

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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**MIDDLESEX LEARNING PARTNERSHIP**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Members</b>	I Comfort J Major T St Catherine V Olisa
<b>Trustees</b>	T Hemming, CEO S Arnold, Vice Chair A Akintola I Comfort, Chair of Trustees A Singer R Middleton J Smith
<b>Company registered number</b>	07719016
<b>Company name</b>	Middlesex Learning Partnership
<b>Registered and principal office</b>	Yeading Lane Hayes Middlesex UB4 9LE
<b>Company secretary</b>	T Hemming
<b>Chief Executive Officer</b>	T Hemming
<b>Senior Leadership Team</b>	T Hemming, CEO J Jones, Head of School P Bateman, Head of School S Roberts, Head of School S Flick-Smith, CFO R Inniss, Trust Primary Achievement
<b>Independent Auditors</b>	Price Bailey LLP Chartered Accountants Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT
<b>Bankers</b>	Lloyds Bank PO Box 1000 Andover BX1 1LT

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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

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The Trustees present their Annual Report together with the financial statements and Auditor's Report of the Middlesex Learning Partnership (the Trust or the Charitable Company) for the year ended 31 August 2020. The Annual Report serves the purposes of both a Trustee's Report, and a Directors' Report under company law.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Constitution**

The Trust is an exempt charity incorporated in England as a company limited by guarantee on 3 December 2012. The Trust includes 3 academy schools as at 31 August 2020, Barnhill Community High School, Belmore Primary and William Byrd Primary (The Academies or the Schools). Barnhill became an Academy on 26 July 2011, Belmore on the 1 December 2012 and William Byrd on 1 September 2017. The Trust's Articles of Association (the Articles) is its primary governing document.

### **Member's Liability**

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

### **Trustees Indemnities**

The Trust's combined policy insurance was in place for 2019/20. All-risk insurance including specific Trustee third party insurance was in place for 2019/20 for all Academies, through Zurich for Barnhill Community High and through the Department for Education's (DfE) Risk Protection Arrangement (RPA) for Belmore and William Byrd.

### **Methods, policies and procedures for recruitment, appointment, induction and training of new Trustees**

In this Report the term Director or Trustee refers to a member of Trustees Board (the Board). The term Governor relates to a member of a Local Governing Body (LGB).

Trustees are appointed for a fixed term. Three Trustees are ex-officio positions, the Chair or representative of the Barnhill LGB, the Chair or a representative of the Belmore Primary LGB and the Chief Executive Officer (CEO). The Members may appoint up to three Trustees nominated by the LGBs. The Board, may co-opt up to three additional Trustees.

New Trustees are required to attend a training programme. The induction programme includes a tour of the Schools, meetings with pupils/students and staff and provisions of policy and procedure documents that are appropriate to the role they undertake as Trustees with particular emphasis on the committee work they will undertake.

This year the Trust revised its Articles to reflect changes implemented by the DfE and the current status of the organisation.

### **Employee Consultation and Disabled Employees.**

The Trustees recognise that our employees are fundamental and core to our business and delivery of high quality education. Our success depends on attracting, retaining and motivating employees. The Trustees factor the implications of decisions on employees and the wider workforce, where relevant and feasible. Where appropriate, the Trust consults on matters such as policy, pay, health, safety and welfare with the relevant support staff and teaching trades unions.

The Trust provides information to employees generally by way of email, Teams video meetings and staff meetings. Information is channelled via leadership meetings and staff briefings. Employees are encouraged to familiarise themselves with Ofsted reports, available from the Trust website and student progress and attainment statistics, when they are made available.

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**TRUSTEES' REPORT (CONTINUED)**  
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Applications for employment by disabled persons are given full and fair consideration for all vacancies in accordance with their particular aptitude and abilities. In the event of employees becoming disabled then every effort is made to retrain them in order that their employment within the Trust may continue.

The Trust has policies in place to support its commitment to equality, diversity and inclusion. These include:

- Safer Recruitment Policy
- Accessibility & Equality Policy
- Absence Management Policy

The following was action taken during the year to introduce, maintain or develop arrangements to provide information and consult employees on matters affecting them:

- Staff Surveys - Staff Wellbeing Committee
- Communications Group
- Individual/Group Consultation (including Change Management Policy)

#### **Trustees Day-to-Day Management**

The Trustees delegate the day to day management of the Trust to the CEO and her Senior Leadership Teams. Throughout the 2019/20 financial year, the Senior Leadership Team comprised the Head of School for Barnhill Community High, John Jones, the Head of School for Belmore Primary, Paul Bateman, and the Head of School for William Byrd Primary, Sarah Roberts and the Director of Primary Achievement. This team is supported by a Chief Financial Officer and a Trust HR manager.

#### **Methods of Recruiting and Appointing New Trustees**

Any vacancies or additions to the Board are completed through a recruitment process which involves three potential sources; candidates who have come through the Academy Ambassadors programme; any member of a Local Governing Body who may wish to take a wider role; and the use of more informal networks. Regardless of the source of the potential Trustees, all are taken through a rigorous recruitment process to ensure their suitability and commitment to the role.

The training and induction of each new Trustee reflects their existing experience. As appropriate the induction process includes education, charity, legal and financial matters. All Trustees are provided with access to the documentation needed to fulfil their roles, for example, meeting minutes, policies, procedures etc through The Trust Governor software. This information is held on the secure and accessible "Trust" website.

#### **External Body/Person Entitled to Appoint Trustees**

Currently the Articles provide that the Secretary of State may appoint additional Trustees if the Trust fails to comply with a Secretary of State warning notice. This provision was removed in the revised Articles.

#### **Arrangements for setting pay and remuneration of key management personnel**

The pay and remuneration of the Trust executive staff is set by the Remunerations Committee. Head Teachers' pay is set in line with the School Teachers Pay and Conditions Document. The Remunerations Committee has commission external benchmarking in order to set pay levels which are aligned to the market but that allow the Trust to attract and retain key talent. The external benchmarking takes account of:

1. Relevant external positioning i.e. size of Trust
2. Internal positioning and parity
3. The individual's experience and contribution to the Trust

The Remunerations Committee has committed to undertaking this benchmarking as required and at least every three years.

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**TRUSTEES' REPORT (CONTINUED)**  
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**TRADE UNION REPRESENTATIVE**

Trade union representatives and full-time equivalents

Trade union representatives: 1  
FTE trade union representatives: 0.6

Percentage of working hours spent on facility time

0% of working hours: 0 representatives  
1 to 50% of working hours: 1 representatives  
51 to 99% of working hours: 0 representative  
100% of working hours: 0 representatives

Total pay bill and facility time costs

Total pay bill: £10,344,318  
Total cost of facility time: £3,217  
Percentage of pay spent on facility time: 0.031%

Paid trade union activities

Percentage of total paid facility time hours spent on paid trade union activities: 100%

**Organisational Structure**

The Trustees are responsible for setting the strategic direction of the Trust, adopting an annual plan and budget, monitoring the Trust by use of budgets and making major decisions about its direction, capital expenditure and senior staff appointments.

The Leadership Group at Barnhill consists of the Head of School, 3 Deputy Head Teachers and 4 Assistant Heads. At Belmore, it consists of a Head of School, a Deputy Head/Trust Director of Achievement, 2 Acting Deputy Heads, 1 Assistant Head and 2 Associate Assistant Heads. William Byrd has a Head of School, a Deputy Head, an acting Deputy Head and 2 Assistant Heads. The teams control each Academy at an executive level implementing policies and reporting to the LGBs. The Heads report to and are monitored by the CEO.

The Leadership Group is responsible for the day to day operation of each Academy, in particular organising staff, resources and students. They are responsible for the authorisation of spending within agreed budgets and for the appointment of staff following vetting and safeguarding recruitment process.

There are two Trust Senior Leadership roles, the Chief Executive Officer who leads the Trust and the Chief Financial Officer. On the 1 September 2018, the Operations Director role was replaced with a financially qualified Chief Financial Officer. The CEO is the Principal Accounting Officer and the CFO reports to the CEO.

**Related Parties**

Owing to the nature of the Trust's operations and the composition of the Board being drawn from local public and private organisations, it is possible that from time to time transactions will take place with organisations in which a Trustee may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any resulting commercial transactions are reported separately in the financial statements.

There were no related party transactions during the reporting period.

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

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

The Trustees have implemented clear policies and procedures for dealing fairly with suppliers. Formal orders are placed and agreed payment terms always adhered to. To ensure service continuity during and after the current coronavirus outbreak the Trust has followed the guidelines of the Government Procurement Policy Note (PPN) that sets out information and guidance for public bodies on payment of their suppliers.

The Trustees consider pupils and parents to be their “customers”. Whilst pupils encounter engagement on a daily basis, engagement with parents is carried out through regular newsletters and face to face meetings.

**OBJECTIVES AND ACTIVITIES**

**Objects and aims**

As set out in its Articles, the Trust’s objectives are: to advance for the public benefit education in the United Kingdom by establishing, maintaining, carrying on, managing and developing Schools offering a broad and balanced curriculum and to promote for the benefit of the inhabitants of the London Borough of Hillingdon and the surrounding area; the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason for their youth, age, infirmity or disablement, financial hardship or social and economic circumstances; or for the public at large in the interests of social welfare and with the objective of improving the condition of life of the said inhabitants.

The Trustees confirm they have referred to the Charity Commission’s guidance on public benefit. The Trustees believe that by working towards the objects and aims of the Trust as detailed above, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

**STRATEGIC REPORT**

**Achievements and Performance**

Covid-19 has meant that progress has been judged differently from the usual external examinations.

Primary schools were not expected to report or examine at any key stage.

William Byrd was sponsored by the Trust in September 2017 when it became an enforced academy with an Ofsted inadequate (special measures) judgement. It had an Ofsted Inspection in November 2019 and was judged to require improvement, a step up from the special measures category.

Barnhill Community High School’s Key Stage 4 results in 2019 and now teacher assessed results in 2020 are among the highest in the Borough and the country. Performance Measure indicated by the Progress 8 Score of +1.01 place the School in at least top 5% of Schools nationally. The gap between both the attainment and progress of disadvantaged and other students has closed dramatically across both years as a result of the work undertaken through the interventions programme.

Teacher Assessed Key Stage 5 progress has improved substantially to an overall grade of 2/3 on the ALPs scale. This is welcome after a focussed improvement plan was put in place to achieve better outcomes.

All academies are fully staffed and the improved reputation of the Trust has resulted in a good quality of candidates applying for roles, particularly in leadership positions.

**Governance reviews**

The Trust has had a full review of its Articles of Association in line with latest guidance from the DfE and has adopted a new scheme of delegation, which is fit for the MAT’s purposes.

The master funding agreement has been reviewed by Stone King Solicitors.

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A new easily accessible electronic governance tool has been populated with new skills audits and governance information. This is called The Trust Governor.

**Going Concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the 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, note 1.6.

In making this statement the Board of Trustees have taken into due consideration the effects upon the Trust of the COVID-19 pandemic, the partial closure of the School during the period and the changes in practices introduced from the 2020 Autumn term.

**Promoting the Success of the Charitable Company**

The Trustees have an obligation to act in a way most likely to promote the success of the Charitable Company. Details regarding engagement with employees, suppliers, parents, pupils and other connected parties have been covered in separate notes within the Trustees' Report. The obligation to assess the likely consequences of decisions in the longer term is noted within the reserves policy below as Trustees balance the needs of current and future cohorts.

The Trustees have identified reputational and ethical areas as key risks and their actions in these areas are covered within Principal risks and uncertainties later within this Strategic Report.

**Financial Review**

The principal source of funding for the Trust is the General Annual Grant (GAG) funding that it received from the Education and Skills Funding Agency (ESFA). For the period ending 31 August 2020, the Trust received £16,591,886 in GAG and other funding (excluding capital grants). A high percentage of this funding is spent on salaries and support costs to deliver the Trust's primary objective of the provision of education.

The Trust received over £803,175 for Pupil Premium funding during the year. This allows for targeted extra funding to support disadvantaged pupils across the Schools.

In addition, the Trust also incurs the cost of the PFI agreement which at present is in the region of £1.9 million per annum at the Barnhill Academy.

The Trust brought forward from 2018/19 £382,677 restricted funds (excluding pension and fixed assets) and £417,012 unrestricted funds. There is an in-year deficit of £275,607 on unrestricted funds and a surplus of £198,470 on restricted funds. The carry forward for 2019/20 is £141,405 unrestricted and £581,147 restricted (excluding pension and fixed assets).

**Principal Risks and uncertainty**

The Trust maintains a Risk Register identifying the major risks to which it is exposed and identifying actions and procedures to mitigate those risks. This Register is approved and was monitored by the Operations Committee (now the Finance, Audit and Risk Committee). The principal risks facing the Trust at a contextual level are outlined below in the Principal Risks and Uncertainties section; those facing the Trust at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.



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

The Trustees have assessed the principal risks and uncertainties to the Trust as follows:

- Continuing reduction in real term income impacts on provision.
- Statutory pay increases for staff are out of line with real term income movements.
- PFI contract and its excessive costs having an adverse impact upon the budget of Barnhill
- Teachers and LGPS Pension scheme contribution increases are also out of line with real term income movements (overall pension contributions are forecast to be c. 25% of salary).
- Attraction and retention of key staff, particularly teachers, becomes even more difficult, leading to disruption in the curriculum and additional costs.
- Falling roll – the two primary academies, Belmore and William Byrd, have experienced falling rolls.

### **Reserves policy**

The Trustees regularly review the cash reserves of the Trust. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The Trustees had previously approved a reserves policy which gave a requirement to hold at least one month's salary costs for the Trust as a cash surplus. This equates to around £1,000,000 and was met in the current year. This year current level of reserves (total funds less the amount held in fixed asset funds and pension fund deficit) is £722,552.

Due to the accounting rules for Local Government Pension Scheme under FRS102, the Trust is recognising a significant pension fund deficit of £8,794,000. This does not mean that an immediate liability for this amount crystallises and that such a deficit generally results in a cash flow effect in the form of increased employee contributions over a number of years. The Trust is currently making payments towards the deficit and it is envisaged that should the deficit increase it will be met from its budgeted annual income. The recognition of this deficit has no direct impact on the free reserves of the Trust.

### **Investment policy**

The Trust's investment policy will continue to be reviewed during 2020/21.

### **Fundraising**

The Trust only very few fundraising events during the year due to the closure of Schools during lockdown. These small events in each of the Schools mainly were raising money for third party charities such as Children in Need. The Trust does not work with professional fundraisers or companies who carry out fundraising on its behalf. During the year no complaints or issues have arisen as a result of the fundraising events.

### **Streamlined Energy and Carbon Reporting**

Energy consumption used to calculate emissions (kWh) - 3,366,405

Energy consumption break down (kWh)

Gas - 2,369,461

Electricity - 933,360

Transport fuel - 3,584

### **Scope 1 emissions in metric tonnes CO<sub>2</sub>e**

Gas consumption - 436

Owned transport - 0.7

### **Scope 2 emissions in metric tonnes CO<sub>2</sub>e**

Electricity - 232

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

**Total gross emissions in metric tonnes CO<sub>2</sub>e - 668.7**

**Intensity ratio**

Number of pupils at the balance sheet date - 2,664  
Tonnes CO<sub>2</sub>e per pupil - 0.25

**Quantification and Reporting Methodology**

We have followed the 2020 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government’s Conversion Factors for Company Reporting.

**Intensity measurement**

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO<sub>2</sub>e per pupil, the recommended ratio for the sector.

**Measures taken to improve energy efficiency**

We have increased video conferencing technology for staff meetings, to reduce the need for travel between sites.

**Plans for future periods**

The Trust has progressed in terms of school improvement in all its Schools. Although they are at different points of their journeys there is considerable cross-Trust collaboration. Processes have been implemented for this to become more systematic and for all staff to feel allegiance to the Trust as well as their individual Schools. Trust communication has been improved and events and opportunities to share practice and work across the Schools are built into development plans.

The aspirational aim for the Trust is that all its Schools become Outstanding in Ofsted grading. This powers the Trust’s relentless drive for school improvement and all Schools have achieved progress measures which are fall into the well above average category of national performance.

The Trust has a policy of measured and sustainable growth for the future and would expect to add two schools per year as a minimum and would welcome schools that have a good Ofsted rating. However, the Trust recognises that the likelihood of good or better schools becoming academies has decreased now that the DfE have rescinded the directive for all schools to become academies by 2022.

The Trust has a well-considered growth plan which outlines the opportunities and risks involved in expansion. Many of the key ingredients for successful growth including strong leadership and governance have been put in place over the last three years. The offer from the Trust is well defined and effective, particularly for the school improvement strategies leading to rapidly improved outcomes.

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

**Provision of Information to Auditors**

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

- So far as that Trustee is aware, there is no relevant audit information of which the Trust's Auditors are unaware, and
- That Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the Trust's Auditors in connection with preparing their Report and to establish that the Trust's Auditors are aware of that information.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 25 November 2020 and signed on its behalf by:

**I Comfort**  
Chair of Trustees

**MIDDLESEX LEARNING PARTNERSHIP**  
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**GOVERNANCE STATEMENT**

**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that Middlesex Learning Partnership 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 Middlesex Learning Partnership 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 10 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
T Hemming, CEO	10	10
S Arnold, Vice Chair	8	10
A Akintola	10	10
I Comfort, Chair of Trustees	8	10
A Singer	8	10
R Middleton	6	10
J Smith	6	10

This has been an unusual year due to COVID-19 Pandemic, which resulted in the physical closure of all three Schools to the majority of pupils on March 22nd until September 4th. There has been much attention spent upon operational factors such as comprehensive and detailed Risk Assessments to ensure that the system of controls designated by the DfE were firmly in place. Regular monitoring of these systems has been a priority for the Trust.

All three Schools implemented a programme of on-site learning for vulnerable students and key worker children whilst the lockdown was in progress. There was also programmes of remote learning put in place at all three Schools. The primary sector focused upon delivering hard copy resources to families to support learning, whilst the secondary developed a sophisticated system of IT based remote learning, which has been used with agility this term whilst bubbles became subject to Covid closure restrictions.

The primary sector were not required to report external results for outcomes at any Key stage and no examinations were taken by pupils. However, the trajectory of achievement at the point of lockdown was above previous high achievement levels for Belmore and were showing signs of improvement for William Byrd following the previous year's disappointing outcomes.

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**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

The secondary sector was similarly not able to take external examinations, however it was expected to report predicted grades, which constituted the necessary outcomes for students at KS4 and KS5. This process was rigorously quality assured and a forensic level of cross reference to previous results was enforced by the SLT. The overall outcome meant that Barnhill achieved a progress 8 score of +1.01. This would have, in normal circumstances have placed Barnhill in the top 2% of the nation for progress. Similarly at KS5 achievement was impacted by the lockdown and predicted grades were used. This system was flawed and MLP played a significant role in overturning the unfair restrictions placed upon year 13 students through using previous grades. This involved a media campaign and strong support of our students to achieve their first choice university places, including Oxbridge.

Barnhill were invited to become part of the Challenge Partner elite programme of 'Growing the Top'. This is for Outstanding schools predominantly, but Barnhill's excellence has been recognised and they were judged strong enough to make a considerable contribution to this group.

William Byrd was sponsored by the Trust in September 2017 when it became an enforced academy with an Ofsted inadequate (special measures) judgement. It was visited by Ofsted in November where the outcome improved from Inadequate to Requires Improvement. There was a robust plan put in place subsequent to the Ofsted visit and progress was being seen, particularly through the appointment of an outstanding Deputy Head and the return from maternity leave of the Trust Director of Achievement.

All Academies are fully staffed and the improved reputation of the Trust has resulted in a good quality of candidates applying for roles, particularly in leadership positions. There are also a large number of referrals from current members of staff to join the Trust and retention is at its highest levels since the creation of the Trust. There has been a particular improvement in quality of teaching staff for William Byrd, which means that it is beginning to benefit from the reputational improvement experienced by the other Schools in the Trust.

Finance has had an overhaul this year, led by the new accomplished CFO. A central team of finance specialists has been created and they are working collaboratively under the CFO's leadership.

The Trust has had a full review of its Articles of Association in line with latest guidance from the DfE and has adopted a new scheme of delegation, which is fit for the MAT's purposes.

The master funding agreement has been reviewed by Stone King Solicitors.

A new easily accessible electronic governance tool has been populated with new skills audits and governance.

A new experienced clerk has been employed and greater continuity is now being seen in the management of Governance and timeliness of minutes and documentation.

The Finance, Audit and Risk Committee is a sub-committee of the main Board of Trustees. Its purpose is to address financial and other matters.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
S Arnold	1	1
A Singer	4	4
A Akintola	4	4
T Hemming	4	4
R Middleton	2	4
J Smith	1	1

**MIDDLESEX LEARNING PARTNERSHIP**  
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**GOVERNANCE STATEMENT (CONTINUED)**

**Review of value for money**

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

The Accounting Officer considers how the 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 has delivered improved value for money during the year by:

- Reduction of central team to key essential personnel.
- Purchasing across the Trust to maximise economies of scale – photocopiers; paper; cleaning contracts where possible; accounting software.
- Curriculum delivery on collaborative learning flow pattern principles.
- Outsourcing of IT.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Middlesex Learning Partnership for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the Annual Report and financial statements.

**Capacity to handle risk**

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the Annual Report and financial statements. This process is regularly reviewed by the Board of Trustees.

**The risk and control framework**

The 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 Finance, Audit and Risk Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- identification and management of risks.

The Board of Trustees has decided to employ Price Bailey as Internal Auditor. The Board of Trustees understands that following the new Ethical Standards, new internal scrutiny arrangements will need to be made for next year.

**MIDDLESEX LEARNING PARTNERSHIP**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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

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

- Income
- Cash handling and banking
- Ordering
- Purchasing and payment
- Credit card payments
- Suppliers
- Access controls & reconciliations

On bi-annual basis, the Internal Auditor reports to the Board of Trustees through the Finance, Audit and Risk Committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

The Internal Auditor has delivered their schedule of work as planned and there were no material control issues arising as a result of their work.

**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:

- on discharge of the Board of Trustees financial decisions to help the Committee consider actions and assess year on year progress
- the work of the Internal Auditor;
- the work of the external Auditors;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance, 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 25 November 2020 and signed on their behalf by:

**I Comfort**  
Chair of Trustees

**T Hemming**  
Accounting Officer

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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

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

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

**T Hemming**  
Accounting Officer  
Date: 18 December 2020



**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 25 November 2020 and signed on its behalf by:

**I Comfort**  
Chair of Trustees

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
MIDDLESEX LEARNING PARTNERSHIP**

**Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our Report. We are independent of the Trust 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**

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

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

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
MIDDLESEX LEARNING PARTNERSHIP (CONTINUED)**

**Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Other information includes the Trustees' Report including the Strategic Report, the Governance Statement and the Accounting Officer's Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our Report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

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

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

- the information given in the 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 Trust 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.

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
MIDDLESEX LEARNING PARTNERSHIP (CONTINUED)**

**Responsibilities of Trustees**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the Directors of the Charitable Company 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 Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**Use of our report**

This Report is made solely to the Trust'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 Trust's Members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trust and its Members, as a body, for our audit work, for this Report, or for the opinions we have formed.

**Mr Gary Miller (Senior Statutory Auditor)**

for and on behalf of  
**Price Bailey LLP**  
Chartered Accountants  
Statutory Auditors  
Causeway House  
1 Dane Street  
Bishop's Stortford  
Hertfordshire  
CM23 3BT

18 December 2020

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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

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

This Report is made solely to Middlesex Learning Partnership and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Middlesex Learning Partnership 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 Middlesex Learning Partnership and ESFA, for our work, for this Report, or for the conclusion we have formed.

**Respective responsibilities of Middlesex Learning Partnership's Accounting Officer and the Reporting Accountant**

The Accounting Officer is responsible, under the requirements of Middlesex Learning Partnership's funding agreement with the Secretary of State for Education dated March 2018 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

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

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

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO MIDDLESEX LEARNING PARTNERSHIP AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Trust, extending the procedures required for financial statements to include regularity, propriety and compliance
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

**Conclusion**

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

Reporting Accountant  
**Price Bailey LLP**

Date: 18 December 2020

**MIDDLESEX LEARNING PARTNERSHIP**  
(A Company Limited by Guarantee)

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

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>Income from:</b>						
Donations and capital grants	2	40	109,826	249,502	359,368	470,746
Charitable activities	3	54,738	16,174,545	-	16,229,283	15,765,620
Other trading activities	4	102,762	149,406	-	252,168	194,018
Investments	5	569	-	-	569	755
<b>Total income</b>		<u>158,109</u>	<u>16,433,777</u>	<u>249,502</u>	<u>16,841,388</u>	<u>16,431,139</u>
<b>Expenditure on:</b>						
Charitable activities	6	433,716	16,481,491	285,553	17,200,760	16,842,813
<b>Total expenditure</b>		<u>433,716</u>	<u>16,481,491</u>	<u>285,553</u>	<u>17,200,760</u>	<u>16,842,813</u>
<b>Net income /(expenditure)</b>		<u>(275,607)</u>	<u>(47,714)</u>	<u>(36,051)</u>	<u>(359,372)</u>	<u>(411,674)</u>
Transfers between funds	16	-	(367,816)	367,816	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<u>(275,607)</u>	<u>(415,530)</u>	<u>331,765</u>	<u>(359,372)</u>	<u>(411,674)</u>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	22	-	(947,000)	-	(947,000)	(2,062,000)
<b>Net movement in funds</b>		<u>(275,607)</u>	<u>(1,362,530)</u>	<u>331,765</u>	<u>(1,306,372)</u>	<u>(2,473,674)</u>
<b>Reconciliation of funds:</b>						
Total funds brought forward		417,012	(6,850,323)	25,045,436	18,612,125	21,085,799
Net movement in funds		(275,607)	(1,362,530)	331,765	(1,306,372)	(2,473,674)
<b>Total funds carried forward</b>		<u>141,405</u>	<u>(8,212,853)</u>	<u>25,377,201</u>	<u>17,305,753</u>	<u>18,612,125</u>

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

The notes on pages 24 to 50 form part of these financial statements.

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07719016**

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

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	13	25,246,036	25,045,436
		25,246,036	25,045,436
<b>Current assets</b>			
Debtors	14	566,272	550,006
Cash at bank and in hand	20	1,196,928	914,433
		1,763,200	1,464,439
Creditors: amounts falling due within one year	15	(909,483)	(664,750)
		853,717	799,689
<b>Net current assets</b>		853,717	799,689
<b>Total assets less current liabilities</b>		26,099,753	25,845,125
<b>Net assets excluding pension liability</b>		26,099,753	25,845,125
Defined benefit pension scheme liability	22	(8,794,000)	(7,233,000)
<b>Total net assets</b>		17,305,753	18,612,125
<b>Funds of the Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	16	25,377,201	25,045,436
Restricted income funds	16	581,147	382,677
		25,958,348	25,428,113
Restricted funds excluding pension liability	16	25,958,348	25,428,113
Pension reserve	16	(8,794,000)	(7,233,000)
		17,164,348	18,195,113
<b>Total restricted funds</b>	16	17,164,348	18,195,113
<b>Unrestricted income funds</b>	16	141,405	417,012
		17,305,753	18,612,125
<b>Total funds</b>		17,305,753	18,612,125

The financial statements on pages 21 to 50 were approved by the Trustees, and authorised for issue on 25 November 2020 and are signed on their behalf, by:

**I Comfort**  
Chair of Trustees



**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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

	Note	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	18	451,119	200,427
<b>Cash flows from investing activities</b>	19	(168,624)	102,652
<b>Change in cash and cash equivalents in the year</b>		282,495	303,079
Cash and cash equivalents at the beginning of the year		914,433	611,354
<b>Cash and cash equivalents at the end of the year</b>	20, 21	<u>1,196,928</u>	<u>914,433</u>

The notes on pages 24 to 50 form part of these financial statements

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

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

Middlesex Learning Partnership meets the definition of a public benefit entity under FRS 102.

The Trust's presentational and functional currency is Pound Sterling.

**1.2 Company Status**

The Trust is a company limited by guarantee. The Members are noted on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member.

The Trust's registered office is Yeading Lane, Hayes, Middlesex, UB4 9LE.

**1.3 Fund accounting**

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

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

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

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

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.4 Income**

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

• **Grants**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the 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.

• **Other income**

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

**1.5 Expenditure**

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.6 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 Trust 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 Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Following the year end the Academy has been affected to a limited extent by restrictions imposed by the UK Government in response to the COVID-19 pandemic.

The Academy derives the majority of its income from local and national government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Academy can continue operating for a period of at least 12 months following the date of this report. The financial statements do not contain any adjustments that would be required if the Academy were not able to continue as a going concern.

**1.7 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 on a straight-line basis over its expected useful life, as follows:

Depreciation is provided on the following bases:

Freehold property	- 125 years straight line
Leasehold Property	- 125 years straight line
Furniture and equipment	- 4 years straight line
Computer equipment	- 4 years straight line

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

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.8 Taxation**

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

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

**1.9 Operating leases**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

**1.10 Debtors**

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

**1.11 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.12 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 Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**1.13 Financial instruments**

The Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Trust 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 14. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. 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.

**MIDDLESEX LEARNING PARTNERSHIP**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.14 Pensions**

The Trust operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Trust to the fund in respect of the year.

Retirement benefits to employees of the Trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. 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 Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

**1.15 Agency arrangements**

The Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements are excluded from the Statement of Financial Activities incorporating Income and Expenditure Account as the Trust does not have control over the charitable application of the funds. The funds received and paid and any any balances held are disclosed in note 26.

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**1. Accounting policies (continued)**

**1.16 Critical accounting estimates and areas of judgement**

Estimates and judgments 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.

The Trustees make 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 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. 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.

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	40	10,011	-	10,051	138,140
Other grants	-	99,815	-	99,815	52,361
Capital grants	-	-	249,502	249,502	280,245
<b>Total 2020</b>	<b>40</b>	<b>109,826</b>	<b>249,502</b>	<b>359,368</b>	<b>470,746</b>
Total 2019	46,439	144,062	280,245	470,746	

In 2019, income from donations was £138,140 of which £46,439 was unrestricted and £91,701 restricted.

In 2019, income from other grants was £52,361 of which all was restricted.

In 2019, capital grants of £280,245 were in relation to restricted fixed assets.

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**3. Funding for the Trust's provision of education**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	13,544,618	13,544,618	13,629,343
Other DfE/ESFA grants	-	1,890,513	1,890,513	1,307,614
	-	15,435,131	15,435,131	14,936,957
<b>Other Government grants</b>				
Local Authority grants	-	706,744	706,744	715,813
	-	706,744	706,744	715,813
<b>Other funding</b>				
Catering income	54,738	-	54,738	89,050
Other grants	-	32,670	32,670	23,800
	54,738	32,670	87,408	112,850
<b>Total 2020</b>	<b>54,738</b>	<b>16,174,545</b>	<b>16,229,283</b>	<b>15,765,620</b>
Total 2019	89,050	15,676,570	15,765,620	

In 2019, income from DfE/ESFA grants was £14,936,957 of which all was restricted.

In 2019, income from other Government grants was £715,813 of which all was restricted.

In 2019, income from catering was £89,050 of which all was unrestricted.

In 2019, income from other grants was £23,800 of which all was restricted.



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**4. Income from other trading activities**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Rental income	11,650	-	11,650	-
Other income	91,112	149,406	240,518	194,018
<b>Total 2020</b>	<u>102,762</u>	<u>149,406</u>	<u>252,168</u>	<u>194,018</u>
Total 2019	<u>94,493</u>	<u>99,525</u>	<u>194,018</u>	

In 2019, other income was £194,018 of which £94,493 was unrestricted and £99,525 restricted.

**5. Investment income**

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Bank interest	569	569	755
<b>Total 2020</b>	<u>569</u>	<u>569</u>	<u>755</u>
Total 2019	<u>755</u>	<u>755</u>	

In 2019, all investment income was in relation to unrestricted funds.

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**6. Expenditure**

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £	Total 2019 £
Provision of Education:					
Direct costs	11,360,089	-	813,547	12,173,636	11,365,214
Support costs	1,404,700	2,349,195	1,273,229	5,027,124	5,477,599
<b>Total 2020</b>	<u>12,764,789</u>	<u>2,349,195</u>	<u>2,086,776</u>	<u>17,200,760</u>	<u>16,842,813</u>
Total 2019	<u>12,195,558</u>	<u>2,492,679</u>	<u>2,154,576</u>	<u>16,842,813</u>	

In 2020, of the total expenditure, £433,716 (2019 - £82,010) was from unrestricted funds, £16,481,491 (2019 - £16,212,841) was from restricted funds and £285,553 (2019 - £547,962) was from restricted fixed asset funds.

In 2019, direct costs consisted of £10,325,080 staff costs and £1,040,134 other costs.

In 2019, support costs consisted of £1,870,478 staff costs, £2,492,679 premises costs and £1,114,442 other costs.

**7. Charitable Activities**

	2020 £	2019 £
Direct costs	12,173,636	11,365,214
Support costs	5,027,124	5,477,599
<b>Total</b>	<u>17,200,760</u>	<u>16,842,813</u>

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	2020 £	2019 £
<b>Analysis of support costs:</b>		
Depreciation	218,095	224,887
Staff costs	1,404,700	1,870,478
Technology	153,971	13,625
Premises	2,131,100	2,267,792
Governance	23,245	23,095
Other	1,084,013	1,077,722
Legal	12,000	-
<b>Total</b>	<b>5,027,124</b>	<b>5,477,599</b>

**8. Net expenditure**

Net expenditure for the year includes:

	2020 £	2019 £
Operating lease rentals	1,930,801	1,835,421
Depreciation of tangible fixed assets	218,095	224,887
Auditors remuneration - audit	13,500	16,400
Auditors remuneration - other services	6,885	6,695
	<b>2,169,281</b>	<b>2,143,403</b>

**9. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	9,032,620	8,859,999
Social security costs	982,458	900,336
Pension costs	2,331,423	1,812,150
	<b>12,346,501</b>	<b>11,572,485</b>
Agency staff costs	408,288	468,680
Staff restructuring costs	10,000	154,393
	<b>12,764,789</b>	<b>12,195,558</b>

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**9. Staff (continued)**

**a. Staff costs (continued)**

Staff restructuring costs comprise:

	2020	2019
	£	£
Redundancy payments	10,000	154,393
	10,000	154,393
	10,000	154,393

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

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £10,000 (2019 - £154,393). This was in relation to one payment to one individual.

**c. Staff numbers**

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

	2020	2019
	No.	No.
Teachers	128	143
Administration and support	174	169
Management	6	7
	308	319
	308	319

**d. Higher paid staff**

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

	2020	2019
	No.	No.
In the band £60,001 - £70,000	2	5
In the band £70,001 - £80,000	3	1
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	1	1
In the band £120,001 - £130,000	1	-
In the band £130,001 - £140,000	-	1
In the band £140,001 - £150,000	1	1
	1	1
	1	1

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**9. Staff (continued)**

**e. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £733,274 (2019 £644,784).

Employer national insurance contributions included within key management personnel remuneration were £69,281 (2019 - £63,460)

Employer pension contributions included within key management personnel remuneration were £125,819 (2019 - £71,691)

**10. Central services**

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

- Finance
- Audit facilitation
- IT and Operational Support
- HR Management Information

The Trust charges for these services on an agreed charge, based upon size of each individual Academy.

The actual amounts charged during the year were as follows:

	2020 £	2019 £
Barnhill Community High School	383,000	370,248
Belmore Primary Academy	118,500	116,844
William Byrd Primary Academy	118,500	107,652
<b>Total</b>	620,000	594,744

**11. Trustees' remuneration and expenses**

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

		2020 £	2019 £
T Hemming, Executive Head Teacher	Remuneration	140,000 -	135,000 -
		145,000	140,000
	Pension contributions paid	30,000 -	20,000 -
		35,000	25,000

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**11. Trustees' remuneration and expenses (continued)**

During the year ended 31 August 2020, no Trustees were reimbursed for expenses (2019 - £NIL).

**12. Trustees' and Officers' insurance**

In respect of Barnhill Community High School, in accordance with normal commercial practice, the Trust 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 2020 is included in the total insurance cost.

In respect of Belmore Primary Academy and William Byrd School, the Academies have opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where the UK Government funds cover the losses that arise. This scheme protects Trustees and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business, and provides cover up to £10,000,000 (per School).

**13. Tangible fixed assets**

	Land and buildings £	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 September 2019	25,667,953	171,036	910,782	26,749,771
Additions	206,191	1,745	210,759	418,695
At 31 August 2020	<u>25,874,144</u>	<u>172,781</u>	<u>1,121,541</u>	<u>27,168,466</u>
<b>Depreciation</b>				
At 1 September 2019	838,427	155,507	710,401	1,704,335
Charge for the year	135,841	9,216	73,038	218,095
At 31 August 2020	<u>974,268</u>	<u>164,723</u>	<u>783,439</u>	<u>1,922,430</u>
<b>Net book value</b>				
At 31 August 2020	<u><u>24,899,876</u></u>	<u><u>8,058</u></u>	<u><u>338,102</u></u>	<u><u>25,246,036</u></u>
At 31 August 2019	<u><u>24,829,526</u></u>	<u><u>15,529</u></u>	<u><u>200,381</u></u>	<u><u>25,045,436</u></u>

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**14. Debtors**

	2020 £	2019 £
<b>Due within one year</b>		
Trade debtors	290	13,379
VAT repayable	51,727	52,381
Prepayments and accrued income	514,255	484,246
	566,272	550,006
	566,272	550,006

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

	2020 £	2019 £
Trade creditors	90,147	74,839
Other taxation and social security	227,870	219,355
Accruals and deferred income	591,466	370,556
	909,483	664,750
	909,483	664,750
	2020 £	2019 £
Deferred income at 1 September 2019	119,523	98,979
Resources deferred during the year	129,812	119,523
Amounts released from previous periods	(119,523)	(98,979)
	129,812	119,523
	129,812	119,523

Resources deferred in the year mainly relates to ESFA funding received in advance for the 2020/21 academic year.

**MIDDLESEX LEARNING PARTNERSHIP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**16. Statement of funds**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
Unrestricted funds	417,012	158,109	(433,716)	-	-	141,405
<b>Restricted general funds</b>						
GAG	382,677	13,544,618	(12,978,332)	(367,816)	-	581,147
Other DfE/ESFA grants	-	1,060,335	(1,060,335)	-	-	-
16-19 Bursary	-	27,003	(27,003)	-	-	-
Pupil premium	-	803,175	(803,175)	-	-	-
Other Government	-	706,744	(706,744)	-	-	-
Restricted donations	-	99,815	(99,815)	-	-	-
Other restricted	-	182,076	(182,076)	-	-	-
Educational trips	-	10,011	(10,011)	-	-	-
Pension reserve	(7,233,000)	-	(614,000)	-	(947,000)	(8,794,000)
	<u>(6,850,323)</u>	<u>16,433,777</u>	<u>(16,481,491)</u>	<u>(367,816)</u>	<u>(947,000)</u>	<u>(8,212,853)</u>
<b>Restricted fixed asset funds</b>						
Devolved Formula Capital	-	50,879	-	(50,879)	-	-
Condition Improvement Fund	-	198,623	(67,458)	-	-	131,165
Restricted fixed asset fund	25,045,436	-	(218,095)	418,695	-	25,246,036
	<u>25,045,436</u>	<u>249,502</u>	<u>(285,553)</u>	<u>367,816</u>	<u>-</u>	<u>25,377,201</u>
<b>Total Restricted funds</b>	<u>18,195,113</u>	<u>16,683,279</u>	<u>(16,767,044)</u>	<u>-</u>	<u>(947,000)</u>	<u>17,164,348</u>
<b>Total funds</b>	<u><u>18,612,125</u></u>	<u><u>16,841,388</u></u>	<u><u>(17,200,760)</u></u>	<u><u>-</u></u>	<u><u>(947,000)</u></u>	<u><u>17,305,753</u></u>



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

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

**General Annual Grant (GAG)**

This represents funding from the ESFA to be used for the normal running costs of the Trust, including education and support costs.

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

**Other DfE/ESFA grants**

This represents various grants from the DfE and ESFA for the provision of specific services to pupils of the Schools.

**16-19 Bursary**

This represents funding for students in further education to subsidise items such as clothing, books and other course equipment.

**Pupil Premium**

This represents funding to help raise achievement and improve outcomes for high needs pupils.

**Other Government grants**

This represents various grants from local and national Government bodies for the provision of specific services to pupils of the Schools.

**Restricted donations**

This represents funding received for a teacher placement.

**Other restricted**

This represents funding received via the South Hillingdon Sports in Schools Network for the provision of sports clubs.

**Educational Trips**

This represents contributions made by parents to the running of educational visits for the pupils of the Trust, and the associated costs.

**Pension reserve**

This reserve represents the Trust's share of the deficit on the Local Government Pension Scheme (LGPS) transferred to the Trust on conversion from state controlled schools.

**Devolved Formula Capital (DFC)**

This represents annual formula capital funding received during the year.

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

**Conditional Improvement Fund (CIF)**

This represents funding received from the ESFA for a roof replacement and fire compliance works.

**Other Capital Grants**

This fund represents income from the Local Authority to cover the difference between the Trust's contribution to the PFI contract and the actual agreed indexed costs, as per the Principal Agreement.

**Restricted fixed asset fund**

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the DfE where the asset acquired or created is held for a specific purpose. The transfer between funds represents additions purchased through capital funding.

**Unrestricted funds**

This represents income received that does not have restrictions.

**Total funds analysis by Academy**

Fund balances at 31 August 2020 were allocated as follows:

	2020 £	2019 £
Barnhill Community High School	346,937	638,512
Belmore Primary Academy	217,518	271,034
William Byrd Primary Academy	60,876	(8,537)
Middlesex Learning Partnership	97,221	(101,320)
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	722,552	799,689
Restricted fixed asset fund	25,377,201	25,045,436
Pension reserve	(8,794,000)	(7,233,000)
	<hr/>	<hr/>
<b>Total</b>	<b>17,305,753</b>	<b>18,612,125</b>
	<hr/> <hr/>	<hr/> <hr/>

**MIDDLESEX LEARNING PARTNERSHIP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**16. Statement of funds (continued)**

**Total cost analysis by Academy**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £	Total 2019 £
Barnhill Community High School	6,573,842	301,840	226,628	3,112,072	10,214,382	9,412,365
Belmore Primary Academy	2,409,865	532,605	38,126	347,168	3,327,764	3,258,952
William Byrd Primary Academy	2,180,751	411,664	60,175	366,452	3,019,042	3,136,783
Middlesex Learning Partnership	195,631	158,591	-	67,255	421,477	809,826
<b>Trust</b>	<u><u>11,360,089</u></u>	<u><u>1,404,700</u></u>	<u><u>324,929</u></u>	<u><u>3,892,947</u></u>	<u><u>16,982,665</u></u>	<u><u>16,617,926</u></u>

**MIDDLESEX LEARNING PARTNERSHIP**  
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**16. Statement of funds (continued)**

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Unrestricted funds</b>						
Unrestricted	268,285	230,737	(82,010)	-	-	417,012
	<u>268,285</u>	<u>230,737</u>	<u>(82,010)</u>	<u>-</u>	<u>-</u>	<u>417,012</u>
<b>Restricted general funds</b>						
GAG	200,627	13,629,343	(13,418,139)	(29,154)	-	382,677
Other DfE/ESFA	-	440,921	(440,921)	-	-	-
16-19 Bursary	-	26,477	(26,477)	-	-	-
Pupil premium	-	840,216	(840,216)	-	-	-
Other Government	-	715,813	(715,813)	-	-	-
Restricted donations	-	52,361	(52,361)	-	-	-
Other restricted	14,888	123,325	(138,213)	-	-	-
Educational trips	-	91,701	(91,701)	-	-	-
Pension reserve	(4,682,000)	-	(489,000)	-	(2,062,000)	(7,233,000)
	<u>(4,466,485)</u>	<u>15,920,157</u>	<u>(16,212,841)</u>	<u>(29,154)</u>	<u>(2,062,000)</u>	<u>(6,850,323)</u>
<b>Restricted fixed asset funds</b>						
DFC	82,733	168,499	(183,427)	(67,805)	-	-
CIF	109,291	30,357	(139,648)	-	-	-
Other capital	-	81,389	-	(81,389)	-	-
Restricted fixed asset fund	25,091,975	-	(224,887)	178,348	-	25,045,436
	<u>25,283,999</u>	<u>280,245</u>	<u>(547,962)</u>	<u>29,154</u>	<u>-</u>	<u>25,045,436</u>
<b>Total Restricted</b>	<u>20,817,514</u>	<u>16,200,402</u>	<u>(16,760,803)</u>	<u>-</u>	<u>(2,062,000)</u>	<u>18,195,113</u>
<b>Total funds</b>	<u><u>21,085,799</u></u>	<u><u>16,431,139</u></u>	<u><u>(16,842,813)</u></u>	<u><u>-</u></u>	<u><u>(2,062,000)</u></u>	<u><u>18,612,125</u></u>

**MIDDLESEX LEARNING PARTNERSHIP**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**17. Analysis of net assets between funds**

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	25,246,036	25,246,036
Current assets	141,405	1,430,422	191,373	1,763,200
Creditors due within one year	-	(849,275)	(60,208)	(909,483)
Provisions for liabilities and charges	-	(8,794,000)	-	(8,794,000)
<b>Total</b>	<u>141,405</u>	<u>(8,212,853)</u>	<u>25,377,201</u>	<u>17,305,753</u>

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

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	25,045,436	25,045,436
Current assets	417,012	1,047,427	-	1,464,439
Creditors due within one year	-	(664,750)	-	(664,750)
Provisions for liabilities and charges	-	(7,233,000)	-	(7,233,000)
<b>Total</b>	<u>417,012</u>	<u>(6,850,323)</u>	<u>25,045,436</u>	<u>18,612,125</u>

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**18. Reconciliation of net expenditure to net cash flow from operating activities**

	2020 £	2019 £
Net expenditure for the period (as per Statement of Financial Activities)	(359,372)	(411,674)
<b>Adjustments for:</b>		
Depreciation	218,095	224,887
Capital grants from DfE and other capital income	(249,502)	(280,245)
Interest receivable	(569)	(755)
LGPS Pension adjustment	614,000	489,000
Increase in debtors	(16,592)	(19,181)
Increase in creditors	245,059	198,395
<b>Net cash provided by operating activities</b>	<b>451,119</b>	<b>200,427</b>

**19. Cash flows from investing activities**

	2020 £	As restated 2019 £
Interest	569	755
Purchase of tangible fixed assets	(418,695)	(178,348)
Capital grants from DfE/ESFA and other capital income	249,502	280,245
<b>Net cash (used in)/provided by investing activities</b>	<b>(168,624)</b>	<b>102,652</b>

**20. Analysis of cash and cash equivalents**

	2020 £	2019 £
Cash in hand	1,196,928	914,433
<b>Total cash and cash equivalents</b>	<b>1,196,928</b>	<b>914,433</b>

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

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	914,433	282,495	1,196,928
	<u>914,433</u>	<u>282,495</u>	<u>1,196,928</u>

**22. Pension commitments**

The Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by London Borough of Hillingdon. Both are multi-employer defined benefit schemes.

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

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

**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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**22. 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 specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to TPS in the year amounted to £1,033,494 (2019 - £847,772).

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 Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The 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 2020 was £738,000 (2019 - £768,000), of which employer's contributions totalled £593,000 (2019 - £617,000) and employees' contributions totalled £ 145,000 (2019 - £151,000). The agreed contribution rates for future years are 24.90 per cent for employers and 5.5-12.5 per cent for employees.

As described in note 1.14 the LGPS obligation relates to the employees of the Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

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.



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**22. Pension commitments (continued)**

**Principal actuarial assumptions**

	2020	2019
	%	%
Rate of increase in salaries	2.5	2.7
Rate of increase for pensions in payment/inflation	2.2	2.3
Discount rate for scheme liabilities	1.7	1.9
Inflation assumption (CPI)	2.2	2.3
Inflation assumption (RPI)	3.2	3.3

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

	2020	2019
	Years	Years
Retiring today		
Males	22.1	21.7
Females	24.3	23.7
Retiring in 20 years		
Males	22.8	22.4
Females	25.5	25.0

As at the 31 August 2019 the Trust had a pension liability of £8,794,000 (2019 - £7,233,000). The sensitivity analysis detailed below would increase/(decrease) the closing defined benefit obligation in the following way:

**Sensitivity analysis**

	2020	2019
Discount rate +0.1%	(407,000)	(368,000)
Discount rate -0.1%	407,000	368,000
Mortality assumption - 1 year increase	126,000	111,000
Mortality assumption - 1 year decrease	(126,000)	(111,000)
CPI rate +0.1%	369,000	281,000
CPI rate -0.1%	(369,000)	(281,000)

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**22. Pension commitments (continued)**

**Share of scheme assets**

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

	2020 £	2019 £
Equities	3,257,000	3,130,000
Bonds	2,148,000	2,330,000
Property	1,040,000	732,000
Cash and other liquid assets	485,000	467,000
<b>Total market value of assets</b>	<u>6,930,000</u>	<u>6,659,000</u>

The actual return on scheme assets was £(379,000) (2019 - £397,000).

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

	2020 £	2019 £
Current service cost	(1,065,000)	(864,000)
Past service cost	-	(108,000)
Interest income	133,000	165,000
Interest cost	(275,000)	(299,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<u>(1,207,000)</u>	<u>(1,106,000)</u>

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

	2020 £	2019 £
<b>At 1 September</b>	13,892,000	10,216,000
Current service cost	1,065,000	864,000
Interest cost	275,000	299,000
Employee contributions	145,000	151,000
Actuarial losses/(gains)	435,000	2,294,000
Benefits paid	(88,000)	(40,000)
Past service cost	-	108,000
<b>At 31 August</b>	<u>15,724,000</u>	<u>13,892,000</u>

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**22. Pension commitments (continued)**

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

	2020 £	2019 £
<b>At 1 September</b>	6,659,000	5,534,000
Interest income	133,000	165,000
Actuarial (losses)/gains	(512,000)	232,000
Employer contributions	593,000	617,000
Employee contributions	145,000	151,000
Benefits paid	(88,000)	(40,000)
<b>At 31 August</b>	<u>6,930,000</u>	<u>6,659,000</u>

**23. Operating lease commitments**

At 31 August 2020 the Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	1,926,075	1,835,421
Later than 1 year and not later than 5 years	7,639,827	7,292,207
Later than 5 years	1,905,341	1,803,684
	<u>11,471,243</u>	<u>10,931,312</u>

The annual payments made for the PFI contract are not fixed, instead they are uplifted each year depending on inflation. For the purposes of disclosure, the agreed cost for 2019/20 has been taken as the annual cost to the Trust, as inflationary charges are unknown.

**24. 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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**25. Related party transactions**

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

During the current and prior year, there were no related party transactions. Except for certain Trustees' remuneration and expenses already disclosed in note 11.

**26. Agency arrangements**

The Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2020 the trust received £27,003 (2019 - £26,477) and disbursed £27,003 (2019 - £26,477) from the fund.