need and are supported in seeking career opportunities. The Trust is committed to the work that commenced on the wellbeing and workload strategy.

The Trust strives to ensure that no employee or potential employee will receive less favourable treatment due to disability. The Trust applies equal opportunities to all selection and recruitment procedures and operates within the context of the Equality Act 2010. Applicants are encouraged to disclose any disability at the application stage. The Trust explores jointly with candidates whether there are any ways a job can be changed to meet specific requirements related to a disability.

Where adjustments are required for a disabled applicant to attend an interview, these are made in discussion with the applicant by a representative of the individual school. As part of the post-recruitment process and following any pre-employment occupational health advice, reasonable and practical adjustments for employees with disabilities are made in discussions with the line manager and/or a HR representative and the employee.

When an employee becomes disabled, assessment is made of the requirements with advice from occupational health and any adjustments required are implemented.

**Objectives and activities**

**a. Objects and aims**

**Our Mission, Beliefs and Values**

**Our Mission**



As a Trust, our purpose is built around these three big ideas. The Trust is creating transformational educative

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**TRUSTEES' REPORT (CONTINUED)**  
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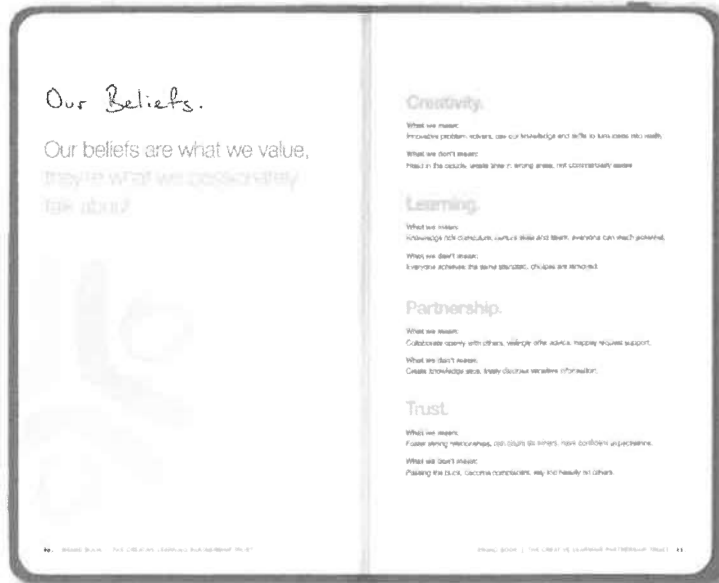
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**Objectives and activities (continued)**

opportunities that impact pupils, staff, schools and the communities of which they serve. The Trust promotes social justice providing opportunities for all children. The Trust seeks to unlock individual freedom by ensuring that children and staff have the knowledge from the curriculum to be able to make informed choices through their life.

**Our Beliefs**

The name of our Trust, **The Creative Learning Partnership Trust** encapsulates our beliefs within our organisation - we are creative; we ensure excellent learning; we work in partnership, and we have trust in one another.



Our Values – how do we act and behave?

We promote the following values – we think they are important in helping us achieve our beliefs and purpose:

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

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**Objectives and activities (continued)**

Integrity: Courage to do the right thing for the child.	Collaboration: Working together, enabling each other.	Dedication: Committed to supporting and improving.
Kindness: Acting with compassion	Understanding (Openness): Listening and valuing one another	Innovate & Create: Using expertise and research to transform.

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**TRUSTEES' REPORT (CONTINUED)**  
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**Objectives and activities (continued)**

**Our vision for pupils**

We have one shot at a quality education. The better that shot is, the more likely it is that children will acquire the knowledge and cultural capital they need to succeed in life. Helping children have freedom of thought, freedom of expression, and freedom to make choices, is why we teach – this promotes social justice. 'Freedom' is realised through an ambitious curriculum. For our children to succeed we must also meet their social and emotional needs. Pupil wellbeing and personal development is therefore at the heart of what we do.

We are a research/evidence informed organisation. That means that we draw upon 'best bets' from the education sector to build our curriculum offer. We have invested much time in recent years in setting out our 'conception of quality' – our shared idea of what makes for quality practice. This helps us all improve together and have a shared foundation of knowledge and thinking to build upon. This strong 'conception of quality' drives our school improvement work and collaboration. We have rationalised and summarised complex school improvement thinking into accessible documents that help us focus on the most important things (e.g 'The Big 6').

We draw a careful distinction between curriculum, pedagogy and assessment – this ensures that the core knowledge we want pupils to know and remember is at the forefront of our thinking. This clarity about what we want to teach helps us think about how we might best approach teaching. We utilise a coaching approach and insights from research (including Barack Rosenshine's principles of instruction) to constantly improve our pedagogy. We understand the limitation of assessment and emphasise formative approaches (while capitalising on the careful analysis of summative tests and the benefits of assessment 'as' learning - 'the testing effect').

**Key Performance Indicators**

- Schools must design and implement an ambitious, broad, well sequenced and knowledge-rich curriculum that secures impact.
- School's curriculum must extend beyond the academic and prioritise children's personal development (wider opportunities, extra-curricular and SMSC).
- Schools in the Trust should aim for children's outcomes to be above national benchmarks. Any gaps between disadvantaged and SEND groups should be rapidly closing.
- All children should secure progress as measured by both outcomes and their personal development.
- Attendance in all schools should be above national benchmarks.
- 90%+ of Parents and Carers would recommend the Trust schools to other parents.
- All schools are at least good - the collective efforts of leaders at all levels are incrementally securing outstanding provision.

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

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**Objectives and activities (continued)**

**Our vision for people**

Our people and our staff are key to the success of the Trust. We strive for the Trust to be an employer of choice. Over 90% of our staff say that they enjoy working for the Trust and seek to promote it to others.

Once joining the Trust team, we offer curriculums for all of our staff. These curriculums foster their talent and interests and are facilitated through the **Creative Learning Hub**. We offer the opportunity to work across schools and many staff enjoy secondments that enhance their careers and provide new opportunities.

Diversity and inclusion is at the heart of our people strategy. Building a diverse team sets a positive and powerful example to the young people and the communities we serve. Our children and staff should have role-models they can identify with. They should see people of all backgrounds, especially those with a similar background to their own, succeeding. As far as is possible, the staff of our schools reflect the demographics of the local communities they serve.

Our people strategy is also grounded in the promotion of wellbeing. The Trust values its staff and aims to be an employer whom those in our communities want to work for. We treat our employees with respect, offering professional opportunities, training and development, together with a meaningful wellbeing and employee benefits scheme. We are alert to workload and seek to find ways to reduce the daily demands placed upon staff whilst maintaining a high quality service.

Everything we do is about creating a culture with committed professionals who share the Trust's purpose, vision and values.

**Key Performance Indicators**

- All schools are fully staffed with staff who have the necessary skills or experience needed for their role
- 90%+ of staff surveyed use at least one of the Trust benefits provided.
- 90%+ of staff surveyed enjoy working within the Trust and see the Trust as an employer of choice
- Trust/schools offer secondments for personal development and professional development for all employees to strive to develop and learn.
- Trust staff recognise the critical value of high-quality teaching and champions the profession

**Our vision for community**

We believe in the impact we can make within the local communities that our schools serve. We believe our schools are at the heart of our communities impacting lives and raising aspirations. The Trust supports the community through providing a Nursery offer as well as an extended school day offer. Our schools also support the wider community by making links with vulnerable groups and offering a range of services including food banks, uniform swap shops, wellbeing services, parenting support, and signposting counselling and financial services.

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

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**Objectives and activities (continued)**

**Key Performance Indicators**

- To grow the Trust by following a pragmatic and measured growth strategy.
- All schools at full capacity.
- All of the schools to offer community hub services such as uniform, food banks and wider advice and emergency support
- All schools to support a local charity.

**Our finances**

Organisational sustainability through a strong financial strategy is crucial. As part of our growth strategy the Trust will continue to build the central resource and central operations, funded by the partnership fee. Our finance director is an expert in their field.

The Trust continues to explore areas where it can procure at scale and therefore achieve economies of scale. We have built important partnerships with key suppliers to provide a better service at cost. The Trust continues to develop a comprehensive framework of estate management, human resources and procurement. We have appointed a property service expert to manage our estates, support in the bidding for CIF funding and oversee all property related matters across schools.

Our strategy is to maintain the long-term financial sustainability of the Trust whilst achieving high outcomes for all pupils. As a public organisation, it is essential that we demonstrate value for money, regularity and propriety.

**Key Performance Indicators**

- Staffing costs to be between 70% to 80%.
- Trust reserves to be maintained between 5% and 15%.
- Trust to be always at or above the ESFA ratio of 1:1.
- Effective monthly monitoring reporting within 15 working days of month end.
- External funding streams both capital and revenue increase year on year.
- Clean audited accounts.

**Our operations and governance**

The aim of our operational arm is to further strengthen the processes and procedures that exist within schools and communities.

We benefit from the expertise of a lead governance professional who is responsible for the overall strategic management of services that support effective governance across our schools. The Trust board holds the organisation to account. Trustees are clear about their duties and the statutory framework within which schools work. Though our Trustees hold ultimate responsibility and accountability, we believe the existence of local governing boards ensures schools remain rooted in their community and context. Local Governing Bodies therefore provide challenge and support at a local level and makes recommendations to Trustees.

The Trust recognises the importance of a sustainability strategy. We have a moral duty to impact positively upon the environment. We do this principally by educating children through the curriculum. Collectively we undertake a wide range of actions to reduce our carbon footprint. Our digital strategy ensures we use technology in the most efficient and collaboratively way possible.

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

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**Objectives and activities (continued)**

**Key Performance Indicators**

- Trust to have effective estates that meet the needs of all children.
- Trust to have 100% fast, reliable broadband and internet.
- Trust to reduce carbon footprint and energy use year on year.
- All LGB and Trust Boards to have high calibre membership.
- IT and technology to enable effective and efficient collaboration.

**Safeguarding**

Throughout the year, schools with the support of the Trust, have continued to identify risks and progress towards agreed actions and targets. The Trust has aligned processes and procedures to ensure that all pupils and adults are safe.

Designated Safeguarding Leads, supported by their leadership teams, continually evaluate their actions and review the schools arrangements for safeguarding under the expectations outlined by the Department of Education and the Local Authority. Safeguarding has continued to be a golden thread through our Trust and all schools are compliant with Keeping Children Safe in Education 2024.

**b. Public benefit**

The Trustees have considered the charities commission guidance on public benefit. The key public benefit delivered by the trust is the provision of high quality education for all of its pupils. Beyond this the schools aim to offer an education which will provide exceptional opportunities for personal as well as academic development, which will be evidenced from feedback from external assessments.

**c. Equal Opportunities Policy**

The Trustees recognise that opportunities should be an integral part of school practice within the workplace for all stakeholders. The Trust aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all staff and pupils are valued.

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

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**Strategic report**

**Achievements and performance**

The end of year assessments results for 2023/2024 for each of the academies are as follows:

**Reception - Good Level of Development (GLD)**

School	23/24
Green Lea	78%
Hempstalls	70%
Langdale	72%
Manor Hill	79%
Parkside	88%
Thursfield	76%
Doxey	58%

**Year 1 Phonics Screening**

School	23/24
Green Lea	75%
Hempstalls	80%
Langdale	95%
Manor Hill	84%
Parkside	87%
Thursfield	93%
Doxey	78%

**Year 4 Multiplication Check**

School	23/24 Average
Green Lea	20.3
Hempstalls	22.4
Langdale	24.5
Manor Hill	21.7
Parkside	23
Thursfield	22
Doxey	19.6

**Key Stage 2 Assessments - combined**

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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

School	23/24 National 61%
Hempstalls	77%
James Bateman	61%
Langdale	64%
Parkside	83%
Thursfield	72%
Doxey	50%

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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

**Reading**

School	23/24	
	EXP N74	GD
Hempstalls	81%	26%
James Bateman	92%	40%
Langdale	73%	26%
Parkside	94%	42%
Thursfield	89%	29%
Doxey	64%	29%

**Writing (Teacher Assessment)**

School	23/24	
	EXP N72	GD
Hempstalls	81%	19%
James Bateman	80%	14%
Langdale	76%	14%
Parkside	94%	33%
Thursfield	78%	24%
Doxey	64%	11%

**Maths**

School	23/24	
	EXP N73	GD
Hempstalls	82%	29%
James Bateman	72%	17%
Langdale	75%	16%
Parkside	94%	33%
Thursfield	78%	16%
Doxey	71%	11%

**Spelling, Punctuation and Grammar (SPAG)**

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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

School	23/24	
	EXP N73	GD
Hempstalls	81%	42%
James Bateman	86%	40%
Langdale	75%	25%
Parkside	94%	35%
Thursfield	83%	35%
Doxey	50%	4%

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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

**Ofsted Inspections:**

Green Lea (Convertor Academy) was inspected by Ofsted in March 2023 (prior to conversion) and the school was rated as Requires Improvement.

Greenhall School (Convertor Academy) was inspected by Ofsted in February 2018 and the school was rated as outstanding.

Little Learners at Greenhall was inspected in August 2024 and the Nursery retained a good status.

Hempstalls Primary school (Convertor Academy) was inspected by Ofsted in October 2024 and was graded good in Quality of Education, Leadership and Management and Early Years. Behaviour and Personal Development. were recognised as outstanding.

James Bateman Middle School (Convertor Academy) was inspected by Ofsted in July 2023 and the school retained a status of good.

Langdale (Convertor Academy) was inspected by Ofsted in July 2024 and the school retained the grade of good with three areas outstanding in Behaviour and Attitudes, Personal Development and Early Years.

Manor Hill First School (Convertor Academy) was inspected by Ofsted in September 2023 and the school retained a status of Good.

Parkside Primary School (Convertor Academy) was inspected in July 2022 and maintained the grade of good with one area, personal development, recognised as outstanding.

Thursfield Primary School was inspected by Ofsted in September 2019. The school was rated as good.

Doxey Primary School was inspected by Ofsted in February 2023 (prior to conversion) and the school was rated as Requires Improvement.

**Trust Context- Excluding Nursery children**

Context	Summer 2024
Total	2078
Boys	1065
Girls	1013
SEND	347
Pupil Premium	477
English as an additional language	96
Free School Meals / Ever 6	426

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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

**Attendance**

Measure	Autumn 2023	Spring 2024	Summer 2024
Whole Trust	94.4%	94.4%	94.6%

The Trust attendance was above the national attendance each term.

**Exclusions**

There has been 2 permanent exclusions across the Trust this academic year and 59 suspensions fixed term exclusions.

**Raising Standards**

The Trust carefully monitors the implementation of the annual improvement plans within each school. These plans are then evaluated, including analysis of the impact of the work completed and measured against the targets. Based on the regular monitoring school improvement is at the heart of raising standards.

**Strategic Framework for School Improvement**

The Creative Learning Partnership Trust provides an excellent education for local children in Staffordshire. We are a family of schools who work collaboratively together to achieve the best possible outcomes for the young people and communities we serve. The Trust has a proven track record of sustained school improvement led by the education central team, supported by our own exceptional Leading Teachers and Leading Leaders. This framework has been developed with our leaders – it forms an agreed approach for continual improvement.

**School improvement is our core business.**

Our strategic School Improvement offer focuses on enabling and building capacity within our organisations. We ensure that we know our schools well, through professional discussions and visits, and offer bespoke support.

Our strategy is based on strong professional relationships and trust, rather than 'find the fault and fix it'; improvement should come from within; it should be a process that builds capacity. Working with school leaders, we identify priorities and areas of strength and expertise based upon our established conceptions of quality.

**Ways of working**

Trust leaders and headteachers have co-produced a set of principles that guide school improvement work (annex A). The key principles are as follows:

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**TRUSTEES' REPORT (CONTINUED)**  
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**Strategic report (continued)**

**Achievements and performance (continued)**

Honesty	Accountability	Collaboration
Strong relationships	<b>High challenge / Low Stakes</b>	Respect and ambition
Knowing what is expected	A focus on impact (what children know and can do)	A sense of pride about what we do and why

**Our shared conception of quality**

We take an evidence-based approach to all of our work – we have devised shared ‘conceptions of quality’ for the areas we seek to improve. This means that school improvement focuses on what research shows are the most important factors to consider when evaluating the effectiveness of provision. These conceptions of quality have been devised by our networks.

**School improvement visits and system leadership**

School improvement is underpinned by a framework that sets out our key areas of focus. ‘The Big 6’ (annex B) rationalises and summarises a wide range of evidence and insight from the education world. It forms the backbone of our visits and is widely understood by leaders and governors. Following school improvement visits that utilise this framework, heads and Trust leaders build a bespoke package of ongoing support. Headteachers work with Trust leaders to evaluate provision and co-produce improvement plans. Schools receive a suite of visits and support based upon their categorisation (see below).

School Improvement is supported by an experienced team of system leaders. These are staff across the Trust who have a successful track record of working effectively to improve standards and outcomes within their own school and or across a group of schools. They draw upon coaching and facilitation skills to bring about sustainable improvements.

**Leading Teachers** are subject specialist practitioners with an excellent understanding of how their specialism and skills can contribute to wider school improvement goals with an analytical approach in identifying and prioritising needs and the ability to grow leadership capacity in others.

**Leading Leaders** are usually Head Teachers who have the capacity to support whole school improvements and work directly with Head Teachers and other senior leaders.

To ensure that standards are continually raised, the trust operates a very rigorous school improvement cycle. This includes visits linked to the school categorisation process from the CEO.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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

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**Strategic report (continued)**

**Achievements and performance (continued)**

**a. Going concern**

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

**Trustees' Duty to Promote the Success of the Trust – Section 172 Companies Act Statement**

Trustees have a duty to promote the success of the Trust to achieve its charitable purposes and in doing so, are required by Section 172 of the Companies Act 2006 to have regard to the following:

- i) The likely consequences of decisions in the long-term
- ii) The interests of employees
- iii) The need to foster the Trust's relationships with suppliers, customers and others
- iv) The impact of the Trust's operations on the community and the environment
- v) The desirability of the Trust maintaining a reputation for high standards of business conduct
- vi) The need to act fairly as between members of the company

The day-to-day management and decision-making of the Trust is delegated by the Trustees to the Chief Executive Officer and the Central Team who act in furtherance of the Trust's strategy and in accordance with all policies and procedures approved by the Trustees or in accordance with the Trust's Scheme of Delegation. Policies and procedures are reviewed on a rolling cycle and trustees receive updates on the strategy, KPIs, Performance and action plans at trustee meetings in the light of the strategic plan. Active trust board and staff succession planning ensures that the Trust continues to have the people and leadership it needs to remain effective and provide sufficient diversity of perspectives to enable robust decision-making.

Strategic agendas are embedded within the governance framework with an emphasis on the Trust's vision and ethos at Trustee, committee and member meetings. In addition, Trust board sub-committees review performance with regard to the terms of reference outlining the oversight activities for each committee. A review of board effectiveness took place in the academic year 2021-2022 to improve the quality and impact of governance through an external review of governance.

The Trustees have access to legal advisors and a Company Secretary for advice on legal and compliance matters and governance structures reinforce clearly defined roles and responsibilities. By ensuring clarity of purpose, beliefs and values and strategic direction and ensuring monitoring and accountability that drives up educational standards and financial performance, the Trustees obtain assurance that in promoting the success of the Trust, due regard has been given to the factors set out in section 172 of The Companies Act.

The Trust strategy is continually evolving and shared with all stakeholders linking to Vision 26. This working with Trust staff continues with annual surveys which at present includes a staff survey, allowing people to reflect and comment upon what has been learnt from the experience, what the Trust is getting right, what the Trust should consider doing differently and what the implications are for the future.

The Trust maintains a reputation for high standards of business conduct through the shared purpose, beliefs and values of the Trust and all the schools, which underpins the governance and activities of the Trust. The Trust is committed to creating a culture that strongly reflects the purpose of creating transformational educative opportunities, promoting social justice and unlocking individual freedom.

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

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**Strategic report (continued)**

**Achievements and performance (continued)**

The Trust Members uphold this purpose, beliefs and values as part of each AGM. The Trust has implemented, and keeps under regular review, a suite of policies and procedures to promote its purpose, ethical behaviour and corporate compliance and responsibility, including (not exclusively) policies on safeguarding, health and safety, whistleblowing, procurement, conflicts of interest, related party transactions, code of conduct and dignity at work. Policies and compliance are subject to periodic review by internal audit.

The Trust has a safeguarding link Trustee and safeguarding is a standing item on the Trust board and all meeting agendas. All staff and local governors undertake regular safeguarding training and the Trust has strict safer recruitment processes in place. Every person involved in board governance throughout the Trust (Trustees and local governors) are required to disclose potential or actual conflicts of interest for inclusion in the register of interests and relevant pecuniary interests are published on the Trust's or school's website. Each year trustees are required to declare their ongoing eligibility to serve as a trustee and the Trust Board undertakes a self-review of governance through a skills audit during the year as part of its commitment to continual improvement of board effectiveness. The Trustees support the principles of good governance set out in the Charity Governance Code.

**Financial review**

Most of the Trust income is obtained from the DFE in the form of recurrent grant or grants for maintenance projects, the use of which is restricted to particular purposes. The grants received from the DFE during the year ended 31 August 2024 and the associated expenditure is shown as restricted funds in the statement of financial activities.

The Trust also received income from Staffordshire LA for supporting pupils with special educational needs and the funding related to the Early Years grant.

During the period ended 31 August 2024 a total expenditure of £16,090,254 against income of £28,911,537 showed a year surplus of £12,821,283.

Overall LGPS costs for the year included an actuarial gain of £669,000 along with a charge of £615,000

At the balance sheet date the Trust had unrestricted funds of £842,861 and restricted asset funds of £48,994,399.

**a. Reserves policy**

The Trust holds reserves to ensure that it can continue to operate and meet its objectives throughout the year. The level of reserves deemed acceptable by the Trustees for this purpose is 5-8% of the Trust's total revenue income. The actual reserves as at 31st August 2024 were 7.1% of total revenue income which is in line with the target set by Trustees. Trustees consider the level of reserves appropriate for this purpose and review them regularly.

**b. Investment policy**

The Trust continues to review the level of cash within the bank. Any funds identified that are surplus to immediate cash requirements are transferred to an appropriate deposit account. A maximum investment term is no longer than twelve months. Interest rates on investments are regularly reviewed and compared with other investment opportunities.

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

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**c. Principal risks and uncertainties (now need to include consideration of those risks impacting on trustees' responsibilities to ensure estate is safe, well maintained and complies with relevant regulations)**

The Trustees have assessed the major risks to which the trust is exposed, such as: ensuring the buildings are safe and well maintained; strategic; operational/safety and compliance areas of the trust; finances, including the local government pension scheme deficit – need to check this once valuation received. The trustees have implemented a number of systems to assess risks that the trust faces, especially in operational areas in relation to teaching, health and safety, bullying, school trips and in relation to asset management and the control of finance. They have introduced systems including operational procedures e.g. vetting new staff, supervision of school grounds, asset management SLA and internal financial controls in order to minimise risk. Where significant risk still remains they have ensured there is adequate insurance cover and an effective system of adequate financial controls. A risk register has been developed which is reviewed on a regular basis every half term. The risk register identifies the key risks, the likelihood of these risks occurring, their potential impact on the Trust and the academy and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system and risks are then managed. The Trust risk register is supported by the individual academy risk registers and includes contingency and business continuity planning.

Financial and Risk Management Objectives and Policies

The Trust has embedded a system of internal control including financial, operational and risk management which is designed to protect the academies assets and reputation. The finance and audit committees undertake a comprehensive review of risks to which the Trust is exposed, including the local government pension scheme. They identify systems and procedures including specific preventable actions which should mitigate any potential impact on the academy. The internal controls are then implemented and the subsequent year's appraisal will review their effectiveness and progress against risk mitigation actions. In addition to the annual review, the finance and audit committees will also consider any risks which may arise as a result of new areas of work being undertaken by the academies. The trust employed an external company to carry out the internal audit process which included financial checks on the academies for the financial year ending 31st August 2024.

Risk Management Process

The Trust has an embedded Trust-wide risk management process. This requires schools to complete risk registers at school level which then informs Trust level risk. The process covers the full spectrum of areas in which schools might face possible risk (Health and Safety, Safeguarding, Education, People, Finance, Operations (including Estates Management), Legal and Regulatory). This process allows the central team within the Trust to have a more detailed understanding of risk in every school, as well as a greater ability to spot trends that affect multiple schools.

**Fundraising**

The Academy Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

**Streamlined energy and carbon reporting**

Annual energy usage and associated annual greenhouse gas emissions are reported for the period 1st September 2022 to 31st August 2024 as determined by the Companies (Directors' Report and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 that came into force 1 April 2019.

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

**Streamlined energy and carbon reporting (continued)**

UK Greenhouse gas emissions and energy use data for the period	1 September 2022 to 31 August 2023	1 September 2023 to 31 August 2024
Energy consumption used to calculate emissions (kWh)	2,690,418	2,202,497
Energy consumption break down (kWh):		
• gas,	1,945,562	1,500,182
• electricity,	604,168	626,026
• oil		63,135
• transport fuel	50,652	13,154
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas consumption	555.19	273.63
Owned transport – mini-buses		1.21
Oil	2.14	1.66
<b>Total scope 1</b>	<b>557.33</b>	<b>278.69</b>
<u>Scope 2 emissions in metric tonnes CO2e</u>		
Purchased electricity	123.63	128.28
<u>Scope 3 emissions in metric tonnes CO2e</u>		
Business travel in employee owned vehicles	13.84	7.62
<b>Total gross emissions in metric tonnes CO2e</b>	<b>495.00</b>	<b>412.80</b>
Intensity ratio		
Tonnes CO2e per pupil	0.221	0.176
<b>Quantification and Reporting Methodology</b>		
The electricity, gas, fleet and grey fleet fuel consumption was compiled from invoices, meter readings and mileage records. Conversion factors from Department for Business, Energy & Industrial Strategy 'Government conversion factors for company reporting of greenhouse gas emissions' 2024 have been used to convert the kWh consumption into the required tCO2e figures.		
<b>Intensity measurement</b>		
The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.		
<b>Measures taken to improve energy efficiency</b>		
During the year new LED lighting was installed at Greenhall school and any replacement lights across the Trust have been updated with LED lights. At James Bateman a new air source heat pump system has been installed and work has started on the air source heat pump at Thrusfield Primary school.		

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

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**Plans for future periods**

The Trust will continue to endeavour to provide the best possible education for all of its pupils, to enable everyone to achieve their potential. The trust's overall purpose is to deliver its strategic mission, beliefs and values.

The Trustees envisage that good and outstanding schools will be keen to join the organisation. Furthermore the trustees would welcome the opportunity to sponsor more schools in need of support. Our aim is to create a group of schools working together with common mission, belief and values.

All further expansion will take account of the Creative Learning Partnership protocol when we form a judgement of any potential new partner. All decisions must be agreed and approved by the board of trustees. The protocol is based on the following key questions.

For the Trust:

- What will be the benefit to the current Creative Learning Partnership pupils of a new school joining the trust?
- In view of our moral imperative as part of our mission, is there a compelling reason for us to consider the application based on need (i.e. the school is in special measures).

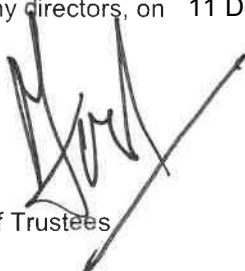
**Disclosure of information to auditor**

Insofar as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 11 December 2024 and signed on its behalf by:

**P Ford**  
Chair of Trustees



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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

As Trustees we acknowledge we have overall responsibility for ensuring that The Creative Learning Partnership Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Trustees has delegated the day-to-day responsibility to the CEO, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Creative Learning Partnership Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of trustees' responsibilities. The Board of Trustees has formally met 3 times during the year.

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

Trustee	Meetings attended	Out of a possible
R Owen - Chair	3	3
L Beck	1	3
H Morrison (Appointed 21st December 2023)	2	2
S Compton	3	3
V Dalgarno	2	3
P Ford, Chair (from 4th October 2024)	3	3
M Getty	1	3
R Huntley (resigned 21.02.2024)	1	1
B Kellett	1	3
D Swift	2	3

Following the external review of governance and an internal assessment of skills gaps, recruitment this year has focused on increasing the number of Trustees with an educational background. The three new appointments all have this expertise.

The Creative Learning Partnership Trust Board is accountable to the Department for Education for the success of the work of the trust and the achievement of its charitable goals. As such, it has ultimate decision making rights. The trust board delegates its management of the interests to its CEO and central team on a day to day basis and is responsible for the success of the academies. The role of the Executive Board is to oversee the strategic direction of the academies on behalf of the trustees through its scheme of delegation and to anticipate, manage and mitigate risk. The CEO will act as a bridge between the two boards.

The Trust board has a scheme of delegation. The academies each have a LGB who are accountable for standards, health and safety, safeguarding and the effective leadership and management within their academy. The LGB delegates these responsibilities on a day to day basis to the Headteacher of the school who has operation control and responsibility for ensuring all legal and statutory obligations are met.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

The Trust understands its responsibilities to the wider community and seeks to ensure that systems and processes are robust and transparent and able to demonstrate to external scrutiny that the Creative Learning Partnership is an accountable and responsible organisation of the highest quality. The Trustees and Governing Bodies have completed the NGA Trustees/ Governing Bodies skills audit to assess their skills, 360 degree review of chairs and have the knowledge and experience, to enable them to deliver the functions of the Trustee Board/governing body effectively.

Self evaluation

Self evaluation is the final agenda item on every Trust Board and Committee meeting, where discussions take place on what went well during the meeting and areas for improvement, including the documentation that is provided to the Trustees. Recommendations from these reviews are then implemented at the next meeting to ensure a continuous cycle of improvement.

**Conflicts of Interest**

Trustees are required to disclose any potential or actual related parties for inclusion in the register of interests which is published on the Trust's or school's website. This is updated on an ongoing basis and is an agenda item for every meeting where Trustees are required to declare any pecuniary and business interests and any interests pertaining to matters on the agenda.

**Governance Review**

As part of the Trust Board's external governance review programme, an external evaluation was integrated into the internal scrutiny framework. This review examined two key aspects of governance effectiveness:

1. The Operational Effectiveness of Trust Governance – No findings were identified in this area.
2. The Relationship Between Local Governance (AGCs) and the Trust Board/Committees – The review highlighted areas for development.

The report recognised that governance reviews are a regular practice at the Creative Learning Partnership Trust. These evaluations, embedded within the Trust's internal scrutiny programme, provide an independent, objective, and external perspective to monitor and enhance governance quality and impact.

However, the review identified areas for further improvement, particularly in fostering the Trust's culture, vision, ethos, and stakeholder engagement. Specific areas for development included:

- a) Enhancing processes for engaging stakeholders, including AGCs, to utilize feedback effectively.
- b) Strengthening mechanisms for collecting and incorporating parental feedback to inform decision-making.
- c) Improving two-way communication between AGCs and Trust Committees to ensure alignment and effectiveness.

To address these findings, the following actions have been taken:

- A Governance Strategy Day was held, leading to the development and implementation of a Strategic Engagement Strategy, which has been shared across all Trust boards and schools.
- Trustees conducted a self-assessment audit, feeding into the Strategic Engagement Strategy to improve communication flow and strengthen governance at all levels.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

The Trustees are committed to continuous improvement in governance, ensuring alignment with its strategic priorities and stakeholder needs.

The finance and operations committee is a sub-committee of the main board of trustees, which covers finance, personnel, premises and operations. It is responsible to the Board.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
P Ford - Chair	3	3
M Getty	2	3
B Kellett	1	3
R Owen	2	3

The audit and risk committee is also a sub-committee of the main board of trustees. Its purpose is to advise the Board on matters relating to the Trust's audit arrangements, systems of internal control and risk management. Attendance at meetings in the year was as follows:

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
R Huntley - Chair (Resigned 21st February 2024)	2	2
G Knapper – Chair (from 21st February 2024)	2	3
E Kelly-Brough (Appointed 10th May 2024)	1	1
D Swift	2	3

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
B Kellett - Chair	3	4
H Morrison (Appointed 21st December 2023)	2	2
V Dalgarno	3	4
R Owen	2	4

The standards committee is also a sub-committee of the main board of trustees. This was formed this academic year following the recommendation from the external review of governance. Its purpose is to advise the Board on matters relating to the Trust schools performance in teaching and learning outcomes. Attendance at meetings in the year was as follows:

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
D Swift (Chair)	4	4
L Beck	4	4
H Morrison (Appointed 21st December 2023)	2	2
P Ford	4	4

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**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, as well as estates safety and management, achieved in return for the taxpayer resources received.

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

- Value for money statements should always be matched against the achievement of pupils. The Academies regularly review staff deployment to ensure that staff are working effectively to ensure the best possible outcomes for pupils.
- All avenues are considered when making purchases or entering into SLA agreements. The SLAs are reviewed annually and alternatives are chosen on the basis of best value. As the trust has grown contracts have been re-negotiated at Trust level to achieve economies of scale.
- Benchmarking activities are carried out annually to help assess performance.
- The trust explores all opportunities to generate additional income, including hiring of academy facilities, offering school to school support and submission of appropriate grant applications.
- The trust has in place an Audit and Risk Committee that will maintain and oversee its risk management value for money framework and governance arrangements.
- The trust ensures value for money on large projects such as the toilet refurbishment at Parkside and the nursery renovation at Hempstall through 3 quotes. A formal tender process is followed for larger projects.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. A rolling three year internal audit programme is in place, which is reviewed/amended as new risks arise and in accordance with the requirements of the Academy Trust Handbook. The system of internal control has been in place in the Creative Learning Partnership Trust for the period 1st September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Capacity to handle risk**

The Board of trustees 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 trustees have implemented a number of formal ongoing processes to assess risks that the trust faces especially in operational areas in relation to estates management, teaching, health and safety, bullying and school trips and in relation to the control of finance. A risk register has been developed and is owned by the board of Trustees who review it at least termly, drawing on the advice of the audit and risk committee. The risk register identifies the key risks, the likelihood of these risks occurring, their potential impact on the Trust and the academy and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system and risks are then managed through the escalation or de-escalation process. The Trust risk register is supported by the individual academy risk registers and includes contingency and business continuity planning for all academy schools. The audit and risk committee regularly review, question and challenge the ongoing process for identifying, evaluating and managing the Trust and the academies risks that have been in place and report this to the full Board. Therefore, the board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1st September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

**The risk and control framework**

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

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

The Board of trustees has considered the need for a specific internal audit function and has agreed for the financial year ending 31st August 2023 that J Anderson of Education Business Consultancy Limited carries out the role of Internal Auditor for the Trust. Appointing an external company ensures that independent assurance is provided to the board and this appointment complies with the FRC Ethical Standard of not appointing the same company for both internal and external audit.

The internal auditor's role includes audit testing and giving advice on both financial and non-financial controls across the whole Trust. The work programme is driven by the Audit and Risk Committee and is informed by risk. The checks carried out for the period 1st September 2023 to 31st August 2024 included:

- Internal controls and procedures
- Related Party Transactions
- Financial Handbook
- IT Security and disaster recovery
- Provision of external consultancy
- Programme for repairs
- Governance
- Long term contracts
- Health and Safety

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**The risk and control framework (continued)**

On termly basis, the internal auditor reports to the Board of Trustees through the audit and risk committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. On an annual basis the internal auditor prepares a 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. The Internal Auditor has reported to the board of trustees through the Audit and Risk Committee the outcome of the internal audits.

**Review of effectiveness**

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

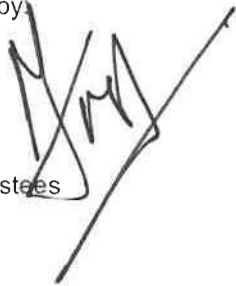
- the work of the internal auditor;
- the work of the Director of Finance (Chief Financial Officer)
- the financial management and governance self-assessment process the school resource management self-assessment tool;
- the work of the external auditor;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the audit and risk committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 11December 2024  
their behalf by

and signed on

**P Ford**  
Chair of Trustees



  
**S Compton**  
Accounting Officer

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of The Creative Learning Partnership Trust, I have considered my responsibility to notify the Academy 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 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 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 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.

  
**S Compton**  
Accounting Officer

Date: 11 December 2024

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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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 . 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 the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 of Trustees and signed on its behalf by:

**P Ford**  
Chair

Date: 11 December 2024



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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
CREATIVE LEARNING PARTNERSHIP TRUST**

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**Opinion**

We have audited the financial statements of The Creative Learning Partnership Trust (the 'academy') for the year ended 31 August 2024 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 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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 financial statements are 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.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**Other information**

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

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

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

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

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

- 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, 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.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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

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**Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 together with the Charities SORP (FRS 102), Companies Act 2006, Academies Accounts Direction and the Academy Trust Handbook. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The key laws and regulations we considered in this context were General Data Protection Regulation, health and safety legislation, Ofsted and employee legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquire of the Trustees and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and recognition of certain income streams and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Board about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the ESFA, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 Auditor's report.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**Use of our report**

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



**Matt Doyle-Healey (Senior statutory auditor)**

for and on behalf of

**Crowe U.K. LLP**

Statutory Auditor

Black Country House

Rounds Green Road

Oldbury

West Midlands

B69 2DG

Date: 19 December 2024

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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

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In accordance with the terms of our engagement letter dated 2 October 2023 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 The Creative Learning Partnership Trust during the year 1 September 2023 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 The Creative Learning Partnership Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Creative Learning Partnership 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 The Creative Learning Partnership Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of The Creative Learning Partnership Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Creative Learning Partnership Trust's funding agreement with the Secretary of State for Education dated 10 June 2016 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 1 September 2023 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's income and expenditure.

The work undertaken to draw to our conclusion includes a review of the design and implementation of the Academy Trust's internal controls and review processes on regularity, supported by detailed tests on samples of costs incurred by the Academy Trust and specific transactions identified from our review.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE  
CREATIVE LEARNING PARTNERSHIP 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 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.

*Crowe UK LLP*

**Crowe U.K. LLP**

Reporting Accountant

Black Country House  
Rounds Green Road  
Oldbury  
West Midlands  
B69 2DG

Date: 19 December 2024

**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2024**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>					
Donations and capital grants:					
3					
Transfer on conversion	-	(275,000)	12,233,383	11,958,383	1,426,121
Other donations and capital grants	-	24,526	1,208,425	1,232,951	1,105,280
Other trading activities	150,699	-	-	150,699	117,734
Investments	30,783	-	-	30,783	20,855
Charitable activities	1,211,252	14,327,469	-	15,538,721	13,830,762
<b>Total income</b>	<b>1,392,734</b>	<b>14,076,995</b>	<b>13,441,808</b>	<b>28,911,537</b>	<b>16,500,752</b>
<b>Expenditure on:</b>					
Raising funds	53,448	-	-	53,448	120,658
Charitable activities	577,223	14,672,288	787,295	16,036,806	15,044,831
<b>Total expenditure</b>	<b>630,671</b>	<b>14,672,288</b>	<b>787,295</b>	<b>16,090,254</b>	<b>15,165,489</b>
<b>Net income/(expenditure)</b>	<b>762,063</b>	<b>(595,293)</b>	<b>12,654,513</b>	<b>12,821,283</b>	<b>1,335,263</b>
Transfers between funds	(749,965)	649,293	100,672	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>	<b>12,098</b>	<b>54,000</b>	<b>12,755,185</b>	<b>12,821,283</b>	<b>1,335,263</b>
<b>Other recognised gains/(losses):</b>					
Actuarial gains on defined benefit pension schemes	-	669,000	-	669,000	1,611,000
Pension surplus not recognised	-	(723,000)	-	(723,000)	(293,000)
<b>Net movement in funds</b>	<b>12,098</b>	<b>-</b>	<b>12,755,185</b>	<b>12,767,283</b>	<b>2,653,263</b>

**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
(CONTINUED)  
**FOR THE YEAR ENDED 31 AUGUST 2024**

Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
<b>Reconciliation of funds:</b>					
Total funds brought forward	1,110,365	-	35,959,612	37,069,977	34,416,714
Net movement in funds	12,098	-	12,755,185	12,767,283	2,653,263
<b>Total funds carried forward</b>	<u>1,122,463</u>	<u>-</u>	<u>48,714,797</u>	<u>49,837,260</u>	<u>37,069,977</u>

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

The notes on pages 44 to 76 form part of these financial statements.

**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 10226712**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	15	14,462	18,328
Tangible assets	16	47,548,394	35,156,696
		<u>47,562,856</u>	<u>35,175,024</u>
<b>Current assets</b>			
Debtors	17	2,023,868	1,446,461
Cash at bank and in hand		1,930,433	2,259,820
		<u>3,954,301</u>	<u>3,706,281</u>
Current liabilities			
Creditors: amounts falling due within one year	18	(1,662,894)	(1,780,864)
<b>Net current assets</b>		<u>2,291,407</u>	<u>1,925,417</u>
<b>Total assets less current liabilities</b>		<u>49,854,263</u>	<u>37,100,441</u>
Creditors: amounts falling due after more than one year	19	(17,003)	(30,464)
<b>Total net assets</b>		<u>49,837,260</u>	<u>37,069,977</u>
<b>Funds of the Academy</b>			
<b>Restricted funds</b>	20	48,714,797	35,959,612
<b>Unrestricted income funds</b>	20	1,122,463	1,110,365
<b>Total funds</b>		<u>49,837,260</u>	<u>37,069,977</u>

The financial statements on pages 40 to 76 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

  
**S Compton**

(Trustee)  
Date: 11 December 2024

The notes on pages 44 to 76 form part of these financial statements.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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	Note	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities		(613,390)	(388,524)
<b>Cash flows from investing activities</b>		297,464	459,392
<b>Cash flows from financing activities</b>		(13,461)	(13,462)
<b>Change in cash and cash equivalents in the year</b>		(329,387)	57,406
Cash and cash equivalents at the beginning of the year		2,259,820	2,202,414
<b>Cash and cash equivalents at the end of the year</b>		<u>1,930,433</u>	<u>2,259,820</u>

The notes on pages 44 to 76 form part of these financial statements

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**1. Accounting policies**

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

**1.1 Basis of preparation 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 (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 Going concern**

The Trustees assess whether the use of going concern is appropriate 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.

**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.

• **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 Balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

• **Donations**

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

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**1. Accounting policies (continued)**

**1.3 Income (continued)**

- **Other income**

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

- **Transfer on conversion**

Where assets and liabilities are received by the Academy on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance sheet at the point when the risks and rewards of ownership pass to the Academy. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

**1.4 Expenditure**

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

- **Grants payable**

These are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All resources expended are inclusive of irrecoverable VAT.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**1. Accounting policies (continued)**

**1.5 Intangible assets**

Intangible assets are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Computer software	- 10 years
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**1.6 Tangible fixed assets**

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

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

Depreciation is provided on the following bases:

Freehold property	-	2% straight line
Long-term leasehold property	-	2% straight line
Long-term leasehold land	-	over the lease term of 125 years
Improvements to leasehold	-	2% straight line
Furniture and equipment	-	25% straight line
Computer equipment	-	33% straight line
Motor vehicles	-	20% straight line
Freehold land	-	not depreciated

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.

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**1. Accounting policies (continued)**

**1.7 Liabilities**

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

**1.8 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 17. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 18 and 19. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.9 Pensions**

Retirement benefits to employees of the Academy 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 in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**1. Accounting policies (continued)**

**1.9 Pensions (continued)**

Actuarial gains and losses are recognised immediately in other recognised gains and losses. The Academy does not recognise any asset if the Defined Benefit pension scheme is valued as a surplus. A derecognition amount is recognised within the Statement of Financial Activities.

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, 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.

The asset values are reported using estimated asset allocations prepared by the scheme Actuary. The asset value is calculated at each triennial valuation. Thereafter it is rolled forward to accounting dates using investment returns, contributions received and benefits paid out. During each annual reporting period between triennial valuations, asset returns are estimated using 11 months of market experience and one month of extrapolation being assumed.

Where a scheme is in a surplus according to the accounting valuation the associated asset has not been recognised on the basis that it is not likely to be recoverable either through future reductions in contributions rates or future repayments. Further details of pension assets not recognised can be found with the pensions note to the financial statements.

**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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FOR THE YEAR ENDED 31 AUGUST 2024**

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

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Restricted fixed asset funds 2024 £</b>	<b>Total funds 2024 £</b>
Transfer on conversion	-	(275,000)	6,073,000	<b>5,798,000</b>
Donated from Local Authority	-	-	6,160,383	<b>6,160,383</b>
Donations	-	24,526	-	<b>24,526</b>
Grants	-	-	61,108	<b>61,108</b>
CIF grants	-	-	1,147,317	<b>1,147,317</b>
	<u>-</u>	<u>(250,474)</u>	<u>13,441,808</u>	<u><b>13,191,334</b></u>

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Restricted fixed asset funds 2023 £</i>	<i>Total funds 2023 £</i>
Transfer on conversion	140,121	(33,000)	1,319,000	1,426,121
Donations	-	17,059	-	17,059
Grants	-	-	195,281	195,281
CIF grants	-	-	892,940	892,940
	<u>140,121</u>	<u>(15,941)</u>	<u>2,407,221</u>	<u>2,531,401</u>

**4. Income from charitable activities**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Income from Educational Operations	512,840	13,196,552	<b>13,709,392</b>
Income from Nursery	442,338	1,130,917	<b>1,573,255</b>
Income from Care club	256,074	-	<b>256,074</b>
	<u>1,211,252</u>	<u>14,327,469</u>	<u><b>15,538,721</b></u>

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**FOR THE YEAR ENDED 31 AUGUST 2024**

**4. Income from charitable activities (continued)**

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Income from Educational Operations	449,328	11,765,841	12,215,169
Income from Nursery	441,545	942,232	1,383,777
Income from Care club	231,816	-	231,816
	<u>1,122,689</u>	<u>12,708,073</u>	<u>13,830,762</u>

**5. Funding for the Academy's charitable activities**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>
<b>Educational Operations</b>			
<b>DfE/ESFA grants</b>			
General Annual Grant	-	9,925,992	<b>9,925,992</b>
Other DfE/ESFA grants			
Pupil premium	-	643,342	<b>643,342</b>
Mainstream Additional Support Grant	-	326,621	<b>326,621</b>
Other DfE grants	-	1,027,627	<b>1,027,627</b>
	<u>-</u>	<u>11,923,582</u>	<u><b>11,923,582</b></u>
<b>Other Government grants</b>			
SEN funding	-	1,187,699	<b>1,187,699</b>
Local authority grants	-	85,271	<b>85,271</b>
	<u>-</u>	<u>1,272,970</u>	<u><b>1,272,970</b></u>
<b>Other income from the Academy's educational operations</b>	<u>512,840</u>	<u>-</u>	<u><b>512,840</b></u>
	<u>512,840</u>	<u>13,196,552</u>	<u><b>13,709,392</b></u>

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FOR THE YEAR ENDED 31 AUGUST 2024**

**5. Funding for the Academy's charitable activities (continued)**

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
<b>Educational Operations</b>			
<b>DfE/ESFA grants</b>			
General Annual Grant	-	9,080,285	9,080,285
Other DfE/ESFA grants			
Pupil premium	-	602,174	602,174
Mainstream Additional Support Grant	-	261,696	261,696
Other DfE grants	-	765,108	765,108
	-	<u>10,709,263</u>	<u>10,709,263</u>
<b>Other Government grants</b>			
SEN funding	-	1,017,654	1,017,654
Local authority grants	-	38,924	38,924
	-	<u>1,056,578</u>	<u>1,056,578</u>
<b>Other income from the Academy's educational operations</b>	<u>449,328</u>	<u>-</u>	<u>449,328</u>
	<u><u>449,328</u></u>	<u><u>11,765,841</u></u>	<u><u>12,215,169</u></u>

**6. Income from other trading activities**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Other income	<u>150,699</u>	<u>150,699</u>
	<u><u>150,699</u></u>	<u><u>150,699</u></u>
	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Other income	<u>117,734</u>	<u>117,734</u>
	<u><u>117,734</u></u>	<u><u>117,734</u></u>

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

**7. Investment income**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Investment income	30,783	<b>30,783</b>
	<u>30,783</u>	<u>30,783</u>
	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Investment income	20,855	20,855
	<u>20,855</u>	<u>20,855</u>

**8. Expenditure**

	<b>Staff Costs 2024 £</b>	<b>Premises 2024 £</b>	<b>Other 2024 £</b>	<b>Total 2024 £</b>
Expenditure on fundraising trading activities:				
Direct costs	-	-	53,448	<b>53,448</b>
Educational Operations:				
Direct costs	9,684,096	-	954,093	<b>10,638,189</b>
Allocated support costs	880,623	1,603,986	1,268,094	<b>3,752,703</b>
Nursery costs:				
Allocated support costs	1,408,852	16	60,994	<b>1,469,862</b>
Care club costs:				
Allocated support costs	168,151	-	7,901	<b>176,052</b>
	<u>12,141,722</u>	<u>1,604,002</u>	<u>2,344,530</u>	<u><b>16,090,254</b></u>

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**8. Expenditure (continued)**

	<i>Staff Costs</i> 2023 £	<i>Premises</i> 2023 £	<i>Other</i> 2023 £	<i>Total</i> 2023 £
Expenditure on fundraising trading activities:				
Direct costs	-	-	120,658	120,658
Educational Operations:				
Direct costs	8,821,597	-	915,089	9,736,686
Allocated support costs	1,188,228	1,640,766	1,063,198	3,892,192
Nursery costs:				
Allocated support costs	1,189,669	815	48,039	1,238,523
Care club costs:				
Allocated support costs	165,059	-	12,371	177,430
	<u>11,364,553</u>	<u>1,641,581</u>	<u>2,159,355</u>	<u>15,165,489</u>

**9. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2024 £</b>	<b>Support costs 2024 £</b>	<b>Total funds 2024 £</b>
Educational Operations	10,638,189	3,752,703	<b>14,390,892</b>
Nursery	-	1,469,862	<b>1,469,862</b>
Care club	-	176,052	<b>176,052</b>
	<u>10,638,189</u>	<u>5,398,617</u>	<u><b>16,036,806</b></u>

**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Educational Operations	9,736,686	3,892,192	13,628,878
Nursery	-	1,238,523	1,238,523
Care club	-	177,430	177,430
	<u>9,736,686</u>	<u>5,308,145</u>	<u>15,044,831</u>

**Analysis of support costs**

	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Staff costs	<b>2,457,626</b>	2,542,956
Depreciation	<b>787,295</b>	797,917
Technology costs	<b>289,836</b>	286,572
Other costs	<b>791,070</b>	642,141
Premises expenses	<b>816,707</b>	843,664
Legal and professional	<b>231,763</b>	172,445
Governance	<b>24,320</b>	22,450
	<u><b>5,398,617</b></u>	<u>5,308,145</u>

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

Net income/(expenditure) for the year includes:

	<b>2024 £</b>	<i>2023 £</i>
Operating lease rentals	<b>33,625</b>	32,289
Depreciation of tangible fixed assets	<b>783,429</b>	794,049
Amortisation of intangible assets	<b>3,866</b>	3,866
Fees paid to auditor for:		
- audit	<b>19,825</b>	15,750
	<u><b>820,745</b></u>	<u>1,630,954</u>

**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**11. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

	2024 £	2023 £
Wages and salaries	9,158,476	8,410,456
Social security costs	860,727	767,667
Pension costs	1,977,084	2,042,275
	<u>11,996,287</u>	<u>11,220,398</u>
Agency staff costs	145,435	144,155
	<u>12,141,722</u>	<u>11,364,553</u>

Staff restructuring costs comprise:

	2024 £	2023 £
Severance payments	1,278	49,705
	<u>1,278</u>	<u>49,705</u>

**b. Severance payments**

The Academy paid 1 severance payments in the year (2023 - 4), disclosed in the following bands:

	2024 No.	2023 No.
£0 - £25,000	1	3
£25,001 - £50,000	-	1
	<u>-</u>	<u>1</u>

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

**11. Staff (continued)**

**c. Staff numbers**

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

	<b>2024</b>	<i>2023</i>
	<b>No.</b>	<i>No.</i>
Teachers	<b>109</b>	<i>111</i>
Administration and support	<b>310</b>	<i>252</i>
Management	<b>13</b>	<i>12</i>
	<b>432</b>	<i>375</i>

**d. Higher paid staff**

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

	<b>2024</b>	<i>2023</i>
	<b>No.</b>	<i>No.</i>
In the band £60,001 - £70,000	<b>4</b>	<i>5</i>
In the band £70,001 - £80,000	<b>7</b>	<i>3</i>
In the band £80,001 - £90,000	<b>1</b>	<i>-</i>
In the band £90,001 - £100,000	<b>1</b>	<i>1</i>
In the band £100,001 - £110,000	<b>1</b>	<i>-</i>

**e. Key management personnel**

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £1,470,448 (2023 - £1,021,369).

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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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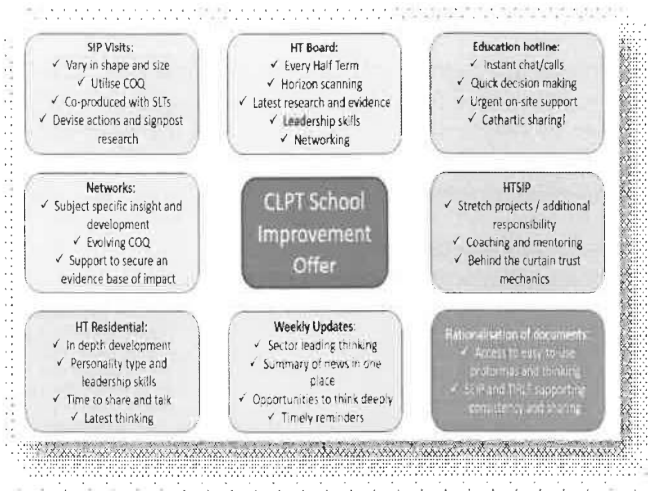
**12. Central services**

The services outlined are summarised on the final page as our 'dividend' (the collective shared benefits of being in our trust). The trust charges a Flat percentage (5%) of general annual grant partnership fee for these services. For ease of reference the services are set out across our three directorates:

1. Education
2. Finance
3. Operations

**1. Education**

The education offer is summarised in the following schematic:



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**THE CREATIVE LEARNING PARTNERSHIP TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**12. Central services (continued)**

**SIP visits**

Schools receive a minimum of three visits per year subject to their needs and stage of development. Where schools have multiple areas for development, improvement visits increase in frequency and duration. Visits utilise the 'conceptions of quality' developed by our networks to check for impact across all aspects of provision.

**Headteacher Board and Residential**

Headteachers receive a curriculum of professional development that targets common school priorities and generic leadership skills. Board meetings take place every six weeks and culminate in a two-day residential at the end of the school year. This helps us review the impact of the education directorate over time and plan for the ongoing leadership curriculum.

**Networks**

Schools have access to twelve subject networks. Networks take place termly in our Hub. They are used to update our conceptions of quality, share best practice and consider ways in which we build an evidence base of the impact of our work overtime. Deputy headteachers have their own dedicated network – this network meets termly and their curriculum package includes a two day residential in January.

**Education hotline and weekly update**

All staff within the trust have access to expert advice at any time. The CEO and DCEO respond to multiple communications daily relating to school matters. Where the need arises, this support is on site. Where we do not have the local expertise to respond to an issue, we make use of our professional networks or membership with associations. Headteachers receive a weekly communication that keeps them abreast with local developments and provides an overview of emerging national educational matters.

**Headteacher school improvement partners (HTSIP).**

Headteachers have a termly opportunity to undertake a project that supports the overall development of the trust. They receive coaching and support to lead their project areas and an additional leadership allowance.

**Support staff**

Our support staff have access to a bespoke menu of opportunities. Our early years team have a further discreet 'practitioner curriculum' to ensure our children receive the best possible start in life.

**Teachers that are new to the profession**

Our Early Career teachers (ECTs) receive a programme of training that follows on from their initial teacher training. We have trained mentors who ensure this programme meets their needs and has impact in the classroom.

**Rationalisation of documents (cutting bureaucracy)**

The education directorate constantly strives to:

- Help leaders focus on the things that matter most.
- Reduce unnecessary workload.

To this end, executive leaders have developed (and continue to develop) a suite of resources to make life easier. These resources all link to our overall strategy.

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

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**12. Central services (continued)**

2. Finance directorate

Led by the CFO the finance team provide a comprehensive package of financial support to trust schools which includes:

- Completion of all ESFA returns including: BFR, Landing and Buildings, Annual Accounts return, Annual rates reclaim
- Preparation of monthly management accounts along with monthly or bimonthly meetings with the Headteacher
- Strategic financial planning and monitoring of cash flow
- Budget monitoring with monthly forecasting
- Insurance and risk management co-ordination
- Maintenance of financial policies and functions
- Termly meetings with bursars and finance staff to include regular briefings on financial and operational matters
- Administration of the Local Government Pension scheme and Teachers' Pension Scheme including completion of the end of year returns and audit administration
- Regularity audits and liaison with Internal and external auditors
- Administration of annual actuarial valuations
- Administration and payment of the apprenticeship levy
- Supporting schools apply for additional grants
- Ongoing training and support on all financial software, procedures and reporting. Bespoke training provided to individual schools
- Practical support with budget setting incorporating ICFP data
- Maintenance of fixed asset register
- Management of all month end procedures including VAT returns to HMRC
- Trust contract procurement

3. Operations directorate

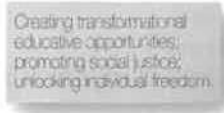
- Governor support development opportunities include:
- Governance Professional to support full governor process
- Governor induction
- Coaching
- Holding leaders to account
- Heads and Chairs meetings
- Clerking support
  
- Fully managed IT service with full week help desk support and 5-year plans for all the IT estate
- Cyber training and active email threat protection
- KCISE compliant fast broadband and content filtering
- Estate Strategy to include asset planning, surveys and support
- Energy Strategy to reduce, where possible, costs and emissions
- Termly Site Supervisor network meetings for shared collaboration and learning
- Access to a suite of policies which are legally compliant, and which are Union recognised
- Support with asset management planning
- Health and safety advice and support
- Support for asbestos and managing its risk
- Risk management and support
- HR service, ongoing training and support for Heads
- Wellbeing and workload policies to support existing and new staff including 24/7 GP access, physio, counselling and a wellbeing day

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**FOR THE YEAR ENDED 31 AUGUST 2024**

**12. Central services (continued)**

- ICO registration and data protection support
- Access to legal support and suites of packs for managing complaints and behaviour
- Practical marketing support for schools

Our over-arching mission, beliefs and values		
		
<ul style="list-style-type: none"> <li>• <b>Creativity</b> is crucial - it is the act of using our knowledge and skills to turn ideas into reality.</li> <li>• <b>Learning</b> is fundamental. The Trust ensures that all our children achieve the highest possible outcomes whilst nurturing their skills and talents.</li> <li>• <b>Partnership</b> is key. We know that collaboration and partnerships drive forward improvement.</li> <li>• <b>Trust</b> is vital. Trust permeates our organisation. We foster trusting relationships with all stakeholders to provide an exceptional education for our children.</li> </ul>		
Our vision for pupils:	Our vision for people:	Our vision for communities:
<p>Strong attendance and outcomes for all.</p> <p>Freedom and Justice.</p> <p>A knowledge rich curriculum.</p> <p>Research/evidence informed teaching.</p>	<p>Collaboration and kindness.</p> <p>Opportunities to develop and learn.</p> <p>A focus on wellbeing and workload.</p>	<p>Schools at the heart of the community they serve.</p> <p>A range of benefits to support families and vulnerable groups.</p> <p>Ongoing support as pupils transition to their next school and beyond.</p>
Central Services Promise:		
<ul style="list-style-type: none"> <li>• Expert financial, human resource and operational advice.</li> <li>• A lead governance professional supporting effective governance.</li> <li>• Coaching and support from System leaders – experts in their field.</li> <li>• School improvement that is collaborative and research/evidence informed.</li> <li>• A shared conception of what makes for quality practice – helping us to improve together and with a shared foundation of knowledge and thinking to build upon.</li> <li>• A programme of learning from the Creative Learning Hub that nurtures people's skills and talents.</li> </ul>		

The trust charges a partnership fee for these services on the following basis for 2023/2024:

- Flat percentage (5%) of general annual grant

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**12. Central services (continued)**

	2023 £	2022 £
Hempstalls Primary School	91,404	89,988
Parkside Primary School	67,800	66,876
Thursfield Primary School	57,600	56,220
James Baleman Middle School	101,604	96,768
Manor Hill First School	37,909	41,856
Langdale Primary School	81,000	79,838
Greenhall Nursery	15,000	3,190
Green Lea Primary School	8,554	-
	<u>460,871</u>	<u>434,736</u>

**13. 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:

		2024 £	2023 £
S Compton, Chief Executive and Accounting officer	Remuneration	105,000 -	90,000 -
		110,000	95,000
	Pension contributions paid	25,000 -	20,000 -
		<b>30,000</b>	<b>25,000</b>

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 - £NIL).

**14. Trustees' and Officers' insurance**

In accordance with normal commercial practice, the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the year ended 31 August 2024 was £ (2023 - £41,468). The cost of this insurance is included in the total insurance cost.

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

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15. Intangible assets

	Computer software £
<b>Cost</b>	
At 1 September 2023	38,657
At 31 August 2024	<u>38,657</u>
<b>Amortisation</b>	
At 1 September 2023	20,329
Charge for the year	3,866
At 31 August 2024	<u>24,195</u>
<b>Net book value</b>	
At 31 August 2024	<u>14,462</u>
At 31 August 2023	<u>18,328</u>

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**16. Tangible fixed assets**

	Freehold land and property £	Long-term leasehold property £	Leasehold property improv. £	Assets under constr. £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Freehold property improv. £	Total £
<b>Cost or valuation</b>									
At 1 September 2023	21,467,000	13,808,000	1,429,238	-	466,544	644,925	4,500	1,118,930	38,939,137
Additions	-	-	100,168	153,146	17,445	35,389	-	635,596	941,744
Acquired on conversion	-	6,073,000	-	-	-	-	-	-	6,073,000
Additions donated	-	5,862,000	-	-	118,383	180,000	-	-	6,160,383
At 31 August 2024	21,467,000	25,743,000	1,529,406	153,146	602,372	860,314	4,500	1,754,526	52,114,264
<b>Depreciation</b>									
At 1 September 2023	1,581,600	1,151,100	85,283	-	347,259	564,304	4,500	48,395	3,782,441
Charge for the year	326,400	253,941	30,587	-	66,035	71,375	-	35,091	783,429
At 31 August 2024	1,908,000	1,405,041	115,870	-	413,294	635,679	4,500	83,486	4,565,870
<b>Net book value</b>									
At 31 August 2024	19,559,000	24,337,959	1,413,536	153,146	189,078	224,635	-	1,671,040	47,548,394
At 31 August 2023	19,885,400	12,656,900	1,343,955	-	119,285	80,621	-	1,070,535	35,156,696

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**16. Tangible fixed assets**

The Trust leases the land it occupies from Staffordshire County Council on long leases of 125 years. The land associated with this lease has been accounted for on the same basis as the other long term leases in order to properly reflect the substance of the arrangement.

Freehold land of £5,147,000 is included within Freehold land and property and is not depreciated.

**17. Debtors**

	2024 £	2023 £
<b>Due within one year</b>		
Trade debtors	43,631	56,414
Other debtors	243,064	163,043
Prepayments and accrued income	291,168	409,258
Capital accrued income	1,446,005	817,746
	<b>2,023,868</b>	<b>1,446,461</b>

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

	2024 £	2023 £
Other Loans (Note 19)	13,461	13,461
Trade creditors	741,059	664,599
Other taxation and social security	198,409	173,192
Other creditors	329,216	264,334
Accruals and deferred income	380,749	665,278
	<b>1,662,894</b>	<b>1,780,864</b>
	<b>2024</b> £	<b>2023</b> £
Deferred income at 1 September 2023	378,925	244,582
Resources deferred during the year	174,132	378,925
Amounts released from previous periods	(378,925)	(244,582)
	<b>174,132</b>	<b>378,925</b>

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**19. Creditors: Amounts falling due after more than one year**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Other loans	<b>17,003</b>	<b>30,464</b>

Other loans consist of Salix loans which are unsecured and bear no interest.

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**20. Statement of funds**

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>Unrestricted funds</b>						
General Funds	1,110,365	1,392,734	(630,671)	(749,965)	-	1,122,463
<b>Restricted general funds</b>						
GAG	-	9,925,992	(10,575,285)	649,293	-	-
Donations	-	24,526	(24,526)	-	-	-
Pupil premium	-	643,342	(643,342)	-	-	-
Other DfE grants	-	1,027,627	(1,027,627)	-	-	-
SEN funding	-	1,187,699	(1,187,699)	-	-	-
NEF/Think2 funding	-	1,130,917	(1,130,917)	-	-	-
LA: Other grants	-	85,271	(85,271)	-	-	-
Mainstream Additional Support Grant	-	326,621	(326,621)	-	-	-
Pension reserve	-	(275,000)	329,000	-	(54,000)	-
	-	14,076,995	(14,672,288)	649,293	(54,000)	-
<b>Restricted fixed asset funds</b>						
Fixed assets	35,175,025	12,233,383	(787,295)	927,281	-	47,548,394
Capital grants and donations	784,587	1,208,425	-	(826,609)	-	1,166,403
	35,959,612	13,441,808	(787,295)	100,672	-	48,714,797
<b>Total Restricted funds</b>	<b>35,959,612</b>	<b>27,518,803</b>	<b>(15,459,583)</b>	<b>749,965</b>	<b>(54,000)</b>	<b>48,714,797</b>
<b>Total funds</b>	<b>37,069,977</b>	<b>28,911,537</b>	<b>(16,090,254)</b>	<b>-</b>	<b>(54,000)</b>	<b>49,837,260</b>

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

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

**Purposes of unrestricted funds**

Included in unrestricted funds includes the surplus on conversion from a local authority school, income from outsourcing of staff and other income generated from the other small donations, etc. which carry no specific restrictions. These funds are available for the Academy Trust to use as deemed appropriate.

**Purposes of restricted funds**

The General Annual Grant represents the grant funding received from the ESFA in order to cover the on-going costs of the Academy Trust. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31st August 2023.

Other DIE/ESFA grants received include amounts to cover pupil premium and universal infant free school meals.

Local Authority grants include early years funding as well as funding to support children with special education needs and additional pupil premium.

**Purposes of restricted fixed assets funds**

The restricted fixed assets funds reflects resources received by the academy trust to acquire assets for continuing use and furtherance of the trust's aims and objectives. Resources expended reflect the associated depreciation charges as set out on the accounting policies.

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 2024.

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

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

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>As restated balance at 31 August 2022 £</i>
<b>Unrestricted funds</b>						
General Funds	693,768	1,261,278	(816,141)	(28,540)	-	1,110,365
Transfer on conversion	-	140,121	-	(140,121)	-	-
	<u>693,768</u>	<u>1,401,399</u>	<u>(816,141)</u>	<u>(168,661)</u>	<u>-</u>	<u>1,110,365</u>
<b>Restricted general funds</b>						
GAG	610,410	12,725,132	(13,546,431)	210,889	-	-
Pension reserve	(1,280,000)	(33,000)	(5,000)	-	1,318,000	-
	<u>(669,590)</u>	<u>12,692,132</u>	<u>(13,551,431)</u>	<u>210,889</u>	<u>1,318,000</u>	<u>-</u>
<b>Restricted fixed asset funds</b>						
Fixed assets	34,392,536	-	(797,917)	1,580,406	-	35,175,025
Transfer on conversion	-	1,319,000	-	(1,319,000)	-	-
Capital grants and donations	-	1,088,221	-	(303,634)	-	784,587
	<u>34,392,536</u>	<u>2,407,221</u>	<u>(797,917)</u>	<u>(42,228)</u>	<u>-</u>	<u>35,959,612</u>
<b>Total Restricted funds</b>	<u>33,722,946</u>	<u>15,099,353</u>	<u>(14,349,348)</u>	<u>168,661</u>	<u>1,318,000</u>	<u>35,959,612</u>
<b>Total funds</b>	<u><u>34,416,714</u></u>	<u><u>16,500,752</u></u>	<u><u>(15,165,489)</u></u>	<u><u>-</u></u>	<u><u>1,318,000</u></u>	<u><u>37,069,977</u></u>

The Trustees operate a policy whereby the Academy's funds are pooled. Therefore, information relating to funds and expenditure by school is not disclosed in these accounts.

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

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

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	47,548,394	47,548,394
Intangible fixed assets	-	-	14,462	14,462
Current assets	1,122,463	1,679,897	1,151,941	3,954,301
Creditors due within one year	-	(1,662,894)	-	(1,662,894)
Creditors due in more than one year	-	(17,003)	-	(17,003)
<b>Total</b>	<b>1,122,463</b>	<b>-</b>	<b>48,714,797</b>	<b>49,837,260</b>

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**22. Conversion to an academy trust**

On 1 August 2024 Doxey Academy converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The Creative Learning Partnership Trust from Staffordshire 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.

	<b>Restricted funds £</b>	<b>Restricted fixed asset funds £</b>	<b>Total funds £</b>
<b>Tangible fixed assets</b>			
Leasehold land and buildings	-	6,073,000	<b>6,073,000</b>
Other tangible fixed assets	-	283,383	<b>283,383</b>
<b>Non-current liabilities</b>			
Defined Benefit Pension Scheme	(275,000)	-	<b>(275,000)</b>
<b>Net (liabilities)/assets</b>	<u>(275,000)</u>	<u>6,356,383</u>	<u><b>6,081,383</b></u>

The Beaconfields Primary School was added to academy trust by way of a donation that represents the legal transfer of the school Assets and Land and Buildings to The Central Learning Partnership Trust. The school opened on 1 September 2024.

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.

	<b>Restricted fixed asset funds £</b>	<b>Total funds £</b>
<b>Tangible fixed assets</b>		
Leasehold land and buildings	5,862,000	<b>5,862,000</b>
<b>Net assets</b>	<u>5,862,000</u>	<u><b>5,862,000</b></u>

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**23. Capital commitments**

	2024	2023
	£	£
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	-	837,587

**24. 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 Staffordshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

There were contributions outstanding to the scheme at the end of the financial year of £282,725 (2023: £261,012) and are included within creditors.

**Teachers' Pension Scheme**

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

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

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**24. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies 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 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy) This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £1,277,269 (2023 - £1,012,528).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy Trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the Academy Trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Trust has set out above the information available on the scheme.

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £1,157,000 (2023 - £1,087,000), of which employer's contributions totalled £944,000 (2023 - £892,000) and employees' contributions totalled £213,000 (2023 - £195,000). The agreed contribution rates for future years are 26.2 per cent for employers which will decrease by 1 percent annually following the year end and Various rates for employees.

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

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**24. Pension commitments (continued)**

**Principal actuarial assumptions**

	<b>2024</b>	<b>2023</b>
	%	%
Rate of increase in salaries	<b>3.15</b>	3.45
Rate of increase for pensions	<b>2.65</b>	2.95
Discount rate for scheme liabilities	<b>5.00</b>	5.20
Inflation assumption (CPI)	<b>2.65</b>	2.95

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

	<b>2024</b>	<b>2023</b>
	Years	Years
<i>Retiring today</i>		
Males	<b>19.5</b>	19.6
Females	<b>24.1</b>	24.1
<i>Retiring in 20 years</i>		
Males	<b>20.5</b>	20.6
Females	<b>25.1</b>	25.2

**Sensitivity analysis on total obligations**

	<b>2024</b>	<b>2023</b>
	£000	£000
Discount rate +0.1%	<b>9,758</b>	7,995
Discount rate -0.1%	<b>10,276</b>	8,427
Mortality assumption - 1 year increase	<b>10,418</b>	8,539
Mortality assumption - 1 year decrease	<b>9,916</b>	7,883
CPI rate +0.1%	<b>10,272</b>	8,406
CPI rate -0.1%	<b>9,762</b>	8,016

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**24. Pension commitments (continued)**

**Share of scheme assets**

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

	<b>At 31 August 2024</b>	<i>At 31 August 2023</i>
	£	£
Equities	7,061,000	5,698,000
Gilts	2,979,000	1,956,000
Property	772,000	680,000
Cash	221,000	170,000
Derecognition of surplus	(1,016,000)	(293,000)
<b>Total market value of assets</b>	<b>10,017,000</b>	<b>8,211,000</b>

The actual return on scheme assets was £1,147,000 (2023 - £(239,000)).

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

	<b>2024</b>	<i>2023</i>
	£	£
Current service cost	637,000	843,000
Net interest cost	(22,000)	54,000
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>615,000</b>	<b>897,000</b>

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

	<b>2024</b>	<i>2023</i>
	£	£
<b>At 1 September</b>	<b>8,211,000</b>	<b>8,985,000</b>
Transferred in on existing academies joining the trust	772,000	61,000
Interest cost	445,000	400,000
Employee contributions	213,000	195,000
Benefits paid	(272,000)	(77,000)
Current service costs	637,000	843,000
Actuarial gains	11,000	(2,196,000)
<b>At 31 August</b>	<b>10,017,000</b>	<b>8,211,000</b>

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**24. Pension commitments (continued)**

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

	2024 £	2023 £
<b>At 1 September</b>	<b>8,211,000</b>	7,705,000
Transferred in on existing academies joining the trust	497,000	28,000
Derecognition of surplus	(723,000)	(293,000)
Expected return on assets	680,000	(585,000)
Interest income	467,000	346,000
Employer contributions	944,000	892,000
Employee contributions	213,000	195,000
Benefits paid	(272,000)	(77,000)
<b>At 31 August</b>	<b>10,017,000</b>	8,211,000

**25. Operating lease commitments**

At 31 August 2024 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	37,488	32,896
Later than 1 year and not later than 5 years	51,106	45,625
	<b>88,594</b>	78,521

**26. Members' liability**

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

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**27. Related party transactions**

Owing to the nature of the Academy and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy's financial regulations and normal procurement procedures relating to connected and related party transactions.

The Academy incurred costs of £7,950 from Working Together, a company owned by a Trustee of the Multi Academy Trust, as at the balance sheet date amounts were outstanding of £Nil.

Mrs E Compton, wife of Mr S Compton, is employed by the Trust on a salary commensurate with the position held and was employed in line with the Trust's recruitment policy.

Mrs L Stanton, sister of Mr S Compton, is employed by the Trust on a salary commensurate with the position held and was employed in line with the Trust's recruitment policy.

**28. Post balance sheet events**

Beaconfields Primary School opened as a school within the Trust on 1 September 2024. Assets received during the year to 31 August 2024 have been recognised in these financial statements.